



SET A COURSE FOR CHANGE™

# Demonstrating Accountability, Transparency, and Assessment (DATA)

## CAEP Annual Reporting Measure 1: Completer Effectiveness and Impact on P-12 Learning Development

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The Richard W. Riley  
College of Education and Human Sciences

March 2024

# Table of Contents

## CAEP Measure 1: Completer Effectiveness and Impact on P-12 Learning and Development

Description of Evidence for Measure 1: Completer Effectiveness and Impact on P-12 Learning and Development	Page 3
Testimonial	Page
Results from the Transition to Teaching Survey Spring 2022	Pages 5-7
Testimonial	Page
Results from the 2023 Walden University Employer Survey: Employers of College of Education Graduates	Pages 9-11
Testimonial	Page

# DESCRIPTION OF EVIDENCE FOR MEASURE 1:

## COMPLETER EFFECTIVENESS AND IMPACT ON P-12 LEARNING AND DEVELOPMENT

As an EPP offering programs to candidates in multiple states, accessing P-12 state-supported measures or value-added student achievement data specific to Walden's educator preparation program graduates is an ongoing challenge. Surveys of alumni and employers are conducted annually both through the university's Office of Institutional Effectiveness, Engagement, and Academic Performance and the Riley College of Education and Human Sciences. Responses to the university-administered alumni and employer surveys specific to the educator preparation programs in the 2022-2023 reporting year are less than 10 and cannot be publicly reported, therefore overall survey results from the College of Education and Human Sciences are presented below. Annual surveys targeted to graduates of the initial licensure programs (BS in Elementary Education, MAT in Elementary Education, and MAT in Special Education) have higher response rates and results from those surveys related to Measure 1 are also presented below.

While we continue to administer web-based surveys to current students, alumni, and employers regularly and collect feedback and recommendations from our External Advisory Council quarterly, we have begun exploring new ways of collecting data that provide the breadth and depth of information needed to inform continuous improvement of our educator preparation programs. Starting with the 2023 administration of the Transition to Teaching Survey which is administered annually to initial licensure program graduates in the spring, alumni are asked if they would be willing to share deidentified P-12 student assessment data from their classrooms as indicators of completer effectiveness and impact on P-12 learning and development.

During the 2023-2024 academic year, we are collecting student assessment data from 10 graduates of the initial licensure programs currently employed in full-time teaching positions. Program alumni participating in this initiative are asked to complete an online form and provide a brief description of an area they will be targeting for student learning growth during the academic year as well as specific student learning goals/objectives related to the area and the instructional strategies they will be using to facilitate student learning in the area, including how they will differentiate instruction/assessment for diverse learners and apply evidence-based practices. Graduates submit beginning of year (October), mid-year (February), and end of year (May) assessment scores for their students that will be analyzed by the licensure program staff to examine changes in student performance. The results of this initiative will be available in Fall 2024 and reported in the 2025 CAEP annual report and the EPP self-study submitted in Spring 2025.

**“One lesson I learned by earning my degree at Walden is that, ‘a student can go no further than their teacher.’**

**That’s why I am committed to being a life-long learner. If we truly apply this principle to our lives, we invest in ourselves.”**

**Latunja Caster**  
**Master of Arts in Teaching Graduate**



# RESULTS FROM THE TRANSITION TO TEACHING SURVEY

## SPRING 2023

The Transition to Teaching Survey (TTS) is administered annually in the spring to graduates of Walden's initial teacher licensure programs (BS in Elementary Education and MAT in Special Education) who completed the programs during the previous academic year.

In Spring 2023, a total of 94 initial teacher licensure program graduates (BS in Elementary Education and MAT in Special Education), who completed the programs in 2021–2022, were emailed the TTS. Twenty-nine (29) graduates completed the survey resulting in a 31% response rate. Of the 29 graduates responding to the survey, 23 indicated they were currently employed full- or part-time as a teacher.

Results from survey items on the TTS addressing initial licensure program graduates' effectiveness and impact on P-12 learning and development are presented below. Please note that a smaller subset of graduates responded to the survey items listed (N=14-15).

# To what extent do you agree or disagree that your teacher preparation program prepared you to do the following? (N=14-15)

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	Disagree	Tend to Disagree	Tend to Agree	Agree
Effectively teach the subject matter in my licensure area.	0.0%	6.7%	13.3%	80.0%
Select instructional strategies to align with learning goals and standards.	0.0%	0.0%	13.3%	86.7%
Design activities where students engage with subject matter from a variety of perspectives.	0.0%	0.0%	0.0%	100.0%
Account for students' prior knowledge or experiences in instructional planning.	0.0%	0.0%	13.3%	86.7%
Design long-range instructional plans that meet curricular goals.	0.0%	0.0%	20.0%	80.0%
Regularly adjust instructional plans to meet students' needs.	0.0%	0.0%	0.0%	100.0%
Plan lessons with clear learning objectives/goals in mind.	0.0%	0.0%	0.0%	100.0%
Design and modify assessments to match learning objectives.	6.7%	0.0%	13.3%	80.0%
Provide students with meaningful feedback to guide next steps in learning.	0.0%	0.0%	20.0%	80.0%
Engage students in self-assessment strategies.	0.0%	0.0%	13.3%	86.7%
Use formative and summative assessments to inform instructional practice.	0.0%	6.7%	6.7%	86.7%
Identify issues of reliability and validity in assessment.	0.0%	6.7%	6.7%	86.7%
Analyze appropriate types of assessment data to identify student learning needs.	0.0%	6.7%	13.3%	80.0%
Differentiate assessment for all learners.	0.0%	6.7%	6.7%	86.7%
Use digital and interactive technologies to achieve instructional goals.	0.0%	6.7%	0.0%	93.3%
Engage students in using a range of technology tools to achieve learning goals.	7.1%	7.1%	7.1%	78.6%
Help students develop critical thinking processes.	0.0%	0.0%	26.7%	73.3%
Help students develop skills to solve complex problems.	0.0%	0.0%	40.0%	60.0%
Make interdisciplinary connections among core subjects.	6.7%	0.0%	13.3%	80.0%
Know where and how to access resources to build global awareness and understanding.	0.0%	0.0%	20.0%	80.0%
Help students analyze multiple sources of evidence to draw sound conclusions.	0.0%	6.7%	20.0%	73.3%
Differentiate instruction for a variety of learning needs.	0.0%	6.7%	13.3%	80.0%
Provide effective instruction to multilingual learners that uses a student's native language as a resource to enhance learning.*	6.7%	6.7%	26.7%	60.0%

\*This item is new and only has Spring 2023 data.

# To what extent do you agree or disagree that your teacher preparation program prepared you to do the following? (N=14-15)

	Disagree	Tend to Disagree	Tend to Agree	Agree
Effectively teach students from culturally and ethnically diverse backgrounds and communities.	0.0%	6.7%	13.3%	80.0%
Differentiate for students at varied developmental levels.	6.7%	0.0%	6.7%	86.7%
Differentiate to meet the needs of students from various socioeconomic backgrounds.	0.0%	0.0%	20.0%	80.0%
Differentiate instruction for students with IEPs and 504 plans.	6.7%	0.0%	33.3%	60.0%
Differentiate instruction for students with mental health needs.	6.7%	6.7%	26.7%	60.0%
Differentiate instruction for gifted and talented students.	6.7%	6.7%	20.0%	66.7%
Differentiate instruction for English-language learners.	0.0%	0.0%	33.3%	66.7%
Access resources to foster learning for students with diverse needs.	0.0%	6.7%	20.0%	73.3%
Clearly communicate expectations for appropriate student behavior.	0.0%	0.0%	13.3%	86.7%
Use effective communication skills and strategies to convey ideas and information to students.	0.0%	0.0%	20.0%	80.0%
Connect core content to students' real-life experiences.	0.0%	0.0%	13.3%	86.7%
Help students work together to achieve learning goals.	0.0%	0.0%	6.7%	93.3%
Develop and maintain a classroom environment that promotes student engagement.	0.0%	0.0%	6.7%	93.3%
Respond appropriately to student behavior.	0.0%	6.7%	13.3%	80.0%
Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	0.0%	0.0%	13.3%	86.7%
Help students regulate their own behavior.	6.7%	13.3%	0.0%	80.0%
Effectively organize the physical environment of the classroom for instruction.	6.7%	0.0%	13.3%	80.0%
Collaborate with parents and guardians to support student learning.	0.0%	0.0%	28.6%	71.4%
Uphold laws related to student rights and teacher responsibility.	0.0%	0.0%	0.0%	100.0%
Act as an advocate for all students.	0.0%	0.0%	0.0%	100.0%



**“Walden taught me that I could do anything I put my mind to, no matter how challenging the task might seem.”**

**Doreen Moseley-Evans  
Master of Arts in Teaching Graduate**

# Results from the 2023 Walden University Employer Survey: Employers of College of Education Graduates

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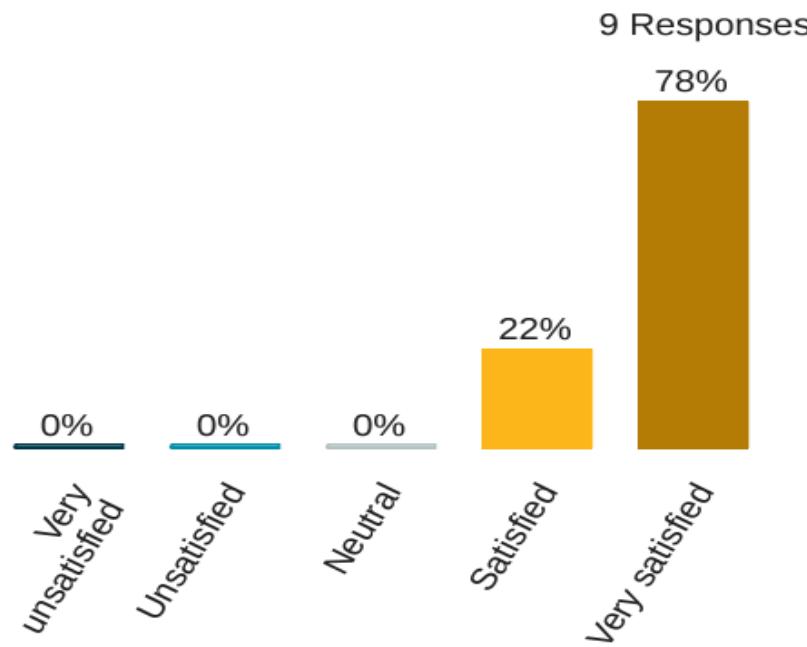
The Office of Institutional Effectiveness, Engagement, and Academic Performance administers the Walden University Employer Survey on an annual basis. The survey is sent to employers of Walden graduates according to permission and information included in graduate applications. The survey gathers feedback on topics such as employer satisfaction, the likelihood to recommend Walden, the impact of the employee's degree on their professional life, and the employee's participation in social change. Completion of the survey is voluntary, and only aggregated data is reported.

The Walden University 2023 employer satisfaction survey was administered from April 27, 2023-May 10, 2023, using a web-based survey. The survey was sent to all employers listed on alumni survey and graduate applications within the last year. A total of 74 eligible employers (direct or indirect supervisors) responded, for a 15.8% overall response rate. More than one in five (22%) of respondents were connected to the Richard W. Riley College of Education and Human Sciences. (N=469).

Results from survey items addressing graduates' effectiveness and impact in their organizations are presented in the pages which follow.

# EMPLOYER SATISFACTION

Overall, 100% of employers were satisfied or very satisfied with the Walden graduate in their employ.



**Leadership Skills:** The majority of employers (89% average) said their graduate employee had a high ability in a range of leadership skills. Another 11% (average) said the graduate had moderate abilities.

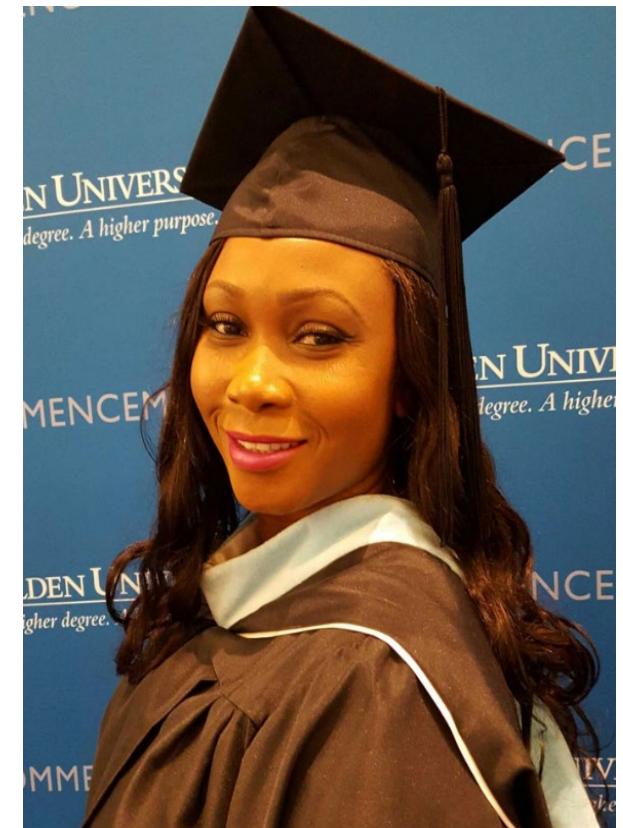
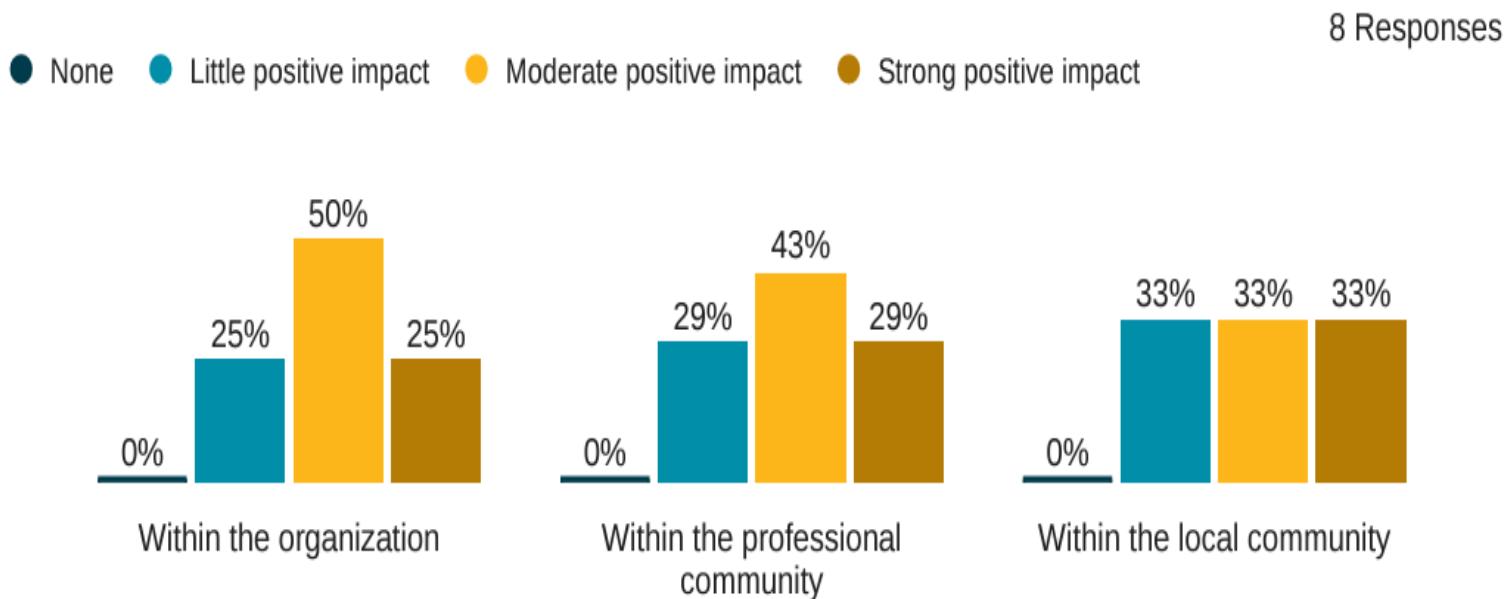
More than two-thirds (70% average) said their graduate employee performed a range of leadership skills at a level above or far above other employees in similar roles. Another 31% (average) said the graduate performed at the same level as others.

Field	Low ability	Moderate ability	High ability
Understanding how your business works	0%	13%	88%
Using ethical standards of your field	0%	0%	100%
Adapting to different learning environments	0%	0%	100%
Staying current with knowledge in your profession	0%	0%	100%
Working well with diverse populations	0%	11%	89%
Teamwork (works well with others toward a common goal)	0%	11%	89%
Teaching / training others	0%	22%	78%
Leadership (leads team toward a common goal)	0%	22%	78%
Leading or participating in positive social change	0%	22%	78%

**Source:** Walden University 2023 Employer Satisfaction Survey was administered from April 27-May 10, 2023, using a web-based survey. The survey was sent to all employers listed on alumni survey and graduate applications within the last year. A total of 74 eligible employers (direct or indirect supervisors) responded, for a 15.8% overall response rate. More than one in five (22%) of respondents were connected to the Richard W. Riley College of Education and Human Sciences (n=26).

# Employee Impact on Social Change

Two-thirds or more of employers said their graduate employee had made a strong or moderate positive impact to social change within the organization (75%), the professional community (71%), and the local community (66%).



Source: Walden University 2023 Employer Satisfaction Survey was administered from April 27-May 10, 2023, using a web-based survey. The survey was sent to all employers listed on alumni survey and graduate applications within the last year. A total of 74 eligible employers (direct or indirect supervisors) responded, for a 15.8% overall response rate. More than one in five (22%) of respondents were connected to the Richard W. Riley College of Education and Human Sciences (n=26).

**"Walden University introduced me to the idea of social change. Throughout my extensive educational career at Walden, every experience revolved around creating a better future for all."**

**Desmond Pitman**

MS in Education Graduate

Education Specialist Graduate

Doctor of Education Graduate

