

**Annual Reporting Measures  
2022 Report  
University of Memphis Provider Performance Report  
College of Education**

**Data from August 1, 2020 to July 31, 2021**

**Measure 2 (Initial and Advanced): Satisfaction of Employers and Stakeholder Involvement**

**Initial Licensure:**

- **State Report Card data.** The Tennessee Educator Preparation Report Card was generated through partnerships between the State Board of Education, individual preparation providers, and the Tennessee Department of Education. Data represent a rolling three-year average of available data.
  - Satisfaction by candidates is noted in how well cohort members feel that their preparation program's coursework and clinical experiences prepared them for teaching. Their overall preparedness is also surveyed. 29.6% of candidates completed the survey.
    - 84.1% of UofM candidates agreed or strongly agreed that their program's coursework prepared them for their job.
    - 84.4% of candidates agreed or strongly agreed that their program's clinical experiences prepared them for their job.
    - 87.3% of candidates agreed or strongly agreed that their program was effective overall.
- Many of our candidates live in Tennessee, Arkansas or Mississippi and return to their homes to work after graduation. The EPP notes (Rpt1168\_2021) that this close proximity to Mississippi and Arkansas does not yield a manageable way to contact and survey recent initial licensure graduates outside of Tennessee. The EPP plans to improve the communication with completers by the next academic year.
  - In order to gather our own more detailed data about our completers, the EPP is preparing new Completer and Employer Satisfaction Surveys to be administered in partnering districts. The surveys will be developed from validated instruments established by and for EPPs in the State of Mississippi.
- Stakeholder involvement is evidenced by membership on the Teacher Education Advisory Council (TEAC). This council includes representatives from all teacher prep areas as well as our partner districts. Members of the council discuss the best and most innovative strategies to engage candidates in meaningful and authentic clinical placements. This committee consists of over 25 members who meet once per semester. District partners also share how to better align course content and assignments with programs implemented in the P-12 environment which leads to our candidates being more effective.

**Advanced Licensure:**

- Completer and employer surveys will be collaboratively developed and used by the three advanced programs at the University of Memphis and administered yearly in the Spring through the Qualtrics platform by The University of Memphis.
  - Plan details are below.

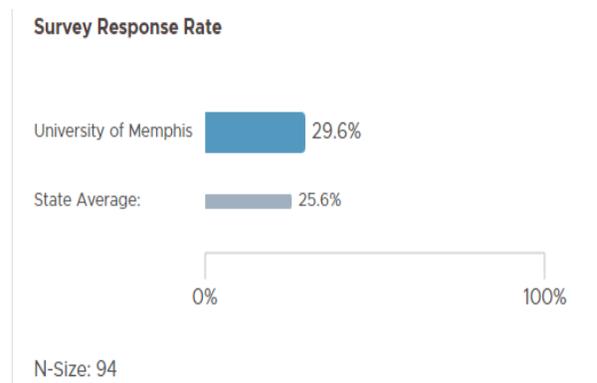
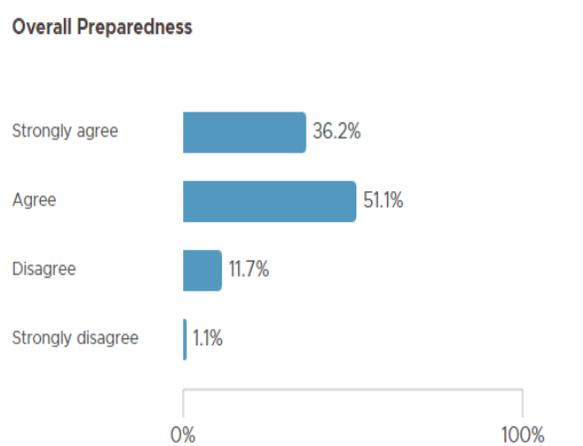
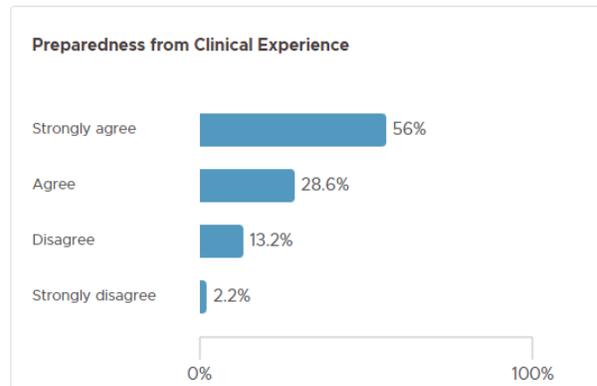
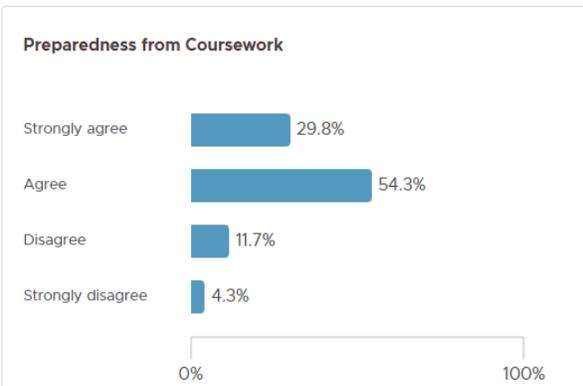
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- Stakeholder involvement is evidenced through Advisory Boards. Due to unforeseen circumstances, the Literacy Specialist Program is the only advanced program which currently has an Advisory Board. The School Library and Information Specialist Program and the School Administration and Supervision Program have plans to reactivate previous Advisory Boards in their areas with the first yearly meetings to be held in May 2022. As with the Literacy Specialist Advisory Board, these newly reconstituted boards will consist of representatives from public, private, and charter schools; and local district superintendents and/or curriculum coordinators. Consultation and data sharing about recruitment, enrollment, achievement, graduation, satisfaction, and employment will be topics of discussion.

## Data

### Initial Licensure

This domain includes three unscored metrics.



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**Advanced Licensure**

Many of our advanced licensure candidates live and work in Tennessee, Arkansas or Mississippi because of the close geographic proximity and online programming. The close proximity to Mississippi and Arkansas does not yield a manageable way to contact and survey recent advanced graduates. The EPP plans to improve this post-graduate communication by the next academic year.

Completer and employer surveys will be collaboratively developed and used by the three advanced programs at the University of Memphis and administered yearly in the Spring through the Qualtrics platform by The University of Memphis. The results will be stored in the College OneDrive. The survey links will be completed in Spring 2022. The faculty of the three advanced programs will create a distribution list containing the email address of recent graduates of advanced programs who completed their degree one- and three-years prior. For data comparability, a survey link containing equivalent items will be sent to employers of recent graduates of advanced programs. The employer and completer surveys are aligned with the program's goals and the Council for the Accreditation of Educator Preparation (CAEP) Standards (A1.1, A2.2 or A.4). The specific items in the surveys are intended to provide completers and their employers the opportunity to assess the knowledge, skills, and dispositions developed in their advanced program. The faculty of the advanced programs will share these data with a wide range of stakeholders, before using the results for program improvement. A data share schedule is provided below.

**Data Share Schedule and Plan for Continuous Improvement**

<b>When</b>	<b>What</b>	<b>Who</b>	<b>Outcome</b>
April 2022	Finalized survey links – completer and employer	Faculty Program Coordinator of the three advanced programs	A completed web survey links for employers and completers
September 2022	Use Qualtrics mailer method (individual links) to be sent out by Graduate Assistants to members on the contact list (completer and employer)	Graduate Assistants of the three advanced programs	Administer surveys to completers and employers
October 2022	Analyze survey results	Faculty Program Coordinator of the three advanced programs	Appropriate analysis and interpretation of results (i.e., bar graphs and t-test to determine whether completer and employer perceptions are significantly different from one another)

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November 2022	Communicate survey results across advanced programs	Faculty Program Coordinator of the three advanced programs meet and share results with their department chairs	Results documented
December 2022	Discuss the completer and employer survey results in monthly faculty meeting	Department Chairs and faculty of the three advanced programs	Use survey results to foster continuous improvement in multiple program areas (i.e., courses, internships)
January to April 2023	Disseminate survey results across stakeholders (i.e., graduate and undergraduate committees; Advisory Board; College Spring Meeting)	Department Chairs, faculty of the three advanced programs, and their stakeholders	Strengthen the data use of surveys and continuous improvement within the three advanced programs
May 2023	Continuous improvement process update—meet with any questions or suggestions for changes	Faculty Program Coordinator of the three advanced programs	Strengthen the data use of surveys and continuous improvement across the three advanced programs