

Nebraska Department of Education Rule 24 Report

ELEMENTARY EDUCATION (K-8)

(Content Area)

Educator Preparation Content Program Review

Name of institution **Chadron State College**

Date Submitted **December 1, 2025**

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Folio type: ☒ Regular ☐ Mini ☐ Advanced Program

Program(s) Covered by this Folio

Endorsement(s)	Type	Grade Level	Program Level
	Subject	PK-12	Baccalaureate
	Field	6-12	Post-Baccalaureate
	Supplemental	7-12	Master's
List Endorsements	Low-Enrollment	Etc.	Etc.
Elementary	Field	K-8	Baccalaureate/Post Bac

Is the endorsement offered at more than one site? ☐ Yes ☒ No

If yes, list additional sites where endorsement is offered:

Institution Accreditation Status: ☒ National ☒ State

Is this a Nationally Accredited Program? ☐ Yes ☒ No

If Yes, list Accrediting Organization:

Attach National Letter to
Cover Sheet

Introduction/Welcome

Thank you for taking the time to review our program. Please refer to the [catalog](#) for any additional information that you might need.

If you have problems with the links or navigation through this site, contact Katie Rust 308-432-6337, Stef VanVleet 308-432-6383, or Adam Fette 308-432-6469 during working hours. After working hours (remember we are Mountain Standard Time), contact us via email which we will check regularly in the evening hours.

Section 1: Contextual Information

1a. Contextual Information

Chadron State College

Chadron State College (CSC) was originally authorized by the State of Nebraska as a Normal School in 1911. It has evolved into a comprehensive college with a wide range of undergraduate and graduate programs. Chadron State is accredited by the Higher Learning Commission, as well as subject-oriented accrediting agencies. From its modest beginning, Chadron State College has evolved into a rapidly growing multipurpose institution of higher education. Located in the scenic Pine Ridge region of northwest Nebraska, the college serves the intellectual, cultural, and recreational needs of western Nebraska.

Chadron State College's academic organizational structure consists of three schools, each under the leadership of an academic dean. The three schools are: (1) Business, Mathematics and Sciences; (2) Liberal Arts; and (3) Professional Studies and Applied Sciences (PSAS). Education is housed within the school of Professional Studies and Applied Sciences. The dean of PSAS and department chair provide the leadership for the Education Department. Throughout this document, the education unit is referred to as the Educator Preparation Program (EPP). The EPP includes both the education program and specialized content area programs that prepare educators.

Educator Preparation Program

At the initial level, the Educator Preparation Program (EPP) supports twelve field endorsements, eight subject endorsements, and five supplemental endorsement programs. At the advanced level, the EPP supports five endorsements. The EPP works cooperatively with the content disciplines, assuring that the teacher candidates have the knowledge, skills, and dispositions necessary for professional teaching. The Education Department assures that all State and accreditation requirements are met and regularly shares data and ideas for the improvement of the overall education programs through the EPP committee. The EPP is led by the education program's department chair and composed of faculty from the education program, teacher educator representatives from the varying disciplines across campus, ESU #13 staff, and area P-12 professionals. The disciplines represented include Business, Mathematics, Family and Consumer Sciences, Science, Social Studies, Health-Physical Education, English/Language Arts, Music, Art, Theatre, and School Counseling. Special Education and Elementary Education are included in the education program. In addition to the EPP committee, the Graduate Council and

Academic Review Committees, both a part of the Faculty Senate Committee structure, provide a platform for sharing information about the educator preparation programs with the greater college community.

Mission Statement

The Education Department at Chadron State College prepares professional educators with the knowledge, adaptability, and lifelong learning skills necessary to place students at the center of learning. Our graduates foster academic and social growth, uphold high standards for all students, and contribute meaningfully to education and society.

Vision

To cultivate a generation of educators who are skilled, reflective, open-minded, and committed to empowering every student to reach their full potential and inspire lasting, positive change in schools and communities.

Section 1 Institutional and EPP Contextual Factors

1b. Standards for Admission, Retention, Transition and Completion

The initial Educator Preparation Program has three major gateways: (1) Admission into the Teacher Education Program; (2) Acceptance into Student Teaching; and (3) Program Completion. Admission into the program generally takes place during or at the end of the sophomore year. Candidates are not allowed into student teaching until they meet the requirements set by the EPP. There are retention measures in place to ensure candidates are progressing successfully through the education program.

Table 004.06-2 Requirements for Program Admission and Progression

Institutional Criteria	Gateway #1	Gateway #2	Gateway #3
	Admission into the Teacher Education Program	Admission into Student Teaching	Program Completion
Grade Point Average (GPA)	2.75 overall GPA – all college coursework, including transfer credits	2.75 overall GPA – all college coursework, including transfer credits	2.75 overall GPA – all college coursework, including transfer credits
Coursework Completion	30 hours of coursework, including Intro to Teaching, Educational Psychology, Intro to Exceptional Learner, and Technology Resources for Learning, with a C or better.	Earn 90 semester hours with 12 hours in residence at Chadron State College, with a C or better in all Education coursework, including EDUC 300	Passing grade with a C or better for EDUC 490 Student Teaching and EDUC 495 Education Capstone

		Observation and Participation and Professional Year courses	Passing score on Teacher Work Sample
Praxis Exams			Take the Praxis II content exam
Clinical Practice/Field Experiences	Take EDUC 300 Observation and Participation class	100 observation hours are required prior to student teaching.	16-20 weeks student teaching internship Passing scores on Nebraska Clinical Practice Student Teacher Rubric
Recommendations	Five faculty recommendations, including one from the advisor, one from outside of the Department of Education, and three within the candidate's endorsement area.		
Self-Disclosure	Demonstration of social, emotional, personal maturity and physical capabilities	Demonstration of social, emotional, personal maturity and physical capabilities	
Other	Successful background check	Successful background check	Application for graduation; application for certification

The [Chadron State College website](#) provides the candidates with the required courses for their program of study and the four-year course rotation where students can plan their entire course of study. Advising sheet found in Appendix A.

1c. Field Experiences Required

The program requires 100 practicum clock hours prior to student teaching; one course, EDUC 131 Intro to Teaching at the freshman level and one course, EDUC 300 Observation and Participation at the junior level. Each field experience is used by course instructors to monitor candidates' performance and progress, provides formative information about the candidate, helps the candidate develop the knowledge, skills, and dispositions expected of a teacher, and assists the candidate's understanding of the learner, the classroom environment, application of

knowledge, instructional strategies, and professional responsibility. Data is not reported for developmental assessments. Cooperating teacher evaluations are maintained by the EPP to document field experiences.

Student teaching represents the culmination of practical experiences in the teacher education program at Chadron State College. Student teaching is a semester long clinical practice experience for initial teacher certification in which candidates demonstrate knowledge, skills, and professional dispositions by assuming responsibility for whole class instruction in their endorsement and within the grade level for which they are preparing.

Table 005. 03 Field Experience for Initial Certification

*P-Practicum, CP-Clinical Practice, I-Internship

Endorsement Program	Course Name	Credits	Type of Field Experience*	Total Number of Hours
All Education programs	EDUC 131 Intro to Teaching	3 credits	P	25
All Education programs	EDUC 300 Observation & Participation	1-3 credits	P	100
All Education programs	EDUC 490 Student Teaching	9 credits	CP	640
Special Education K-12	SPED 216 Pre-Referral Clinical Experience	1 credit	P	20
Special Education K-12	SPED 317 Microteaching in Early Childhood / Elementary / Middle School / Secondary Special Education	2 credits	P	30
Early Childhood Inclusive B-3	FCS 338 Prenatal and Infant Practicum	3 credits	P	30
Early Childhood Inclusive B-3	FCS 448/448L Early Childhood Practicum	4 credits	P	126

1d. Number and Level of Completers

Program Completers and Level – Content Area:										Elementary Education K-8	
Academic Year					Number of Endorsement Program Completers						
					Bac	Post Bac	Alternate Route	Masters	Ed. Specialist	PhD	
20	23	to	20	24	42	9					
20	24	to	20	25	47	4					

Section 2 Endorsement Program Key Assessments and Related Data

Artifact 1. Table of Endorsement Program Key Assessments

Required Assessments

The faculty within the Educator Preparation Program (EPP) created program outcomes, based on the InTASC standards and learning progressions, developed by the Council of Chief State School Officers. The key assessments for the initial program align with these program outcomes.

Table of Endorsement Program Key Assessments

Name of Assessment used for the following areas:		Type or Form of Assessment	Brief Description of Assessment, including indicated information obtained from Assessment	When Assessment is Administered
1	Content-Praxis II or GPA	Standardized Assessment	Praxis II is a standardized assessment given by ETS.	Praxis II is taken the semester prior to or during student teaching
	Praxis II			
2	Content - Knowledge	Evaluation	The Nebraska Clinical Practice Assessment was created by the Nebraska Department of Education. It is filled out by the supervisor and cooperating teacher. InTASC Standards 4 and 5 address content knowledge and application of content	During Student Teaching
	NE Clinical Practice Evaluation			
3	Learner/Learning Environments	Evaluation	The Nebraska Clinical Practice Assessment was created by the Nebraska Department of Education. It is filled out by the supervisor and cooperating teacher. InTASC Standards 1, 2, and 3 address learner and learning.	During Student Teaching
	NE Clinical Practice Evaluation			
4	Instructional Practices - Knowledge	Evaluation	The Nebraska Clinical Practice Assessment was created by the Nebraska Department of Education. It is filled out by the supervisor and cooperating teacher. InTASC Standards 6, 7, and 8 address instructional practices.	During Student Teaching
	NE Clinical Practice Evaluation			
5	Instructional Practices - Effectiveness	Evaluation	The Nebraska Clinical Practice Assessment was created by the Nebraska Department of Education. It is filled out by the supervisor and cooperating teacher. InTASC Standard 6 addresses instructional practices.	During Student Teaching
	NE Clinical Practice Evaluation			

6	Professional Responsibility	Evaluation	The Nebraska Clinical Practice Assessment was created by the Nebraska Department of Education. It is filled out by the supervisor and cooperating teacher. InTASC Standards 9 and 10 address professional responsibility.	During Student Teaching
	NE Clinical Practice Evaluation			
7	Overall Proficiency	Survey	NDE created survey covers overall proficiency as rated by completer and employer	After 1st and 3rd years of employment
	Follow up Survey			
8	Optional Assessment	Case Study	The Teacher Work Sample is an additional measure that covers overall proficiency of candidates through the completion of a case study addressing all InTASC Standards.	During Student Teaching
	Teacher Work Sample (TWS)			

Praxis II and GPA

Praxis II is the Education Testing Service ([ETS](#)) test for content knowledge. Furthermore, the candidates cannot graduate without a grade point average of 2.75 or better, on a 4.00-point scale.

Nebraska Clinical Practice Evaluation (NCPE)

The NCPE was developed by the [Nebraska Department of Education](#) in cooperation with the Nebraska Association of Colleges of Teacher Education (NACTE). The NCPE mirrors the InTASC standards, as well as the CAEP standards.

NDE Follow up Survey

The NDE survey is conducted annually to provide Nebraska institutions with information about the effectiveness of first-year and third-year teachers and covers overall proficiency as rated by completers and employers.

Teacher Work Sample (TWS)

The Teacher Work Sample is a case study activity that illustrates the candidate's ability to apply knowledge and skills related to content and pedagogy. Candidates analyze data to make decisions and adjust instruction to meet learner needs. See Appendix B.

Artifact 2. Data Tables

The following tables reflect 42 Bachelor graduates and 9 post-Bac graduates during the 2023-2024 school year and 47 Bachelor and 4 Post-Bac graduates in 2024-2025.

Elementary Ed K-8										
CONTENT KNOWLEDGE			2023-2024		2023-2024		2024-2025		2024-2025	
			N=42		N=9		N=47		N=4	
			Mean	Mode	Mean	Mode	Mean	Mode	Mean	Mode
Nebraska Clinical Practice Rubric for Student Teaching	Standard 4: Content Knowledge (Accuracy)	Cooperating Teacher	3.31	3.00	3.28	3.00	3.36	3.00	2.86	3.00
		Supervisor	3.59	4.00	3.28	3.00	3.49	4.00	3.38	4.00
	Standard 5: Application of Content Knowledge (Critical Thinking)	Cooperating Teacher	3.24	3.00	3.06	3.00	3.26	3.00	2.57	2.00
		Supervisor	3.25	3.00	3.33	3.00	3.33	3.00	3.25	4.00
	Standard 5: Application of Content Knowledge (Communication)	Cooperating Teacher	3.18	3.00	3.12	3.00	3.24	3.00	2.71	3.00
		Supervisor	3.39	4.00	3.29	3.00	3.30	3.00	3.25	3.00
Teacher Work Sample	Instructional Planning		3.50	4.00	3.58	4.00	3.56	4.00	3.50	4.00
	Content GPA		3.53	3.86	3.51	N/A	3.59	4.00	3.38	N/A
	Praxis II exam		164	158	167	N/A	161	153	157	N/A

Elementary Ed K-8										
LEARNER AND LEARNING			2023-2024		2023-2024		2024-2025		2024-2025	
			N=42		N=9		N=47		N=4	
			Mean	Mode	Mean	Mode	Mean	Mode	Mean	Mode
Nebraska Clinical Practice Rubric for Student Teaching	Standard 1 Learner Development (Student Needs)	Cooperating Teacher	3.31	3.00	3.28	3.00	3.35	4.00	3.00	4.00
		Supervisor	3.51	4.00	3.44	4.00	3.52	4.00	3.63	4.00
	Standard 2: Learner Differences (Differentiation)	Cooperating Teacher	3.11	3.00	2.94	3.00	3.23	3.00	3.14	4.00
		Supervisor	3.40	4.00	3.22	3.00	3.36	3.00	3.50	4.00
	Standard 3: Learning Environments (Positive classroom management)	Cooperating Teacher	3.26	4.00	3.00	2.00	3.40	4.00	3.29	4.00
		Supervisor	3.43	4.00	3.61	4.00	3.60	4.00	3.50	4.00
Teacher Work Sample	Instructional Planning		3.50	4.00	3.58	4.00	3.56	4.00	3.50	4.00
	Instructional Setting		3.62	4.00	3.58	4.00	3.60	4.00	3.69	4.00

Elementary Ed K-8										
INSTRUCTIONAL PRACTICES			2023-2024		2023-2024		2024-2025		2024-2025	
			N=42		N=9		N=47		N=4	
			Mean	Mode	Mean	Mode	Mean	Mode	Mean	Mode
Nebraska Clinical Practice Rubric for Student Teaching	Standard 6.1: Assessment (Classroom Assessment)	Cooperating Teacher	3.30	4.00	3.39	4.00	3.29	3.00	2.71	3.00
		Supervisor	3.45	4.00	3.39	3.00	3.45	4.00	3.38	3.00
	Standard 6.2: Assessment (Impact on Student Learning)	Cooperating Teacher	3.10	3.00	3.06	3.00	3.20	3.00	2.86	3.00
		Supervisor	3.41	4.00	3.47	3.00	3.39	4.00	3.13	3.00
	Standard 7: Planning for Instruction (Lesson Plans)	Cooperating Teacher	3.21	3.00	3.33	3.00	3.31	4.00	3.00	3.00
		Supervisor	3.49	4.00	3.50	4.00	3.55	4.00	3.63	4.00
	Standard 8.1: Instructional Strategies (Technology)	Cooperating Teacher	3.24	3.00	3.22	3.00	3.45	3.00	2.83	3.00
		Supervisor	3.39	3.00	3.53	4.00	3.53	4.00	3.88	4.00
	Standard 8.2: Instructional Strategies (Research-Based Strategies)	Cooperating Teacher	3.09	3.00	2.94	3.00	3.17	3.00	2.86	3.00
		Supervisor	3.43	4.00	3.56	4.00	3.50	4.00	3.13	4.00
	Standard 8.3: Instructional Strategies (Engagement)	Cooperating Teacher	3.16	3.00	3.06	3.00	3.32	3.00	2.86	3.00
		Supervisor	3.37	4.00	3.50	4.00	3.52	4.00	3.50	4.00
Teacher Work Sample	Assessment Plan		3.63	4.00	3.43	4.00	3.47	4.00	3.83	4.00
	Instructional Decision Making		3.68	4.00	3.67	4.00	3.64	4.00	3.81	4.00

Elementary Ed K-8			2023-2024		2023-2024		2024-2025		2024-2025	
Effects of Instructional Practices on Student Learning			N=42		N=9		N=47		N=4	
			Mean	Mode	Mean	Mode	Mean	Mode	Mean	Mode
Teacher	Instructional Decision Making		3.68	4.00	3.67	4.00	3.64	4.00	3.81	4.00
Work	Instructional Planning		3.50	4.00	3.58	4.00	3.56	4.00	3.50	4.00
Sample	Instructional Setting		3.62	4.00	3.58	4.00	3.60	4.00	3.69	4.00

Elementary Ed K-8										
Professional Responsibilities			2023-2024		2023-2024		2024-2025		2024-2025	
			N=42		N=9		N=47		N=4	
			Mean	Mode	Mean	Mode	Mean	Mode	Mean	Mode
Nebraska Clinical Practice Rubric for Student Teaching	Standard 9: Professional Learning and Ethical Practice (Accepts critique)	Cooperating Teacher	3.55	4.00	3.39	3.00	3.52	4.00	3.43	4.00
		Supervisor	3.78	4.00	3.61	4.00	3.73	4.00	3.63	4.00
	Standard 10.1: Leadership and Collaboration (Professional demeanor)	Cooperating Teacher	3.35	4.00	3.22	3.00	3.45	4.00	3.57	4.00
		Supervisor	3.63	4.00	3.59	4.00	3.48	4.00	3.57	4.00
	Standard 10.2: Leadership and Collaboration (Professional Communication)	Cooperating Teacher	3.29	3.00	3.11	4.00	3.40	4.00	3.43	3.00
		Supervisor	3.57	4.00	3.61	4.00	3.56	4.00	3.50	4.00
Teacher	Instructional Decision Making		3.68	4.00	3.67	4.00	3.64	4.00	3.81	4.00
Work	Reflection		3.69	4.00	3.58	4.00	3.54	4.00	3.81	4.00
Sample										

Elementary Education K-8										
Overall Proficiency			2023-2024		2023-2024		2024-2025		2024-2025	
			N=42		N=9		N=47		N=4	
			Mean	Mode	Mean	Mode	Mean	Mode	Mean	Mode
Nebraska Clinical Evaluation		Cooperating	3.25	3.00	3.16	3.00	3.33	3.00	3.01	3.00
		Supervisor	3.48	4.00	3.46	4.00	3.49	4.00	3.45	4.00
NDE 1st and 3rd year survey		Data tables below								

The NDE Follow-up surveys cannot be disaggregated, so data reflects overall results in the four tables provided below.

2024 NDE Follow up Survey for 1st year teachers - Teacher and Principal								Teacher	Principal	
								N=19	N=22	N=respondents
Standard 1: Learner Development										
1.1	Uses knowledge of students and their development and adjusts teaching to facilitate student learning.							2.74	2.86	
1.2	Builds on student strengths to facilitate learning.							2.74	2.86	
Standard 2: Learning Differences										
2.1	Can identify differentiation in student needs							2.95	2.8	
2.2	Responds to differentiation in student needs with individualized instruction and varied learning experiences.							2.68	2.68	
2.3	Brings multiple perspectives and cultural resources to content and discussions.							2.74	2.73	
Standard 3: Learning Environments										
3.1	Promotes a positive classroom environment.							3.00	2.96	
3.2	Uses and communicates clear task and behavioral expectations to support an environment of learning.							2.79	2.77	
Standard 4: Content Knowledge										
4.1	Uses and communicates content knowledge.							2.89	2.96	
4.2	Uses academic vocabulary and grammar.							3.05	3.18	
4.3	Provides opportunities for students to demonstrate their content knowledge.							3.00	2.96	
Standard 5: Application of Content										
5.1	Helps students link concepts and engage in critical thinking.							2.84	2.86	
5.2	Engages students in the development of literacy and communication skills.							2.79	2.95	
Standard 6: Assessment										
6.1	Matches instructions and assessments to learning objectives							3.16	2.91	
6.2	Uses formative and summative classroom assessments that facilitate learning							3.06	2.77	
6.3	Amends instructional strategies and adapts interventions as needed							2.79	2.64	
6.4	Provides differentiated instruction and assessments that positively impact learning							2.84	2.73	
Standard 7: Planning for Instruction										
7.1	Plans sequenced learning experiences and performance tasks linked to learning objectives							2.74	2.96	
7.2	Plans and implement multiple ways for students to demonstrate their knowledge and skills.							2.90	2.91	
Standard 8: Instructional Strategies										
8.1	Incorporates digital tools and technologies into instruction							2.90	3.05	
8.2	Uses evidence-based strategies to support critical thinking and content learning							2.90	2.86	
8.3	Organizes and manages the learning environment to maximize student engagement.							2.58	2.68	
Standard 9: Professional Learning and Ethical Practice										
9.1	Invites constructive feedback and responds positively							3.05	3.23	
9.2	Sets and implements goals to improve practice							2.95	3.05	
Standard 10: Leadership and Collaboration										
10.1	Communicates professionally - oral, written, and electronic							2.95	3.05	
10.2	Responds to people, problems and crises effectively							2.74	2.96	

2024 NDE Follow up Survey for 3rd year teachers - Teacher and Principal							Teacher	Principal	
							N=15	N=17	N=response
Standard 1: Learner Development									
1.1	Uses knowledge of students and their development and adjusts teaching to facilitate student learning.						2.80	3.18	
1.2	Builds on student strengths to facilitate learning.						2.87	3.18	
Standard 2: Learning Differences									
2.1	Can identify differentiation in student needs						2.67	3.06	
2.2	Responds to differentiation in student needs with individualized instruction and varied learning experiences.						2.53	2.94	
2.3	Brings multiple perspectives and cultural resources to content and discussions.						2.73	2.94	
Standard 3: Learning Environments									
3.1	Promotes a positive classroom environment.						3.33	3.53	
3.2	Uses and communicates clear task and behavioral expectations to support an environment of learning.						3.20	3.41	
Standard 4: Content Knowledge									
4.1	Uses and communicates content knowledge.						2.87	3.35	
4.2	Uses academic vocabulary and grammar.						3.00	2.94	
4.3	Provides opportunities for students to demonstrate their content knowledge.						3.20	3.17	
Standard 5: Application of Content									
5.1	Helps students link concepts and engage in critical thinking.						2.93	3.00	
5.2	Engages students in the development of literacy and communication skills.						2.67	3.06	
Standard 6: Assessment									
6.1	Matches instructions and assessments to learning objectives						3.07	3.24	
6.2	Uses formative and summative classroom assessments that facilitate learning						3.13	3.24	
6.3	Amends instructional strategies and adapts interventions as needed						2.33	3.00	
6.4	Provides differentiated instruction and assessments that positively impact learning						2.40	3.18	
Standard 7: Planning for Instruction									
7.1	Plans sequenced learning experiences and performance tasks linked to learning objectives						2.87	3.12	
7.2	Plans and implement multiple ways for students to demonstrate their knowledge and skills.						3.00	3.18	
Standard 8: Instructional Strategies									
8.1	Incorporates digital tools and technologies into instruction						3.33	3.24	
8.2	Uses evidence-based strategies to support critical thinking and content learning						2.93	3.06	
8.3	Organizes and manages the learning environment to maximize student engagement.						2.87	3.00	
Standard 9: Professional Learning and Ethical Practice									
9.1	Invites constructive feedback and responds positively						3.13	3.29	
9.2	Sets and implements goals to improve practice						2.80	3.41	
Standard 10: Leadership and Collaboration									
10.1	Communicates professionally - oral, written, and electronic						3.20	3.47	
10.2	Responds to people, problems and crises effectively						3.13	3.17	

2025 NDE Follow up Survey for 1st year teachers - Teacher and Principal						Teacher	Principal	
						N=24	N=29	N=respondent
Standard 1: Learner Development								
1.1	Uses knowledge of students and their development and adjusts teaching to facilitate					2.96	2.79	
1.2	Builds on student strengths to facilitate learning.					2.96	2.97	
Standard 2: Learning Differences								
2.1	Can identify differentiation in student needs					3.08	3.03	
2.2	Responds to differentiation in student needs with individualized instruction and varied learning experiences.					3.05	2.93	
2.3	Brings multiple perspectives and cultural resources to content and discussions					3.00	2.79	
Standard 3: Learning Environments								
3.1	Promotes a positive classroom environment.					3.21	3.24	
3.2	Uses and communicates clear task and behavioral expectations to support an environment of learning.					3.17	3.10	
Standard 4: Content Knowledge								
4.1	Uses and communicates content knowledge.					3.00	2.97	
4.2	Uses academic vocabulary and grammar.					3.04	3.03	
4.3	Provides opportunities for students to demonstrate their content knowledge.					3.29	3.03	
Standard 5: Application of Content								
5.1	Helps students link concepts and engage in critical thinking.					2.96	2.83	
5.2	Engages students in the development of literacy and communication skills.					2.83	2.83	
Standard 6: Assessment								
6.1	Matches instructions and assessments to learning objectives					3.08	3.07	
6.2	Uses formative and summative classroom assessments that facilitate learning					3.29	3.07	
6.3	Amends instructional strategies and adapts interventions as needed					3.08	2.90	
6.4	Provides differentiated instruction and assessments that positively impact learning					3.00	2.90	
Standard 7: Planning for Instruction								
7.1	Plans sequenced learning experiences and performance tasks linked to learning					3.08	3.07	
7.2	Plans and implement multiple ways for students to demonstrate their knowledge and skills.					3.00	2.76	
Standard 8: Instructional Strategies								
8.1	Incorporates digital tools and technologies into instruction					2.88	3.10	
8.2	Uses evidence-based strategies to support critical thinking and content learning					2.96	3.00	
8.3	Organizes and manages the learning environment to maximize student engagement					2.75	2.93	
Standard 9: Professional Learning and Ethical Practice								
9.1	Invites constructive feedback and responds positively					3.12	3.31	
9.2	Sets and implements goals to improve practice					3.12	3.00	
Standard 10: Leadership and Collaboration								
10.1	Communicates professionally - oral, written, and electronic					3.29	3.21	
10.2	Responds to people, problems and crises effectively					3.25	3.03	

2025 NDE Follow up Survey for 3rd year teachers - Teacher and Principal							Teacher	Principal	
							N=14	N=22	N=respondents
Standard 1: Learner Development									
1.1	Uses knowledge of students and their development and adjusts teaching to facilitate						2.86	3.18	
1.2	Builds on student strengths to facilitate learning.						3.07	3.43	
Standard 2: Learning Differences									
2.1	Can identify differentiation in student needs						3.07	3.23	
2.2	Responds to differentiation in student needs with individualized instruction and varied learning experiences.						2.79	3.18	
2.3	Brings multiple perspectives and cultural resources to content and discussions						2.71	3.23	
Standard 3: Learning Environments									
3.1	Promotes a positive classroom environment.						3.79	3.67	
3.2	Uses and communicates clear task and behavioral expectations to support an environment of learning.						3.21	3.36	
Standard 4: Content Knowledge									
4.1	Uses and communicates content knowledge.						3.14	3.23	
4.2	Uses academic vocabulary and grammar.						3.14	3.32	
4.3	Provides opportunities for students to demonstrate their content knowledge.						3.21	3.23	
Standard 5: Application of Content									
5.1	Helps students link concepts and engage in critical thinking.						2.79	3.23	
5.2	Engages students in the development of literacy and communication skills.						2.74	3.32	
Standard 6: Assessment									
6.1	Matches instructions and assessments to learning objectives						3.29	3.23	
6.2	Uses formative and summative classroom assessments that facilitate learning						3.14	3.18	
6.3	Amends instructional strategies and adapts interventions as needed						2.71	3.18	
6.4	Provides differentiated instruction and assessments that positively impact learning						2.79	3.18	
Standard 7: Planning for Instruction									
7.1	Plans sequenced learning experiences and performance tasks linked to learning						2.93	3.27	
7.2	Plans and implement multiple ways for students to demonstrate their knowledge skills.						3.14	3.14	
Standard 8: Instructional Strategies									
8.1	Incorporates digital tools and technologies into instruction						2.86	3.23	
8.2	Uses evidence-based strategies to support critical thinking and content learning						2.79	3.18	
8.3	Organizes and manages the learning environment to maximize student engagement						3.00	3.18	
Standard 9: Professional Learning and Ethical Practice									
9.1	Invites constructive feedback and responds positively						3.50	3.41	
9.2	Sets and implements goals to improve practice						3.21	3.17	
Standard 10: Leadership and Collaboration									
10.1	Communicates professionally - oral, written, and electronic						3.50	3.27	
10.2	Responds to people, problems and crises effectively						3.36	3.18	

Artifact 3. Narrative interpretation/summary of assessment data.

During the 2023-2024 academic year, CSC had 42 program completers receiving a bachelor's degree, and 9 post-baccalaureate completers. In 2024-2025, CSC had 47 program completers receiving a bachelors' degree, and 4 post-baccalaureate completers. In analyzing the 5 areas in the data tables above; content knowledge, learner and learning, instructional practices, effects of instructional practices on student learning, and professional responsibilities; cooperating teachers and college supervisors consistently rated candidates at or near a 3, which is proficient. For post-baccalaureate completers, scores ranged from 2.51 to 3.88 in both academic years across all categories.

Across the two academic years, results from the Nebraska Clinical Practice Evaluation indicate consistent performance in all areas except content knowledge for both bachelor and post bac graduates. This is an area that we are aware of and have seen patterns through the years of lower

scores in reading and social studies. We have embedded material into coursework to address these areas. Within instructional practices in particular, most scores were slightly under the proficient level. Although the number of post-baccalaureate completers is small, this data set is worth examining further to better understand the factors contributing to these outcomes.

Data from the Teacher Work Sample (TWS) show that both bachelor's and post-baccalaureate completers earned consistent scores of 3s and 4s across all categories in both academic years. This pattern suggests that the majority of CSC candidates demonstrate proficiency in their ability to plan, deliver, and assess instruction in authentic classroom settings. Across both academic years, content GPA data indicates that CSC completers possess strong proficiency in their endorsement areas. For bachelor's degree candidates, the average content GPA was 3.53 in 2023–2024 and 3.59 in 2024–2025 on a 4.0 scale, showing consistently strong performance. Post-baccalaureate candidates demonstrated similar results, earning an average content GPA of 3.51 in 2023–2024 and 3.38 in 2024–2025. These results illustrate that, overall, candidates in both program pathways demonstrate solid content knowledge aligned with their endorsement areas.

In 2023–2024, CSC completers achieved a 79% pass rate, compared to 86% statewide on the required Praxis II test. In 2024–2025, the CSC pass rate was 74%, while the Nebraska average was 83%. During our biannual assessment day meetings, the analysis of subtest data indicated that the Reading and Language Arts sections of the test had an average of 67.9% correct responses in 2023–2024 and 63.5% in 2024–2025. While these results are within the same general range as state and national averages, they highlight a specific opportunity for program improvement.

The NDE Follow up surveys cannot be disaggregated, so data reflects overall results. Principals on the 2024 and 2025 NDE follow-up survey rated third-year teachers strongly across all categories (3.1–3.6/4), except for the 2024 standard on learning differences which was rated slightly lower (2.94/4) indicating satisfactory teaching performance and growth with experience. Among first year teachers, in both 2024 and 2025, the survey results indicate lower ratings in learner development (understanding student differences and using student strengths to adjust instruction). Although the survey is voluntary and response rates are low, ratings across nearly every category increased from 2024 to 2025 indicating growth in perceived preparedness among first-year teachers. Literacy and communication skill development were identified as a consistent area of concern within these surveys, reinforcing findings from other program assessments. In contrast, all surveys (first- and third year) identified learning environments and professional learning and ethical practice as areas of strength, indicating that CSC graduates are generally well-prepared to establish supportive classroom cultures while seeking to improve their practice.

Section 3: Use of Related Data and Information for Continuous Program Improvement of Endorsement Program

In December and May, during the assessment day meetings, the Education Department meets as a group to discuss assessment results and plan appropriate program changes/improvements. We then break into smaller groups to continue the work to analyze the data further and bring forward ideas for improvement to the department and then to the entire EPP for discussion and decision making.

An area that needed to be changed since our last review was the 9 credit hour Areas of Concentration (e.g. math, PE, LA, etc.) that we offered in the Elementary Education Program. These concentrations were confusing candidates, because they thought they could teach in these content areas after only three courses. Removing the concentration meant we needed to move the 9 credits to other courses. Due to needs in reading improvement, EDUC 423 Teaching Primary Reading and Writing and EDUC 424 Teaching Intermediate Reading and Writing were increased from two credits to three credits. Also, we added one credit to each of the elementary methods courses: EDUC 321 Teaching Elem/MS Math, EDUC 322 Teaching Elem/MS Language Arts, EDUC 323 Teaching Elem/MS Social Studies, EDUC 422 Teaching Elem/MS Science and Health, making them three credits each. The last three credits needed were used to create EDUC 325 Language, Culture, and Literacy. This course was created to focus on learner development and learner differences especially with English Language Learners.

Based on review of the data, the department realized that Praxis II reading and writing sub scores needed improvement. Due to these concerns, we made the decision to revise EDUC 423 Teaching Primary Reading and Writing. In the Fall 2026 catalog, it will be retitled *Foundations of Literacy* to align with recent Nebraska legislation requiring the integration of the Science of Reading into teacher preparation programs. This course will provide candidates with a strong foundation in evidence-based literacy instruction, including phonemic awareness, phonics, fluency, vocabulary, and comprehension, consistent with state expectations for early literacy instruction. Additionally, the current courses EDUC 423 *Primary Reading and Writing* and EDUC 424 *Intermediate Reading and Writing* will be merged into a single course, EDUC 424 *Elementary Reading and Writing*. Combining the courses promotes instructional continuity across grade levels, streamlines the curriculum, and reduces content overlap while maintaining depth and rigor.

Appendix A

Advising Template Example

Advising Template Elementary Education K-8 - ONLINE STUDENTS ONLY 2025-2026										
Year 1										
Fall Semester			Spring Semester			Summer Semester				
ES #1	FYI	6	ES #3	Communication	3					
ES #2	Writing	3	EDUC 224	Technology Resource for Learning	3					
ES #4	Mathematics (MATH 137)	3	PSYC 231	Educational Psychology	3					
EDUC 131	Intro to Teaching	3	SPED 230	Intro to Exceptional Learner	3					
				Physical Science for the Elem/MS Teacher	3					
			GEOS 129		3					
Total Hours		15	Total Hours		15	Total Hours				0
Year 2										
Fall Semester			Spring Semester			Summer Semester				
ES #9	Civic/Soc Responsibility	3	ES #5	Creative Arts	3	ART 250	Art for the Elem Teacher	3		
FCS 139	Human Development		ES #8	Must be a HIST course	3	HPER 339	Theory of PE K-8	3		
	OR		EDUC 321	Teach El/MS Math	3	MUS 233	Music for the Elem Teach	3		
PSYC 254	Developmental Psych	3	EDUC 322	Teach El/MS Language Arts	3					
SPED 334	Differentiated Instruction	3	EDUC 323	Teach El/MS Social Science	3					
ENG 235	Children's Literature	3								
Total Hours		12	Total Hours		15	Total Hours				9
Year 3										
Fall Semester			Spring Semester			Summer Semester				
ES #7	Human Condition	3	ES #6	BIOL 101 and lab online spring	3					
ES #11	Health & Wellness	3	ES #10	Human Diversity	3					
EDUC 271	Human Relations	1	EDUC 300	Observation & Participation	1					
EDUC 301	Education Qualifying Seminar	0	Choose 1	HIST, GEOG or PS course	3					
EDUC 325	Language, Culture & Literacy	3	ENG 320	Grammar & Linguistics	3					
EDUC 329	Assessment Foundations	2	MATH 238	Math for the Elem Teacher III	3					
MATH 235	Math for Elem Teacher II	3								
Total Hours		15	Total Hours		16	Total Hours				0
Year 4										
Professional Year						Summer Semester				
EDUC 417E	Teach Reading Diagnosis	2	EDUC 490	Student Teaching	9					
			ES #12							
EDUC 422	Teach El/MS Science/Health	3	EDUC 495	Education Capstone	3					
EDUC 423	Teaching Primary Reading and Writing	3								
EDUC 424	Teaching Intermediate Reading/ Writing	3								
EDUC 442	Classroom Management & Curriculum Foundations	3								
Total Hours		14	Total Hours		12	Total Hours				0
ES = Essential Studies Courses (Many offered in summers)						Degree Program Total				#
▶ The London trip, scheduled every other summer, meets ES #10, Human Diversity, requirements.										
Education Core Courses (Many offered in summers)										
Elementary Education Courses (EDUC 321, 322, 323 summer also)										
Orange represents the 9 credits of double dipping for Major and Essential Studies										
This is a guide to help you. It is your responsibility to get enrolled in the proper courses when they are offered.										
Revised 02/2024										

Appendix B TWS Rubric

Chadron State College Teacher Work Sample Scoring Definitions

4. Advanced: {A 140-131} – The teacher candidate obtaining this designation has demonstrated consistent, professional, and performance skills beyond the basic essentials in the chosen academic area and has demonstrated the ability to apply the performance skills with several aspects integrated so that the whole of the TWS has a coherent structure and meaning. The teacher candidate can plan, assess, instruct, analyze data, and reflect upon the appropriate P-12 students' performances at a level that enables P-12 students' growth in a solid, conceptual understanding of the chosen academic area. *This denotes the presence of the advanced skills necessary to teach and assess students in the academic area.*

3. Proficient: {B 130-118} – The teacher candidate obtaining this designation has demonstrated the basic essential set of professional and performance skills needed to teach and assess students in the chosen academic area. The basic concepts of the subject matter, teaching in the academic area, and assessing student performance are understood as one problem, idea, or concept following another, but are not interrelated as a whole system of understanding. The teacher candidate can plan, assess, instruct, analyze data, and reflect upon the appropriate P-12 students' performances to help P-12 students' growth of procedural and conceptual understanding in the chosen academic area at an expanding level. *This denotes the presence of essential skills necessary to teach and assess students in the academic area.*

2. Progressing: {C 117-105} – The teacher candidate obtaining this designation has demonstrated the presence of beginning professional and academic performance skills needed to teach and assess students. Aspects of a problem, idea, or concept are seen in rote application with nominal relationship of facts and ideas to each other. The teacher candidate can assess student learning and can develop learning experiences somewhat based on students' developmental levels and prior experience. The candidate shows minimal analysis or reflection upon appropriate P-12 students' performances such that P-12 students' understanding in the academic area will be more rote learning with less conceptual understanding. *This denotes the presence of the bare essential skills necessary to teach and assess students in the academic area.*

1. Unacceptable: {D Below 105} – The teacher candidate obtaining this designation does not perform at a level that exhibits preparedness for teaching, but does demonstrate some basic understanding of professional and academic performance skills needed to teach and assess students. The teacher candidate cannot accurately assess student learning or develop learning experiences based on students' developmental levels or prior experience. The candidate shows little, if any, analysis or reflection upon appropriate P-12 students' performances such that P-12 students' understanding in the academic area may be negatively impacted. *Any rating earned at or below the Unacceptable level in the teacher candidate's TWS will be deemed unacceptable for a teacher candidate preparing for Nebraska teacher certification.*

0. Missing: {F} – The teacher candidate obtaining this designation does not perform at a level that exhibits preparedness for teaching, nor does the candidate demonstrate any basic understanding of professional and academic performance skills needed to teach and assess students. The teacher candidate cannot accurately assess student learning or develop learning experiences based on students' developmental levels or prior experience. The candidate shows no ability to analyze or reflect upon appropriate P-12 students' performances such that P-12 students' understanding in the academic area may be negatively impacted. *Any rating earned at or below the Unacceptable level in the teacher candidate's TWS will be deemed unacceptable for a teacher candidate preparing for Nebraska teacher certification.*

(2) Semester Date _____

(3) Rater _____

Teacher Work Sample Rubric

Follow your TWS Instruction Sheet to ensure your project contains all of the components needed.

Possible Score	4 – Advanced	3 – Proficient	2 – Progressing	1- Unacceptable	0 – Missing	Score
Professional Presentation						
(4) Title Page	Title page is complete	Title page is missing one component	Title page is missing two components	Title page is missing three or more components	Title page is missing	
(5) Table of Contents	Table of Contents is complete and organized	Table of Contents is missing one component	Table of Contents is missing two components	Table of Contents is missing more three or more components	Table of Contents is missing	
(6) Writing Conventions	Writing is grammatically correct, complete, easy to understand and represents professional writing	Writing is grammatically correct, complete, easy to understand, but contains a few errors	Writing contains several errors, or may not be complete or easy to understand	Writing contains significant errors, is not complete or easy to understand	Writing contains numerous errors, and unable to comprehend	
(7) Organization	Organization of presentation aligns with TWS Instruction Sheet	Organization of presentation has a few deviations from the TWS Instruction Sheet	Organization of presentation has several deviations from the TWS Instruction Sheet	Organization of presentation does not align with the TWS Instruction Sheet	Organization of presentation is absent.	
(8) Comments on Professional Presentation	<i>(Comments optional; you will be prompted to enter any provided comments into the Microsoft Form.)</i>					

Contextual Factors and Instructional Setting						
(9) Community, District, and School	Descriptions of contextual factors are clear and complete	Descriptions of contextual factors are unclear and missing one component	Descriptions of contextual factors are unclear and missing two-three components	Descriptions of contextual factors are very unclear and missing more than three components	Descriptions of contextual factors is missing	
(10) Classroom Factors	Descriptions of classroom factors are clear and complete	Descriptions of classroom factors are unclear and missing one component	Descriptions of classroom factors are unclear and missing two-three components	Descriptions of classroom factors are very unclear and missing more than three components	Descriptions of classroom factors are missing	
(11) Rationale	Rationale for the concept or subject is very clear and complete	Rationale for the concept or subject is mostly clear and complete	Rationale for the concept or subject is unclear and/or incomplete	Rationale for the concept or subject is unclear and incomplete	Rationale for the concept or subject is missing	
(12) Class Characteristics	Description of class characteristics is clear and complete	Description of class characteristics is unclear and missing one component	Description of class characteristics is very unclear and missing two-three components	Description of class characteristics of the class is unacceptable and missing three or more components	Characteristics of the class are missing	
(13) Instructional Implications	Explanation of the instructional implications is very clear and complete	Explanation of the instructional implications is mostly clear and complete	Explanation of the instructional implications is unclear and/or incomplete	Explanation of the instructional implications is unclear and incomplete	Explanation of the instructional implications is missing	
(14) Comments on Contextual Factors and Instructional Setting	<i>(Comments optional; you will be prompted to enter any provided comments into the Microsoft Form.)</i>					

Initial Instructional Plan						
(15) Objectives	Objectives exceed expectation of pre-service teachers	Objectives state what the students will learn	Objectives partially state what students will learn	Objectives do not specify what the students will learn	Objectives are missing	
(16) Standards	Each objective is explicitly tied to standards	Some objectives are explicitly tied to standards	Few objectives are inadequately tied to standards	Objectives are not tied to standards	Standards are missing	
(17) Instructional Plans	Instructional plans are complete and contain four or more examples of differentiated instructional methods or levels of learning (at least three consecutive lessons)	Instructional plans are complete and contain three examples of differentiated instructional methods or levels of learning (at least three consecutive lessons)	Instructional plans are complete and contain two examples of differentiated instructional methods or levels of learning (at least three consecutive lessons)	Instructional plans contain one example of differentiated instruction or levels of learning (at least three consecutive lessons)	Instructional plans are missing	
(18) Formative Assessments	Multiple and varied formative assessments are included and align with the objectives/instructional plan	Multiple or varied formative assessments are included and align with objectives/instructional plan	A formative assessment is included and somewhat aligns with objectives/instructional plan	Formative assessments are included but do not align with objectives/instructional plan	No formative assessments are included in the instructional plan	
(19) Comments on Initial Instructional Plan	<i>(Comments optional; you will be prompted to enter any provided comments into the Microsoft Form.)</i>					
Assessment Plan (Section 1)						
(20) Objective	Pre-assessment and post-assessment are	Pre-assessment and post-assessment are	Pre-assessment and post-assessment are	Pre-assessment and post-assessment are	Pre-assessment and post-	

Alignment	aligned with all objectives	aligned with most objectives	aligned with few objectives	not aligned with the objectives	assessment are missing	
(21) Assessment Characteristics	Pre-assessment and post-assessment have all of the following: 1. have face validity 2. appear to be reliable 3. are appropriate to level 4. are based on instructional plans 5. student directions and scoring procedures are clearly explained	Pre-assessment and post-assessment have four of the following: 1. have face validity 2. appear to be reliable 3. are appropriate to level 4. are based on instructional plans 5. student directions and scoring procedures are clearly explained	Pre-assessment and post-assessment have three of the following: 1. have face validity 2. appear to be reliable 3. are appropriate to level 4. are based on instructional plans 5. student directions and scoring procedures are clearly explained	Pre-assessment and post-assessment have two or fewer of the following: 1. have face validity 2. appear to be reliable 3. are appropriate to level 4. are based on instructional plans 5. student directions and scoring procedures are clearly explained	Pre-assessment and post-assessment are missing	
(22) Instruments and Student Samples	Examples of a high-score <u>and</u> a low-score confidential student pre-assessment and post-assessment are included (4 in all)	Examples of a high-score <u>and/or</u> a low-score confidential student pre-assessment and/or post-assessment are included (Only 3 included)	Examples of a high-score <u>and/or</u> a low-score confidential student pre-assessment and/or post-assessment are included (Only 2 included)	Only one example of a high- or low-score confidential student pre-assessment or post-assessment is included (Only 1 included)	No examples of confidential student assessment included.	
(23) Clarity of Criterion and Standards for performance	The assessment contains clear criteria for measuring student performance and are linked to the learning goals.	Assessment criteria have been developed, but they are not clear but are linked to learning goals.	Assessment criteria have been developed, but are not clear and are not linked to learning goals.	Assessment criteria have not been developed and are not clear and are not linked to learning goals.	Assessment criteria missing.	
(24) Comments on Assessment Plan (Section 1)	<i>(Comments optional; you will be prompted to enter any provided comments into the Microsoft Form.)</i>					

Assessment Plan (Section 2)						
(25) Data Display	Pre-assessment data is clearly and completely displayed in a labeled graph or chart	Pre-assessment data is clearly and completely displayed but not in a graph or chart	Pre-assessment data is displayed in a graph or chart but is unclear	Pre-assessment data is not displayed in a graph or chart and is unclear	Pre-assessment data is missing	
(26) Data Analysis	Pre-assessment data is clearly and completely described and analyzed	Pre-assessment data is clearly and completely described but inadequately analyzed	Pre-assessment data is inadequately described and analyzed	Pre-assessment data is not described or analyzed	Pre-assessment data is missing	
(27) Revision Description	Need for revisions of initial instructional plans is clearly and completely described	Need for revisions of initial instructional plans is unclear or incomplete	Need for revisions of initial instructional plans is unclear and incomplete	Need for revisions of initial instructional plans is not acknowledged	Need for revisions of initial instructional plans is missing	
(28) Comments on Assessment Plan (Section 2)	<i>(Comments optional; you will be prompted to enter any provided comments into the Microsoft Form.)</i>					
Revised Instruction Plans						
(29) Revisions Included	Revisions reflect student needs based on pre-assessment data	Revisions reflect some of the student needs based on pre-assessment data	Revisions reflect few of the student needs based on pre-assessment data	Revisions do not reflect student needs based on pre-assessment data	No revisions were made to the instructional plan	
(30) Objectives	Objectives exceed expectation of pre-service teachers	Objectives state what the students will learn	Objectives partially state what students will learn	Objectives do not specify what the students will learn	Objectives are missing	

(31) Standards	Each objective is explicitly tied to standards	Some objectives are explicitly tied to standards	Few objectives are tied to standards	Objectives are not tied to standards	Standards are missing	
(32) Instructional Plans	Instructional plans are complete and contain four or more examples of differentiated instructional methods or levels of learning (at least three consecutive lessons)	Instructional plans are complete and contain three examples of differentiated instructional methods or levels of learning (at least three consecutive lessons)	Instructional plans are complete and contain two examples of differentiated instructional methods or levels of learning (at least three consecutive lessons)	Instructional plans contain one example of differentiated instruction or levels of learning (at least three consecutive lessons)	Revised instructional plans that are missing	
(33) Formative Assessments	Multiple and varied formative assessments are included and align with the objectives/instructional plan	Multiple or varied formative assessments are included in the instructional plan and align with objectives/instructional plan	A formative assessment is included and somewhat aligns with objectives/instructional plan	No formative assessments are included in the instructional plan	No formative assessments are included in the instructional plan	
(34) Comments on Revised Instruction Plans	<i>(Comments optional; you will be prompted to enter any provided comments into the Microsoft Form.)</i>					
Assessment Plan (Section 3)						
(35) Post Assessment Data	Post-assessment data is clearly and completely described and analyzed	Post-assessment data is clearly and completely described but inadequately analyzed	Post-assessment data is inadequately described and analyzed	Post-assessment data is not described or analyzed	Post-assessment data is missing	
(36) Data Comparison: Individual Growth	Comparison of pre-assessment and post-assessment data showing individual	Comparison of pre-assessment and post-assessment data showing individual	Comparison of pre-assessment and post-assessment data showing individual	Comparison of pre-assessment and post-assessment data showing individual	Comparison of pre-assessment and post-assessment data showing	

	growth is clearly and completely displayed in a labeled graph or chart	growth is displayed but not in a graph or chart	growth is displayed in a graph or chart but is unclear	growth is not displayed in a graph or chart and is unclear	individual growth is missing	
(37) Data Comparison: Class Growth	Comparison of pre-assessment and post-assessment data showing class growth is clearly and completely displayed in a labeled graph or chart	Comparison of pre-assessment and post-assessment data showing class growth is displayed but not in a graph or chart	Comparison of pre-assessment and post-assessment data showing class growth is displayed in a graph or chart but is unclear	Comparison of pre-assessment and post-assessment data showing class growth is not displayed in a graph or chart and is unclear	Comparison of pre-assessment and post-assessment data showing class growth is missing	
(38) Impact on Student Learning	Description of impact upon student learning is clearly and completely stated	Description of impact upon student learning is stated and is mostly clear or complete	Description of impact upon student learning is stated but is unclear and/or incomplete	Description of impact upon student learning is stated and is unclear and incomplete	Description of impact upon student learning is missing	
(39) Impact of Instruction	Impact of instruction on student growth is clearly and completely analyzed	Analysis of impact of instruction on student growth is unclear or incomplete	Analysis of impact of instruction on student growth is unclear and incomplete	Impact of instruction on student growth is inadequately stated	Impact of instruction on student growth is missing	
(40) Comments on Assessment Plan (Section 3)	<i>(Comments optional; you will be prompted to enter any provided comments into the Microsoft Form.)</i>					
Instruction Decision Making, Reflection, and Self Evaluation						

(41) Decision Making	Contains four examples of instructional decision making based on pre-assessment data and on student's learning during lessons.	Contains three examples of instructional decision making based on pre-assessment data and on student's learning during lessons.	Contains two examples of instructional decision making based on pre-assessment data and on student's learning during lessons.	Contains fewer than two examples of instructional decision making based on pre-assessment data and on student's learning during lessons.	Examples of instructional decision making based on pre-assessment data and student's learning are missing.	
(42) Strategies // Activities	Description of two effective instructional strategies/activities is clear	Description of two effective instructional strategies/activities is unclear	Description of one effective instructional strategies/activities is clear	Description of one effective instructional strategies/activities is unclear	No description of effective instructional strategies/activities is included	
(43) Formative Assessments	Describes multiple varied formative assessments used to monitor student progress	Describes multiple formative assessments used to monitor student progress	Describes a varied formative assessment used to monitor student progress	Describes a formative assessment used to monitor student progress	Formative assessments are not described	
(44) Barriers	Description of two barriers to student learning is clear	Description of two barriers to student learning is unclear	Description of one barrier to student learning is clear	Description of one barrier to student learning is unclear	Description of barriers is not included.	
(45) Reflection	The reflection and self-evaluation contains analysis of all the following: 1. Engaged time 2. Student interest and motivation 3. Student mastery of learning objectives 4. Revisions of instructional strategies/activities 5. Student feedback	The reflection and self-evaluation contains analysis of five or six of the following: 1. Engaged time 2. Student interest and motivation 3. Student mastery of objectives 4. Revisions of instructional strategies/activities 5. Student feedback 6. Future considerations based on self-evaluation	The reflection and self-evaluation contains analysis of three or four of the following: 1. Engaged time 2. Student interest and motivation 3. Student mastery of objectives 4. Revisions of instructional strategies/activities 5. Student feedback 6. Future considerations	The reflection and self-evaluation contains analysis of two or fewer of the following: 1. Engaged time 2. Student interest and motivation 3. Student mastery of objectives 4. Revisions of instructional strategies/activities 5. Student feedback 6. Future considerations	The reflection and self-evaluation are missing	

	6. Future considerations based on self-evaluation 7. Future considerations based on cooperating teacher and/or students	7. Future considerations based on cooperating teacher and/or students	based on self-evaluation 7. Future considerations based on cooperating teacher and/or students	based on self-evaluation 7. Future considerations based on cooperating teacher and/or students		
TOTAL						