

**Measure 1: Evaluating Effectiveness of and Impact of Graduates on P-12 Student Learning**

To assess the effectiveness of our graduates in how they influence learning in pre-kindergarten through 12th grade (P-12), we implement two key evaluation strategies: the NExT open-sourced Employer/Supervisor Survey (New Teacher Performance Indicators) and district evaluations of first-year alumni.

NExT open-sourced Employer/Supervisor Survey: We gather feedback directly from employers using the NExT open-sourced survey, which explicitly asks employers to evaluate our graduates' performance and impact in their roles at the end of their first year of teaching. For the 2024–2025 academic year, the Educator Preparation Program (EPP) administered the NExT Supervisor Survey, with one invited and no response received. (N=0).

While Figure 1 highlights targeted indicators of new teacher effectiveness, the lack of response does not yield a sufficient response rate to draw meaningful conclusions or inform comprehensive program improvements. This highlights an ongoing challenge in gathering robust employer feedback within our small sample size.

Figure 1  
NExT Supervisor Survey: New Teacher Performance September 2024-August 2025 (N=1)

NExT Supervisor Survey Indicator	Agree	Tend to Agree	Not Able to Observe	Disagree
Account for students' prior knowledge or experiences in instructional planning.			100%	
Engages students in self-assessment strategies.			100%	
Engages students in using a range of technology tools to achieve learning goals.			100%	
Helps students develop critical thinking processes.			100%	
Helps students analyze multiple sources of evidence to draw sound conclusions.			100%	

*Note: one Supervisor NExT survey was sent out in spring 25. N=0 collected for September 24-August 25.*

First-Year District Evaluations: During their first year of teaching, our graduates are evaluated by their employing districts using district-specific evaluation tools to assess classroom effectiveness and professional practice. For the 2023–2024 academic year, the Educator Preparation Program (EPP) reached out to program alumni to request copies of their first-year evaluations; however, no evaluation data were received. As a result, the EPP was unable to analyze district-based performance outcomes for this cohort.

**Measure 2: Satisfaction of Employers and Stakeholder Involvement**

*The EPP administered the survey to the 2024/2025 alumni supervisors at the end of their first year of teaching. (N=0)*

<i>NExT Supervisor Survey Indicator</i>	<i>Percentage of Employers Indicating Agree or Stronger Agree</i>	<i>Not Able to Observe</i>
Effectively teaches the subject matter in their licensure area		100%
Regularly adjusts instructional plans to meet students' needs		100%
Plans lesson with clear learning objectives/goals in mind		100%
Provides students with meaningful feedback to guide next steps in learning		100%
Clearly communicates expectations for appropriate student behavior		100%
Helps students work together to achieve learning goals		100%
Connects core content to students' real-life experiences		100%

*Note: Data extracted from NExT Supervisor survey of Employers was sent out in spring 25. N=0 collected for September 24-August 25.*

Stakeholder Involvement Includes:

- Regularly meeting Program Advisory Board (membership includes expert teachers, district partners, principals, and clinical educators)
- Regular Meetings with the Teacher Candidates (in person and via teams)
- Stakeholder feedback on assessment tools ahead of adoption
- Stakeholder feedback on priorities for any newly hired positions
- Partnership with district and community partners to expand pathways toward careers in education
- NExT Common Metric Tools
- Introduction of Marzano Standards

- Slow introduction of iObservation tool to collect data for teacher candidates on self, via expert teacher, district coordinator and university sponsor

**Measure 3: Candidate Competency at Completion**

Alaska Pacific University employs multiple methods to ensure the competency of its candidates upon program completion. Our candidates are assessed through a minimum of seven formal observations during their student teaching placements using the Student Teacher Observation Tool (STOT), a detailed guide designed to standardize evaluations. Additionally, they must successfully complete the Teacher Renaissance Work Sample, a comprehensive demonstration of their teaching ability.

Candidates demonstrate proficiency in elementary education by passing the Praxis II content exam, a state-mandated assessment that evaluates teacher candidates' knowledge and skills. These assessments help demonstrate that our graduates meet the high standards expected by the State of Alaska and are well-prepared for their teaching careers. Through these rigorous assessments, we maintain our commitment to upholding the highest standards of educational excellence.

Praxis II Passing Rates September 2023-August 2024 (N=7)

**Measure 4: Ability of Completers to be Hired in Education Following Licensure**

<b>Year of Completers</b>	<b>Percentage (including certified, substitute or another educational field)</b>
2024-2025	n.d.
2023-2024	n.d.
2022-2023	n.d.
2021-2022	75%
2020-2021	100%

\*\*\*If you would like to provide feedback to the program, become involved in one of these stakeholder initiatives, or have questions about the program or this report, please get in touch with [educationdept@alaskapacific.edu](mailto:educationdept@alaskapacific.edu)