2.2.3. Criteria for Performance and Retention.

Evidence and Analysis of the Criteria for Performance and Retention for Continuous Improvement:

The EPP’s expectations of the criteria for performance include that all P-12 school-based clinical (cooperating) teachers must have completed a minimum of three years of successful teaching with a master’s degree preferred, have active licensure, and/or national board certification [See 2.2.4]. Clinical teachers and mentors must be nominated by their building administrators and be recognized by their peers as exemplary teachers who employ research and evidence-based practices to ensure that all students learn. Our EPP also expects school-based clinical educators to show evidence of a commitment to instructional coaching and mentoring of pre-service teachers as new professionals [See 2.2.4].

For retention, the expectations of the EPP are based upon analysis of the Student/Clinical Teacher’s Exit Survey each year. Candidates assess and evaluate the performance of their cooperating teachers, their university field supervisors, the director of teacher preparation and advising, the EPP, and complete a self-assessment [See 1.1.8e; 2.2.5; and 2.3.2]. The Completer Follow-up Survey [See 2.2.6] will be implemented in Spring 2016 to close the loop and provide the EPP with the vital perspectives of in-service teachers concerning their teacher preparation.

The Director of Teacher Preparation and Advising, department head, and university field supervisors work closely with our partnering LEAs in our service area with ongoing evaluations of our candidates and their cooperating teachers. In the last ten years, less than 1.0% of our cooperating teachers have not been retained to mentor our teacher candidates. We are proud of our partnerships and of the quality of mentorship that has been established over the last ten years as reflected in the Student/Clinical Teacher Exit Surveys [See 1.1.8e].

Multiple Evidence Sources:

- [See 1.1.8e. Clinical Teacher Exit Survey].
- [See 2.2.4. Cooperating Teacher and Field Supervisor Support Evidence].
- [See 2.2.5. Candidate Assessments. (Cooperating Teachers, Field Supervisors, Self-Assessments, and the EPP].
- [See 2.3.2. Samples of Candidate Individual Folder Content Evidence].
- [See 2.2.6. Completer Follow-Up Survey].