



**SOE Impact Study Results 2024-2025
Initial Licensure Program Completers**

Program Completer Participants N=5

- Gender: 2 males 3 females
- Ethnicity: 2 White 3 Not Designated
- Degree: 4 BED 1 MAT
- Endorsement: 2 elementary 1 special education 1 middle 1 secondary
 - Math – 1 SS - 1
- Year teaching: 2 - second year 3 - third year
- School type: 5 public school 0 private school

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

N = 3 Teachers Survey Level	Survey Question Topic: P12 Student Survey identified teachers' major strengths as:	Percentage of rating Strongly Agree and Agree
Elementary (N=20)	Grades K-12 students stated that their teacher uses many ways to teach.	100%
Elementary (N=20)	Grades K-12 students stated that their teacher shows them how to do new things.	100%
Middle (N=75)	Grades K-12 students provided the highest rating of <i>strongly agreed or agreed</i> that their teacher gives clear instructions.	100%
Middle (N=75)	Grades 6-12 students provided the highest rating of strongly agreed or agreed that their teacher uses a variety of activities in class.	99%
High (N= 12)	Grades 6-12 students provided the highest rating of strongly agreed or agreed that their teacher communicates honestly with them.	100%
High (N= 12)	Grades 6-12 students provided the highest rating of strongly agreed or agreed that their teacher treats everyone fairly.	100%

Program Completer: Instruction [*Artifacts: First Year Teacher Observation (Completed by Supervisor)_Sp25*]

N = 5 Survey Question Topic: Administrator's identified teachers' major strengths as:	Percentage of rating Exceeds or Meets
Teacher uses differentiated methods and culturally relevant connections	100%
Teacher demonstrates a focus for learning with alignment between standards and learning objectives.	100%
Teacher uses various and appropriate assessment techniques	100%
Teacher displays appropriate subject matter competency	100%
Teacher demonstrates effective communication with parents	80%
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	100%
Teacher demonstrates the ability to make data-based instructional decisions for students	100%
Teacher provides a safe and respectful learning environment and engages students using research-based strategies	100%

Administrator's comments regarding classroom observations of participants:
<i>Teacher* is an engaging, friendly, and encouraging teacher. She provides precise instruction to her students. She provides individual attention to each student and ensures all students have a chance to participate in class. She makes the material relevant and engaging to the students.</i>
<i>Teacher* has been a wonderful addition to our team this year. She has a challenging class with very diverse needs. She has worked hard to learn our "ways" coming into a new division. In addition, she has taken on the implementation of a new HQIM like a champ! She is very aware of her students needs and adapts her instruction accordingly. She is a team player and goes above and beyond in her commitment to the community at xxx Elementary.</i>

*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 asset to both colleagues and students, creating positive and impactful classroom environments.