

Completer Effectiveness and Impact on P-12 Student Learning 2021-2022

Standard 4.2 highlights how the Educator Preparation Program prepared the completers to be successful in their employment. The survey: *Online Education Teacher Evaluation* has twelve areas:

- Area I: Personal Qualities
- Area II: Classroom Management
- Area III: Professional Skills
- Area IV: Planning
- Area V: Instructional Techniques
- Area VI: Evaluation & Assessment
- Area VII: Online Grading
- Area VIII: Environment & Work Habits
- Area IX: Course Information
- Area X: Learning Environment
- Area XI: Interaction & Collaboration
- Area XII: Technology Tools Used in the Course

The measurement scale used in the survey: *Online Education Teacher Evaluation* is the following:

- **Excellent (4)** – exhibits excellence in all its performance, consistently surpasses the results in the evaluation criteria. It stands out in performance and always exceeds the requirements.
- **Good (3)** – It exhibits a good level of quality in the evaluation criteria. Normally it exceeds the requirements established for the standard.
- **Regular (2)** – It reflects needs to achieve with the fulfillment of criteria expectations. You can improve with effort and dedication to achieve higher levels of performance.
- **Insufficient (1)** – The performance exhibited is significantly below the expectations established for the criterion.

For the privacy of the teachers, names were not included. As references, they were named Completer 1, Completer 2, Completer 3, Completer 4, Completer 5, Completer 6, and Completer 7, Completer 8, Completer 9, and Completer 10. This study was done in a Christian Private School located in the Northwest of Puerto Rico.

Table 1: Completers Evaluation by Areas

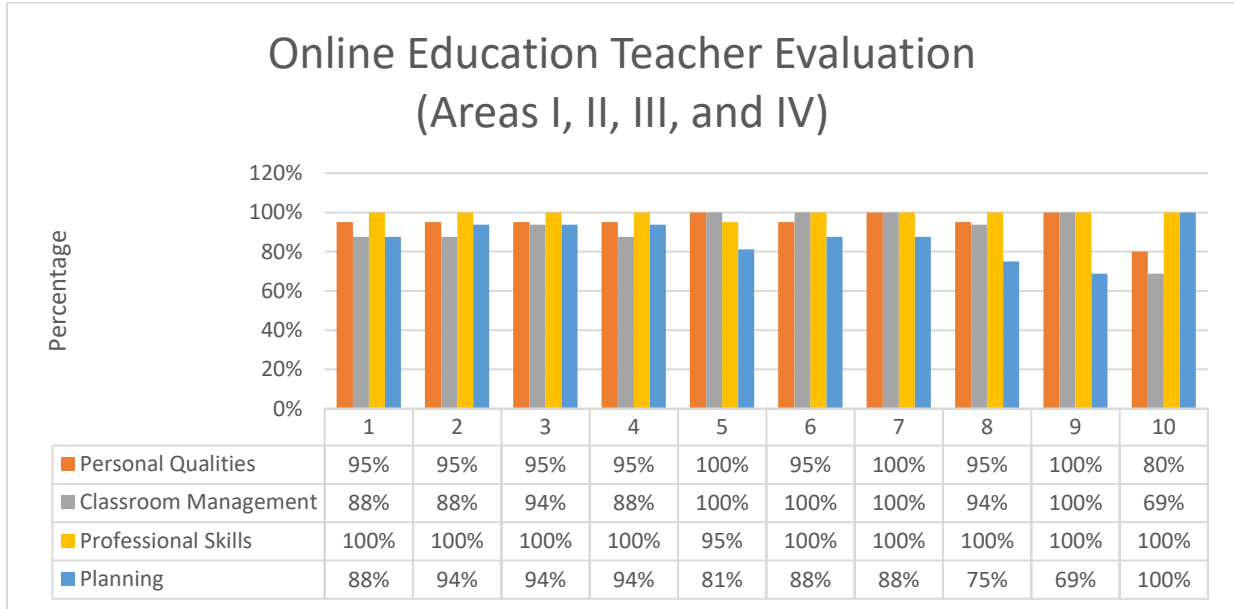
ID	Area I	Area II	Area III	Area IV	Area V	Area VI	Area VII	Area VIII	Area IX	Area X	Area XI	Area XII
Completer 1	95%	88%	100%	88%	91%	100%	100%	96%	100%	92%	94%	100%
Completer 2	95%	88%	100%	94%	97%	95%	94%	100%	100%	88%	94%	100%
Completer 3	95%	94%	100%	94%	97%	95%	81%	96%	100%	92%	100%	100%
Completer 4	95%	88%	100%	94%	97%	95%	100%	100%	100%	96%	94%	100%
Completer 5	100%	100%	95%	81%	97%	95%	100%	100%	100%	88%	94%	90%
Completer 6	95%	100%	100%	88%	97%	100%	88%	93%	100%	96%	94%	100%
Completer 7	100%	100%	100%	88%	97%	100%	100%	100%	100%	92%	94%	100%
Completer 8	95%	94%	100%	75%	97%	95%	94%	86%	96%	100%	97%	100%
Completer 9	100%	100%	100%	69%	94%	95%	100%	100%	100%	88%	94%	100%
Completer 10	80%	69%	100%	100%	81%	90%	100%	100%	92%	79%	91%	100%

Table 1 shows the completers evaluation by areas for all the academic years 2021-2022 about the preparation they had at the Educator Preparation Program (TPP) of the Bachelor of Arts in Elementary Education in English with Multimedia Technology and the Bachelor of Arts in Secondary Education in Education in English with Multimedia Technology at UPR-Aguadilla.

A total of ten (10) completers were evaluated and considered from 2021-2022. Most of the completers found that the TPP prepared them for the teaching environment with the necessary knowledge, skills, and dispositions. In general, all completers are evaluated were measured as excellent and/or good with their preparation in the different areas.

In general, the evaluations of the completers indicated the teacher's success with the preparation received in the Educator Preparation Program of the UPR Aguadilla.

Graphic 1: Completers Evaluation of Area I: Personal Qualities, Area II: Classroom Management, Area III: Professional Skills, and Area IV: Planning



Area I: Personal Qualities

Completers of the Educator Preparation Program were evaluated for *Area I: Personal Qualities* by their employers. Based on the data collected, nine completers were evaluated satisfactorily obtaining a score between 100% and 95%. One completer was evaluated satisfactorily obtaining 80%. This proves that nine completers of the Educator Preparation Program demonstrated excellence in all his/her performance, consistently surpassing the results in the evaluation criteria. One completer of the Educator Preparation Program demonstrated good in in all his/her performance, consistently surpassing the results in the evaluation criteria. In general, the completers stand out in performance and always exceed the requirements.

Area II: Classroom Management

Completers of the Educator Preparation Program were evaluated for *Area II: Classroom Management* by their employers. Based on the data collected, nine completers were evaluated satisfactorily. The majority obtained a score between 100% and 88%. The lowest score obtained was 69%. This proves that nine completers of the Educator Preparation Program demonstrated excellence in all his/her performance, consistently surpassing the results in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

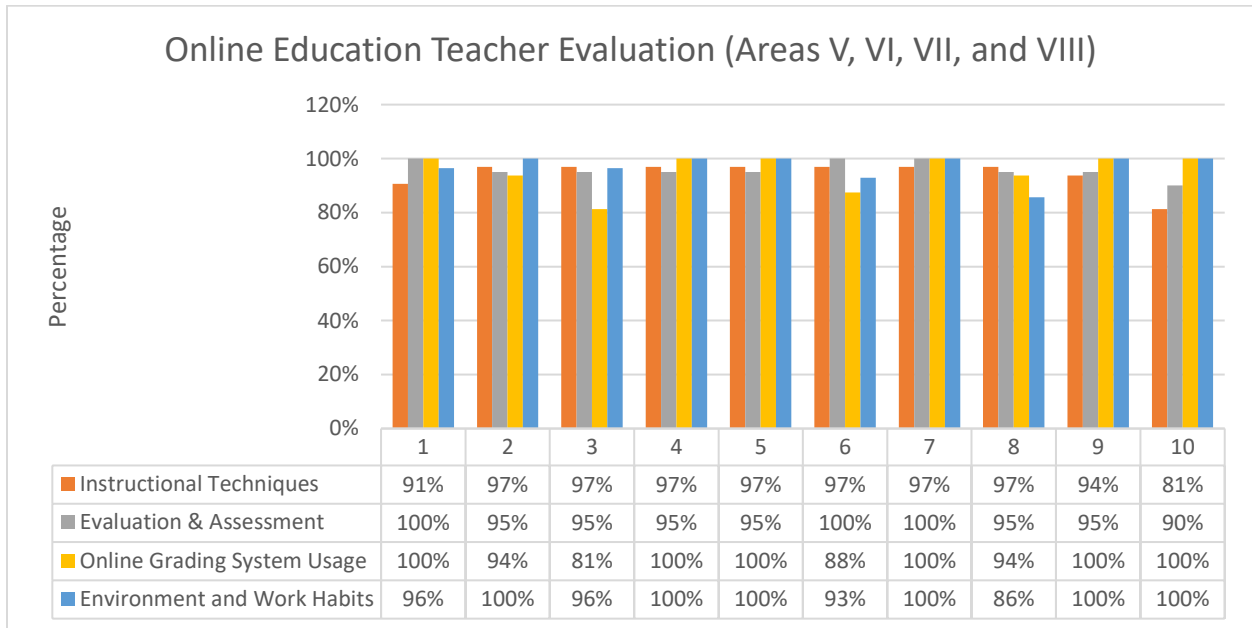
Area III: Professional Skills

Completers of the Educator Preparation Program were evaluated for *Area III: Professional Skills* by their employers. Based on the data collected, completers were evaluated satisfactorily obtaining a score between 100% and 95%. This proves that completers of the Educator Preparation Program demonstrated excellence in all his/her performance, consistently surpassing the results in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

Area VI: Planning

Completers of the Educator Preparation Program were evaluated for *Area VI: Planning* by their employers. Based on the data collected, completers were evaluated less satisfactorily. The highest score obtained was 100% and the lowest was 69%. This shows that completers of the Educator Preparation Program regularly exhibit a proficient level of quality in the evaluation criteria. The completer normally exceeds the requirements established.

Graphic 2: Completers Evaluation of Area V: Instructional Techniques, Area VI: Evaluation & Assessment, Area VII: Online Grading System Usage, and Area VIII: Environment and Work Habits



Area V: Instructional Techniques

Completers of the Educator Preparation Program were evaluated for *Area V: Instructional Techniques* by their employers. Based on the data collected, nine completers were evaluated satisfactorily obtaining a score between 97% and 91%. One completer was evaluated satisfactorily obtaining 81%. This proves that nine completers of the Educator Preparation Program demonstrated excellence in all his/her performance, consistently surpassing the results

in the evaluation criteria. One completer of the Educator Preparation Program demonstrated good in in all his/her performance, consistently surpassing the results in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

Area VI: Evaluation and Assessment

Completers of the Educator Preparation Program were evaluated for *Area VI: Evaluation and Assessment* by their employers. Based on the data collected, completers were evaluated satisfactorily obtaining a score between 100% and 90%. This proves that completers of the Educator Preparation Program demonstrated excellence in all his/her performance, consistently surpassing the results in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

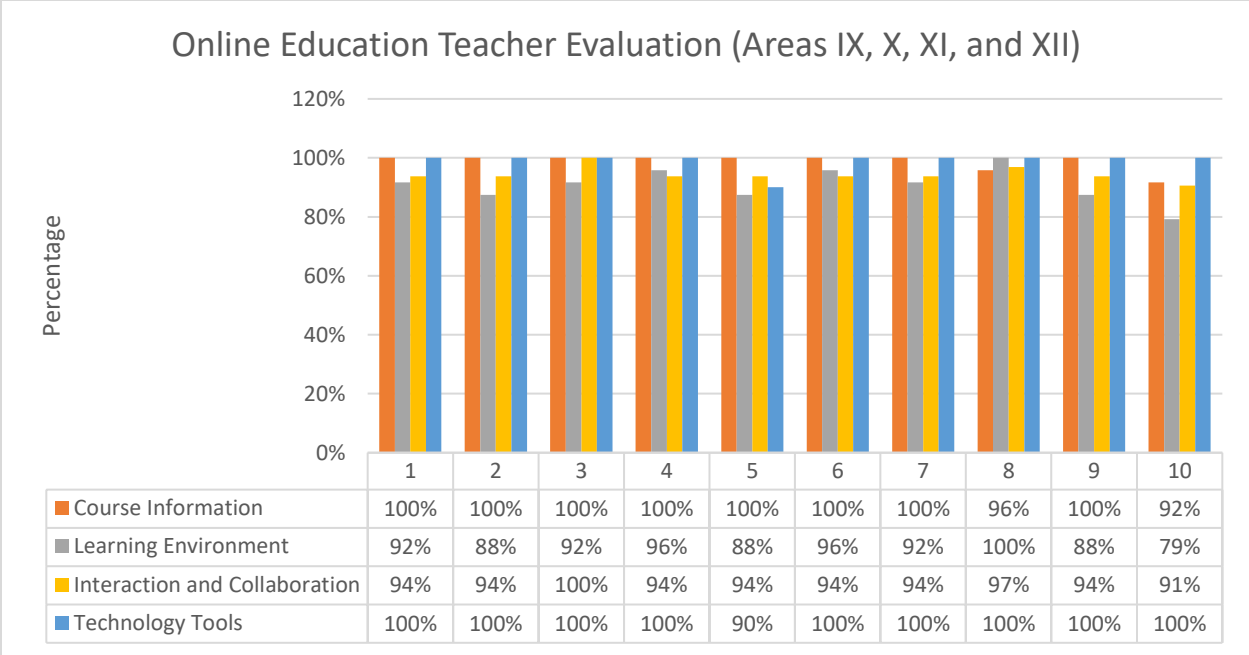
Area VII: Online Grading System Usage

Completers of the Educator Preparation Program were evaluated for *Area VII: Online Grading System Usage* by their employers. Based on the data collected, completers were evaluated satisfactorily. The highest score obtained was 100% and the lowest was 81%. This shows that completers of the Educator Preparation Program exhibit a high-performance level of quality in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

Area VIII: Environment and Work Habits

Completers of the Educator Preparation Program were evaluated for *Area VIII: Environment and Work Habits* by their employers. Based on the data collected, completers were evaluated satisfactorily. The highest score obtained was 100% and the lowest was 86%. This shows that completers of the Educator Preparation Program exhibit a high-performance level of quality in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

Graphic 3: Completers Evaluation of Area IX: Course Information, Area X: Learning Environment, Area XI: Interaction and Collaboration, and Area XII: Technology Tools



Area IX: Course Information

Completers of the Educator Preparation Program were evaluated for *Area IX: Course Information* by their employers. Based on the data collected, completers were evaluated satisfactorily. Eight completers obtained a score of 100% and two completers obtained a score between 92% and 96%. This percentages shows that completers of the Educator Preparation Program exhibit a high-performance level of quality in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

Area X: Leaning Environment

Completers of the Educator Preparation Program were evaluated for *Area VIII: Leaning Environment* by their employers. Based on the data collected, completers were evaluated satisfactorily. The highest score obtained was 100% and the lowest was 79%. This shows that completers of the Educator Preparation Program exhibit a high-performance level of quality in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

Area XI: Interaction and Collaboration

Completers of the Educator Preparation Program were evaluated for *Area XI: Interaction and Collaboration* by their employers. Based on the data collected, completers were evaluated satisfactorily. The majority obtained a score of 94%. This proves that completers of the Educator Preparation Program demonstrated excellence in all his/her performance, consistently

surpassing the results in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.

Area XII: Technology Tools

Completers of the Educator Preparation Program were evaluated for *Area XII: Technology Tools Used in the Course* by their employers. Based on the data collected, completers were evaluated satisfactorily. The highest score obtained was 100% and the lowest was 90%. This shows that completers of the Educator Preparation Program exhibit a high-performance level of quality in the evaluation criteria. The completer stands out in performance and always exceeds the requirements.