

**WESTERN NEW MEXICO UNIVERSITY
SCHOOL OF EDUCATION**

**TEACHER PREPARATION EVALUATION PLAN
As Required under 22-10-A-19.2. Educator Accountability Report**

The Educator Accountability Report shall include an evaluation plan that indicates high performance objectives. The plan shall include objectives and measures for increasing student achievement, teacher retention, increasing the percentage of highly qualified elementary and secondary teachers, teacher who pass the NMTA on the first attempt, increasing the pipeline for math and science teachers, and determining an effective funding formula to support these objectives. (SB211)

Goal #1 Increasing student achievement for all students

Objectives

1. The School of Education will identify program specific student learning objectives (SLO's) and assessment measures as well as evaluate progress on those measures in TK-20 for all initial and advanced educator preparation **programs**

Measures

- SOE Exit Assessments
- SOE Assessment Committee Data Reviews

2. The School of Education will collect assessment data for initial (traditional and alternative) and advanced education preparation programs in TK-20.

Measures

- Number of student, clinical faculty and lead clinical faculty accounts created and maintained
- Results of rubrics used for course and field based assessments
- Results of teaching events at both the lesson and unit levels
- Evaluations from clinical faculty
- Passing of all NMTA tests prior to practice teaching

3. College will collect data from graduates in licensure preparation programs regarding satisfaction with program preparation

Measures

- Educational Benchmarking, Inc (EBI-TEES) program completer survey

4. The School of Education will provide opportunities to empower students with information on services and resources available to them and ensure that they have tools and skills to aid in their success during their preparation program.

Measures

- Number of students who participate in the Test Prep course offered fall and spring semesters
- Number of students who use Smart Thinking on Canvas
- Use of handouts, pamphlets, website posts and other resource materials

Goal #2 Increasing teacher and administrator retention particularly in the first three years of a teacher's or administrator's career.

Objectives

1. The School of Education will continue to incorporate early onsite field experiences beyond the state requirement to help acclimate students to the realities of the classroom and help them in the transition from pre-service to in-service teaching careers and administrative positions.

Measures

- Number of students participating in early field experiences
- Assessments from early field experiences
- Assessments from administrator internships

2. The School of Education will develop initial collaborative field experience sites with area schools to immerse students and faculty into a school community.

Measures

- Number of students assigned to collaborative sites
- Post graduate retention in the profession based on NMPED data

3. The School of Education has created an online model for effective administrator preparation and retention

Measures

- Number of students prepared and placed in administrative positions
- Number of program completers with master's degrees
- Program evaluation report

Goal #3 Increasing the percentage of students who pass the New Mexico Teacher or Administrator Assessment for Initial Licensure on the first attempt.

Objectives

1. Review of the NMTA first attempt passing rates annually for teacher candidates and evaluate the outcomes of program and/or curricular changes as well as the admission process.

Measures

- NMTA scores

2. Evaluate progress annually to improve NMTA scores

Measures

- NMTA scores
- Continue to offer Test Prep course fall and spring semesters

3. Review NMTA and Content Knowledge Assessments (CKA) annually for administrator candidates

Measures

- NMTA and CKA scores

Goal #4 Increasing the percentage of secondary school classes taught in core academic subject areas by teacher who demonstrate by means of rigorous content area assessment a high level of subject area mastery and a thorough knowledge of the state's academic content and performance standards.

Objectives

1. Increase efforts to recruit, retain and graduate highly qualified secondary teachers for the state of New Mexico.

Measures

- Number and percent of admitted students in secondary education
- Overall gpa of graduates

2. Explore collaboration with math and science faculty from the math and science departments to better align subject matter content and curriculum with the state's academic content and performance standards.

Measures

- Continued discussions in the Teacher Education Committee
- Continued collaborative field trips with science faculty

Goal #5 Increasing the percentage of elementary school classes taught by teachers who demonstrate by means of a high level of performance in core academic subject areas their mastery of the state academic content and performance standards.

Objectives

1. Increase efforts to recruit, retain and graduate highly qualified elementary teachers for the state of New Mexico

Measures

- Overall gpa of graduates
- Measure recruitment efforts

2. Increase involvement of elementary education teacher preparation students in initiatives designed to deepen their content knowledge and improve their ability to effectively analyze teaching and learning.

Measures

- Pass rate on the NES reading test
- Curriculum alignment to the NES reading test

Goal #6 Increase the number of teachers trained in math, science and technology.**Objectives**

1. Increase enrollment of undergraduate teacher candidates in math, science and technology through recruitment in concert with Student Affairs

Measures

- Recruiting events for math and science students
- Pursuit of activities with math and science departments to encourage students to become teachers

2. Pursue external funding with programs designed to offer non-traditional pathways for individuals with STEM related degrees to pursue teacher licensure through NMPED

Measures

- Number of grant proposals submitted with internal and external collaborators focusing on increasing numbers of new math, science, and technology teachers