## **School of Education 2024-2025**

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
Program - Early Childhood Development - BS {2019- 2020}	1.1 (SAO & GEO 5.a.)	Students will demonstrate an understanding of and integrate content and skills by developing a final portfolio project demonstrating the connections among key concepts and skills in ED 404 – Teacher Internship: Early Childhood.	The instructor for ED 404 will provide summative assessment of the final project using the AAC&U Lifelong Learning Value Rubric.	Students will be able to demonstrate an understanding of content knowledge and skills specific to their student focus groups by the final project on lifelong learning in the areas of curiosity, initiative, independence, transfer and reflection by scoring a collective average of 2 or better (benchmark or better) on the AAC&U Lifelong Learning Value Rubric.	2024 - 2025	Target Met	We had 4 ECD completers in ED 404 during the 24-25 school year, two in Fall 24 and two in spring 25.	Recruitment will still be a goal for the 25-26 school year. We hope to increase student numbers in our ECD programs.
	2.1 (SLO)	Students will explore and analyze issues, ideas, and/or events in a way that serves an ultimately career-related purpose.	404 will use the AAC&U Inquiry and Analysis VALUE	Student effort on career-related elements of the portfolio will produce at least an average score of "3" for each of the six items measured in the AAC&U Inquiry and Analysis VALUE Rubric: (1) topic selection; (2) existing knowledge, research, and/or views; (3) design process; (4) analysis; (5) conclusions; and (6) limitations and implications.	2024 - 2025	Target Met	We had four student completers in the program during the 24-25 school year.	CPDC Director/ECD Faculty member will lead early childhood recruitment and program development efforts. The new Center for Education Support will continue to engage with the Education Department in efforts to increase ECD enrollment.
	3.1 (GEO 1.c.)	Students will demonstrate effective context and purpose for writing, content development, genre and	The instructor for ED 404 will utilize the AAC&U Written Communication VALUE Rubric to	The average score for students enrolled in ED 404 who are completing the Capstone project will	2024 - 2025	Target Met	Four ED 404 students completed during 24-25 school year.	CPDC Director/ECD Faculty member will lead early childhood recruitment and program development efforts. The new Center for Education Support will

be no lower than a 3.0

on the AAC&U Written

Page 1 of

continue to engage with the

Education Department in efforts to

07/15/2025 2:56

disciplinary conventions, assess written

source and evidence use, components of the

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3	3.1 (GEO 1.c.)	and control of syntax and mechanics.	student's portfolio project.	Communication VALUE Rubric.	2024 - 2025	Target Met	Four ED 404 students completed during 24-25 school year.	increase ECD enrollment.
2	4.1 (SPG D.4)	demonstrate that they value the program's design and are satisfied with the culmination of their undergraduate academic preparation through the Early Childhood Development	understanding and satisfaction on 10 binary (yes/no) survey items concerning the integration of their student focus groups as the	80% of students will indicate that they understand the culmination of their undergraduate academic preparation after completion of the final portfolio project in ED 404 on 80% (4) of related binary (yes/no) survey items.	2024 - 2025	Target Met	Four completers in ED 404 during the 24-25 school year.	CPDC Director/ECD Faculty member will lead early childhood recruitment and program development efforts. The new Center for Education Support will continue to engage with the Education Department in efforts to increase ECD enrollment.
Program - 1 Education - (including Gifted Studies and Reading/Litera cy Certificates) - ME {2018- 2019}	,	demonstrate the use of research and evidence to develop an understanding of the teaching profession and use both to measure their P-12 students' progress and their own professional practice (Critical	Education, will assess and grade the students' formative research (ED 500) and summative research (ED 592)	to demonstrate the use of research and evidence to develop an understanding of the teaching profession by scoring	2024 - 2025	Target Met	FA24-ED500: of 3 students who submitted research assignments in Watermark system, 3 met or exceeded the threshold FA24-ED592: of 2 students who submitted research assignments in Watermark system, 2 met or exceeded the threshold SP25-ED500: of 5 students who submitted research assignments in Watermark system, 5 met or exceeded the threshold	The value of the program-long research project and the growth demonstrated as a result of the content courses that serve as a foundation for the program's research project cannot be overstated. This assessment will be retained given the value its outcomes proved as a measure of program strength
07/15/2025 2:56	6			Page 2 of				

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
Program - Education - (including Gifted Studies and Reading/Litera cy Certificates) - ME {2018- 2019}	1.1 (SLO & RO)	demonstrate the use of research and evidence to develop an understanding of the teaching profession and use both to measure their P-12 students' progress and their own professional practice (Critical	Research and ED 592 – Capstone in Education, will assess and grade the students' formative research (ED 500) and summative research (ED 592)	to demonstrate the use of research and evidence to develop an understanding of the teaching profession by scoring	2024 - 2025	Target Met	SP25-ED592: of 4 students who submitted research assignments in Watermark system, 4 met or exceeded the threshold [less] # Students Assessed: 14 # Students Met Target: 14	The value of the program-long research project and the growth demonstrated as a result of the content courses that serve as a foundation for the program's research project cannot be overstated. This assessment will be retained given the value its outcomes proved as a measure of program strength
	1.2 (SPG C.3)	school and community arrangements, including technology-based collaborations, for clinical preparation and share responsibility for continuous improvement of candidate preparation.	Clinical Partnership Committee (CPC) Meetings and School of Education Advisory Board Meetings – The Education Department will hold CPC meetings with the department's partnering mentor teachers and other	the School of Education will hold 2 Advisory Board meetings during the academic year in which they will solicit feedback about current partnerships and create an open forum designed to encourage the	2024 - 2025	Target Met	The School of Education held surveys and conversations with clinical partnerships during the 24-25 school year. The conversations revolved around upcoming recruitment events, as well as feedback regarding technology and diverse learning experiences. # Students Assessed: 0 # Students Met Target:	The Department not only will continue to maintain regular meetings with each external partnership body, which is fundamental to the Department's Quality Assurance System and Continuous Improvement model, but it is the goal of the Department to grow each to provide wider and more diverse representation representative of the primary region in which the Department serves. Both committees will have new representation this year.
	2.1 (SAO & SLO)	commitment to creating supportive environments	538 – Understanding Individual Learner	to demonstrate skills and commitment to creating supportive	2024 - 2025	Target Met	Fall 2024: 8 of 9 students met or exceeded Spring 2025: 5 of 5 students met or	Department will review data trend after two more years to explore overall effect of this assignment as a foundation not only for ED 538 but for entire M.Ed. program.
07/15/2025 2:5	56			Page 3 of				

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
		education students.	assignment, where students must understand it at graduate level with	afford all students access to rigorous college and career-supportive environments by scoring on average a 3 ("Milestones") or above on the AACU Critical Thinking Value Rubric on their IEP Case Study assignment.	2024 - 2025	Target Met	exceeded # Students Assessed: 14 # Students Met Target: 13	Department will review data trend after two more years to explore overall effect of this assignment as a foundation not only for ED 538 but for entire M.Ed. program.
	, ,	skill set to complete the program successfully.	Successful completion of the program will be direct assessed by students' completion of Comprehensive Final Exams and the Graduate Portfolio.	80% of students admitted to the M.Ed. will pass Comprehensive Final Exams and the Graduate Portfolio in the initial attempt.	2024 - 2025	Target Met	One student completed the Portfolio assignment in the Fall 2024 Term; One student completed the Portfolio assignment in the Spring 2025 Term.  One student completed Comprehensive finals (Comps) in the Fall 2024 Term; One student completed Comps in the Spring 2025 Term.  # Students Assessed: 4 # Students Met Target: 4	These assignments provide holistic assessment of the strength of the M.Ed. Graduate faculty will review both the Portfolio assignment and Comps annually to ensure both rigor and validity of content addressed in these assignments
Elementary Education - BS {2016-2017}	1.b.)	research and evidence to develop an understanding of the teaching profession and use both to measure their P-12 students'	ED 335 - Residency 3 and ED 406 – Teacher Internship: Elementary, will	the use of research and evidence to develop an understanding of the teaching profession and use both to measure their students' progress and their own professional	2024 - 2025	Target Met	ED 435 (previously 335) and Internship Results (TIAI Indicators 1,7, 8) # of students in section Indicator 1 Indicator 7 Indicator 8 FA24-ED 335	The program will retain this assessment given the significance of the TIAI as an indicator of student achievement at the state level. An average of 2 should be maintained on indicators 1, 7, and 8 for this assessment.
07/15/2025 2:5	66			Page 4 of				

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
_	1.1 (SLO & GEO 1.b.)		and ED 406 – Teacher Internship: Elementary, will	practice by successfully teaching K-6 students through scoring on average a 2 (acceptable) or above on items 1, 7 and 8 of the TIAI (Research and Evidence).	2024 - 2025	Target Met	2.94 2.88 2.82 SP25-ED 335 7 2.55 2.35 EA24-Intern (Phase 1) 11 2.88 2.65 2.65 FA24-Intern (Phase 2) 11 3.0 2.82 2.64 SP25-Intern (Phase 1) 13 2.84 2.5. 2.25 SP25-Intern (Phase 2) 13 2.84 2.42 2.42 70. 2.84 2.6 2.52 Totals: Indicator 1 2.84 Indicator 7 2.6 Indicator 8 2.52 # Students Assessed: 70 # Students Met Target: 70	The program will retain this assessment given the significance of the TIAI as an indicator of student achievement at the state level. An average of 2 should be maintained on indicators 1, 7, and 8 for this assessment.
	1.2 (SPG C.3)	school and community arrangements, including technology-based collaborations, for clinical preparation and share responsibility for continuous improvement	Committee (CPC) Meetings and School of Education Advisory Board Meetings – The Education	Department will hold	2024 - 2025	Target Met	Feedback was gathered from clinical partnerships via surveys and informal conversations. Due to the restructuring of the CAEP process, we did not hold formal meetings during the 24-25 school year.	The department not only will continue to maintain regular meetings with each external partnership body, which is fundamental to the department's quality assurance system and continuous improvement model, but is the goal of the department to grow each to provide wider and more diverse representation representative of the primary region in which the department
07/15/2025 2:5	56			Page 5 of				

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
	1.2 (SPG C.3)		teachers and other clinical partnership representatives, and the School of Education will hold Advisory Board meetings with P-12 Administrators, encompassing K-12 partnerships, to coconstruct, review and revise mutually beneficial P-12 partnerships.	forum designed to encourage the development of new partnerships.	2024 - 2025	Target Met	Feedback was gathered from clinical partnerships via surveys and informal conversations. Due to the restructuring of the CAEP process, we did not hold formal meetings during the 24-25 school year.	serves.
		supportive environments that afford all students access to rigorous college and career-ready standards by successfully	ED 335 - Residency 3 and ED 406 – Teacher Internship: Elementary, will assess and grade the candidates(s)	skills and commitment to creating supportive environments that	2024 - 2025	Target Met	ED 435 (previously 335) and Internship Results (TIAI Overall)  # of students in section Overall TIAI Scores FA24-ED435 15. 2.69 SP25-ED435 7 2.42 FA24-Intern (Phase 1) 11 2.55 FA24-Intern (Phase 2) 11 2.67 SP25-Intern (Phase 1) 13 2.44 SP25-Intern (Phase 2) 13 2.57 Totals: 70 2.56 Overall Average:	The Department must retain use of the TIAI to measure student performance and will continue to monitor outcomes measured on this instrument to demonstrate program strength and student growth according to standards established by MDE and as monitored by CAEP.
07/15/2025 2:5	66			Page 6 of				

l Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
		commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards by successfully	ED 335 - Residency 3 and ED 406 — Teacher Internship: Elementary, will assess and grade the candidates(s)	skills and commitment to creating supportive environments that	2024 - 2025	Target Met	2.56 # Students Assessed: 70 # Students Met Target: 69 Notes: The results indicate that students demonstrate key competencies across all indicators of the TIAI.	The Department must retain use of the TIAI to measure student performance and will continue to monitor outcomes measured on this instrument to demonstrate program strength and student growth according to standards established by MDE and as monitored by CAEP.
		the Teacher Education Program will have the basic skill set to successfully complete the program and obtain a 5- year teaching license.	and Foundations of Reading exams, both attempted after	80% of candidates testing each academic year will pass the MDE Praxis PLT exam.	2024 - 2025	Target Met	# of attempts Pass Rate Fall 2024 6 83.33% Spring 2025 10 100%  Praxis: Elem Ed: CIA # of attempts Pass Rate Fall 2024 10 90% Spring 2025 6 100%  Foundations of Reading # of attempts Pass Rate Fall 2024 8 62.50% Spring 2025 15	The School of Education will focus efforts on offering hyflex courses that include zero credit courses to include Praxis help and preparation modules.  Initial emphasis will be placed on translating content from reading classes ED 361 and ED 362 to better preparation for the state licensure exam Foundations of Reading. The reading professors are working on a reading program assessment to be able to track growth across the program. This will help determine student's readiness for the Foundations of Reading Assessment.
07/15/2025 2:5	6			Page 7 of				

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
	, , ,	the Teacher Education Program will have the basic skill set to successfully complete the program and obtain a 5- year teaching license.	and Foundations of Reading exams, both attempted after	80% of candidates testing each academic year will pass the MDE Praxis PLT exam.	2024 - 2025	Target Met	86.67%	The School of Education will focus efforts on offering hyflex courses that include zero credit courses to include Praxis help and preparation modules.  Initial emphasis will be placed on translating content from reading classes ED 361 and ED 362 to better preparation for the state licensure exam Foundations of Reading. The reading professors are working on a reading program assessment to be able to track growth across the program. This will help determine student's readiness for the Foundations of Reading Assessment.
Program - Secondary Teacher Education - MAT {2016- 2017}		research and evidence to develop an understanding of the teaching profession and use both to measure their P-12 students' progress and their own professional practice (Critical Thinking/Research).	ED 697 – Internship Master of Education, will assess and grade the candidates(s) teaching using the TIAI (Note: Course must be repeated. MAT students take twice, first instance aligns with Residency 3 and second instance aligns with Elementary Education Internship).		2024 - 2025	Target Met	# of students in section Overall TIAI Scores FA24-ED 697 4 1.69 SP25-ED 697 3 1.92 7 1.81  Totals 7 Overall Average 1.81  # of Students Assessed 7 # Students Met Target 7  ED697-Phase 2	ED 697 Phase 1 overall TIAI scores averaged below the goal of 2. However, there were only 7 students assessed. This will continue to be monitored for effectiveness of the assessment.
07/15/2025 2:5	56			Page 8 of				

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
Program - Secondary Teacher Education - MAT {2016- 2017}	1.1 (SLO & RO)	research and evidence to develop an understanding of the teaching profession and use both to measure their P-12 students' progress and their own professional practice (Critical Thinking/Research).	ED 697 – Internship Master of Education, will assess and grade the candidates(s) teaching using the TIAI (Note: Course must be repeated. MAT students take twice, first instance aligns with Residency 3 and	able to demonstrate the use of research	2024 - 2025	Target Met	# of students in section Overall TIAI Scores FA24-ED 697 2 2.18 SP25-ED 697 3 2.16 5 2.17  Totals: 5 Overall Average 2.17  # of Students Assessed 5 # Students Met Target 5  # Students Assessed: 12 # Students Met Target: 12	ED 697 Phase 1 overall TIAI scores averaged below the goal of 2. However, there were only 7 students assessed. This will continue to be monitored for effectiveness of the assessment.
	1.2 (SPG C.3)	K-12 Partnerships- Partners will co-construct mutually beneficial P-12 school and community arrangements, including technology-based collaborations, for clinical preparation and share responsibility for continuous improvement of candidate preparation (Council of Accreditation for Educator Preparation, CAEP 2.1).	Committee (CPC) Meetings and School of Education Advisory Board Meetings – The Education Department will hold CPC meetings with the department's partnering mentor teachers and other	the School of Education will hold 2 Advisory Board meetings during the academic year in which they will solicit feedback about current partnerships and create an open forum designed to encourage the development of new partnerships.	2024 - 2025	Target Met	The committees held surveys during the 24-25 school year to receive feedback.	The School of Education will continue to have meetings and gather surveys, once per semester, with the Advisory Board and Clinical Partnership committee.  New representatives have been added to the committee. Feedback will be gathered and discussed for future changes within the departments.
07/15/2025 2:5	56			Page 9 of				

I Init Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
		K-12 Partnerships- Partners will co-construct	and revise mutually beneficial P-12 partnerships.	The Education Department will hold 2 CPC meetings and the School of Education will hold 2 Advisory Board meetings during the academic year in which they will solicit feedback about current partnerships and create an open forum designed to encourage the development of new partnerships.	2024 - 2025	Target Met	The committees held surveys during the 24-25 school year to receive feedback.	The School of Education will continue to have meetings and gather surveys, once per semester, with the Advisory Board and Clinical Partnership committee.  New representatives have been added to the committee. Feedback will be gathered and discussed for future changes within the departments.
		commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards by successfully teaching secondary education students.	ED 697 – Internship Master of Education, will assess and grade the candidates(s) teaching using the TIAI (Note: Course must be repeated. MAT students take twice, first instance aligns with Residency 3 and second instance aligns with	Candidates will be able to demonstrate skills and commitment	2024 - 2025	Target Met	# of students in section Overall TIAI Scores FA23-ED 697 12 2.45 SP24-ED 697 2 1.82 14 2.14  Totals 14 Overall Average 2.14  # of Students Assessed 14 # Students Met Target 13	The abridged TIAI (indicators 1-8) is assessed on the 3 day unit plan in ED 549, but no longer assessed in ED 551. The AAC met to review the data during the 24-25 school year. The committee will continue to meet to review the assessment data collected in ED 549 and ED 697
							# of students in section Overall TIAI Scores	
07/15/2025 2:5	6			Page 10 of				

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
		commitment to creating supportive environments that afford all students access to rigorous college and career-ready standards by successfully teaching secondary education students.	ED 697 – Internship Master of Education, will assess and grade the candidates(s) teaching using the TIAI (Note: Course must be repeated. MAT students take twice, first instance aligns with Residency 3 and second instance aligns with Elementary	able to demonstrate skills and commitment	2024 - 2025	Target Met	FA23-ED 697 1 2.75 SP24-ED 697 10 2.29 11 2.52 Totals: 11 Overall Average 2.52 # of Students Assessed 11 # Students Met Target 11 # Students Assessed: 25 # Students Met Target: 24	The abridged TIAI (indicators 1-8) is assessed on the 3 day unit plan in ED 549, but no longer assessed in ED 551. The AAC met to review the data during the 24-25 school year. The committee will continue to meet to review the assessment data collected in ED 549 and ED 697
		the MAT will have the basic skill set to successfully complete the program and obtain a 5-year teaching license.	qualification and application for a 5- year teaching license	admitted to the MAT will complete, qualify and apply for a 5-year teaching license.	2024 - 2025	Target Met	1 license was granted in Fall 2024; 3 students were recommended for 5-year licenses in Spring 2025. # Students Assessed: 4 # Students Met Target: 4 Notes: All students who entered the program in the 2023-24 academic term were granted licenses within the program's expected 2-year timeframe for completion; therefore, 100% (4) of candidates admitted to the MAT did complete, qualify and apply for a 5-year teaching license in the 2024-	The goal of 80% of MAT students gaining a 5 year license will remain. TIAI scores from ED 549 and ED 697 (both phases) will continue to be monitored and analyzed throughout the program.
07/15/2025 2:5	66			Page 11 of				

Unit Name	Outcome Name	Outcome	Assessment Method	Achievement Target	Reporting Period	Result Type	Result and Analysis	Action
		the MAT will have the basic skill set to successfully complete the program and obtain a 5-year teaching license.	qualification and application for a 5-	80% of candidates admitted to the MAT will complete, qualify and apply for a 5-year teaching license.	2024 - 2025	Target Met	25 academic year. [	The goal of 80% of MAT students gaining a 5 year license will remain. TIAI scores from ED 549 and ED 697 (both phases) will continue to be monitored and analyzed throughout the program.
•	,	demonstrate an understanding of and integrate content and skills by developing a final project demonstrating the	PRO 490 will provide summative assessment of the final project using the AAC&U Lifelong Learning Value Rubric.	Students will be able to demonstrate an understanding of content knowledge and skills specific to their student focus groups by the final project on lifelong learning in the areas of curiosity, initiative, independence, transfer and reflection by scoring a collective average of 2 or better (benchmark or better) on the AAC&U Lifelong Learning Value Rubric	2024 - 2025	Inconclusive	Program remains below 5 students enrolled; too low for reporting purposes. Low enrolled year 3.	Will report data in the year it becomes available.
		that serves an ultimately career-related purpose.	PRO 490 will use the AAC&U Inquiry and Analysis VALUE Rubric to assess the career-related	research will produce at least an average score of "3" for each of the six items measured in the	2024 - 2025	Inconclusive	Program remains below 5 students enrolled; too low for reporting purposes. Low enrolled year 3.	Will report data in the year it becomes available.
07/15/2025 2:5	56			Page 12 of				

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	2.1 (SLO)	Students will explore and analyze issues, ideas, and/or events in a way that serves an ultimately career-related purpose.	Studies.	(1) topic selection; (2) existing knowledge, research, and/or views; (3) design process; (4) analysis; (5) conclusions; and (6) limitations and implications.	2024 - 2025	Inconclusive	Program remains below 5 students enrolled; too low for reporting purposes. Low enrolled year 3.	Will report data in the year it becomes available.
	3.1 (GEO 1.c.)	demonstrate effective context and purpose for writing, content development, genre and disciplinary conventions,	PRO 490 will utilize the AAC&U Written Communication VALUE Rubric to assess the written portion of the	The average score for students enrolled in PRO 490 who are completing the Capstone project will be no lower than a 3.0 on the AAC&U Written Communication VALUE Rubric.	2024 - 2025		Program remains below 5 students enrolled; too low for reporting purposes. # Students Assessed: 0 # Students Met Target: 0	Will report data in the year it becomes available.
	4.1 (SPG A.1)	through the University Studies – C2C program's design.	understanding and satisfaction on 10 binary (yes/no) survey items	80% of students will indicate that they understand the culmination of their undergraduate academic preparation after completion of the final project in PRO 490 on 80% (4) of related binary (yes/no) survey items.	2024 - 2025		Program remains below 5 students enrolled; too low for reporting purposes. # Students Assessed: 0 # Students Met Target: 0	Will report data in the year it becomes available.

07/15/2025 2:56 Page 13 of