



Accountability System for Educator Preparation (ASEP)

Principal Appraisal of First-Year Teachers

TEXAS A&M UNIVERSITY - SAN ANTONIO

This report presents results from the principal survey of first-year teachers. In this survey, principals describe the preparation of teachers in six categories of practices. Principals complete surveys for first-year teachers who graduated at any time during the 5 years prior to the reporting period and who taught in the Texas public school system for a minimum of 5 months during the reporting period.

Percentages note the percent of teachers prepared by an EPP who received an average score of Sufficiently Prepared or Well Prepared when all applicable questions were averaged, and within each of the six categories. The overall percentage serves as indicator 2 of the Accountability System for Educator Preparation (ASEP) Accountability Performance Indicators. The percentages within each category are Consumer Information, required by the Texas Education Code. Due to teachers having strengths in different areas and the way the overall indicator is computed, the percentages in the six categories cannot be expected to average to the overall proficiency standard. For details about the survey, visit: <https://tinyurl.com/ydy335z8>

Principal Appraisal Outcomes

EPP Score: 64	EPP Type: Alternative/Traditional	Region ESC: San Antonio
State Average: 73		# Graduates Rated (N): 109

2017-18 Percentage of First Year Teachers Designated as Sufficiently or Well Prepared

	TEXAS A&M UNIVERSITY - SAN ANTONIO	All EPPs with Traditional and Alternative Programs	All TX EPPS
Classroom Environment	72%	80%	81%
Instruction	72%	80%	80%
Students with Disabilities	68%	82%	80%
English Language Learners	76%	89%	85%
Technology Integration	84%	87%	90%
Use Technology with Data	83%	86%	89%

2017-18 Number of Teachers Rated by Area

Area	Number	Area	Number	Area	Number
Core Subjects	61	Mathematics	5	History	1
Bilingual Education Supplement	14	English Language Arts and Reading	4		
Social Studies	7	Life Science	2		
Special Education	6	Physical Education	2		
Generalist	5	Science	2		

2017-18 Percentage of Teachers Rated Sufficiently or Well Prepared

TEXAS A&M UNIVERSITY - SAN ANTONIO (N=109)

Classroom Environment	EPP	State
To effectively implement discipline management procedures	80%	83%
To communicate clear expectations for achievement and behavior that promote and encourage self-discipline and self-directed learning	83%	85%
To provide support to achieve a positive, equitable, and engaging learning environment	85%	89%
To build and maintain positive rapport with students	89%	92%
To build and maintain positive rapport and two-way communication with students' families	83%	90%
Instruction	EPP	State
To implement varied instruction that integrates critical thinking, inquiry, and problem solving	76%	87%
To respond to the needs of students by being flexible in instructional approach and differentiating instruction	83%	87%
To use the results of formative assessment data to guide instruction	80%	87%
To engage and motivate students through learner-centered instruction	83%	88%
To integrate effective modeling, questioning, and self-reflection (self-assessment) strategies into instruction	80%	88%
To assume various roles in the instructional process (e.g. instructor, facilitator, audience)	84%	89%
To set clear learning goals and align instruction with standards-based content	85%	90%
To provide quality and timely feedback to students	89%	90%
Students with Disabilities	EPP	State
To differentiate instruction to meet the academic needs of students with disabilities	79%	86%
To differentiate instruction to meet the behavioral needs of students with disabilities	76%	84%
To provide appropriate ways for students with disabilities to demonstrate their learning	82%	88%
To understand and adhere to the federal and state laws that govern special education services	87%	92%
To make appropriate decisions (e.g., when and how to make accommodations and/or modifications to instruction, assessment, materials, delivery, and classroom procedures) to meet the learning needs of students who have an IEP	74%	88%
To develop and/or implement formal and informal assessment that track students' progress toward IEP goals and objectives	76%	86%
To collaborate with others, such as para-educators and other teachers, in meeting the academic, developmental, and behavioral needs of students with disabilities	85%	92%
English Language Learners	EPP	State
To provide appropriate ways for LEP-ELL students to demonstrate their learning	82%	89%
To understand and adhere to federal and state laws that govern education services for LEP-ELL students	85%	92%
To comply with district and campus policies and procedures regarding LEP-ELL students	92%	93%
To support LEP-ELL students in mastering the Texas Essential Knowledge and Skills (TEKS), including the English Language Proficiency Standards (ELPS)	82%	89%
To model and teach the forms and functions of academic English in content areas	79%	89%
Technology Integration	EPP	State
To use technology available on the campus to integrate curriculum TEKS and Technology Application TEKS to support student learning	93%	94%
To provide technology based classroom learning opportunities that allow students to interact with real-time and/or On line content	91%	92%
To teach students developmentally appropriate technology skills	88%	92%
To use technology to make learning more active and engaging for students	90%	93%
Using Technology with Data	EPP	State
To use available technology to collect, manage and analyze student data using software programs (such as Excel or an electronic gradebook)	93%	93%
To use available technology to collect, manage, and analyze data from multiple sources in order to interpret learning results for students	85%	91%
To use available technology to document student learning to determine when an intervention is necessary and appropriate	85%	90%
To use available technology to collect and manage formative assessment data to guide instruction	88%	91%

Percentage of First Year Teachers Appraised as Sufficiently or Well Prepared from 2016 – 2018

TEXAS A&M UNIVERSITY - SAN ANTONIO

	N	2015-16	N	2016-17	N	2017-18
Indicator 2: Principal Appraisal of First-Year Teachers	101	68%	118	73%	109	64%
Classroom Environment	101	77%	118	79%	109	72%
Instruction	101	75%	118	76%	109	72%
Students with Disabilities	53	72%	83	76%	78	68%
English Language Learners	74	79%	61	87%	62	76%
Technology Integration	101	89%	118	89%	109	84%
Use Technology with Data	101	92%	118	86%	109	83%

Alternative - Institutions that offer teacher training that prepares individuals who already hold a baccalaureate degree. These providers include education service centers, school districts, private entities, community colleges, and universities.

Traditional - Institutions that offer teacher training that is part of an undergraduate degree program offered by colleges and universities.

Traditional/Alternative - Institutions that offer both Alternative and Traditional Teacher training.

Source: State Board for Educator Certification (<https://secure.sbec.state.tx.us/SBECOnline/approvedprograms.asp?s=3>)