

# CAEP Accountability Measures

## Advanced

### 2024-2025 Academic Year

*At Union University, advanced programs* are those programs that lead to *an additional teaching endorsement or instructional leadership license*. The central cohort of students in the EPP's advanced programs are *instructional leadership* candidates.

#### Measure 2

### Satisfaction of Employers and Stakeholder Involvement (RA4.1)

#### Explanation

An important part of the EPP's continuous improvement process centers around feedback from those who employ its completers. This measure asks the question: "Do employers perceive that the EPP's completers are well prepared for the expectations of instructional Leadership?"

Additionally, the EPP strives to ensure that all stakeholders are integrally involved in the ongoing development and improvement of curriculum and clinical experience offerings.

#### Employer Satisfaction

The EPP was in the process of developing and launching an Employer Satisfaction Survey to support this measure. However, based upon the continued low response rate to the employer satisfaction survey for the initial licensure programs and new guidance from our accrediting body, the EPP has shifted to developing new methodology centered on focus groups to gather employer satisfaction data. Data is expected to be available at the close of the 2025-2026 academic year.

#### Stakeholder Involvement

During the academic year, the EPP maintained partnerships with 17 schools/districts in Tennessee, with its Primary Partner being [Jackson-Madison County Schools](#).

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### Measure 3 Candidate Competency at Completion (RA3.4)

#### Explanation

Per EPP policies, advanced licensure candidates are expected to fulfill all certification requirements, including successful completion of applicable licensure assessments, prior to being deemed a completer. It is important for the EPP to evaluate candidates' success on these assessments, as they are a key gatepoint in determining students' competency for licensure.

#### **SLLA Pass Rate** *Instructional Leadership Licensure Candidates*

All instructional leadership licensure candidates must take and pass the School Leaders Licensure Assessment (SLLA) by ETS. The EPP receives all candidates' score reports and compiles cohort pass rates annually.

#### **2024-2025 Academic Year Data:**

**100%** of instructional leadership candidates met or exceeded the minimum qualifying score on the SLLA. (N=14)

**87.5%** of instructional leadership candidates passed the assessment on the *first attempt*.

The cohort's mean SLLA score was **171**, which is 20 points above the minimum qualifying score of 151 for the State of Tennessee.

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#### Measure 4

### Ability of Completers to Be Hired in Education Position for Which They Have Been Prepared

<b>Explanation</b>	The EPP's goal is that all program completers earn the advanced licensure and become immediately eligible for hire in their respective endorsement areas.
<b>EPP-Collected Employment Data</b>	<p>The instructional leadership cohort for the 2024-2025 academic year contained 14 candidates. Of those 14, 100% (N=14) successfully completed the program and were recommended for the instructional leadership license.</p> <p>According to the data available to the EPP, 78.6% of completers (N=11) remained employed as classroom teachers/teacher leaders for the 2025-2026 academic year, and 7% of completers (N=1) were in administrative roles. The employment status of the remaining 14.2% completers (N=2) is unknown.</p>