



SOE Impact Study Results 2023-2024 Initial Licensure Program Completers

Program Completer Participants N=16

- Gender 6 males 10 females
- Ethnicity 3 white 1 African American 3 Not Designated
- Degree 9 BED 7 MAT
- Endorsement 8 elementary 2 special education 6 secondary
- Math - 2, English - 1, Spanish -1, Music - 1, SS - 1
- Year teaching 7 first year 6 second year 3 third year
- Grade level 7 elementary 6 middle school 3 high school
- School type 16 public school 0 private school

Program Completer: Instruction [Artifacts: P-12 Student Survey]

N = 7 Survey Question Topic: P12 Student Survey identified teachers' major strengths as:	Percentage of rating Strongly Agree and Agree
Grades K-12 students provided the highest rating of <i>strongly agreed</i> or <i>agreed</i> that their teachers taught them new things in a way that they could understand	90%
Grades K-12 students stated that their teacher provided help when they needed it	86%
Grades K-12 students provided the highest rating of <i>strongly agreed</i> or <i>agreed</i> that their teacher shows respect to all students	88%
Grades 6-12 students provided the highest rating of strongly agreed or agreed that their teacher is knowledgeable about their subject area.	92%
Grades 6-12 students provided the highest rating of strongly agreed or agreed that their teacher uses a variety of activities in class.	89%

Program Completer: Instruction [Artifacts: First Year Teacher Observation (Completed by Supervisor)_Sp24]

N = 21 Survey Question Topic: Administrator's identified teachers' major strengths as:	Percentage of rating Strongly Agree or Agree
Teacher uses differentiated methods and culturally relevant connections	100%
Teacher demonstrates a focus for learning with alignment between standards and learning objectives.	95%
Teacher uses various and appropriate assessment techniques	100%
Teacher displays appropriate subject matter competency	100%
Teacher demonstrates effective communication with parents	100%
Teacher engages in advocacy to meet the needs of learners	100%
Teacher makes connections to research and theory: Provides evidence of research/theory to explain learners' progress	100%
Teacher demonstrates professionalism in communications and meeting deadlines and obligations	95%
Teacher demonstrates the ability to make data-based instructional decisions for students	95%
Teacher provides a safe and respectful learning environment and engages students using research-based strategies	95%

Administrator's comments regarding classroom observations of participants:
Teacher* is an amazing teacher and advocator for her students. She advocates for the needs of her students. She provides individual support and instruction for her students when needed. She provides her students with constructive criticism and ways to evolve into a better individual. She is in direct contact with parents/guardians and keeps them abreast of the progress of their child. She is extremely organized and detail oriented. She meets all deadlines and complies with school guidelines.
Teacher* is a model teacher. She clearly has a strong understanding of the content and explains ideas/instruction clearly and makes it accessible for students. She is a great asset to our World Language Department.
Teacher* is a blessing to work with. His students love being in his classroom. I am a former history teacher, and I love being in his classroom and seeing his instructional delivery.

Note: *Teacher names have been removed for anonymity.

Data Summary

K-12 Student Survey results:

In order to identify **completer effectiveness in K-12 classrooms**, we had participants ask their K-12 students to complete satisfaction surveys, and 16 participants submitted data. The survey data was then reported by the teacher participant using a Qualtrics survey. The participants were asked to use the VDOE state student survey provided for different grade bands (K-2, 3-5, 6-8, and 9-12). Feedback directly from the K-12 students is very valuable data indicating that Liberty teacher graduates are indeed effective in their classrooms during their first years of teaching.

Graduate Supervisor Observation summary:

These educators are dedicated advocates for students, consistently ensuring their needs are met through individualized support and instruction. They provide constructive feedback to help students grow academically and personally. Maintaining open communication with parents and guardians, they keep families informed about student progress. Highly organized and detail-oriented, they meet all deadlines and adhere to school guidelines. Their strong content knowledge and clear instructional delivery make learning accessible and engaging for K-12 students. Liberty teacher graduates are valued members of their schools, they are a true assets to both colleagues and students, creating positive and impactful classroom environments.