



# 2024 CAEP Annual Accountability Measures Advanced Level Programs

September 1, 2022 – August 31, 2023

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## **Measure 2. Satisfaction of Employers and Stakeholder Involvement**

The following tables provide information on the ability of advanced level licensure program completers (MED & EDD) to be hired **and** retained within positions of school leadership (assistant principal, principal, district over time). This data is used to represent the satisfaction of employers. The data that is used is from graduate self-reported data that is tracked within the department. The data is explored by program completers across three years (MED & EDD), gender, and ethnicity.

### **Data Tables**

The following tables provide information on the ability of advanced level licensure program completers (MED & EDD) to be hired and retained within positions of school leadership (intern, assistant principal, principal). The data tables show the completers that have been hired into a position of school/district leadership; and are currently employed in a position of school leadership. These data charts are used to demonstrate employer satisfaction.

### **Discussion**

In the MED and EDD program, for the current academic year, 2022 – 2023, 13 of the 24 (54%) completers were hired into positions of school leadership. Currently all 13 are still retained in those positions. In the 2021 – 2022 academic year, 11 of 24 (45%) were hired into school leadership positions upon program completion, an additional 5 (21%) were hired within 1 - 3 years of completion, and 15 of 16 (92%) are still retained in positions of school leadership. In the 2020 – 2021 academic year, 10 of 33 (30%) were hired directly into positions of school leadership with an additional 5 of the remaining 23 (28%) hired within 1 – 3 years of program completion. Currently all but one (93%) remain in positions of school leadership. Over the past three academic years, 42 or 52% of program completers have been hired into positions of school leadership. This is a small increase from the previous three years 2020 – 2022.

Male students, which account for only 23% of program completers are hired at slightly more than 2x the rate of female completers. A point of interest in that within 1 – 3 years of completion, female students are hired into leadership position at a higher rate than male students - 21% compared to 17%. In the past three years, ethnic minority students, which account for 11% of total students, are hired at a rate of 67% upon completion, compared to non-ethnic minority students at 39%.

In comparison to data from the years 2020 – 2022, there is consistency in general numbers and percentages across most of the categories and data appoints. As a department, we have increased a focus on recruitment for diverse student, however, results are limited

ALL data is shared with faculty, this will be the fourth year that data is posted to EPP's website.



## Measure 3. Candidate Competency at Completion

### Measure 3. Candidate Competency at Completion

The following tables provide information on the ability of advanced level licensure (MED and EDD) candidates to pass a state required Praxis 5412 exam and obtain school leadership licensure through the Utah State Board of Education. This data is shared across three years for all completers in the MED and EDD programs.

#### Data Tables

The following tables provide information on the ability of advanced level licensure (MED & EDD) completers to pass a state required Praxis 5412 exam and obtain school leadership licensure through the Utah State Board of Education. The table also includes an average overall Praxis 5412 score. In addition to meeting the minimum passing score for Praxis 5412, all candidates must complete all program requirements to receive licensure recommendation from the University of Utah, Educational Leadership and Policy Department to USBE.

#### **Discussion**

In the MED and EDD program, 79/81 students reported a range of test scores from 150 – 181. The average scores by completer year are 173 for 2020 – 2021; and 170 for 2021 – 2022, and 174 for 2022 - 2023. There is a slight difference in Praxis scores between male and female completers (170 vs. 172) and a slightly larger differences by racial/ethnic minority status (173 for non-minority completers and 169 for minority completers). Of the total 81 completers over three years, 79 or 97% of students took and passed the Praxis and were referred for licensure.

Students self-report the test scores and provide the department with a copy of the ETS document. It is unknown if students take the test more than once to receive a passing score.

In comparison to data from the years 2020 – 2022, there are small differences in scores. The range of scores remained consistent, scores between genders reversed, and the average range across ethnicity increased very slightly.

Data has been shared with faculty annually, this will be the fourth-year data will be posted to the EPP's website for public review.

### Measure 3. Candidate Competency at Completion

The following tables provide information on the ability of advanced level licensure candidates to pass a state required Praxis 5412 exam and obtain school leadership licensure through the Utah State Board of Education across three years. These tables include an average Praxis 5412 score by completer year, gender, and ethnicity/race.

#### Advanced Level Program (MED & EDD) - by completer year and across three years

<i>Completers by Year</i>	Of those that took the praxis, Passed Praxis 5412			Average Score of Praxis by Year		Obtained Utah (USBE) School Leadership Licensure	
	Completers Count	Count	%	# of tests taken	Avg Score	Count	%
<b>2023</b>	24	24	100%	24	174	24	100%
<b>2022</b>	24	23*	100%	23	170	23	96%
<b>2021</b>	33	32*	100%	32	173	32	97%

\*1 candidate in the MED completed program and/or graduated with degree, but opted out of licensure completion

#### Advanced Level Program (MED & EDD) across three years

	Passed Praxis 5412			Average Score of Praxis 5412		Obtained Utah (USBE) School Leadership Licensure	
	Completers Count	Count	%	#of tests passed	Avg Score	Count	%
<b>Male</b>	19	18	95%	18	170	18	95%
<b>Female</b>	62	61	98%	61	172	61	98%

#### Advanced Level Program (MED & EDD) across three years

	Passed Praxis 5412			Average Score of Praxis 5412		Obtained Utah (USBE) School Leadership Licensure	
	Completers Count	Count	%	# of tests passed	Avg Score	Count	%
<b>Ethnic non-minority</b>	72	70	97%	70	173	70	97%
<b>Ethnic minority</b>	9	9	100%	9	169	9	100%

## Measure 4. Ability of Completers to be Hired in Positions for which they have been Prepared

### Measure 4. Ability of Completers to be hired in positions for which they have been prepared

The following tables provide information on the ability of advanced level licensure program completers (MED and EDD) to be hired into education positions for which they have been prepared. The data charts demonstrate the positions that completers were hired into a school leadership position: 1) internship upon completion, 2) assistant principal or principal upon completion, and 3) total (internship, assistant principal, principal) upon program completion. This data is specific to the current completer year (2022-2023) for CAEP Annual report.

#### Data Tables

The following table provides information on the ability of advanced level licensure program completers (MED and EDD) to be hired into school leadership positions for which they have been prepared. The data charts represent program completers (MED and EDD) from the academic year 2022—2023 that have obtained a position in school leadership (internship; assistant principal or principal; and total number) upon graduation/completion. The data represented in these charts is specific to completer number counts and is not disaggregated by gender or ethnicity due to the >10.

#### **Discussion**

In the MED program, from the total number of 18 completers, 3 (17%) were hired directly into a school leadership internship position and an additional 9 (50%) were hired directly into a position of assistant principal or principal. The total number of school leadership positions that completers were hired into upon program graduation/completion are 12 (67%).

In the EDD program, there were a total of six completers. Of those six completers, one (17%) were hired directly into the position of intern administrator upon graduation/program completion.

Comparison of this data with the years 2020 – 2022 shows a significant increase of completers hired directly into positions as assistant principal or principal. The percentage of those hired into school leadership positions upon program completion might reflect and support the overall number of positions that may be available annually in local area school districts. Currently, the state of Utah has considerably more applicants for school leadership positions than positions that are available. Data is also tracked by the EPP that supports an increasing number of completers hired over one – three years.

This data is shared regularly with faculty, and this will be the third time this type of data is posted to the EPP's website.

#### Measure 4. Ability of Completers to be hired in positions for which they have been prepared

The following tables provide information on the ability of advanced level licensure program completers (MED and EDD) to be hired into education positions for which they have been prepared. The data charts demonstrate the positions that completers were hired into a school leadership position: 1) internship upon completion, 2) assistant principal or principal upon completion, and 3) total (internship, assistant principal, principal) upon program completion. This data is specific to the current completer year (2022-2023) for CAEP Annual report.

##### Advanced Level Program - by completion year 2023

Completer Year	Completers Count	Hired in a position of school leadership (internship position) upon graduation/completion		Hired in a position of school leadership (assistant principal or principal) upon graduation/completion		Total number of program completers hired into a position of school leadership (internship, assistant principal, principal) upon graduation/completion of program	
		Count	%	Count	%	Count	%
<b>MED 2022 – 2023</b>	18	3	17%	9	50%	12	67%
<b>EDD 2022 - 2023</b>	6	1	17%	0	0%	1	17%
<b>Combined 2023</b>	24	4	17%	9	38%	13	54%