ALABAMA STATE UNIVERSITY
COLLEGE OF EDUCATION

# Spring 2025 Report
(2023 - 2024 Data Results)

# CAEP Accountability Measures

**Measure 4:** Ability of Completers to be Hired in Education Positions for Which They Have Prepared

## First- and Second-Year Survey

**Summary:**
This measure evaluates two critical dimensions of program effectiveness: (1) the satisfaction of program completers with the preparation they received from Alabama State University's Educator Preparation Provider (EPP), and (2) the extent to which program completers are employed in their field of certification following program completion. Together, these metrics reflect the readiness of ASU graduates to transition into teaching roles and their success in securing employment aligned with their preparation.\

**Part I: Satisfaction of Completers**

**Measurement Tool:**
Completer satisfaction is measured through the **First- and Second-Year Teacher Survey**, administered annually by the Alabama Association of Colleges for Teacher Education (ALACTE) in partnership with the Alabama State Department of Education (ALSDE). The instrument captures completers' perceptions of their preparedness in core domains such as instructional planning, learner engagement, assessment use, professionalism, and ethical practice.

**Response Rate:**

- Alabama State University: 76 completers
- Statewide (Alabama): 1,507 completers

**Key Findings – 2023–2024 Academic Year:**

- 96% agreed or strongly agreed that they were able to design and implement instruction aligned to learner needs.
- 94% felt confident in using a variety of instructional strategies to engage students.
- 93% reported they could implement assessments ethically and use the results to inform practice.
- 95% indicated that they collaborate effectively with colleagues, families, and communities.
- 92% reported readiness to engage in professional learning and assume leadership responsibilities.

**Interpretation:**
These high levels of agreement demonstrate that ASU EPP completers perceive themselves as well-prepared to meet the instructional, professional, and ethical demands of teaching. The results affirm the impact of the EPP's coursework, clinical partnerships, and support systems in preparing effective, reflective practitioners.

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**Part II: Employment of Program Completers**

**Measurement Tool:**
Employment data are verified through a combination of **EPP-maintained completer tracking records**, **university-supervised induction and alumni support efforts**, and **direct outreach to graduates and partnering school districts** across Alabama and surrounding states. Employment verification is supported by communication with Human Resource personnel at local education agencies, informal job placement tracking, and graduate follow-up surveys administered by ASU.

**Employment Rate – 2023–2024:**

- **Class B (Undergraduate, Initial Licensure) Program Completers:** 17
- **Class A (Alternative/Graduate) Program Completers:** 5
- **Total Completers Monitored for Employment:** 22
- **Total Employed in Teaching Roles the Year Following Program Completion:** 22
- **Verified Employment Rate: 100%**

**Placement Details:**
ASU program completers are employed in a range of P–12 educational roles across Alabama and the southeastern United States. Districts employing ASU graduates include:

- **Montgomery Public Schools (AL)**
- **Jefferson County Schools (AL)**

- **Butler County Schools (AL)**
- **Barrow County Schools (GA)**
- **Atlanta Public Schools (GA)**

**Interpretation:**
The 100% employment rate for the 2023–2024 cohort reflects strong demand for ASU graduates and the EPP's success in preparing candidates for immediate employment in the field of education. The data affirm ASU's ongoing partnerships with school districts across the region and the market-readiness of its completers.

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**Overall Summary:**
Alabama State University's Educator Preparation Provider continues to demonstrate a high level of effectiveness, with strong satisfaction among completers and a 100% verified employment rate for 2023–2024. Graduates report feeling confident in their ability to lead classrooms, collaborate with stakeholders, and apply data-driven instruction. These results affirm that ASU EPP completers are well-prepared, well-supported, and well-positioned to make meaningful contributions to P–12 education in Alabama and beyond.

# Educator Preparation Institutional Report Card

*for Performance on Required Content Knowledge and Pedagogy Tests*

and

*Responses to the First & Second Year Teacher Survey created by the*

Alabama Association of Colleges for Teacher Education

for

## Alabama State University

Administered by the
Alabama State Department of Education

September 2024

**Disclaimer:**

Section I: Certificates Issued

The candidates presented as completers represent individuals who completed a program within the past 60 calendar months that applied for and received their professional certificate within the 2022-2023 academic year.

Section II: Assessment Pass Rates

The test takers in this section are those individuals who completed assessments during the 2022-2023 academic year. These individuals may be completers who were recommended for certification during this period; however, they may still be currently enrolled candidates in programs. The individuals listed as certified are not necessarily the same individuals listed in this section.

Section III: Survey Results

The program completers who did this survey are a part of the Alabama Teacher Mentoring Program (ATMP). The completers self-identify. They may be individuals who completed programs within any timeframe. The only requirement is that these individuals have less than two years of professional teaching experience.

# Report Card and Survey Information

## Educator Preparation Institutional Report Card

Performance on Required Content Knowledge and Pedagogy

To earn an Alabama educator certificate, based on completion of a traditional approach, an applicant must complete an approved program with a prescribed grade point average (GPA) and meet assessment requirements. Prior to September 1, 2018, assessment requirements included a written test of pedagogical knowledge, Principles of Learning and Teaching (PLT), and Praxis content test specific to the teaching field or subject for which certification is sought. Effective September 1, 2018, edTPA, a performance assessment, replaced the PLT. No exceptions are made with regard to these requirements.

## *Response to the First & Second Year Teacher Survey created by the*

Alabama Association of Colleges for Teacher Education

*Historically:*

Alabama Association of Colleges for Teacher Education members developed a survey to be administered electronically to first-year teachers who, during the 2017-2018 school year, completed an Alabama State Board of education-approved undergraduate (Class B) or alternative master's degree (Class A) program leading to their first or initial Professional Educator Certificate. A companion survey was administered electronically to the employers of those first-year teachers.

*Currently:*

Data provided in this report include a summary of survey categories and the percentage of first and second year teachers who strongly agreed, agreed, disagreed, or strongly disagreed that their program prepared them to teach successfully. The data also provide the percentage of employers who rated their first and second year teachers as teacher leader, effective teacher, emerging teacher, or ineffective teacher.

# Section I: Certificates Issued

Educator Preparation Institutional Report Card
Performance on Required Content Knowledge and Pedagogy
**Alabama State University - Program Information**

## Program Approval & Accreditation

| College | Accredited/Approved | Status |
|---|---|---|
| Alabama State University | Accredited | Yes |
| Alabama State University | Approved | Yes |

## Total # of Certificates Earned

| Program | Sum of Total Earned |
|---|---|
| Class A | 5 |
| Class B | 17 |
| **Total** | **22** |

## Nationally Recognized Programs

| Concentration | Program | Recognized by |
|---|---|---|
| Music Education | Class A | National Association for Schools of Music |
| Music Education | Class B | National Association for Schools of Music |
| School Counselor | Class A | Council for Accreditation of Counseling and Related Educational Programs |

# Section II: Assessment Pass Rates

Educator Preparation Institutional Report Card

Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Bachelor's - Principle of Learning and Teaching**

** - Information not reported for less than five test takers*

## # of Class B Certificates Earned

17

## Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3 Attempts % | Passed After 3+ Attempts |
|---|---|---|---|---|---|---|---|---|
| Health/Physical Education | Health/Physical Education | * | * | * | * | * | * | * |

## Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class B | Music Education | National Association for Schools of Music |

# Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Bachelor's - NOT IN ED Praxis Content Tests**

** - Information not reported for less than five test takers*

### # of Class B Certificates Earned

17

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|
| Elementary Education | Multiple Subjects: Mathematics | * | * | * | * | * | * | * |
| Elementary Education | Multiple Subjects: Science | * | * | * | * | * | * | * |
| Elementary Education | Multiple Subjects: Social Studies | * | * | * | * | * | * | * |
| English Language Arts | English Language Arts | * | * | * | * | * | * | * |
| Performing Arts | Performing Arts | * | * | * | * | * | * | * |
| Sciences | Sciences | * | * | * | * | * | * | * |
| Social Studies | Social Studies | * | * | * | * | * | * | * |

### Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class B | Music Education | National Association for Schools of Music |

# Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Bachelor's - IN ED Praxis Content Tests**

** - Information not reported for less than five test takers*

### # of Class B Certificates Earned

17

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|
| Elementary Education | Teaching of Reading | * | * | * | * | * | * | * |
| Health/Physical Education | Health/Physical Education | 7 | 1 | 14% | 3 | 43% | 3 | 43% |

### Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class B | Music Education | National Association for Schools of Music |

# Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Bachelor's - Foundations of Reading**

** - Information not reported for less than five test takers*

### # of Class B Certificates Earned

17

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|
| Foundations of Reading | Foundations of Reading | * | * | * | * | * | * | * |

### Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class B | Music Education | National Association for Schools of Music |

# Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Bachelor's - edTPA**

** - Information not reported for less than five test takers*

### # of Class B Certificates Earned

17

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|
| Elementary Education | Elementary Education | * | * | * | * | * | * | * |
| English Language Arts | English Language Arts | * | * | * | * | * | * | * |
| Health/Physical Education | Health/Physical Education | 7 | 6 | 86% | 1 | 14% | 0 | 0% |
| Performing Arts | Performing Arts | * | * | * | * | * | * | * |
| Sciences | Sciences | * | * | * | * | * | * | * |
| Social Studies | Social Studies | * | * | * | * | * | * | * |

### Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class B | Music Education | National Association for Schools of Music |

# Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Master's - Principle of Learning and Teaching**

** - Information not reported for less than five test takers*

### # of Class A Certificates Earned

5

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|

### Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class A | Music Education | National Association for Schools of Music |
| Class A | School Counselor | Council for Accreditation of Counseling and Related Educational Programs |

Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Master's - NOT IN ED Praxis Content Tests**

** - Information not reported for less than five test takers*

### # of Class A Certificates Earned

5

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|
| Elementary Education | Multiple Subjects: Mathematics | * | * | * | * | * | * | * |
| Elementary Education | Multiple Subjects: Science | * | * | * | * | * | * | * |
| Elementary Education | Multiple Subjects: Social Studies | * | * | * | * | * | * | * |
| Sciences | Sciences | * | * | * | * | * | * | * |

### Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class A | Music Education | National Association for Schools of Music |
| Class A | School Counselor | Council for Accreditation of Counseling and Related Educational Programs |

# Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Master's - IN ED Praxis Content Tests**

** - Information not reported for less than five test takers*

### # of Class A Certificates Earned

5

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|
| Elementary Education | Multiple Subjects: Reading | * | * | * | * | * | * | * |
| Elementary Education | Teaching of Reading | * | * | * | * | * | * | * |
| Health/Physical Education | Health/Physical Education | * | * | * | * | * | * | * |

### Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class A | Music Education | National Association for Schools of Music |
| Class A | School Counselor | Council for Accreditation of Counseling and Related Educational Programs |

Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Master's - Foundations of Reading**

** - Information not reported for less than five test takers*

### # of Class A Certificates Earned

5

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|

### Nationally Recognized Programs

| Program | Concentration | Recognized by |
|---|---|---|
| Class A | Music Education | National Association for Schools of Music |
| Class A | School Counselor | Council for Accreditation of Counseling and Related Educational Programs |

# Educator Preparation Institutional Report Card

## Performance on Required Content Knowledge and Pedagogy

**Alabama State University - Master's - edTPA**

** - Information not reported for less than five test takers*

### # of Class A Certificates Earned

5

### Program Approval & Accreditation

| Accredited/Approved | Status |
|---|---|
| Accredited | Yes |
| Approved | Yes |

| Test Heading | Subtest | Total Test Takers | Passed After 1 Attempt | Passed After 1 Attempts % | Passed After 2 Attempts | Passed After 2 Attempts % | Passed After 3+ Attempts | Passed After 3 Attempts % |
|---|---|---|---|---|---|---|---|---|
| Elementary Education | Elementary Education | * | * | * | * | * | * | * |
| Health/Physical Education | Health/Physical Education | * | * | * | * | * | * | * |
| Sciences | Sciences | * | * | * | * | * | * | * |

### Nationally Recognized Programs

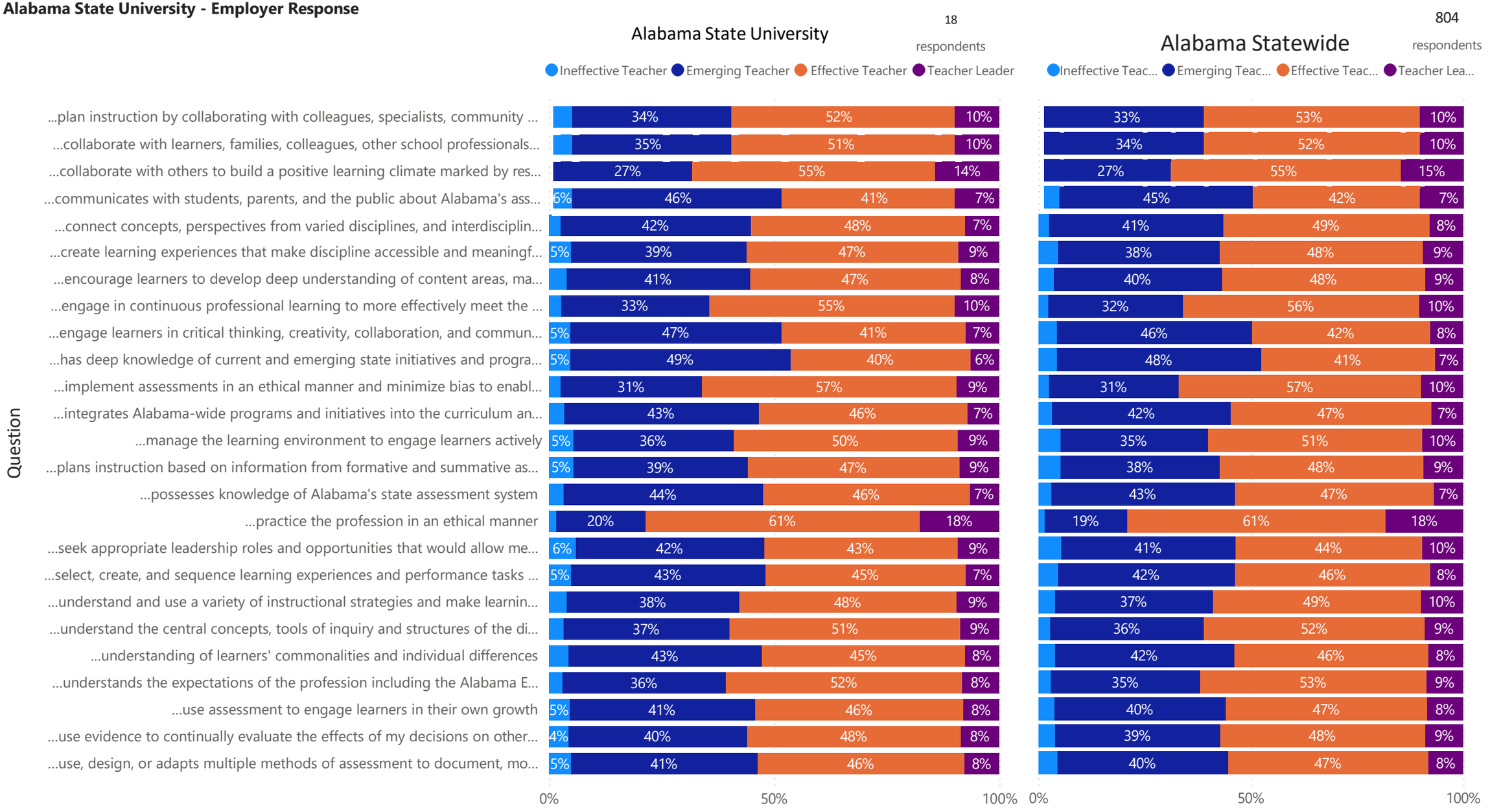
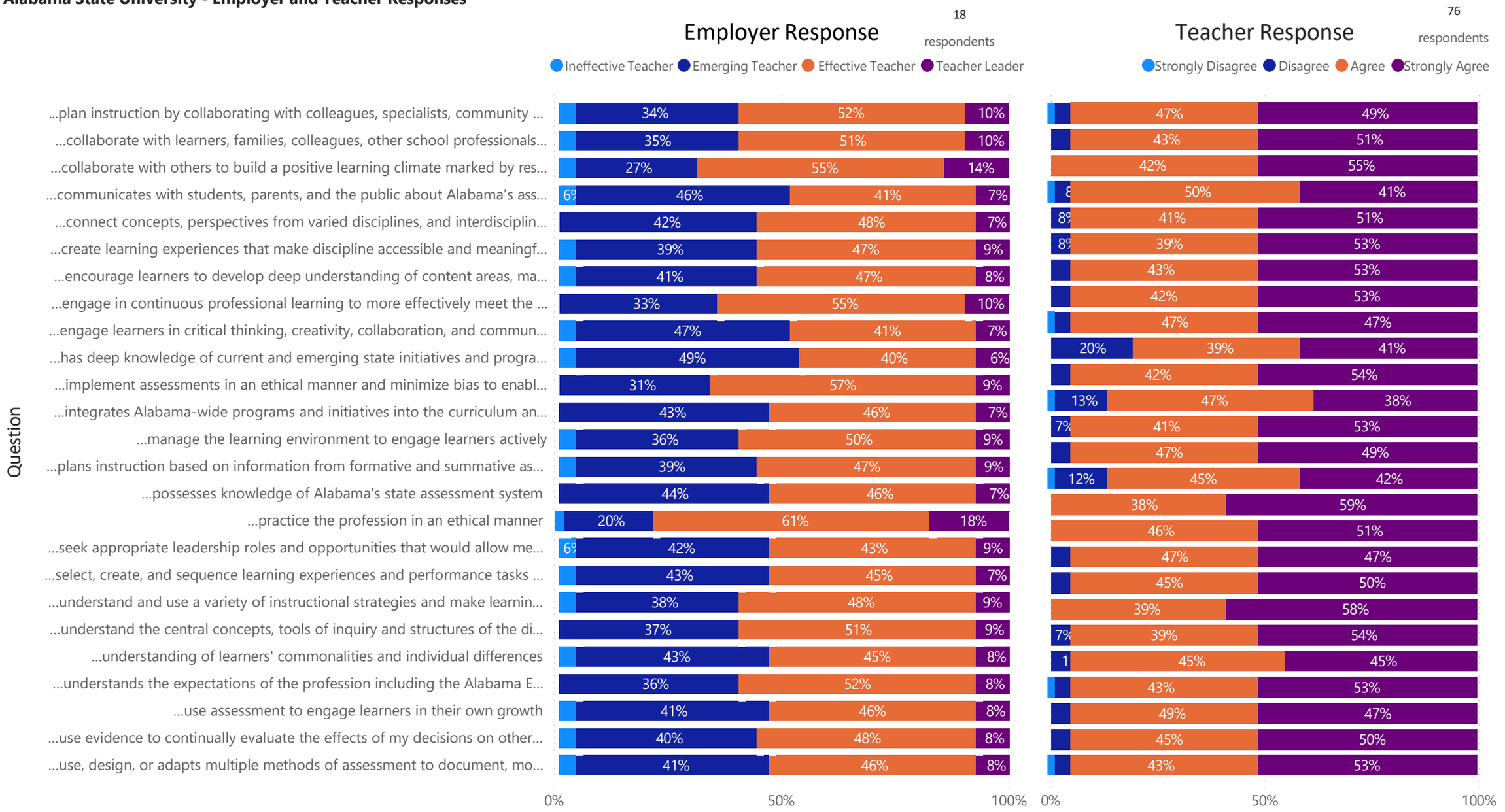
| Program | Concentration | Recognized by |
|---|---|---|
| Class A | Music Education | National Association for Schools of Music |
| Class A | School Counselor | Council for Accreditation of Counseling and Related Educational Programs |

# Section III: Survey Results

Response to the First & Second Year Teacher Survey created by the
Alabama Association of Colleges for Teacher Education
**Alabama State University - Teacher Response**

Response to the First & Second Year Teacher Survey created by the Alabama Association of Colleges for Teacher Education

**Alabama State University - Employer Response**



Response to the First & Second Year Teacher Survey created by the
Alabama Association of Colleges for Teacher Education
**Alabama State University - Employer and Teacher Responses**