

Measure 4 (Initial and Advanced): Ability of Completers to be Hired DE Educator Preparation Scorecards: Employment and Placement

Evidence: This packet, entitled *DE Educator Preparation Scorecards: Employment and Placement*, presents evidence for the ability of Wilmington University Completers to be hired in positions for which they have been prepared.

How is alignment assured: The office of Technology, Assessment, and Compliance (TAC), in consultation with Program Chairs, aligns the evaluation measures and assessment tasks with CAEP, SPA, InTASC, and appropriate Technology Standards. The TAC Director coordinates and maintains alignments and adherence to multiple Delaware state laws and policy regulations, specifically Regulation 290. All Standards are maintained within a suite of digital assessment tools on Watermark - Taskstream. A standards database is maintained by the TAC Data Analyst and Administrative Coordinator so that alignments can accommodate updates to standards, program competencies, courses, or assessments.

Evidence Overview

Description of Evidence: The Employment and Placement domain scores the educator preparation program's performance in preparing educators who become employed as teachers or specialists, launch their careers in Delaware's schools, and considers the subset of those who student teach in the state-identified high-needs schools.

In 2009, stakeholders from the Delaware Department of Education (DDOE), the Delaware State General Assembly, Educator Preparation Programs in Delaware, and the Delaware State Education Association came to consensus on teacher quality and teacher preparation reforms while drafting the state's application for the federal Race to The Top grant (RTTT). Delaware was awarded the RTTT grant in 2010 and immediately sought to raise standards for admission into and exit from educator preparation programs in the State. In 2013, Governor Jack Markell [signed these reforms into law](#) through Senate Bill 51 and its accompanying amendments to Regulation 290, and did so in a ceremony held at Wilmington University.

Video: Governor Jack Markell signs reforms into law through Senate Bill 51 and its accompanying amendments to Regulation 290.



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The educator preparation program reports are intended to provide a holistic view of a program based on quantitative and qualitative measures that are indicators of a program’s ability to recruit and train effective educators and aligned with the program standards expectations set forth by CAEP. Please click on the following links for more detailed information about the program standards, data collection, scoring, and program renewal, probation, and revocation: [Educator Preparation Program Guide](#) and the [Delaware DOE Technical Guide: Ed Prep Scorecards](#). Delaware’s program reports consider the past five years of program data. The program reports are comprised of the following six domains (Table 1).

Table 1: Delaware Educator Preparation Scorecard Domains	
Recruitment	The Recruitment domain scores the educator preparation program’s ability to cultivate a diverse, accomplished student body with the potential to be outstanding future educators.
Candidate Performance	The Candidate Performance domain scores the educator preparation program’s ability to prepare aspiring educators with the knowledge and skill required to be first-day ready, as measured by required content knowledge and performance assessments.
Employment & Placement	The Employment and Placement domain scores the educator preparation program’s performance in preparing educators who become employed as teachers or specialists, launch their careers in Delaware’s schools, and considers the subset of those who student teach in the state-identified high-needs schools.
Retention	The Retention domain scores the educator preparation program’s track record of preparing program graduates who continue to serve in public education in Delaware.
Graduate Performance	The Graduate Performance domain scores the educator preparation program’s performance in Delaware’s classrooms and schools. The four metrics included consider the outcomes of program graduates’ students, the qualitative aspects of program graduates’ practice, and administrators’ overall assessment of program graduates’ performance.
Perceptions	The Perceptions domain scores the educator preparation program’s performance based on feedback collected from program graduates and their supervisors.

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Tables 2, 3, and 4 below further define the metrics from the **Employment and Placement** domain.

Table 2 Employment and Placement Metrics	
Employment Rate Overall	
Metric Description	Reported here is the rate at which graduates begin working as a teacher or specialist within one year of graduation
Minimum Standard	30%
State Target	85%
State Performance	Average = 77% 10 th percentile = 59% 90 th percentile = 98%
Description of Calculation	First, educator preparation programs reported the number of students who graduated in school years 2015-16 through 2019-20 and were subsequently employed as an educator outside of Delaware. Then, Delaware's administrative records were used to count the graduates who graduated in school years 2015-16 through 2019-20 and were subsequently employed in public education in Delaware in any capacity or location within one year of completing the program. The number of graduates employed overall for each program is calculated by taking the sum of graduates employed as an educator outside Delaware and those employed as an educator in Delaware. Then to calculate the employment rate overall, the total number of graduates employed overall is divided by the number of graduates reported for the 2015-16 through 2019-20 school years
Universe	Included are educators who graduated from an educator preparation program in the 2015-16 through 2019-20 school years and entered the education profession within one year of completing the program.
Exclusion Rules	None
Minimum N	10
Average	Institution and state averages are calculated in the same manner as above, but represent the conditional mean for each institution or the state as a whole, respectively.
Example Calculation	An educator preparation program reports to the Delaware Department of Education that 100 teachers completed its program in the 2015-2016 through 2019-2020 school years and that 30 of these graduates were employed in education roles outside of Delaware within one year of completing the program. Additionally, the Delaware Department of Education has record of 15 of the program's 2015-16 through 2019-20 graduates entering the public education workforce in Delaware within one year of completing the program. Therefore, the total number of employed graduates for this program is 30 + 15 = 45. Employment Rate Overall is calculated as the number of the employed graduates divided by the total number of graduates and is therefore 45 / 100 = 45%. This program would earn 27.3% of the points available for this metric, or $(45\% - 30\%) / (85\% - 30\%)$ using the formula $([Value - Minimum Standard] / [Target - Minimum Standard])$.

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Table 3 Employment and Placement Metrics	
Employment Rate in Delaware	
Metric Description	Reported here is the rate at which graduates begin working as a teacher or specialist within one year of graduation
Minimum Standard	25%
State Target	75%
State Performance	Average = 60% 10 th percentile = 29% 90 th percentile = 97%
Description of Calculation	First, educator preparation programs reported their number of graduates for the 2015-16 through 2019-20 school years. Then, Delaware’s administrative records were used to determine how many of these graduates were employed in public education in Delaware in any capacity or location by the subsequent fall following their graduation (e.g. a student who graduated in the 2018-19 and began teaching by the fall of 2020 would be considered employed). To calculate the rate of placement in Delaware, divide the number of graduates placed in Delaware by the total number of graduates.
Universe	Included are educators who graduated from an identified educator preparation program in the 2015-16 through 2019-20 school years and entered the education profession in Delaware within one year of graduation.
Exclusion Rules	None
Minimum N	10
Average	Institution and state averages are calculated in the same manner as above, but represent the conditional mean for each institution or the state as a whole, respectively.
Example Calculation	An educator preparation program reports to the Delaware Department of Education that 250 teachers completed its program in the 2015-16 through 2019-20 school years. The Delaware Department of Education has record of 95 graduates of that program entering the public education workforce in Delaware within one year of graduation. The employment rate in Delaware is therefore $95 / 250 = 38\%$. This program would earn 28.9% of the points available for this metric, or $(38\% - 25\%) / (75\% - 30\%)$ using the formula $([Value - Minimum Standard] / [Target - Standard])$.

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Table 4 Employment and Placement Metrics	
Student Teaching Placement Rate in Delaware High Needs Schools	
Metric Description	Reported here is the proportion of graduates who conducted at least one of their student teaching placements in Delaware in a state-identified high needs school before their graduation.
Minimum Standard	10%
State Target	25%
State Performance	Average = 28% 10 th percentile = 15% 90 th percentile = 48%
Description of Calculation	First, educator preparation programs reported their number of graduates for the 2015-16 through 2019-20 school years. Then, Delaware's administrative records were used to determine the number of graduates with at least one student teaching placement in a high needs school in Delaware. To calculate the rate of placement in Delaware high needs school, the number of graduates placed in a high needs school is divided by the number of graduates with a student teaching placement in Delaware.
Universe	Included are educators who graduated from an identified educator preparation program in the 2015-16 through 2019-20 school years and have at least one student teaching placement in Delaware.
Exclusion Rules	Excluded are educators who graduated from an identified educator preparation program in the 2015-16 through 2019-20 school years and a) did not have any student teaching placement in Delaware; b) were a part of the alternative routes to certification program; or c) conducted their student teaching in an early childhood education center.
Minimum N	10
Average	Institution and state averages are calculated in the same manner as above, but represent the rate for each institution or the state as a whole, respectively.
Example Calculation	An educator preparation program reports to the Delaware Department of Education that 250 teachers completed its program in the 2015-16 through 2019-20 school years, inclusive. The Delaware Department of Education has record of 95 graduates of that program with at least one student teaching placement in Delaware. Of these 95, 20 were placed in a state-identified high needs school. The rate of Student Teaching Placement in Delaware High Needs Schools is therefore $20 / 95 = 21\%$. This program would earn 73.3% of the points available for this metric, or $(21\% - 10\%) / (25\% - 10\%)$ using the formula $([Value - Minimum Standard] / [Target - Standard])$.

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Evidence

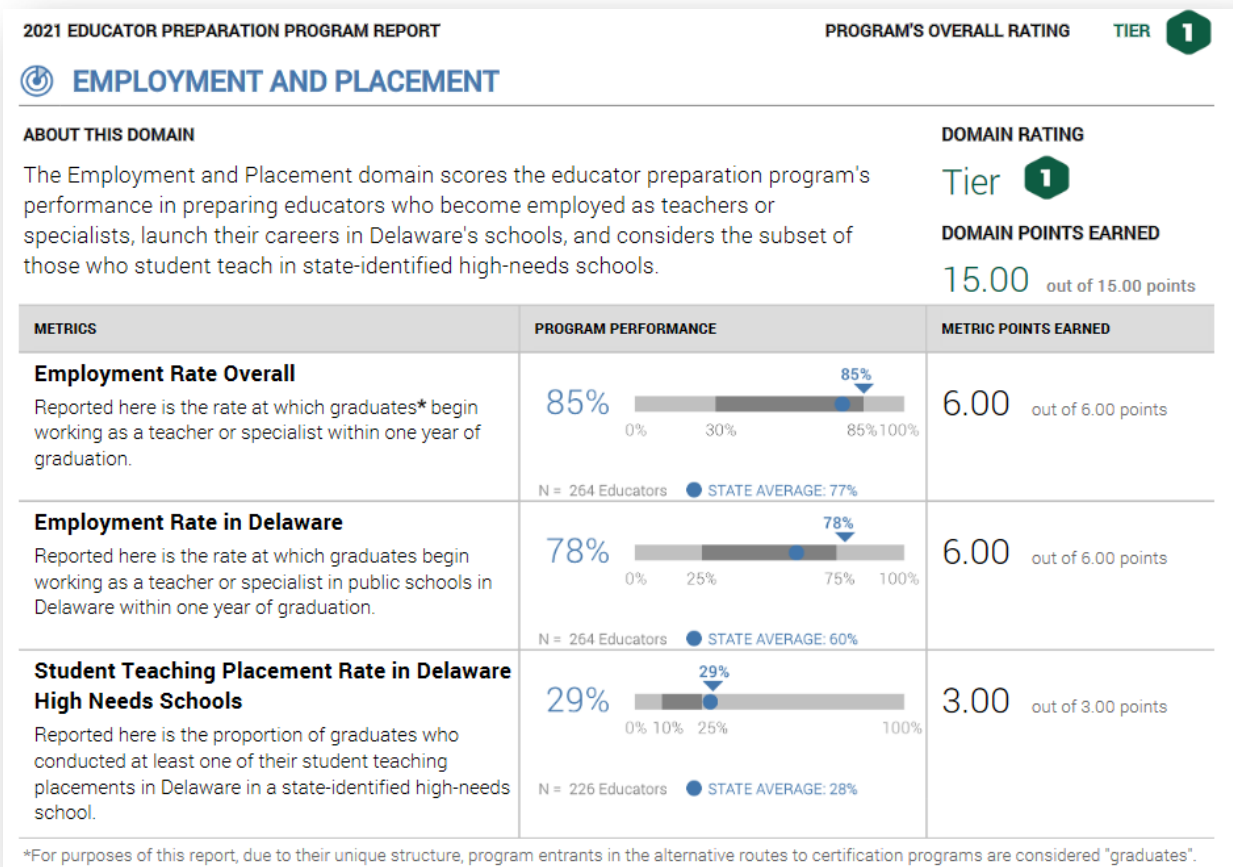
CAEP reviewers are invited to click on the following links to review WilmU’s Scorecards [Delaware Educator Preparation Scorecards](#). Specific evidence is further disaggregated for each initial and advanced program below.

Bachelor of Science, Elementary Education (K-6)

Below are links to the full Educator Preparation Scorecard for Bachelor of Science, Elementary Education highlighting the **Employment and Placement**.

CAEP Reviewers are encouraged to click on this link [Bachelor of Science, Elementary Education Program Scorecard](#) to view the most recent Scorecard. Below is a screenshot of this domain rating from 2021.

Bachelor of Science, Elementary Education – Employment and Placement



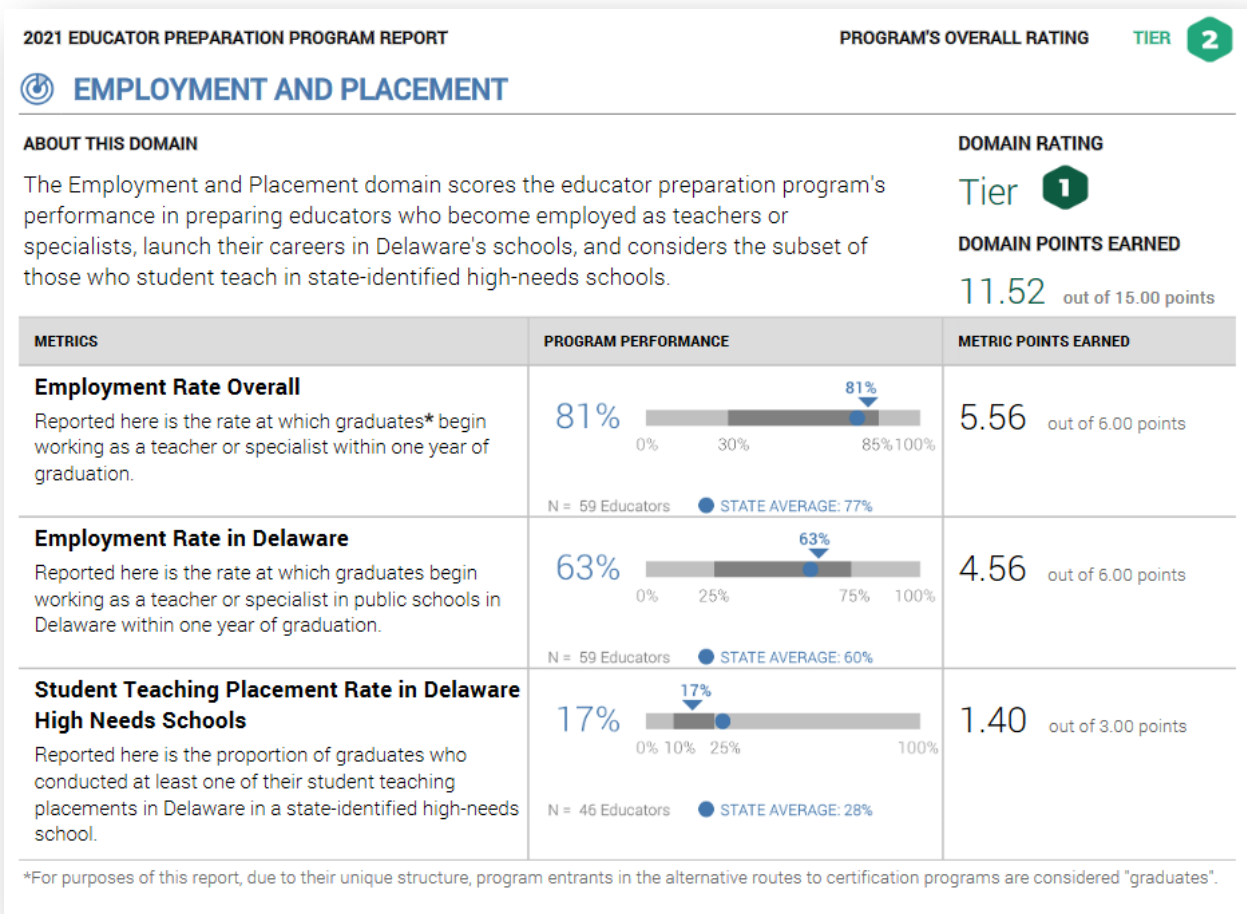
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Bachelor of Science, Middle Level Education (6-8)

Below are links to the full Educator Preparation Scorecard for Bachelor of Science, Middle Level Education highlighting the **Employment and Placement**.

CAEP Reviewers are encouraged to click on this link [Bachelor of Science, Middle Level Education Program Scorecard](#) to view the most recent Scorecard. Below is a screenshot of this domain rating from 2021.

Bachelor of Science, Middle Level Education - Employment and Placement



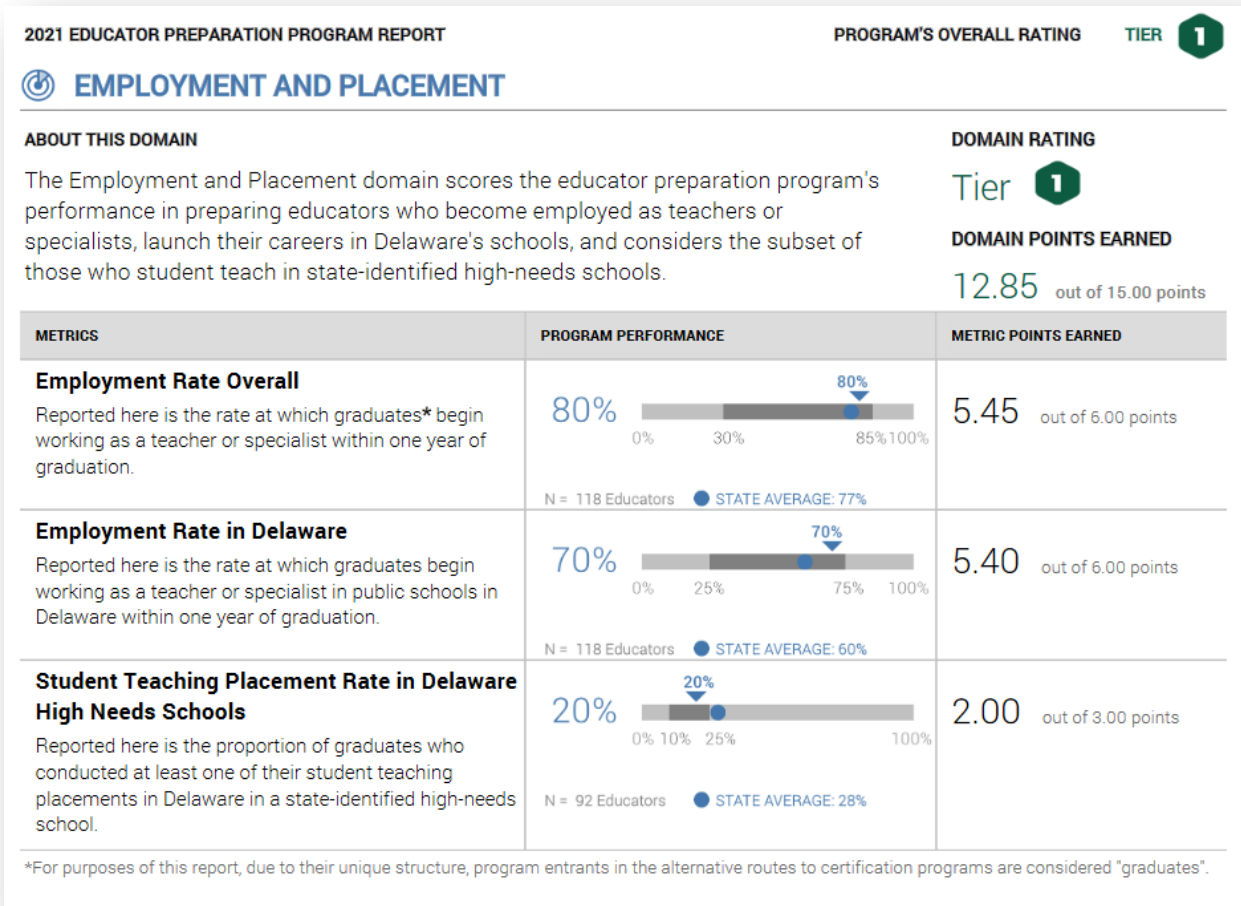
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Master of Education, Elementary Studies (K-6)

Below are links to the full Educator Preparation Scorecard for Master of Education, Elementary Studies highlighting the **Employment and Placement**.

CAEP Reviewers are encouraged to click on this link [Master of Education, Elementary Studies Program Scorecard](#) to view the most recent Scorecard. Below is a screenshot of this domain rating from 2021.

Master of Education, Elementary Studies - Employment and Placement



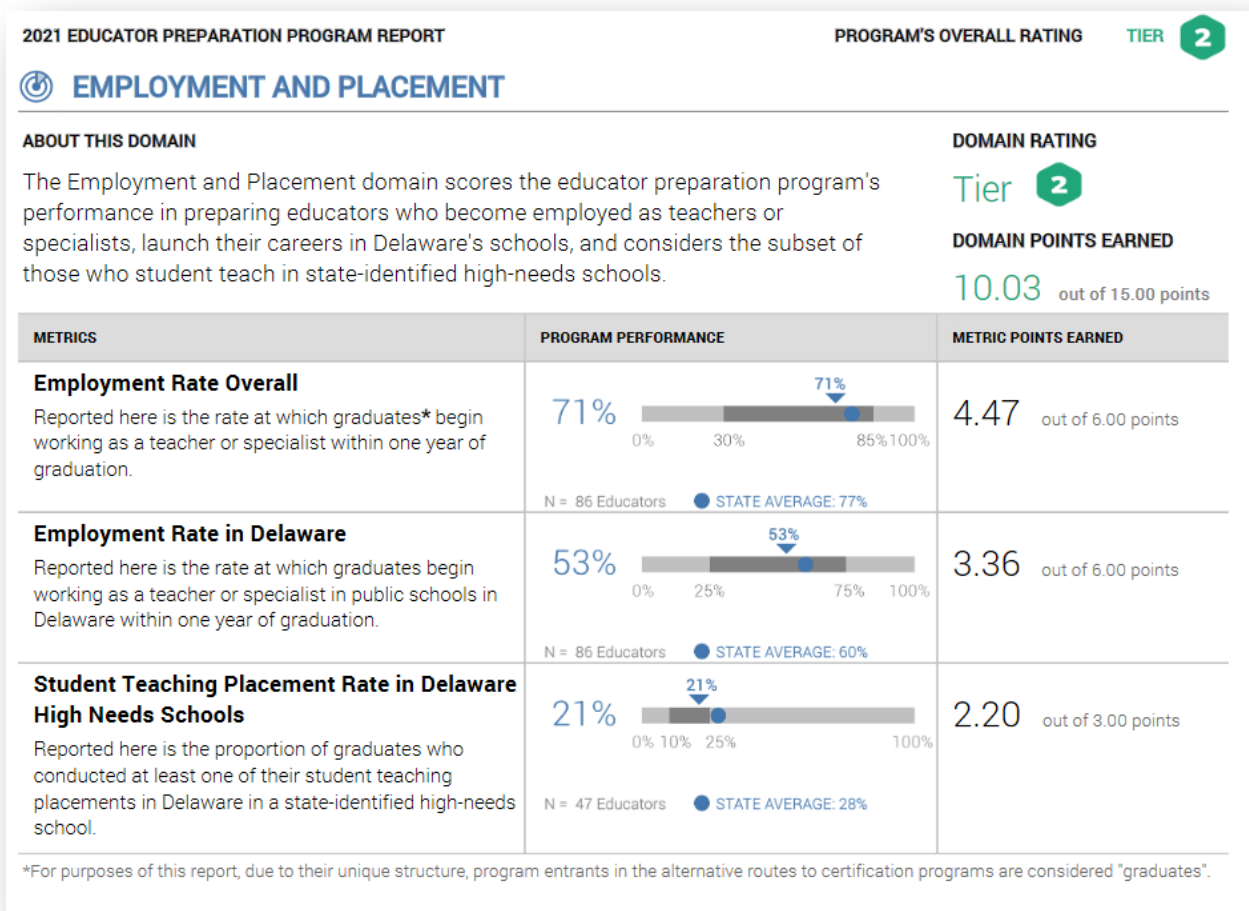
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Master of Education, Special Education

Below are links to the full Educator Preparation Scorecard for Master of Education, Special Education highlighting the **Employment and Placement**.

CAEP Reviewers are encouraged to click on this link [Master of Education, Special Education Program Scorecard](#) to view the most recent Scorecard. Below is a screenshot of this domain rating from 2021.

Master of Education, Special Education - Employment and Placement



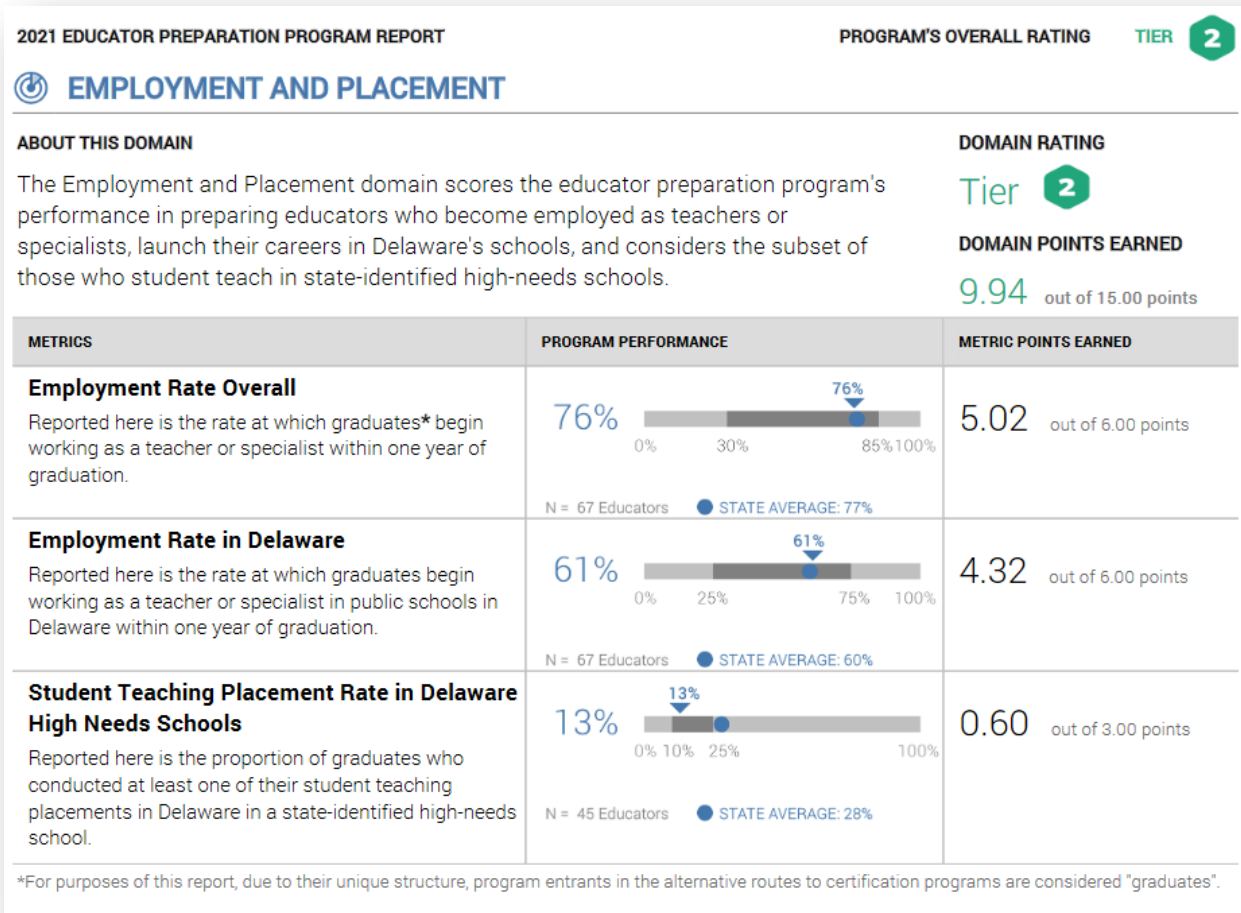
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Master of Arts in Teaching, Secondary Teaching (7-12)

Below are links to the full Educator Preparation Scorecard for Master of Arts in Teaching, Secondary Education highlighting the **Employment and Placement**.

CAEP Reviewers are encouraged to click on this link [Master of Arts in Teaching, Secondary Teaching Program Scorecard](#) to view the most recent Scorecard. Below is a screenshot of this domain rating from 2021.

Master of Arts in Teaching, Secondary Teaching - Employment and Placement



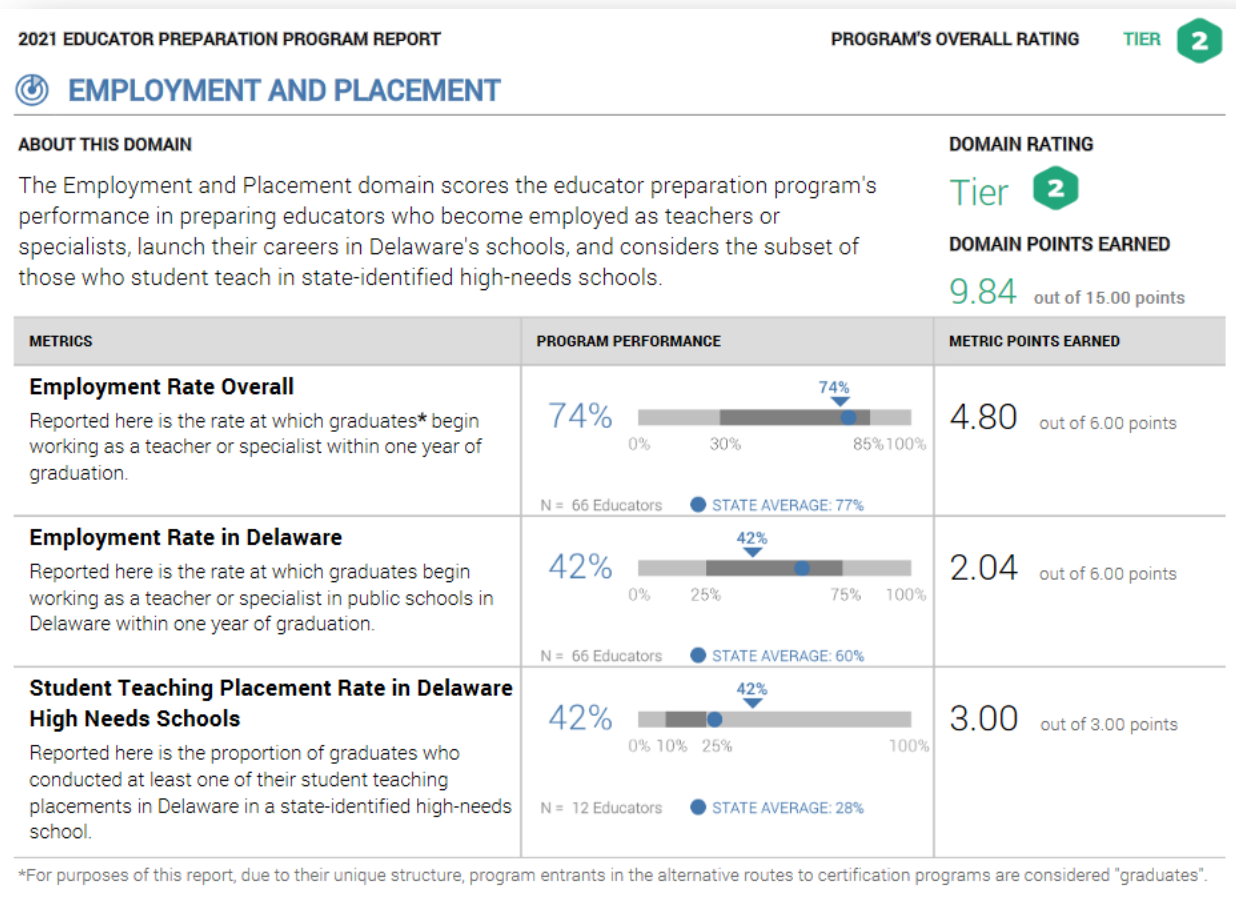
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Master of Education, Reading

Below are links to the full Educator Preparation Scorecard for Master of Education, Reading highlighting the **Employment and Placement**.

CAEP Reviewers are encouraged to click on this link [Master of Education, Reading Program Scorecard](#) to view the most recent Scorecard. Below is a screenshot of this domain rating from 2021.

Master of Education, Reading - Employment and Placement



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Master of Education, School Counseling

Below are links to the full Educator Preparation Scorecard for Master of Education, School Counseling highlighting the **Employment and Placement**.

CAEP Reviewers are encouraged to click on this link [Master of Education, School Counseling Program Scorecard](#) to view the most recent Scorecard. Below is a screenshot of this domain rating from 2021.

Master of Education, School Counseling - Employment and Placement

