

### School Principal Observations of Completers: *Summary*

The EPP requests principal observations annually from program completers who are within their first three years of employment post-completion. Requests are sent by email each spring. The EPP reviews observation data submitted each year as well as overtime to ensure representation from varied program areas. Since AY 2019-2020, the EPP has collected 26 observations across varied program areas in which the standards were rated with a Likert scale (i.e., highly effective, effective, approaching effective, ineffective). Two observations were received in the current cycle. Some observations include narrative feedback only rather than scores, and those data are not represented in the table below.

The observation categories are aligned to the eight Virginia Uniform Performance Standards, and the EPP has also aligned them with InTASC standards. Aggregated formal principal observation data over time show completers effectively apply the professional knowledge, skills, and dispositions learned in the program with P-12 learners. Completers from 2019-2025, on average, were rated as *effective* across all VUPS with the average ratings between 3.0 and 3.11 (4-point scale). The highest rated standards were Professionalism (3.11) and Learning Environment (3.09). The lowest rated areas were Culturally Responsive Teaching, Assessment of and for Student Learning, and Student Academic Progress, however each was still rated as effective at 3.00.

For the 2024-2025 cycle, two observations were submitted by the same student. The first represented an observation that occurred after she accepted a mid-year position just after she graduated, and the second observation occurred during her first full-year teaching position. By her second observation, all standards were rated effective (3.0).

School Principal Observations of Completers			
<i>(4) Highly Effective (3) Effective (2) Approaching Effective (1) Ineffective</i>			
		<i>AY 2024-2025</i>	<i>AY 2019-2025</i>
InTASC	<i>VUPS Standards</i>	EPP n = 2	EPP n=26
4	Professional Knowledge	2.50	3.04
7	Instructional Planning	2.50	3.08
8	Instructional Delivery	3.00	3.08
6	Assessment of and for Student Learning	3.00	3.00
3	Learning Environment	2.50	3.09
2	Culturally Responsive Teaching (added in 2023-2024)	3.00	3.00
9	Professionalism	3.00	3.11
3,6	Student Academic Progress	3.50	3.00