

# 2020 EPP Annual Report - Reviewer Feedback (Staff Review Report)

## Section 1 AIMS Profile & Section 2 Program Completers

**Overview:** These sections ask for a yearly update to the EPP's electronic profile information and number of completers to ensure relevant communication and actions from CAEP.

**Why are these sections important?** The assurance of accurate profile information (including confirming up to five points of contact, identifying EPP characteristics, and detailing programs offered) are crucial to CAEP being able to get in touch with you, as well as being aware of EPP characteristics for research and site team assignment purposes, and accurate scrutiny of disaggregated data from relevant programs by Program Reviewers and/or site visitors and Accreditation Councilors. Additionally, completer counts are important to accurate billing for accreditation activities.

**Why does CAEP ask for this information, and what do we do with it?**

✓ **CAEP asks for current listings of contact persons** due to potential turnover at the EPP that may prevent the most relevant individuals from receiving essential information. As the contact information confirmed in the EPP Annual Report is used for official accreditation-related communications, the EPP should take the opportunity to list up to two "EPP Heads" and up to three "CAEP Coordinators" to facilitate a consistent flow of information to appropriate individuals. Individual identified "EPP Head" should have authority over the EPP. This contact may receive time-sensitive communications related to the accreditation of the EPP. The individual(s) identified as the CAEP Coordinator should have a role in managing accreditation activities and may be carbon copied on communications to the EPP head.

✓ **CAEP asks for current EPP Characteristics** to generate official accreditation documents, provide context for site visitors and Accreditation Councilors, allow for disaggregation of information by relevant demographics for research purposes, and ensuring adequate representation in formal and informal feedback efforts.

- **Basic Information.** This section includes information that CAEP uses to generate official accreditation documents, including mailing address and EPP name.

- **EPP Characteristics and Affiliations.** This section provides contextual information for better understanding the EPP and its work including types of licensure/degree programs at the initial-teacher licensure and/or advanced-level, EPP type consistent with Carnegie Classification, Professional Development School levels, Religious affiliation, admissions test(s), language of instruction, teaching majors, institutional/regional accreditation, institutional memberships, and off campus/branch campus(es)/distance learning/alternative certification programs.

✓ **CAEP asks for current EPP Program Listings** to ensure current information for all programs offered by the EPP that fall within CAEP's scope, as well as those covered by current NCATE or TEAC accreditation. Please review, update, and/or add each Program Name, Level, Certificate Level for Degree(s), and Program Category Fields.

✓ **CAEP asks for current EPP Program Completers** to generate accurate billing information, as the CAEP Annual Fee structure is based on the number of completers - for both initial-licensure and advanced-level programs - and scaled to support smaller EPPs.

1. [1.1] Is at least one individual listed for each available contact identity - EPP head and CAEP Coordinator - with email addresses that appear valid?

Yes  No

2. [1.1 & 1.2] Based on information from the EPP's Information Page, Program Options page, EPP's link to its approved programs (as indicated in Section 1.2 of the EPP Annual Report), are there any apparent discrepancies?

Yes  No

3. [2.1] Comparing the EPP's completer numbers from last year to this year, is there a discrepancy which may indicate a mistake?

Yes  No

Link: <http://www.highpoint.edu/education/>

i. Does the above link listing accredited Initial and Advanced Programs work?

Yes  No

ii. Does the list of Initial and/or Advance programs identified as reviewed and accredited by CAEP match the programs reviewed in the last accreditation cycle?

Yes  No

iii. If not, identify programs outside of the scope of CAEP's (or NCATE or TEAC) previous review.

The link leads to a webpage that does not clearly demonstrate which Initial and/or Advanced Programs were part of the last accreditation review. The EPP needs to update the webpage by the time the 2021 Annual Report is submitted.

## Section 3 Substantive Changes

**Overview:** If a substantive change occurred during the Academic Year of the present EPP Annual Report through the date of the submission of this report, the EPP should provide an explanation. The explanation should provide CAEP with information about the nature of the change, a rationale for the change, an implementation timeline, and other any other essential information. Substantive changes to be reported include changes in the published mission or objectives of the institution/organization or the EPP; in the legal status, form of control, or ownership of the EPP; addition of programs of study at a degree or credential level different from those that were offered when most recently accredited; addition of courses or programs that represent a significant departure, in terms of either content or delivery, from those that were offered when most recently accredited; a contract with other providers for direct instructional services, including any teach-out agreements; that means the EPP no longer satisfies accreditation standards or requirement; in regional accreditation status; or in state program approval.

**Why is this section important?** Advising CAEP of substantive changes is one of the actions that must be taken to maintain accreditation or eligibility. Changes are reviewed to determine effects, if any, to accreditation status.

**Why does CAEP ask for this information, and what do we do with it?**

✓ CAEP, in accordance with Federal regulation (34 CFR Part 602 Subpart B (§602.22)), requires an EPP to inform CAEP of any changes to the educational mission, program, or programs of the EPP which may adversely affect the capacity of the EPP to continue to meet CAEP's standards. These changes must be communicated as part of the Annual Report or in a separate communication to the CAEP President, addressed to [president@caepnet.org](mailto:president@caepnet.org) or the current mailing address for the organization. CAEP has the responsibility to determine what effect, if any, substantive changes would have on an EPP's accreditation

1. [3.2] Did the EPP indicate any change in the legal status, form of control, or ownership of the EPP?  
 Yes  No
2. [3.6] Did the EPP indicate changes in its regional/institutional accreditation status?  
 Yes  No
3. [3.7] Did the EPP indicate changes in its state approval status?  
 Yes  No

## Section 4. Display of Annual Reporting Measures.

**Overview:** CAEP re-worked its approach to the Annual Reporting Measures. Instead of requesting data via a series of questions and CAEP-created standardized tables, CAEP has aligned its approach to CAEP Standards 4 and 5. In Section 4 of the 2018 EPP Annual Report, the provider is asked to publicly display data, pertaining to each of the Annual Reporting Measures (four of these measures are impact measures matching the four components of the CAEP Standard 4 for Initial-Licensure Programs and two of these match the two components of CAEP Standard 4 for Advanced-Level Programs), on the its website. This approach respects an EPP's context by allowing context-specific data collection and hosting in a manner of the EPP's choice, as long as the presented data are appropriate measures and are accurate.

**Why is this section important?** Having accreditation standards and policies that require EPPs "to routinely provide reliable information to the public on their performance, including student achievement," is central to maintaining CAEP's CHEA recognition, CAEP's role as an accreditor, and EPP's demonstration of accountability to stakeholders and provision of transparent information to potential candidates.

**Why does CAEP ask for this information, and what do we do with it?**

✓ The requirement to widely disseminate and display the Annual Reporting Measures is located in Components 5.4 and A.5.4 of the CAEP Standards and a part of CAEP Policy (Policies 6.01, on Annual Reporting, and 8.01, on Consumer Information). EPPs accredited under the NCATE standards or TEAC quality principles were required to publicly display candidate performance data in previous EPP Annual Report years. The updated Section 4 includes and builds from that approach by including the Annual Reporting Measures. In alignment with Component 5.4, providers are also asked to summarize the data and trends represented in the provider's Annual Reporting Measures, which allows EPPs to prepare for writing a self-study report and to use the EPP Annual Report as a repository and source for working toward Component 5.4. Site visitors and Accreditation Councilors review EPP Annual Report submissions in evaluating your EPP's evidence toward Component 5.4. Annual Report Reviewers flag exemplars of best practices of displaying these data to enhance the tips and exemplars to be included in next year's EPP Annual Report Technical Guide.

1. [4.1] Review Section 4 links

a. Link: <http://www.highpoint.edu/education/program-completion/>

- i. Does the above link work?  
 Yes  No
- ii. Are data publicly/prominently displayed?  
 Yes  No
- iii. Are measures displayed but not tagged?  
 Yes  No
- iv. Are data relative to measure number(s) indicated appropriate?  
 Yes  No

If no, please summarize issue.

Measure #1, Impact on P-12 learning and development, is tagged but not displayed.

b. Link: <http://www.highpoint.edu/education/graduation-rate-program-completers/>

- i. Does the above link work?  
 Yes  No
- ii. Are data publicly/prominently displayed?  
 Yes  No
- iii. Are measures displayed but not tagged?  
 Yes  No
- iv. Are data relative to measure number(s) indicated appropriate?  
 Yes  No

c. Link: <http://www.highpoint.edu/education/graduation-rates-of-program-completers-advanced-levels/>

- i. Does the above link work?  
 Yes  No
- ii. Are data publicly/prominently displayed?  
 Yes  No
- iii. Are measures displayed but not tagged?  
 Yes  No
- iv. Are data relative to measure number(s) indicated appropriate?  
 Yes  No

d. Link: <http://www.highpoint.edu/education/praxis-ii-specialty-exam-pass-rates/>

- i. Does the above link work?  
 Yes  No
- ii. Are data publicly/prominently displayed?  
 Yes  No
- iii. Are measures displayed but not tagged?  
 Yes  No
- iv. Are data relative to measure number(s) indicated appropriate?  
 Yes  No

2. [4.1] Are any measures missing across link(s) provided that should be present, according to the EPP's indication of offering program(s) leading to initial-teacher licensure and/or advanced-level programs [1.1 & 2.1]?

- Yes  No

If yes, please summarize issue.

Data is not provided for reporting measure #1, Impact on P-12 learning and development, measure #8, Student loan default rates, and Title II data is missing from measure #6. Reviewers could not locate data for CAEP's Annual Reporting Measure(s) 1, 6 and 8. To ensure compliance with CAEP requirements, the EPP needs to update and prominently display the information on its own website with completer data for all the annual reporting measure(s), as collected from academic year 2018-19, and send a confirmation to CAEP staff via email (eppannualreport@caepnet.org) by January 31, 2021.

3. Is display of data an example of best practice?

- Yes  No

4. [4.2] Does EPP narrative sufficiently address all question prompts?

## Section 5. Areas for Improvement, Weaknesses, and/or Stipulations

**Overview:** This section asks EPPs to report on progress correcting any Areas for Improvement, Weaknesses, and/or Stipulations cited during the most recent accreditation site visit.

**Why is this section important?** Any citations earned by EPPs at the most recent accreditation visit represent parts of accreditation standards or principles that were not demonstrated sufficiently according to expectations represented by such a designation. Therefore, rectifying these deficiencies is essential to the quality of the EPP and the integrity of accreditation. This section allows for the EPP's annual reflection on progress -looking toward addressing gaps sufficiently within the required time - and CAEP's monitoring of the EPP during the accreditation cycle between in-depth self-study submissions.

**Why does CAEP ask for this information, and what do we do with it?**

✓ Accreditation is a check on work EPPs do daily - not just every seven years. Therefore, CAEP's role as an accreditor, in general and as part of being recognized by CHEA, includes monitoring EPPs between site visits, particularly when accreditation standards were not fully met. Under CAEP, Areas for Improvement describe a weakness in evidence for a CAEP Standard and/or component that should be remediated by the end of the accreditation term, while Stipulations describe one or more systemic concerns or serious deficiencies in evidence for a CAEP Standard and/or component that must be remediated to continue accreditation. Accordingly, this section allows EPPs and CAEP to check-in on progress to prompt EPPs to hopefully have fully corrected any deficiencies by the time of the next review, if not sooner as these represent aspects of EPP's program(s) that hinder ensuring development of effective candidates to meet the needs of P-12 students. Further, EPP Annual Report Reviewers review progress and offer prompts, as appropriate to steer EPPs in productive direction.

1  
**CAEP: Areas for Improvement (ITP) related to 2.2 Partners co-select, prepare, evaluate, support, and retain high-quality clinical educators**

**Ongoing, sustained P-12 faculty professional development is limited.**

The EPP continues to engage in several initiatives designed to provide ongoing professional development to faculty in area school districts. In 2018-2019 the EPP provided professional development leading to add-on licensure in Academically Gifted (AG) to local education districts. In Davidson County Schools the EPP provided four courses in both face-to-face and online modes of delivery along with an additional week of STEM Summer Camp in July 2019. Twenty-two teachers enrolled in the AG program completed their professional development opportunity through the STEM Summer Camp in which EPP faculty supervised the development of STEM lessons and observed teachers implementing these with students in grades 3-12. As part of the EPP's ongoing LEGO Education partnership, the School of Education also hosts Teacher Academies throughout the year which is a structured Saturday Professional Development opportunity. In 2018-2019 the EPP hosted events on 9/21/18, 10/13/18, 11/11/18, and 12/13/18, 1/22/19, 3/16/19, 4/14/19 for a total of 108 teachers. As noted in our 2016 CAEP Self Study, the EPP continues to implement a New Teacher Support Group which provides ongoing support and assistance to our program completers who are currently in their first and second year of teaching. The EPP hosts late afternoon professional development seminars that address topics that our program completers note are challenging to them in the classroom. In 2018-2019 the sessions were delivered by principals in surrounding schools. For the first time, the EPP has extended an invitation to our PREPARE Teacher Residents since they are currently in a one-year full time residency placement. Information, opportunities for discussion and classroom materials are provided to attendees.

a. Please consider the following prompts as you continue to address deficiencies cited in relation to CAEP standards.

**Stakeholder engagement**

- How are you engaging stakeholders (**P-12 partners, academic and clinical faculty, staff, administrators, community members, candidates, and completers**) in this work?
- How are you engaging stakeholders (**particularly P-12 partners**) in this work?
- How are you engaging stakeholders (**particularly a coalition of EPP faculty - academic and clinical -, staff, and administrators**) in this work?
- How are you engaging stakeholders (**particularly candidates and completers**) in this work?
- How are these data shared with stakeholders?

**Progress monitoring**

- How are you monitoring and measuring progress?
- How do you/will you know the degree to which these changes result in improved outcomes?

**Leveraging data**

- How are you leveraging existing data sources to inform your effort(s)?
- How can the actionability of data be improved? (Actionable: Sufficiently detailed and

relevant to directly indicate or clearly suggest a course of action. Information is actionable if it supplies the who, what, when, where, and why that allows one to determine how to change current practice(s) to achieve the intended goal.)

- What benchmarks or comparisons can you use to gauge your progress and add context?

#### **Integration/Triangulation**

- How does this effort complement existing initiatives?
- How do these data work with other information and assessment results in your quality assurance system?
- Do you see any opportunities for data triangulation/convergence in your quality assurance system?
- How are you using these data for program improvement?

#### **Assessment Quality**

- How does your assessment align with the sufficient-level criteria on the CAEP Evaluation Framework for EPP-Created Assessments?
- If you made modifications to a proprietary assessment, how have you re-evaluated validity?
- If you made a change to an EPP-created assessment, how does your assessment align with the sufficient-level criteria on the CAEP Evaluation Framework for EPP-Created Assessments?

#### **Other**

- Specify:

In what ways does the EPP's efforts to support clinical educators affect candidate preparation and learning?

## **Section 6. Continuous Improvement**

**Overview:** In this section of the EPP Annual Report, EPPs no longer respond by accreditation pathway. Instead of responding to pathway requirements, all providers have an opportunity to share continuous improvement efforts and processes relating to the CAEP Standards.

**Why is this section important?** The prompts in Section 6 are aligned with Standard 5 and Component 5.3, allowing providers to use the EPP Annual Report to catalog data and narrative over time in a way that prepares the provider to respond to Component 5.3 in the self-study report. Component 5.3 provides a chance for EPPs to put data related to the rest of CAEP's Standards to work to systematically change programs to improve outcomes for candidates and ultimately the P-12 students they will serve. Not only is the application of appropriate data to make and monitor informed changes a requirement of CAEP's Standards, but it is also a regular behavior and value of high-performing organizations; noticeably, the Baldrige Criteria and improvement science research inspired Standard 5.

#### **Why does CAEP ask for this information, and what do we do with it?**

- ✓ Quality assurance systems and data-informed continuous improvement are essential, foundational requirements for CAEP accreditation. This section instantiates an ongoing culture of evidence, while allowing CAEP to see some of the work done between accreditation cycles. Further EPP Annual Report Reviewers identify models of data-informed improvement so that CAEP may further collaborate with the field to spread continuous improvement initiatives.

### **General organizational reflections prompts to guide your quality assurance and continuous improvement efforts (Created by the Carnegie Foundation for the Advancement of Teaching explicitly for EPP use in CAEP's Standard 5):**

In the spirit of CAEP Standard 5, iteratively reflect on what are you trying, how are you inquiring about your change efforts, what have you learned, and what are you trying next?

- As you examine the outcomes you currently achieve (i.e., data on the first four standards), and identify gaps between current results and established standards, why is it that these results continue to occur?
- How do you understand the problem(s) you need to solve? And what inquiries have you engaged in to help clarify this problem analysis (e.g., data analyses that might inform sources of variation in performance; in-depth interviews with current participants and recent graduates a.k.a. user-centered empathy inquiries)?
- Based on your systematic problem analysis, what is your working theory of improvement? (e.g., what are the three to five places in your instructional system that are your high leverage improvement targets/drivers and what drivers (or areas for intervention) are thought to lead to improvements within them?)
- How has this working theory been tested? What changes have you tried and why did you focus here (looking for connection to relevant research evidence and working theory of improvement)? How do you (will you?) know if these changes are an improvement?

- More generally, as you cycle through your processes of continuous improvement (iteratively refining your theories based on the results of the changes made) what are you learning about your instructional system, and how has this helped you to refine your working theory of improvement?

Remember we often learn most from our failures. So, if relevant, what perhaps might you have tried, found evidence that it did not work as you intended, and what did you learn from this about what to try next?

1. [6.1] Please consider the following prompts

**Stakeholder engagement**

How are you engaging stakeholders (**P-12 partners, academic and clinical faculty, staff, administrators, community members, candidates, and completers**) in this work?

How are you engaging stakeholders (**particularly P-12 partners**) in this work?

How are you engaging stakeholders (**particularly a coalition of EPP faculty - academic and clinical -, staff, and administrators**) in this work?

How are you engaging stakeholders (**particularly candidates and completers**) in this work?

How are these data shared with stakeholders?

**Progress monitoring**

How are you monitoring and measuring progress?

How do you/will you know the degree to which these changes result in improved outcomes?

**Leveraging data**

How are you leveraging existing data sources to inform your effort(s)?

How can the actionability of data be improved? (Actionable: Sufficiently detailed and relevant to directly indicate or clearly suggest a course of action. Information is actionable if it supplies the who, what, when, where, and why that allows one to determine how to change current practice(s) to achieve the intended goal.)

What benchmarks or comparisons can you use to gauge your progress and add context?

**Integration/Triangulation**

How does this effort complement existing initiatives?

How do these data work with other information and assessment results in your quality assurance system?

Do you see any opportunities for data triangulation/convergence in your quality assurance system?

How are you using these data for program improvement?

**Assessment Quality**

How does your assessment align with the sufficient-level criteria on the CAEP Evaluation Framework for EPP-Created Assessments?

If you made modifications to a proprietary assessment, how have you re-evaluated validity?

If you made a change to an EPP-created assessment, how does your assessment align with the sufficient-level criteria on the CAEP Evaluation Framework for EPP-Created Assessments?

**Other**

Specify:

a. Further clarification (optional)

2. Did the EPP indicate the willingness to share highlights, new initiative, assessments, research, scholarship, or service activities during a CAEP Conference or in other CAEP communications?

Yes  No

Thank you for your willingness to share your EPP's continuous improvement efforts. EPP Annual Report Reviewers and CAEP Staff are reviewing these and will reach out and share as appropriate.

2.1 Is the continuous improvement initiative(s) described a particularly compelling example that would benefit other EPPs?

Yes  No

If yes, what specific aspect(s) of the initiative exemplary to flag for possible sharing through CAEP Conference or other communications vehicles?

The TQP grant the EPP received has allowed for the creation of a teacher residency program, PREPARE. Other EPPs

might find it beneficial to discuss specific components of the residency program, as aligned to CAEP standards.

## 2.2 Display Tagging from EPP AR.

- 1.1 Understanding of InTASC Standards
- 1.3 Application of content and pedagogical knowledge
- 2.1 Partners co-construct mutually beneficial P-12 partnerships
- 2.2 Partners co-select, prepare, evaluate, support, and retain high-quality clinical educators
- 2.3 Partners design high-quality clinical experiences
- 3.1 Recruits and supports high-quality and diverse candidate pool
- 3.4 Creates and monitors candidate progress
- 4.3 Employer satisfaction
- 5.3 Results for continuous program improvement are used
- 5.5 Relevant stakeholders are involved in program evaluation
- A.1.1 Candidate Knowledge, Skills, and Professional Dispositions
- A.2.1 Partnerships for Clinical Preparation
- A.2.2 Clinical Experiences
- A.3.1 Admission of Diverse Candidates who Meet Employment Needs
- A.3.3 Selectivity during Preparation
- A.4.1 Satisfaction of Employers
- x.1 Diversity
- x.4 Previous AFI / Weaknesses

## Section 8: Preparer's Authorization

**Overview:** The report preparer checks the box to affirm that they are authorized to complete the report by the and enters their name, position, phone number, and email address. The report preparer checks the box to acknowledge their understanding of the CAEP Policies pertaining to the EPP Annual Report.

**Why is this section important?** The final section of the report requests information on the report preparer and asks the preparer to affirm that he or she is authorized to complete the EPP Annual Report and demonstrate that he or she understands and agrees to CAEP's policy on data ownership, annual reporting, and misleading or incorrect statements.

**Why does CAEP ask for this information, and what do we do with it?**

- ✓ As submission of the EPP Annual Report is a condition of maintaining current accreditation or eligibility status, collecting the authorization of the preparer is needed to officially represent the EPP, as well as protect the EPP and CAEP. This section must be completed before the EPP Annual Report is officially submitted. CAEP visits this information if any questions of authenticity arise or to aid in contacting the EPP, if needed.

Comment:

Authorization Provided