

CAEP STANDARD: R4: Program Impact

STANDARD COMPONENT: R4.1: Completer Effectiveness

In Spring 2023, an invitation was sent by email to school principals requesting that they participate in a focus group on the levels of preparedness, content knowledge, skills, and dispositions of first-year completers employed at their school who graduated from the College of Education and Professional Development (COEPD) at Marshall University. The focus group was held with two school principals on March 30, 2023, at 4:00 PM via Zoom.

1.) Describe the level of preparedness for first-year teachers who graduated from the COEPD:

- Principal had to quickly find and hire three mathematics teachers. Of the three, the COEPD graduate has the strongest content knowledge.
- Graduates could be stronger in classroom and behavior management, although they gain stronger skills with more classroom experience.
- Graduates need more experience forming relationships with students and families.

2.) Describe the level of preparedness and effectiveness with the first-year teachers content knowledge:

- First-year teachers are very well prepared to teach in their content areas.
- Still a close relationship with their mentor teachers for guidance.
- They understood that sometimes teachers are “thrown into the classroom” but COEPD graduates easily pick up planning lessons along with other things such as: this is where you go with a sign in sheet, this is what you do with your lunch sheet. Everything that you don’t think to tell someone who is brand new.
- Very strong in delivering instruction.

3.) Are first-year teachers seen as leaders in your schools?

- So far, the best experience has been had with our first-year teacher and have no doubt that they will be a leader.
- Sometimes new teachers are pushed into leadership roles with committees, but this first-year teacher is “wisely” learning first from veteran teachers.
- Strong collaboration with school administrators and other teachers.

4.) Describe the professional dispositions of the first-year teachers who graduated from the COEPD:

- First-year teachers have been very professional. No issues have been brought to their attention in regard to manner, dress, or attendance.
- Highlighted that completers are quick to adapt to technology.

5.) How satisfied are you with first-year completers from the COEPD? Would you hire COEPD graduates again?

- Participant has “headhunted” a COEPD graduate in the past.
- COEPD graduates are well prepared, especially with the number of clinical experiences they bring to the position.
- Completers are enthusiastic and gain a lot of experience in their first year.
- Participants would definitely hire COEPD completers.