

## Student Teacher Final Evaluation

### Data by Demographic Group

#### 2018-2019 to 2019-2020

This document presents assessment data from the Kansas State University Educator Preparation Provider’s student teacher final evaluation for three student teacher cohorts, from 2018 to 2020, corresponding to three consecutive academic years: 2018-2019, 2019-2020, and 2020-2021.

The assessment assesses student teacher performance with respect to four categories corresponding to professional (InTASC) and state (Kansas Educator Evaluation Protocol [KEEP]) teacher education standards and one category of dispositional factors.

The assessment instrument has thirty items in total. Each of which assesses one aspect of the performance on a 4-point Likert scale, including 1-Unsatisfactory, 2-Developing, 3-Meets standards, and 4-Exceeds standards, wherein the score of 3-Meets standards is considered “passing.” The composite assessment score, or composite rating, is produced by averaging the item scores as follows:

##### Composite rating

- = 1 (Unsatisfactory) if average item score is less than 2
- = 2 (Developing) if average item score is from 2 to 2.5
- = 3 (Meets standards) if average item score is from 2.5 to 3.5
- = 4 (Exceeds standards) if average item score is from 3.5 to 4

The document presents this assessment data using frequency tables. The statistics used are frequency (raw count), and percentages.

Data from each academic years is disaggregated by demographic groups of three distinct veins of comparison: gender, age, and race/ethnicity, and presented (vertically) along the table columns. By gender, each student teacher cohort is disaggregated by male and female. By age, each cohort is disaggregated into four age groups: under 22, from 22 to 24, from 24 to 28, and above 28, by records at the end of student teaching. By race/ethnicity, each cohort is disaggregated into six categories: Asian American; African American; Hispanic American; Native American, Pacific Islanders, or Multi-racial American; White American; and race/ethnicity not specified.

Each year data is presented side-by-side for longitudinal comparison and interpretation. For example, on item 1a (p. 5), the table presents 69.77% and 25.58% male candidates of the 2018-2019 cohort respectively met or exceeded the standard performance of “understand[ing] how learners grow and develop” (InTASC 1, KEEP 1.1). Along the (horizontal) row, the table presents the annual updates of these measures with 53.75% met and 40% exceeded standards in 2019-2020, and similarly 64% and 33.33% in 2020-2021.

To further assist with data interpretation, a navigation pane is provided in the below. Additionally, the notes under each table serve to ensure the accurate and meaningful reading of the data.

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### Composite Ratings by Demographic Group

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	1	63	21	86	1	2	57	20	80	0	1	54	20	75
%	1.16	1.16	73.26	24.42	100	1.25	2.5	71.25	25	100	0	1.33	72	26.67	100
# Female	0	2	167	142	311	0	2	184	148	334	0	0	188	158	346
%	0	0.64	53.7	45.66	100	0	0.6	55.09	44.31	100	0	0	54.34	45.66	100
# Under 22	0	0	21	22	43	0	1	24	20	45	0	0	33	20	53
%	0	0	48.84	51.16	100	0	2.22	53.33	44.44	100	0	0	62.26	37.74	100
# 22-24 yrs.	0	3	110	67	180	0	1	99	73	173	0	0	103	82	185
%	0	1.67	61.11	37.22	100	0	0.58	57.23	42.2	100	0	0	55.68	44.32	100
# 24-28 yrs.	1	0	35	23	59	0	1	49	29	79	0	1	36	36	73
%	1.69	0	59.32	38.98	100	0	1.27	62.03	36.71	100	0	1.37	49.32	49.32	100
# Above 28	0	0	64	51	115	1	1	69	46	117	0	0	70	40	110
%	0	0	55.65	44.35	100	0.85	0.85	58.97	39.32	100	0	0	63.64	36.36	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	0	5	4	9
%	0	0	50	50	100	0	0	50	50	100	0	0	55.56	44.44	100
# African Ame.	0	0	4	2	6	0	0	6	4	10	0	0	5	2	7
%	0	0	66.67	33.33	100	0	0	60	40	100	0	0	71.43	28.57	100
# Hispanic	0	0	14	8	22	0	0	15	8	23	0	0	12	8	20
%	0	0	63.64	36.36	100	0	0	65.22	34.78	100	0	0	60	40	100
# Native/Pacific/Multi.	0	1	12	6	19	0	0	7	5	12	0	0	10	7	17
%	0	5.26	63.16	31.58	100	0	0	58.33	41.67	100	0	0	58.82	41.18	100
# White	1	2	193	142	338	1	4	206	150	361	0	1	208	156	365
%	0.3	0.59	57.1	42.01	100	0.28	1.11	57.06	41.55	100	0	0.27	56.99	42.74	100
# Not specified	0	0	5	3	8	0	0	6	0	6	0	0	2	1	3
%	0	0	62.5	37.5	100	0	0	100	0	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages (e.g., among 2018-2019 male candidates, 63 out of 86, or 73.26%, were rated “Meets standards”).

## Detailed Score Information

### Category 1: The Learner and Learning (InTASC 1-3; KEEP 1.1-1.3)

#### 1. Learner Development (InTASC 1; KEEP 1.1)

##### a) The candidate understands how learners grow and develop.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	4	60	22	86	0	5	43	32	80	0	2	48	25	75
%	0	4.65	69.77	25.58	100	0	6.25	53.75	40	100	0	2.67	64	33.33	100
# Female	0	6	145	160	311	0	9	130	195	334	0	8	150	188	346
%	0	1.93	46.62	51.45	100	0	2.69	38.92	58.38	100	0	2.31	43.35	54.34	100
# Under 22	0	2	20	21	43	0	0	21	24	45	0	0	22	31	53
%	0	4.65	46.51	48.84	100	0	0	46.67	53.33	100	0	0	41.51	58.49	100
# 22-24 yrs.	0	6	95	79	180	0	5	70	98	173	0	4	91	90	185
%	0	3.33	52.78	43.89	100	0	2.89	40.46	56.65	100	0	2.16	49.19	48.65	100
# 24-28 yrs.	0	1	28	30	59	0	3	39	37	79	0	4	29	40	73
%	0	1.69	47.46	50.85	100	0	3.8	49.37	46.84	100	0	5.48	39.73	54.79	100
# Above 28	0	1	62	52	115	0	6	43	68	117	0	2	56	52	110
%	0	0.87	53.91	45.22	100	0	5.13	36.75	58.12	100	0	1.82	50.91	47.27	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	1	3	5	9
%	0	0	50	50	100	0	0	50	50	100	0	11.11	33.33	55.56	100
# African Ame.	0	0	4	2	6	0	0	6	4	10	0	1	3	3	7
%	0	0	66.67	33.33	100	0	0	60	40	100	0	14.29	42.86	42.86	100
# Hispanic	0	1	13	8	22	0	1	11	11	23	0	0	11	9	20
%	0	4.55	59.09	36.36	100	0	4.35	47.83	47.83	100	0	0	55	45	100
# Native/Pacific/Multi.	0	2	11	6	19	0	0	9	3	12	0	1	10	6	17
%	0	10.53	57.89	31.58	100	0	0	75	25	100	0	5.88	58.82	35.29	100
# White	0	7	171	160	338	0	13	142	206	361	0	7	169	189	365
%	0	2.07	50.59	47.34	100	0	3.6	39.34	57.06	100	0	1.92	46.3	51.78	100
# Not specified	0	0	4	4	8	0	0	4	2	6	0	0	2	1	3
%	0	0	50	50	100	0	0	66.67	33.33	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

#### 1. Learner Development (InTASC 1; KEEP 1.1)

##### b) The candidate recognizes that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	5	52	29	86	0	7	42	31	80	0	2	41	32	75
%	0	5.81	60.47	33.72	100	0	8.75	52.5	38.75	100	0	2.67	54.67	42.67	100
# Female	0	5	142	164	311	0	5	142	187	334	0	2	149	195	346
%	0	1.61	45.66	52.73	100	0	1.5	42.51	55.99	100	0	0.58	43.06	56.36	100
# Under 22	0	1	24	18	43	0	0	19	26	45	0	0	21	32	53
%	0	2.33	55.81	41.86	100	0	0	42.22	57.78	100	0	0	39.62	60.38	100
# 22-24 yrs.	0	6	86	88	180	0	4	79	90	173	0	2	86	97	185
%	0	3.33	47.78	48.89	100	0	2.31	45.66	52.02	100	0	1.08	46.49	52.43	100

# 24-28 yrs.	0	2	29	28	59	0	1	35	43	79	0	1	31	41	73
%	0	3.39	49.15	47.46	100	0	1.27	44.3	54.43	100	0	1.37	42.47	56.16	100
# Above 28	0	1	55	59	115	0	7	51	59	117	0	1	52	57	110
%	0	0.87	47.83	51.3	100	0	5.98	43.59	50.43	100	0	0.91	47.27	51.82	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	0	5	4	9
%	0	0	50	50	100	0	0	50	50	100	0	0	55.56	44.44	100
# African Ame.	0	0	3	3	6	0	2	3	5	10	0	0	3	4	7
%	0	0	50	50	100	0	20	30	50	100	0	0	42.86	57.14	100
# Hispanic	0	0	15	7	22	0	1	11	11	23	0	0	9	11	20
%	0	0	68.18	31.82	100	0	4.35	47.83	47.83	100	0	0	45	55	100
# Native/Pacific/Multi.	0	4	11	4	19	0	0	7	5	12	0	1	8	8	17
%	0	21.05	57.89	21.05	100	0	0	58.33	41.67	100	0	5.88	47.06	47.06	100
# White	0	6	159	173	338	0	8	158	195	361	0	3	163	199	365
%	0	1.78	47.04	51.18	100	0	2.22	43.77	54.02	100	0	0.82	44.66	54.52	100
# Not specified	0	0	4	4	8	0	1	4	1	6	0	0	2	1	3
%	0	0	50	50	100	0	16.67	66.67	16.67	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 1. Learner Development (InTASC 1; KEEP 1.1)

### c) The candidate designs and implements developmentally appropriate, relevant, and rigorous learning experiences.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	6	51	29	86	0	8	35	37	80	0	1	48	26	75
%	0	6.98	59.3	33.72	100	0	10	43.75	46.25	100	0	1.33	64	34.67	100
# Female	0	9	129	173	311	0	8	124	202	334	0	6	126	214	346
%	0	2.89	41.48	55.63	100	0	2.4	37.13	60.48	100	0	1.73	36.42	61.85	100
# Under 22	0	1	19	23	43	0	1	15	29	45	0	0	16	37	53
%	0	2.33	44.19	53.49	100	0	2.22	33.33	64.44	100	0	0	30.19	69.81	100
# 22-24 yrs.	0	8	80	92	180	0	5	69	99	173	0	2	82	101	185
%	0	4.44	44.44	51.11	100	0	2.89	39.88	57.23	100	0	1.08	44.32	54.59	100
# 24-28 yrs.	0	4	27	28	59	0	3	33	43	79	0	2	26	45	73
%	0	6.78	45.76	47.46	100	0	3.8	41.77	54.43	100	0	2.74	35.62	61.64	100
# Above 28	0	2	54	59	115	0	7	42	68	117	0	3	50	57	110
%	0	1.74	46.96	51.3	100	0	5.98	35.9	58.12	100	0	2.73	45.45	51.82	100
# Asian	0	0	3	1	4	0	0	1	1	2	0	0	3	6	9
%	0	0	75	25	100	0	0	50	50	100	0	0	33.33	66.67	100
# African Ame.	0	0	3	3	6	0	2	3	5	10	0	0	4	3	7
%	0	0	50	50	100	0	20	30	50	100	0	0	57.14	42.86	100
# Hispanic	0	1	13	8	22	0	1	12	10	23	0	1	8	11	20
%	0	4.55	59.09	36.36	100	0	4.35	52.17	43.48	100	0	5	40	55	100
# Native/Pacific/Multi.	0	4	11	4	19	0	0	5	7	12	0	0	7	10	17
%	0	21.05	57.89	21.05	100	0	0	41.67	58.33	100	0	0	41.18	58.82	100
# White	0	10	146	182	338	0	13	134	214	361	0	6	150	209	365
%	0	2.96	43.2	53.85	100	0	3.6	37.12	59.28	100	0	1.64	41.1	57.26	100
# Not specified	0	0	4	4	8	0	0	4	2	6	0	0	2	1	3
%	0	0	50	50	100	0	0	66.67	33.33	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**2. Learning Differences (InTASC 2; KEEP 1.2)**

**a) The candidate uses an understanding of differences in individuals, languages, cultures, and communities to ensure inclusive learning environments.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	2	55	29	86	0	3	39	38	80	0	2	38	35	75
%	0	2.33	63.95	33.72	100	0	3.75	48.75	47.5	100	0	2.67	50.67	46.67	100
# Female	0	5	138	168	311	0	4	135	195	334	0	3	136	207	346
%	0	1.61	44.37	54.02	100	0	1.2	40.42	58.38	100	0	0.87	39.31	59.83	100
# Under 22	0	0	20	23	43	0	1	19	25	45	0	0	18	35	53
%	0	0	46.51	53.49	100	0	2.22	42.22	55.56	100	0	0	33.96	66.04	100
# 22-24 yrs.	0	5	96	79	180	0	3	74	96	173	0	2	82	101	185
%	0	2.78	53.33	43.89	100	0	1.73	42.77	55.49	100	0	1.08	44.32	54.59	100
# 24-28 yrs.	0	1	27	31	59	0	1	30	48	79	0	2	26	45	73
%	0	1.69	45.76	52.54	100	0	1.27	37.97	60.76	100	0	2.74	35.62	61.64	100
# Above 28	0	1	50	64	115	0	2	51	64	117	0	1	48	61	110
%	0	0.87	43.48	55.65	100	0	1.71	43.59	54.7	100	0	0.91	43.64	55.45	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	1	1	7	9
%	0	0	50	50	100	0	0	50	50	100	0	11.11	11.11	77.78	100
# African Ame.	0	0	3	3	6	0	0	3	7	10	0	0	1	6	7
%	0	0	50	50	100	0	0	30	70	100	0	0	14.29	85.71	100
# Hispanic	0	0	10	12	22	0	0	11	12	23	0	0	9	11	20
%	0	0	45.45	54.55	100	0	0	47.83	52.17	100	0	0	45	55	100
# Native/Pacific/Multi.	0	2	9	8	19	0	0	5	7	12	0	0	5	12	17
%	0	10.53	47.37	42.11	100	0	0	41.67	58.33	100	0	0	29.41	70.59	100
# White	0	5	165	168	338	0	7	149	205	361	0	4	156	205	365
%	0	1.48	48.82	49.7	100	0	1.94	41.27	56.79	100	0	1.1	42.74	56.16	100
# Not specified	0	0	4	4	8	0	0	5	1	6	0	0	2	1	3
%	0	0	50	50	100	0	0	83.33	16.67	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**2. Learning Differences (InTASC 2; KEEP 1.2)**

**b) The candidate uses an understanding of differences in individuals, languages, cultures, and communities to enable each learner to meet rigorous standards.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	2	60	24	86	0	6	43	31	80	0	2	43	30	75
%	0	2.33	69.77	27.91	100	0	7.5	53.75	38.75	100	0	2.67	57.33	40	100
# Female	0	10	161	140	311	0	7	159	168	334	0	5	158	183	346
%	0	3.22	51.77	45.02	100	0	2.1	47.6	50.3	100	0	1.45	45.66	52.89	100
# Under 22	0	1	22	20	43	0	2	25	18	45	0	0	23	30	53
%	0	2.33	51.16	46.51	100	0	4.44	55.56	40	100	0	0	43.4	56.6	100
# 22-24 yrs.	0	6	105	69	180	0	3	82	88	173	0	5	93	87	185
%	0	3.33	58.33	38.33	100	0	1.73	47.4	50.87	100	0	2.7	50.27	47.03	100
# 24-28 yrs.	0	2	28	29	59	0	3	31	45	79	0	1	28	44	73
%	0	3.39	47.46	49.15	100	0	3.8	39.24	56.96	100	0	1.37	38.36	60.27	100

# Above 28	0	3	66	46	115	0	5	64	48	117	0	1	57	52	110
%	0	2.61	57.39	40	100	0	4.27	54.7	41.03	100	0	0.91	51.82	47.27	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	0	4	5	9
%	0	0	50	50	100	0	0	50	50	100	0	0	44.44	55.56	100
# African Ame.	0	0	3	3	6	0	2	5	3	10	0	0	3	4	7
%	0	0	50	50	100	0	20	50	30	100	0	0	42.86	57.14	100
# Hispanic	0	0	12	10	22	0	0	12	11	23	0	0	11	9	20
%	0	0	54.55	45.45	100	0	0	52.17	47.83	100	0	0	55	45	100
# Native/Pacific/Multi.	0	3	11	5	19	0	1	6	5	12	0	2	7	8	17
%	0	15.79	57.89	26.32	100	0	8.33	50	41.67	100	0	11.76	41.18	47.06	100
# White	0	9	188	141	338	0	10	174	177	361	0	5	174	186	365
%	0	2.66	55.62	41.72	100	0	2.77	48.2	49.03	100	0	1.37	47.67	50.96	100
# Not specified	0	0	5	3	8	0	0	4	2	6	0	0	2	1	3
%	0	0	62.5	37.5	100	0	0	66.67	33.33	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

### 3. Learning Environments (InTASC 3; KEEP 1.3)

#### a) The candidate works with others to create learning environments that support individual and collaborative learning.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	2	46	38	86	0	5	22	53	80	0	2	34	39	75
%	0	2.33	53.49	44.19	100	0	6.25	27.5	66.25	100	0	2.67	45.33	52	100
# Female	0	5	91	215	311	0	5	78	251	334	0	2	101	243	346
%	0	1.61	29.26	69.13	100	0	1.5	23.35	75.15	100	0	0.58	29.19	70.23	100
# Under 22	0	2	10	31	43	0	0	12	33	45	0	0	8	45	53
%	0	4.65	23.26	72.09	100	0	0	26.67	73.33	100	0	0	15.09	84.91	100
# 22-24 yrs.	0	2	70	108	180	0	5	36	132	173	0	0	65	120	185
%	0	1.11	38.89	60	100	0	2.89	20.81	76.3	100	0	0	35.14	64.86	100
# 24-28 yrs.	0	2	19	38	59	0	1	19	59	79	0	1	21	51	73
%	0	3.39	32.2	64.41	100	0	1.27	24.05	74.68	100	0	1.37	28.77	69.86	100
# Above 28	0	1	38	76	115	0	4	33	80	117	0	3	41	66	110
%	0	0.87	33.04	66.09	100	0	3.42	28.21	68.38	100	0	2.73	37.27	60	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	0	2	7	9
%	0	0	50	50	100	0	0	50	50	100	0	0	22.22	77.78	100
# African Ame.	0	0	2	4	6	0	0	3	7	10	0	0	3	4	7
%	0	0	33.33	66.67	100	0	0	30	70	100	0	0	42.86	57.14	100
# Hispanic	0	1	9	12	22	0	0	9	14	23	0	0	8	12	20
%	0	4.55	40.91	54.55	100	0	0	39.13	60.87	100	0	0	40	60	100
# Native/Pacific/Multi.	0	0	9	10	19	0	0	3	9	12	0	0	4	13	17
%	0	0	47.37	52.63	100	0	0	25	75	100	0	0	23.53	76.47	100
# White	0	6	111	221	338	0	9	82	270	361	0	4	116	245	365
%	0	1.78	32.84	65.38	100	0	2.49	22.71	74.79	100	0	1.1	31.78	67.12	100
# Not specified	0	0	4	4	8	0	1	2	3	6	0	0	2	1	3
%	0	0	50	50	100	0	16.67	33.33	50	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**3. Learning Environments (InTASC 3; KEEP 1.3)**

**b) The candidate works with others to create learning environments that include teacher and student use of technology.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	7	49	30	86	0	5	26	49	80	0	2	27	46	75
%	0	8.14	56.98	34.88	100	0	6.25	32.5	61.25	100	0	2.67	36	61.33	100
# Female	0	6	156	149	311	0	11	134	189	334	0	5	103	238	346
%	0	1.93	50.16	47.91	100	0	3.29	40.12	56.59	100	0	1.45	29.77	68.79	100
# Under 22	0	2	20	21	43	0	0	22	23	45	0	0	12	41	53
%	0	4.65	46.51	48.84	100	0	0	48.89	51.11	100	0	0	22.64	77.36	100
# 22-24 yrs.	0	4	88	88	180	0	5	58	110	173	0	3	57	125	185
%	0	2.22	48.89	48.89	100	0	2.89	33.53	63.58	100	0	1.62	30.81	67.57	100
# 24-28 yrs.	0	3	29	27	59	0	3	32	44	79	0	1	16	56	73
%	0	5.08	49.15	45.76	100	0	3.8	40.51	55.7	100	0	1.37	21.92	76.71	100
# Above 28	0	4	68	43	115	0	8	48	61	117	0	3	45	62	110
%	0	3.48	59.13	37.39	100	0	6.84	41.03	52.14	100	0	2.73	40.91	56.36	100
# Asian	0	1	2	1	4	0	0	1	1	2	0	0	1	8	9
%	0	25	50	25	100	0	0	50	50	100	0	0	11.11	88.89	100
# African Ame.	0	0	3	3	6	0	1	5	4	10	0	0	2	5	7
%	0	0	50	50	100	0	10	50	40	100	0	0	28.57	71.43	100
# Hispanic	0	0	17	5	22	0	1	11	11	23	0	0	5	15	20
%	0	0	77.27	22.73	100	0	4.35	47.83	47.83	100	0	0	25	75	100
# Native/Pacific/Multi.	0	0	16	3	19	0	3	3	6	12	0	0	4	13	17
%	0	0	84.21	15.79	100	0	25	25	50	100	0	0	23.53	76.47	100
# White	0	12	163	163	338	0	11	136	214	361	0	7	116	242	365
%	0	3.55	48.22	48.22	100	0	3.05	37.67	59.28	100	0	1.92	31.78	66.3	100
# Not specified	0	0	4	4	8	0	0	4	2	6	0	0	2	1	3
%	0	0	50	50	100	0	0	66.67	33.33	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**3. Learning Environments (InTASC 3; KEEP 1.3)**

**c) The candidate works with others to encourage positive social interaction, active engagement in learning, and self-motivation.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	4	44	38	86	0	7	32	41	80	0	3	38	34	75
%	0	4.65	51.16	44.19	100	0	8.75	40	51.25	100	0	4	50.67	45.33	100
# Female	0	10	112	189	311	0	7	98	229	334	0	14	106	226	346
%	0	3.22	36.01	60.77	100	0	2.1	29.34	68.56	100	0	4.05	30.64	65.32	100
# Under 22	0	3	11	29	43	0	1	14	30	45	0	0	15	38	53
%	0	6.98	25.58	67.44	100	0	2.22	31.11	66.67	100	0	0	28.3	71.7	100
# 22-24 yrs.	0	5	79	96	180	0	3	49	121	173	0	6	73	106	185
%	0	2.78	43.89	53.33	100	0	1.73	28.32	69.94	100	0	3.24	39.46	57.3	100
# 24-28 yrs.	0	3	21	35	59	0	3	27	49	79	0	4	20	49	73
%	0	5.08	35.59	59.32	100	0	3.8	34.18	62.03	100	0	5.48	27.4	67.12	100
# Above 28	0	3	45	67	115	0	7	40	70	117	0	7	36	67	110
%	0	2.61	39.13	58.26	100	0	5.98	34.19	59.83	100	0	6.36	32.73	60.91	100



# Asian	0	0	3	1	4	0	0	1	1	2	0	1	3	5	9
%	0	0	75	25	100	0	0	50	50	100	0	11.11	33.33	55.56	100
# African Ame.	0	0	2	4	6	0	1	3	6	10	0	0	3	4	7
%	0	0	33.33	66.67	100	0	10	30	60	100	0	0	42.86	57.14	100
# Hispanic	0	1	8	13	22	0	1	10	12	23	0	1	9	10	20
%	0	4.55	36.36	59.09	100	0	4.35	43.48	52.17	100	0	5	45	50	100
# Native/Pacific/Multi.	0	2	8	9	19	0	0	7	5	12	0	1	5	11	17
%	0	10.53	42.11	47.37	100	0	0	58.33	41.67	100	0	5.88	29.41	64.71	100
# White	0	11	131	196	338	0	11	107	243	361	0	14	122	229	365
%	0	3.25	38.76	57.99	100	0	3.05	29.64	67.31	100	0	3.84	33.42	62.74	100
# Not specified	0	0	4	4	8	0	1	2	3	6	0	0	2	1	3
%	0	0	50	50	100	0	16.67	33.33	50	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## Category 2: Content Knowledge (InTASC 4-5; KEEP 2.1-2.2)

### 4. Content Knowledge (InTASC 4; KEEP 2.1)

#### a) The candidate understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	3	53	30	86	1	5	36	38	80	0	1	34	40	75
%	0	3.49	61.63	34.88	100	1.25	6.25	45	47.5	100	0	1.33	45.33	53.33	100
# Female	0	6	140	165	311	0	4	140	190	334	0	2	143	201	346
%	0	1.93	45.02	53.05	100	0	1.2	41.92	56.89	100	0	0.58	41.33	58.09	100
# Under 22	0	1	20	22	43	0	0	20	25	45	0	0	17	36	53
%	0	2.33	46.51	51.16	100	0	0	44.44	55.56	100	0	0	32.08	67.92	100
# 22-24 yrs.	0	3	95	82	180	0	3	65	105	173	0	0	71	114	185
%	0	1.67	52.78	45.56	100	0	1.73	37.57	60.69	100	0	0	38.38	61.62	100
# 24-28 yrs.	0	3	29	27	59	1	1	35	42	79	0	2	30	41	73
%	0	5.08	49.15	45.76	100	1.27	1.27	44.3	53.16	100	0	2.74	41.1	56.16	100
# Above 28	0	2	49	64	115	0	5	56	56	117	0	1	59	50	110
%	0	1.74	42.61	55.65	100	0	4.27	47.86	47.86	100	0	0.91	53.64	45.45	100
# Asian	0	1	1	2	4	0	0	0	2	2	0	0	4	5	9
%	0	25	25	50	100	0	0	0	100	100	0	0	44.44	55.56	100
# African Ame.	0	0	5	1	6	0	1	4	5	10	0	0	4	3	7
%	0	0	83.33	16.67	100	0	10	40	50	100	0	0	57.14	42.86	100
# Hispanic	0	0	14	8	22	0	1	13	9	23	0	0	10	10	20
%	0	0	63.64	36.36	100	0	4.35	56.52	39.13	100	0	0	50	50	100
# Native/Pacific/Multi.	0	2	10	7	19	0	1	5	6	12	0	0	9	8	17
%	0	10.53	52.63	36.84	100	0	8.33	41.67	50	100	0	0	52.94	47.06	100
# White	0	6	158	174	338	1	6	149	205	361	0	3	148	214	365
%	0	1.78	46.75	51.48	100	0.28	1.66	41.27	56.79	100	0	0.82	40.55	58.63	100
# Not specified	0	0	5	3	8	0	0	5	1	6	0	0	2	1	3
%	0	0	62.5	37.5	100	0	0	83.33	16.67	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**4. Content Knowledge (InTASC 4; KEEP 2.1)**

**b) The candidate creates learning experiences that make the discipline accessible and relevant for learners to assure mastery of the content and provides opportunities for literacy experiences across content areas.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	5	51	29	86	1	4	44	31	80	0	3	39	33	75
%	1.16	5.81	59.3	33.72	100	1.25	5	55	38.75	100	0	4	52	44	100
# Female	0	6	132	173	311	0	5	148	181	334	0	4	153	189	346
%	0	1.93	42.44	55.63	100	0	1.5	44.31	54.19	100	0	1.16	44.22	54.62	100
# Under 22	0	1	16	26	43	0	0	17	28	45	0	1	22	30	53
%	0	2.33	37.21	60.47	100	0	0	37.78	62.22	100	0	1.89	41.51	56.6	100
# 22-24 yrs.	0	5	88	87	180	0	4	75	94	173	0	2	80	103	185
%	0	2.78	48.89	48.33	100	0	2.31	43.35	54.34	100	0	1.08	43.24	55.68	100
# 24-28 yrs.	1	2	25	31	59	0	1	39	39	79	0	1	33	39	73
%	1.69	3.39	42.37	52.54	100	0	1.27	49.37	49.37	100	0	1.37	45.21	53.42	100
# Above 28	0	3	54	58	115	1	4	61	51	117	0	3	57	50	110
%	0	2.61	46.96	50.43	100	0.85	3.42	52.14	43.59	100	0	2.73	51.82	45.45	100
# Asian	0	1	1	2	4	0	0	1	1	2	0	0	5	4	9
%	0	25	25	50	100	0	0	50	50	100	0	0	55.56	44.44	100
# African Ame.	0	0	2	4	6	0	2	5	3	10	0	0	3	4	7
%	0	0	33.33	66.67	100	0	20	50	30	100	0	0	42.86	57.14	100
# Hispanic	0	1	13	8	22	0	0	14	9	23	0	0	13	7	20
%	0	4.55	59.09	36.36	100	0	0	60.87	39.13	100	0	0	65	35	100
# Native/Pacific/Multi.	0	2	6	11	19	0	0	6	6	12	0	0	10	7	17
%	0	10.53	31.58	57.89	100	0	0	50	50	100	0	0	58.82	41.18	100
# White	1	7	156	174	338	1	7	162	191	361	0	7	159	199	365
%	0.3	2.07	46.15	51.48	100	0.28	1.94	44.88	52.91	100	0	1.92	43.56	54.52	100
# Not specified	0	0	5	3	8	0	0	4	2	6	0	0	2	1	3
%	0	0	62.5	37.5	100	0	0	66.67	33.33	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**5. Application of Content (InTASC 4; KEEP 2.1)**

**a) The candidate engages learners through the creation of interdisciplinary lessons and facilitates the examination of issues from multiple perspectives through varied communication modes.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	7	56	23	86	0	9	38	33	80	0	3	40	32	75
%	0	8.14	65.12	26.74	100	0	11.25	47.5	41.25	100	0	4	53.33	42.67	100
# Female	0	8	146	157	311	0	6	160	168	334	0	10	160	176	346
%	0	2.57	46.95	50.48	100	0	1.8	47.9	50.3	100	0	2.89	46.24	50.87	100
# Under 22	0	2	18	23	43	0	0	22	23	45	0	0	23	30	53
%	0	4.65	41.86	53.49	100	0	0	48.89	51.11	100	0	0	43.4	56.6	100
# 22-24 yrs.	0	7	97	76	180	0	6	71	96	173	0	4	86	95	185
%	0	3.89	53.89	42.22	100	0	3.47	41.04	55.49	100	0	2.16	46.49	51.35	100
# 24-28 yrs.	0	3	33	23	59	0	4	40	35	79	0	3	32	38	73
%	0	5.08	55.93	38.98	100	0	5.06	50.63	44.3	100	0	4.11	43.84	52.05	100

# Above 28	0	3	54	58	115	0	5	65	47	117	0	6	59	45	110
%	0	2.61	46.96	50.43	100	0	4.27	55.56	40.17	100	0	5.45	53.64	40.91	100
# Asian	0	1	1	2	4	0	1	0	1	2	0	1	5	3	9
%	0	25	25	50	100	0	50	0	50	100	0	11.11	55.56	33.33	100
# African Ame.	0	0	4	2	6	0	1	6	3	10	0	0	3	4	7
%	0	0	66.67	33.33	100	0	10	60	30	100	0	0	42.86	57.14	100
# Hispanic	0	1	10	11	22	0	0	12	11	23	0	2	9	9	20
%	0	4.55	45.45	50	100	0	0	52.17	47.83	100	0	10	45	45	100
# Native/Pacific/Multi.	0	1	11	7	19	0	1	4	7	12	0	0	9	8	17
%	0	5.26	57.89	36.84	100	0	8.33	33.33	58.33	100	0	0	52.94	47.06	100
# White	0	12	171	155	338	0	11	172	178	361	0	10	172	183	365
%	0	3.55	50.59	45.86	100	0	3.05	47.65	49.31	100	0	2.74	47.12	50.14	100
# Not specified	0	0	5	3	8	0	1	4	1	6	0	0	2	1	3
%	0	0	62.5	37.5	100	0	16.67	66.67	16.67	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 5. Application of Content (InTASC 4; KEEP 2.1)

### b) The candidate facilitates learning opportunities involving critical and creative thinking.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	2	48	35	86	0	7	33	40	80	0	2	35	38	75
%	1.16	2.33	55.81	40.7	100	0	8.75	41.25	50	100	0	2.67	46.67	50.67	100
# Female	0	6	135	170	311	0	9	119	206	334	0	8	120	218	346
%	0	1.93	43.41	54.66	100	0	2.69	35.63	61.68	100	0	2.31	34.68	63.01	100
# Under 22	0	0	21	22	43	0	1	14	30	45	0	0	13	40	53
%	0	0	48.84	51.16	100	0	2.22	31.11	66.67	100	0	0	24.53	75.47	100
# 22-24 yrs.	0	5	83	92	180	0	4	60	109	173	0	2	66	117	185
%	0	2.78	46.11	51.11	100	0	2.31	34.68	63.01	100	0	1.08	35.68	63.24	100
# 24-28 yrs.	1	1	25	32	59	0	3	36	40	79	0	4	23	46	73
%	1.69	1.69	42.37	54.24	100	0	3.8	45.57	50.63	100	0	5.48	31.51	63.01	100
# Above 28	0	2	54	59	115	0	8	42	67	117	0	4	53	53	110
%	0	1.74	46.96	51.3	100	0	6.84	35.9	57.26	100	0	3.64	48.18	48.18	100
# Asian	0	1	2	1	4	0	0	1	1	2	0	0	6	3	9
%	0	25	50	25	100	0	0	50	50	100	0	0	66.67	33.33	100
# African Ame.	0	0	3	3	6	0	2	3	5	10	0	0	3	4	7
%	0	0	50	50	100	0	20	30	50	100	0	0	42.86	57.14	100
# Hispanic	0	0	11	11	22	0	1	12	10	23	0	1	8	11	20
%	0	0	50	50	100	0	4.35	52.17	43.48	100	0	5	40	55	100
# Native/Pacific/Multi.	0	2	11	6	19	0	1	3	8	12	0	0	7	10	17
%	0	10.53	57.89	31.58	100	0	8.33	25	66.67	100	0	0	41.18	58.82	100
# White	1	5	151	181	338	0	12	128	221	361	0	9	129	227	365
%	0.3	1.48	44.67	53.55	100	0	3.32	35.46	61.22	100	0	2.47	35.34	62.19	100
# Not specified	0	0	5	3	8	0	0	5	1	6	0	0	2	1	3
%	0	0	62.5	37.5	100	0	0	83.33	16.67	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**5. Application of Content (InTASC 4; KEEP 2.1)**

**c) The candidate incorporates learning opportunities that involve solving authentic, real world problems independently and collaboratively through concept-based teaching.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	4	55	27	86	0	7	35	38	80	0	2	42	31	75
%	0	4.65	63.95	31.4	100	0	8.75	43.75	47.5	100	0	2.67	56	41.33	100
# Female	0	5	144	162	311	0	6	130	198	334	0	5	157	184	346
%	0	1.61	46.3	52.09	100	0	1.8	38.92	59.28	100	0	1.45	45.38	53.18	100
# Under 22	0	1	18	24	43	0	1	17	27	45	0	0	21	32	53
%	0	2.33	41.86	55.81	100	0	2.22	37.78	60	100	0	0	39.62	60.38	100
# 22-24 yrs.	0	6	87	87	180	0	4	63	106	173	0	3	83	99	185
%	0	3.33	48.33	48.33	100	0	2.31	36.42	61.27	100	0	1.62	44.86	53.51	100
# 24-28 yrs.	0	1	32	26	59	0	4	38	37	79	0	3	30	40	73
%	0	1.69	54.24	44.07	100	0	5.06	48.1	46.84	100	0	4.11	41.1	54.79	100
# Above 28	0	1	62	52	115	0	4	47	66	117	0	1	65	44	110
%	0	0.87	53.91	45.22	100	0	3.42	40.17	56.41	100	0	0.91	59.09	40	100
# Asian	0	0	3	1	4	0	0	1	1	2	0	0	4	5	9
%	0	0	75	25	100	0	0	50	50	100	0	0	44.44	55.56	100
# African Ame.	0	0	3	3	6	0	1	4	5	10	0	0	3	4	7
%	0	0	50	50	100	0	10	40	50	100	0	0	42.86	57.14	100
# Hispanic	0	1	12	9	22	0	0	13	10	23	0	0	11	9	20
%	0	4.55	54.55	40.91	100	0	0	56.52	43.48	100	0	0	55	45	100
# Native/Pacific/Multi.	0	2	8	9	19	0	1	4	7	12	0	1	9	7	17
%	0	10.53	42.11	47.37	100	0	8.33	33.33	58.33	100	0	5.88	52.94	41.18	100
# White	0	6	168	164	338	0	11	139	211	361	0	6	170	189	365
%	0	1.78	49.7	48.52	100	0	3.05	38.5	58.45	100	0	1.64	46.58	51.78	100
# Not specified	0	0	5	3	8	0	0	4	2	6	0	0	2	1	3
%	0	0	62.5	37.5	100	0	0	66.67	33.33	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**Category 3: Instructional Practice (InTASC 6-8; KEEP 3.1-3.3)**

**6. Assessment (InTASC 6; KEEP 3.2)**

**a) The candidate understands how to use multiple measures to monitor and assess individual student learning.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	11	57	18	86	0	10	47	23	80	0	4	47	24	75
%	0	12.79	66.28	20.93	100	0	12.5	58.75	28.75	100	0	5.33	62.67	32	100
# Female	0	9	152	150	311	0	12	191	131	334	0	12	175	159	346
%	0	2.89	48.87	48.23	100	0	3.59	57.19	39.22	100	0	3.47	50.58	45.95	100
# Under 22	0	1	21	21	43	0	2	25	18	45	0	0	30	23	53
%	0	2.33	48.84	48.84	100	0	4.44	55.56	40	100	0	0	56.6	43.4	100
# 22-24 yrs.	0	7	107	66	180	0	8	95	70	173	0	8	91	86	185
%	0	3.89	59.44	36.67	100	0	4.62	54.91	40.46	100	0	4.32	49.19	46.49	100

# 24-28 yrs.	0	6	32	21	59	0	4	50	25	79	0	3	36	34	73
%	0	10.17	54.24	35.59	100	0	5.06	63.29	31.65	100	0	4.11	49.32	46.58	100
# Above 28	0	6	49	60	115	0	8	68	41	117	0	5	65	40	110
%	0	5.22	42.61	52.17	100	0	6.84	58.12	35.04	100	0	4.55	59.09	36.36	100
# Asian	0	1	1	2	4	0	1	0	1	2	0	0	5	4	9
%	0	25	25	50	100	0	50	0	50	100	0	0	55.56	44.44	100
# African Ame.	0	0	3	3	6	0	1	5	4	10	0	0	5	2	7
%	0	0	50	50	100	0	10	50	40	100	0	0	71.43	28.57	100
# Hispanic	0	2	13	7	22	0	2	14	7	23	0	1	11	8	20
%	0	9.09	59.09	31.82	100	0	8.7	60.87	30.43	100	0	5	55	40	100
# Native/Pacific/Multi.	0	2	10	7	19	0	1	8	3	12	0	0	9	8	17
%	0	10.53	52.63	36.84	100	0	8.33	66.67	25	100	0	0	52.94	47.06	100
# White	0	15	177	146	338	0	16	207	138	361	0	14	191	160	365
%	0	4.44	52.37	43.2	100	0	4.43	57.34	38.23	100	0	3.84	52.33	43.84	100
# Not specified	0	0	5	3	8	0	1	4	1	6	0	1	1	1	3
%	0	0	62.5	37.5	100	0	16.67	66.67	16.67	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 6. Assessment (InTASC 6; KEEP 3.2)

### b) The candidate understands how to engage learners in self-assessment.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	6	63	16	86	0	12	47	21	80	0	5	50	20	75
%	1.16	6.98	73.26	18.6	100	0	15	58.75	26.25	100	0	6.67	66.67	26.67	100
# Female	0	16	188	107	311	0	15	204	115	334	0	18	196	132	346
%	0	5.14	60.45	34.41	100	0	4.49	61.08	34.43	100	0	5.2	56.65	38.15	100
# Under 22	0	2	22	19	43	0	4	27	14	45	0	0	38	15	53
%	0	4.65	51.16	44.19	100	0	8.89	60	31.11	100	0	0	71.7	28.3	100
# 22-24 yrs.	0	11	118	51	180	0	11	100	62	173	0	13	103	69	185
%	0	6.11	65.56	28.33	100	0	6.36	57.8	35.84	100	0	7.03	55.68	37.3	100
# 24-28 yrs.	1	4	37	17	59	0	5	47	27	79	0	3	41	29	73
%	1.69	6.78	62.71	28.81	100	0	6.33	59.49	34.18	100	0	4.11	56.16	39.73	100
# Above 28	0	5	74	36	115	0	7	77	33	117	0	7	64	39	110
%	0	4.35	64.35	31.3	100	0	5.98	65.81	28.21	100	0	6.36	58.18	35.45	100
# Asian	0	1	1	2	4	0	1	0	1	2	0	0	7	2	9
%	0	25	25	50	100	0	50	0	50	100	0	0	77.78	22.22	100
# African Ame.	0	0	3	3	6	0	0	7	3	10	0	1	3	3	7
%	0	0	50	50	100	0	0	70	30	100	0	14.29	42.86	42.86	100
# Hispanic	0	0	17	5	22	0	2	16	5	23	0	2	10	8	20
%	0	0	77.27	22.73	100	0	8.7	69.57	21.74	100	0	10	50	40	100
# Native/Pacific/Multi.	0	1	13	5	19	0	1	7	4	12	0	1	9	7	17
%	0	5.26	68.42	26.32	100	0	8.33	58.33	33.33	100	0	5.88	52.94	41.18	100
# White	1	20	212	105	338	0	22	217	122	361	0	18	216	131	365
%	0.3	5.92	62.72	31.07	100	0	6.09	60.11	33.8	100	0	4.93	59.18	35.89	100
# Not specified	0	0	5	3	8	0	1	4	1	6	0	1	1	1	3
%	0	0	62.5	37.5	100	0	16.67	66.67	16.67	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 6. Assessment (InTASC 6; KEEP 3.2)

### c) The candidate understands how to make informed decisions.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	8	57	21	86	0	7	33	40	80	0	2	39	34	75
%	0	9.3	66.28	24.42	100	0	8.75	41.25	50	100	0	2.67	52	45.33	100
# Female	0	11	132	168	311	0	4	146	184	334	0	9	141	196	346
%	0	3.54	42.44	54.02	100	0	1.2	43.71	55.09	100	0	2.6	40.75	56.65	100
# Under 22	0	2	16	25	43	0	1	23	21	45	0	0	22	31	53
%	0	4.65	37.21	58.14	100	0	2.22	51.11	46.67	100	0	0	41.51	58.49	100
# 22-24 yrs.	0	6	96	78	180	0	3	71	99	173	0	6	81	98	185
%	0	3.33	53.33	43.33	100	0	1.73	41.04	57.23	100	0	3.24	43.78	52.97	100
# 24-28 yrs.	0	8	27	24	59	0	2	39	38	79	0	2	28	43	73
%	0	13.56	45.76	40.68	100	0	2.53	49.37	48.1	100	0	2.74	38.36	58.9	100
# Above 28	0	3	50	62	115	0	5	46	66	117	0	3	49	58	110
%	0	2.61	43.48	53.91	100	0	4.27	39.32	56.41	100	0	2.73	44.55	52.73	100
# Asian	0	1	1	2	4	0	0	1	1	2	0	0	2	7	9
%	0	25	25	50	100	0	0	50	50	100	0	0	22.22	77.78	100
# African Ame.	0	0	4	2	6	0	1	4	5	10	0	0	4	3	7
%	0	0	66.67	33.33	100	0	10	40	50	100	0	0	57.14	42.86	100
# Hispanic	0	0	13	9	22	0	1	11	11	23	0	2	5	13	20
%	0	0	59.09	40.91	100	0	4.35	47.83	47.83	100	0	10	25	65	100
# Native/Pacific/Multi.	0	1	11	7	19	0	0	6	6	12	0	0	6	11	17
%	0	5.26	57.89	36.84	100	0	0	50	50	100	0	0	35.29	64.71	100
# White	0	17	155	166	338	0	9	153	199	361	0	8	162	195	365
%	0	5.03	45.86	49.11	100	0	2.49	42.38	55.12	100	0	2.19	44.38	53.42	100
# Not specified	0	0	5	3	8	0	0	4	2	6	0	1	1	1	3
%	0	0	62.5	37.5	100	0	0	66.67	33.33	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 7. Planning for Instruction (InTASC 7; KEEP 3.1)

### a) The candidate plans instruction that supports every student in meeting rigorous learning goals.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	6	52	27	86	0	8	42	30	80	0	6	38	31	75
%	1.16	6.98	60.47	31.4	100	0	10	52.5	37.5	100	0	8	50.67	41.33	100
# Female	0	7	117	187	311	0	6	142	186	334	0	7	133	206	346
%	0	2.25	37.62	60.13	100	0	1.8	42.51	55.69	100	0	2.02	38.44	59.54	100
# Under 22	0	1	16	26	43	0	1	18	26	45	0	0	16	37	53
%	0	2.33	37.21	60.47	100	0	2.22	40	57.78	100	0	0	30.19	69.81	100
# 22-24 yrs.	0	6	83	91	180	0	5	77	91	173	0	7	78	100	185
%	0	3.33	46.11	50.56	100	0	2.89	44.51	52.6	100	0	3.78	42.16	54.05	100
# 24-28 yrs.	1	4	22	32	59	0	2	34	43	79	0	3	26	44	73
%	1.69	6.78	37.29	54.24	100	0	2.53	43.04	54.43	100	0	4.11	35.62	60.27	100

# Above 28	0	2	48	65	115	0	6	55	56	117	0	3	51	56	110
%	0	1.74	41.74	56.52	100	0	5.13	47.01	47.86	100	0	2.73	46.36	50.91	100
# Asian	0	1	1	2	4	0	0	1	1	2	0	0	2	7	9
%	0	25	25	50	100	0	0	50	50	100	0	0	22.22	77.78	100
# African Ame.	0	0	3	3	6	0	2	4	4	10	0	0	3	4	7
%	0	0	50	50	100	0	20	40	40	100	0	0	42.86	57.14	100
# Hispanic	0	1	11	10	22	0	1	15	7	23	0	1	8	11	20
%	0	4.55	50	45.45	100	0	4.35	65.22	30.43	100	0	5	40	55	100
# Native/Pacific/Multi.	0	2	11	6	19	0	0	4	8	12	0	0	8	9	17
%	0	10.53	57.89	31.58	100	0	0	33.33	66.67	100	0	0	47.06	52.94	100
# White	1	9	139	189	338	0	11	156	194	361	0	11	149	205	365
%	0.3	2.66	41.12	55.92	100	0	3.05	43.21	53.74	100	0	3.01	40.82	56.16	100
# Not specified	0	0	4	4	8	0	0	4	2	6	0	1	1	1	3
%	0	0	50	50	100	0	0	66.67	33.33	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 7. Planning for Instruction (InTASC 7; KEEP 3.1)

### b) The candidate plans instruction by drawing upon knowledge of content areas, technology, curriculum, cross- disciplinary skills, and pedagogy.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	4	56	25	86	0	7	37	36	80	0	2	38	35	75
%	1.16	4.65	65.12	29.07	100	0	8.75	46.25	45	100	0	2.67	50.67	46.67	100
# Female	0	5	146	160	311	0	6	138	190	334	0	7	127	212	346
%	0	1.61	46.95	51.45	100	0	1.8	41.32	56.89	100	0	2.02	36.71	61.27	100
# Under 22	0	1	23	19	43	0	1	14	30	45	0	0	16	37	53
%	0	2.33	53.49	44.19	100	0	2.22	31.11	66.67	100	0	0	30.19	69.81	100
# 22-24 yrs.	0	5	95	80	180	0	5	68	100	173	0	4	71	110	185
%	0	2.78	52.78	44.44	100	0	2.89	39.31	57.8	100	0	2.16	38.38	59.46	100
# 24-28 yrs.	1	2	28	28	59	0	2	39	38	79	0	3	25	45	73
%	1.69	3.39	47.46	47.46	100	0	2.53	49.37	48.1	100	0	4.11	34.25	61.64	100
# Above 28	0	1	56	58	115	0	5	54	58	117	0	2	53	55	110
%	0	0.87	48.7	50.43	100	0	4.27	46.15	49.57	100	0	1.82	48.18	50	100
# Asian	0	1	1	2	4	0	0	1	1	2	0	0	2	7	9
%	0	25	25	50	100	0	0	50	50	100	0	0	22.22	77.78	100
# African Ame.	0	0	3	3	6	0	1	8	1	10	0	0	3	4	7
%	0	0	50	50	100	0	10	80	10	100	0	0	42.86	57.14	100
# Hispanic	0	0	13	9	22	0	1	12	10	23	0	0	11	9	20
%	0	0	59.09	40.91	100	0	4.35	52.17	43.48	100	0	0	55	45	100
# Native/Pacific/Multi.	0	2	9	8	19	0	0	5	7	12	0	1	7	9	17
%	0	10.53	47.37	42.11	100	0	0	41.67	58.33	100	0	5.88	41.18	52.94	100
# White	1	6	171	160	338	0	11	145	205	361	0	7	141	217	365
%	0.3	1.78	50.59	47.34	100	0	3.05	40.17	56.79	100	0	1.92	38.63	59.45	100
# Not specified	0	0	5	3	8	0	0	4	2	6	0	1	1	1	3
%	0	0	62.5	37.5	100	0	0	66.67	33.33	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**7. Planning for Instruction (InTASC 7; KEEP 3.1)**

**c) The candidate plans instruction based on knowledge of learners and the community context.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	2	56	27	86	0	5	43	32	80	0	2	36	37	75
%	1.16	2.33	65.12	31.4	100	0	6.25	53.75	40	100	0	2.67	48	49.33	100
# Female	0	2	125	184	311	0	3	129	202	334	0	6	131	209	346
%	0	0.64	40.19	59.16	100	0	0.9	38.62	60.48	100	0	1.73	37.86	60.4	100
# Under 22	0	0	16	27	43	0	1	13	31	45	0	0	15	38	53
%	0	0	37.21	62.79	100	0	2.22	28.89	68.89	100	0	0	28.3	71.7	100
# 22-24 yrs.	0	2	88	90	180	0	2	68	103	173	0	3	78	104	185
%	0	1.11	48.89	50	100	0	1.16	39.31	59.54	100	0	1.62	42.16	56.22	100
# 24-28 yrs.	1	2	24	32	59	0	1	37	41	79	0	3	22	48	73
%	1.69	3.39	40.68	54.24	100	0	1.27	46.84	51.9	100	0	4.11	30.14	65.75	100
# Above 28	0	0	53	62	115	0	4	54	59	117	0	2	52	56	110
%	0	0	46.09	53.91	100	0	3.42	46.15	50.43	100	0	1.82	47.27	50.91	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	0	3	6	9
%	0	0	50	50	100	0	0	50	50	100	0	0	33.33	66.67	100
# African Ame.	0	0	3	3	6	0	1	5	4	10	0	0	2	5	7
%	0	0	50	50	100	0	10	50	40	100	0	0	28.57	71.43	100
# Hispanic	0	0	11	11	22	0	1	13	9	23	0	0	10	10	20
%	0	0	50	50	100	0	4.35	56.52	39.13	100	0	0	50	50	100
# Native/Pacific/Multi.	0	1	10	8	19	0	0	6	6	12	0	0	9	8	17
%	0	5.26	52.63	42.11	100	0	0	50	50	100	0	0	52.94	47.06	100
# White	1	3	150	184	338	0	6	142	213	361	0	7	142	216	365
%	0.3	0.89	44.38	54.44	100	0	1.66	39.34	59	100	0	1.92	38.9	59.18	100
# Not specified	0	0	5	3	8	0	0	5	1	6	0	1	1	1	3
%	0	0	62.5	37.5	100	0	0	83.33	16.67	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**8. Instructional Strategies (InTASC 8; KEEP 3.3)**

**a) The candidate understands and uses a variety of appropriate instructional strategies and resources to encourage learners to develop deep understanding of content areas and their connections.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	5	50	31	86	0	8	38	34	80	0	4	44	27	75
%	0	5.81	58.14	36.05	100	0	10	47.5	42.5	100	0	5.33	58.67	36	100
# Female	0	5	133	173	311	0	6	136	192	334	0	9	139	198	346
%	0	1.61	42.77	55.63	100	0	1.8	40.72	57.49	100	0	2.6	40.17	57.23	100
# Under 22	0	0	15	28	43	0	1	14	30	45	0	0	23	30	53
%	0	0	34.88	65.12	100	0	2.22	31.11	66.67	100	0	0	43.4	56.6	100
# 22-24 yrs.	0	4	84	92	180	0	4	66	103	173	0	5	74	106	185
%	0	2.22	46.67	51.11	100	0	2.31	38.15	59.54	100	0	2.7	40	57.3	100
# 24-28 yrs.	0	3	31	25	59	0	3	39	37	79	0	4	25	44	73
%	0	5.08	52.54	42.37	100	0	3.8	49.37	46.84	100	0	5.48	34.25	60.27	100
# Above 28	0	3	53	59	115	0	6	55	56	117	0	4	61	45	110



%	0	2.61	46.09	51.3	100	0	5.13	47.01	47.86	100	0	3.64	55.45	40.91	100
# Asian	0	1	1	2	4	0	0	1	1	2	0	0	4	5	9
%	0	25	25	50	100	0	0	50	50	100	0	0	44.44	55.56	100
# African Ame.	0	0	3	3	6	0	2	3	5	10	0	1	3	3	7
%	0	0	50	50	100	0	20	30	50	100	0	14.29	42.86	42.86	100
# Hispanic	0	0	13	9	22	0	0	14	9	23	0	0	12	8	20
%	0	0	59.09	40.91	100	0	0	60.87	39.13	100	0	0	60	40	100
# Native/Pacific/Multi.	0	2	9	8	19	0	0	4	8	12	0	1	6	10	17
%	0	10.53	47.37	42.11	100	0	0	33.33	66.67	100	0	5.88	35.29	58.82	100
# White	0	7	153	178	338	0	12	149	200	361	0	11	156	198	365
%	0	2.07	45.27	52.66	100	0	3.32	41.27	55.4	100	0	3.01	42.74	54.25	100
# Not specified	0	0	4	4	8	0	0	3	3	6	0	0	2	1	3
%	0	0	50	50	100	0	0	50	50	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 8. Instructional Strategies (InTASC 8; KEEP 3.3)

### b) The candidate understands and uses a variety of appropriate instructional strategies and resources to encourage learners to build skills to apply knowledge in relevant ways.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	8	52	26	86	0	11	30	39	80	0	4	39	32	75
%	0	9.3	60.47	30.23	100	0	13.75	37.5	48.75	100	0	5.33	52	42.67	100
# Female	0	4	134	173	311	0	7	138	189	334	0	10	127	209	346
%	0	1.29	43.09	55.63	100	0	2.1	41.32	56.59	100	0	2.89	36.71	60.4	100
# Under 22	0	1	17	25	43	0	0	19	26	45	0	0	16	37	53
%	0	2.33	39.53	58.14	100	0	0	42.22	57.78	100	0	0	30.19	69.81	100
# 22-24 yrs.	0	6	88	86	180	0	5	62	106	173	0	4	79	102	185
%	0	3.33	48.89	47.78	100	0	2.89	35.84	61.27	100	0	2.16	42.7	55.14	100
# 24-28 yrs.	0	3	26	30	59	0	4	29	46	79	0	3	24	46	73
%	0	5.08	44.07	50.85	100	0	5.06	36.71	58.23	100	0	4.11	32.88	63.01	100
# Above 28	0	2	55	58	115	0	9	58	50	117	0	7	47	56	110
%	0	1.74	47.83	50.43	100	0	7.69	49.57	42.74	100	0	6.36	42.73	50.91	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	1	3	5	9
%	0	0	50	50	100	0	0	50	50	100	0	11.11	33.33	55.56	100
# African Ame.	0	0	4	2	6	0	2	4	4	10	0	0	3	4	7
%	0	0	66.67	33.33	100	0	20	40	40	100	0	0	42.86	57.14	100
# Hispanic	0	1	11	10	22	0	0	14	9	23	0	1	8	11	20
%	0	4.55	50	45.45	100	0	0	60.87	39.13	100	0	5	40	55	100
# Native/Pacific/Multi.	0	2	8	9	19	0	1	5	6	12	0	1	4	12	17
%	0	10.53	42.11	47.37	100	0	8.33	41.67	50	100	0	5.88	23.53	70.59	100
# White	0	9	156	173	338	0	14	141	206	361	0	11	146	208	365
%	0	2.66	46.15	51.18	100	0	3.88	39.06	57.06	100	0	3.01	40	56.99	100
# Not specified	0	0	5	3	8	0	1	3	2	6	0	0	2	1	3
%	0	0	62.5	37.5	100	0	16.67	50	33.33	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**Category 4: Professional Responsibility (InTASC 9-10; KEEP 4.1-4.2)**

**9. Professional Learning and Ethical Practice (InTASC 9; KEEP 4.1)**

**a) The candidate engages in ongoing professional learning.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	4	42	40	86	0	3	26	51	80	0	1	30	44	75
%	0	4.65	48.84	46.51	100	0	3.75	32.5	63.75	100	0	1.33	40	58.67	100
# Female	0	5	100	206	311	0	5	99	230	334	0	4	107	235	346
%	0	1.61	32.15	66.24	100	0	1.5	29.64	68.86	100	0	1.16	30.92	67.92	100
# Under 22	0	1	15	27	43	0	0	15	30	45	0	0	16	37	53
%	0	2.33	34.88	62.79	100	0	0	33.33	66.67	100	0	0	30.19	69.81	100
# 22-24 yrs.	0	5	76	99	180	0	4	55	114	173	0	3	64	118	185
%	0	2.78	42.22	55	100	0	2.31	31.79	65.9	100	0	1.62	34.59	63.78	100
# 24-28 yrs.	0	2	18	39	59	0	3	24	52	79	0	1	23	49	73
%	0	3.39	30.51	66.1	100	0	3.8	30.38	65.82	100	0	1.37	31.51	67.12	100
# Above 28	0	1	33	81	115	0	1	31	85	117	0	1	34	75	110
%	0	0.87	28.7	70.43	100	0	0.85	26.5	72.65	100	0	0.91	30.91	68.18	100
# Asian	0	0	1	3	4	0	0	1	1	2	0	0	2	7	9
%	0	0	25	75	100	0	0	50	50	100	0	0	22.22	77.78	100
# African Ame.	0	0	2	4	6	0	0	5	5	10	0	0	2	5	7
%	0	0	33.33	66.67	100	0	0	50	50	100	0	0	28.57	71.43	100
# Hispanic	0	0	8	14	22	0	0	11	12	23	0	1	5	14	20
%	0	0	36.36	63.64	100	0	0	47.83	52.17	100	0	5	25	70	100
# Native/Pacific/Multi.	0	3	7	9	19	0	1	4	7	12	0	0	6	11	17
%	0	15.79	36.84	47.37	100	0	8.33	33.33	58.33	100	0	0	35.29	64.71	100
# White	0	6	121	211	338	0	7	103	251	361	0	3	121	241	365
%	0	1.78	35.8	62.43	100	0	1.94	28.53	69.53	100	0	0.82	33.15	66.03	100
# Not specified	0	0	3	5	8	0	0	1	5	6	0	1	1	1	3
%	0	0	37.5	62.5	100	0	0	16.67	83.33	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**9. Professional Learning and Ethical Practice (InTASC 9; KEEP 4.1)**

**b) The candidate uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others (learners, families, other professionals, and the community) and adapts practice to meet the needs of each learner.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	4	43	39	86	0	5	34	41	80	0	1	29	45	75
%	0	4.65	50	45.35	100	0	6.25	42.5	51.25	100	0	1.33	38.67	60	100
# Female	0	7	119	185	311	0	4	131	199	334	0	8	121	217	346
%	0	2.25	38.26	59.49	100	0	1.2	39.22	59.58	100	0	2.31	34.97	62.72	100
# Under 22	0	1	16	26	43	0	1	19	25	45	0	0	18	35	53
%	0	2.33	37.21	60.47	100	0	2.22	42.22	55.56	100	0	0	33.96	66.04	100
# 22-24 yrs.	0	6	81	93	180	0	4	74	95	173	0	3	72	110	185
%	0	3.33	45	51.67	100	0	2.31	42.77	54.91	100	0	1.62	38.92	59.46	100

# 24-28 yrs.	0	2	25	32	59	0	2	30	47	79	0	4	22	47	73
%	0	3.39	42.37	54.24	100	0	2.53	37.97	59.49	100	0	5.48	30.14	64.38	100
# Above 28	0	2	40	73	115	0	2	42	73	117	0	2	38	70	110
%	0	1.74	34.78	63.48	100	0	1.71	35.9	62.39	100	0	1.82	34.55	63.64	100
# Asian	0	1	2	1	4	0	0	1	1	2	0	0	3	6	9
%	0	25	50	25	100	0	0	50	50	100	0	0	33.33	66.67	100
# African Ame.	0	0	2	4	6	0	0	5	5	10	0	0	1	6	7
%	0	0	33.33	66.67	100	0	0	50	50	100	0	0	14.29	85.71	100
# Hispanic	0	0	9	13	22	0	0	13	10	23	0	0	10	10	20
%	0	0	40.91	59.09	100	0	0	56.52	43.48	100	0	0	50	50	100
# Native/Pacific/Multi.	0	2	12	5	19	0	0	8	4	12	0	0	7	10	17
%	0	10.53	63.16	26.32	100	0	0	66.67	33.33	100	0	0	41.18	58.82	100
# White	0	8	133	197	338	0	9	134	218	361	0	8	128	229	365
%	0	2.37	39.35	58.28	100	0	2.49	37.12	60.39	100	0	2.19	35.07	62.74	100
# Not specified	0	0	4	4	8	0	0	4	2	6	0	1	1	1	3
%	0	0	50	50	100	0	0	66.67	33.33	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 10. Leadership and Collaboration (InTASC 10; KEEP 4.2)

### a) The candidate seeks appropriate leadership roles and opportunities to take responsibility for student learning.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	4	45	36	86	1	6	22	51	80	0	2	30	43	75
%	1.16	4.65	52.33	41.86	100	1.25	7.5	27.5	63.75	100	0	2.67	40	57.33	100
# Female	0	10	109	192	311	1	12	101	220	334	1	12	102	231	346
%	0	3.22	35.05	61.74	100	0.3	3.59	30.24	65.87	100	0.29	3.47	29.48	66.76	100
# Under 22	0	2	15	26	43	0	2	13	30	45	0	0	14	39	53
%	0	4.65	34.88	60.47	100	0	4.44	28.89	66.67	100	0	0	26.42	73.58	100
# 22-24 yrs.	0	6	84	90	180	0	10	49	114	173	0	9	58	118	185
%	0	3.33	46.67	50	100	0	5.78	28.32	65.9	100	0	4.86	31.35	63.78	100
# 24-28 yrs.	1	1	20	37	59	1	1	29	48	79	0	2	18	53	73
%	1.69	1.69	33.9	62.71	100	1.27	1.27	36.71	60.76	100	0	2.74	24.66	72.6	100
# Above 28	0	5	35	75	115	1	5	32	79	117	1	3	42	64	110
%	0	4.35	30.43	65.22	100	0.85	4.27	27.35	67.52	100	0.91	2.73	38.18	58.18	100
# Asian	0	0	2	2	4	0	1	0	1	2	0	0	3	6	9
%	0	0	50	50	100	0	50	0	50	100	0	0	33.33	66.67	100
# African Ame.	0	0	2	4	6	0	1	3	6	10	0	1	2	4	7
%	0	0	33.33	66.67	100	0	10	30	60	100	0	14.29	28.57	57.14	100
# Hispanic	0	0	11	11	22	0	1	13	9	23	0	1	7	12	20
%	0	0	50	50	100	0	4.35	56.52	39.13	100	0	5	35	60	100
# Native/Pacific/Multi.	0	4	9	6	19	1	0	3	8	12	0	0	4	13	17
%	0	21.05	47.37	31.58	100	8.33	0	25	66.67	100	0	0	23.53	76.47	100
# White	1	10	127	200	338	1	15	101	244	361	1	12	114	238	365
%	0.3	2.96	37.57	59.17	100	0.28	4.16	27.98	67.59	100	0.27	3.29	31.23	65.21	100
# Not specified	0	0	3	5	8	0	0	3	3	6	0	0	2	1	3
%	0	0	37.5	62.5	100	0	0	50	50	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**10. Leadership and Collaboration (InTASC 10; KEEP 4.2)**

**b) The candidate seeks appropriate leadership roles and opportunities to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	8	54	24	86	1	7	30	42	80	0	4	35	36	75
%	0	9.3	62.79	27.91	100	1.25	8.75	37.5	52.5	100	0	5.33	46.67	48	100
# Female	0	14	146	151	311	0	18	137	179	334	0	18	138	190	346
%	0	4.5	46.95	48.55	100	0	5.39	41.02	53.59	100	0	5.2	39.88	54.91	100
# Under 22	0	3	20	20	43	0	2	23	20	45	0	1	20	32	53
%	0	6.98	46.51	46.51	100	0	4.44	51.11	44.44	100	0	1.89	37.74	60.38	100
# 22-24 yrs.	0	12	97	71	180	0	14	62	97	173	0	10	79	96	185
%	0	6.67	53.89	39.44	100	0	8.09	35.84	56.07	100	0	5.41	42.7	51.89	100
# 24-28 yrs.	0	2	31	26	59	0	5	35	39	79	0	2	27	44	73
%	0	3.39	52.54	44.07	100	0	6.33	44.3	49.37	100	0	2.74	36.99	60.27	100
# Above 28	0	5	52	58	115	1	4	47	65	117	0	9	47	54	110
%	0	4.35	45.22	50.43	100	0.85	3.42	40.17	55.56	100	0	8.18	42.73	49.09	100
# Asian	0	0	2	2	4	0	1	0	1	2	0	0	4	5	9
%	0	0	50	50	100	0	50	0	50	100	0	0	44.44	55.56	100
# African Ame.	0	0	3	3	6	0	2	4	4	10	0	2	2	3	7
%	0	0	50	50	100	0	20	40	40	100	0	28.57	28.57	42.86	100
# Hispanic	0	0	13	9	22	0	2	12	9	23	0	0	12	8	20
%	0	0	59.09	40.91	100	0	8.7	52.17	39.13	100	0	0	60	40	100
# Native/Pacific/Multi.	0	5	9	5	19	0	2	3	7	12	0	0	6	11	17
%	0	26.32	47.37	26.32	100	0	16.67	25	58.33	100	0	0	35.29	64.71	100
# White	0	17	169	152	338	1	18	144	198	361	0	20	147	198	365
%	0	5.03	50	44.97	100	0.28	4.99	39.89	54.85	100	0	5.48	40.27	54.25	100
# Not specified	0	0	4	4	8	0	0	4	2	6	0	0	2	1	3
%	0	0	50	50	100	0	0	66.67	33.33	100	0	0	66.67	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

**Category 5: Dispositions (InTASC 2, 9, 10; KEEP 1.2, 4.1, 4.2)**

**11. Disposition: Values Learning and Professional Development (InTASC 9; KEEP 4.1)**

**The candidate is dedicated to acquiring and applying new ideas about content, pedagogy, and students.**

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	1	4	42	39	86	0	4	23	53	80	0	2	30	43	75
%	1.16	4.65	48.84	45.35	100	0	5	28.75	66.25	100	0	2.67	40	57.33	100
# Female	0	9	88	214	311	0	8	83	243	334	0	11	88	247	346
%	0	2.89	28.3	68.81	100	0	2.4	24.85	72.75	100	0	3.18	25.43	71.39	100
# Under 22	0	1	13	29	43	0	1	12	32	45	0	0	14	39	53
%	0	2.33	30.23	67.44	100	0	2.22	26.67	71.11	100	0	0	26.42	73.58	100
# 22-24 yrs.	0	8	69	103	180	0	7	42	124	173	0	4	57	124	185

%	0	4.44	38.33	57.22	100	0	4.05	24.28	71.68	100	0	2.16	30.81	67.03	100
# 24-28 yrs.	1	0	19	39	59	0	2	23	54	79	0	3	19	51	73
%	1.69	0	32.2	66.1	100	0	2.53	29.11	68.35	100	0	4.11	26.03	69.86	100
# Above 28	0	4	29	82	115	0	2	29	86	117	0	6	28	76	110
%	0	3.48	25.22	71.3	100	0	1.71	24.79	73.5	100	0	5.45	25.45	69.09	100
# Asian	0	1	1	2	4	0	0	1	1	2	0	0	1	8	9
%	0	25	25	50	100	0	0	50	50	100	0	0	11.11	88.89	100
# African Ame.	0	0	2	4	6	0	1	3	6	10	0	1	2	4	7
%	0	0	33.33	66.67	100	0	10	30	60	100	0	14.29	28.57	57.14	100
# Hispanic	0	0	9	13	22	0	0	10	13	23	0	0	8	12	20
%	0	0	40.91	59.09	100	0	0	43.48	56.52	100	0	0	40	60	100
# Native/Pacific/Multi.	0	3	6	10	19	0	1	2	9	12	0	0	7	10	17
%	0	15.79	31.58	52.63	100	0	8.33	16.67	75	100	0	0	41.18	58.82	100
# White	1	9	108	220	338	0	10	87	264	361	0	11	99	255	365
%	0.3	2.66	31.95	65.09	100	0	2.77	24.1	73.13	100	0	3.01	27.12	69.86	100
# Not specified	0	0	4	4	8	0	0	3	3	6	0	1	1	1	3
%	0	0	50	50	100	0	0	50	50	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

## 12. Disposition: Commits to Professional, Ethical, and Legal Conduct (InTASC 9; KEEP 4.1)

The candidate is committed to obeying the law and abiding by institutional, state, and national professional and ethical standards.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	1	30	55	86	0	0	14	66	80	0	1	15	59	75
%	0	1.16	34.88	63.95	100	0	0	17.5	82.5	100	0	1.33	20	78.67	100
# Female	0	2	81	228	311	0	3	53	278	334	0	1	64	281	346
%	0	0.64	26.05	73.31	100	0	0.9	15.87	83.23	100	0	0.29	18.5	81.21	100
# Under 22	0	0	8	35	43	0	0	6	39	45	0	0	8	45	53
%	0	0	18.6	81.4	100	0	0	13.33	86.67	100	0	0	15.09	84.91	100
# 22-24 yrs.	0	3	62	115	180	0	2	27	144	173	0	1	38	146	185
%	0	1.67	34.44	63.89	100	0	1.16	15.61	83.24	100	0	0.54	20.54	78.92	100
# 24-28 yrs.	0	0	18	41	59	0	0	16	63	79	0	1	11	61	73
%	0	0	30.51	69.49	100	0	0	20.25	79.75	100	0	1.37	15.07	83.56	100
# Above 28	0	0	23	92	115	0	1	18	98	117	0	0	22	88	110
%	0	0	20	80	100	0	0.85	15.38	83.76	100	0	0	20	80	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	0	2	7	9
%	0	0	50	50	100	0	0	50	50	100	0	0	22.22	77.78	100
# African Ame.	0	0	1	5	6	0	0	1	9	10	0	0	1	6	7
%	0	0	16.67	83.33	100	0	0	10	90	100	0	0	14.29	85.71	100
# Hispanic	0	0	7	15	22	0	0	8	15	23	0	0	6	14	20
%	0	0	31.82	68.18	100	0	0	34.78	65.22	100	0	0	30	70	100
# Native/Pacific/Multi.	0	0	6	13	19	0	0	2	10	12	0	0	3	14	17
%	0	0	31.58	68.42	100	0	0	16.67	83.33	100	0	0	17.65	82.35	100
# White	0	3	92	243	338	0	3	54	304	361	0	1	66	298	365
%	0	0.89	27.22	71.89	100	0	0.83	14.96	84.21	100	0	0.27	18.08	81.64	100

# Not specified	0	0	3	5	8	0	0	1	5	6	0	1	1	1	3
%	0	0	37.5	62.5	100	0	0	16.67	83.33	100	0	33.33	33.33	33.33	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

### 13. Dispositions: Values Positive, Caring, and Respectful Relationships (InTASC 10; KEEP 4.2)

The candidate is committed to interacting with students, colleagues, and community members with care, compassion, and respect.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	0	30	56	86	0	1	15	64	80	0	1	19	55	75
%	0	0	34.88	65.12	100	0	1.25	18.75	80	100	0	1.33	25.33	73.33	100
# Female	0	2	67	242	311	0	2	58	274	334	0	2	58	286	346
%	0	0.64	21.54	77.81	100	0	0.6	17.37	82.04	100	0	0.58	16.76	82.66	100
# Under 22	0	0	10	33	43	0	0	8	37	45	0	0	8	45	53
%	0	0	23.26	76.74	100	0	0	17.78	82.22	100	0	0	15.09	84.91	100
# 22-24 yrs.	0	1	51	128	180	0	2	27	144	173	0	1	34	150	185
%	0	0.56	28.33	71.11	100	0	1.16	15.61	83.24	100	0	0.54	18.38	81.08	100
# 24-28 yrs.	0	0	15	44	59	0	0	16	63	79	0	1	14	58	73
%	0	0	25.42	74.58	100	0	0	20.25	79.75	100	0	1.37	19.18	79.45	100
# Above 28	0	1	21	93	115	0	1	22	94	117	0	1	21	88	110
%	0	0.87	18.26	80.87	100	0	0.85	18.8	80.34	100	0	0.91	19.09	80	100
# Asian	0	0	1	3	4	0	0	1	1	2	0	0	2	7	9
%	0	0	25	75	100	0	0	50	50	100	0	0	22.22	77.78	100
# African Ame.	0	0	2	4	6	0	0	2	8	10	0	0	1	6	7
%	0	0	33.33	66.67	100	0	0	20	80	100	0	0	14.29	85.71	100
# Hispanic	0	0	6	16	22	0	0	4	19	23	0	0	3	17	20
%	0	0	27.27	72.73	100	0	0	17.39	82.61	100	0	0	15	85	100
# Native/Pacific/Multi.	0	1	7	11	19	0	0	4	8	12	0	1	3	13	17
%	0	5.26	36.84	57.89	100	0	0	33.33	66.67	100	0	5.88	17.65	76.47	100
# White	0	1	78	259	338	0	3	61	297	361	0	2	67	296	365
%	0	0.3	23.08	76.63	100	0	0.83	16.9	82.27	100	0	0.55	18.36	81.1	100
# Not specified	0	0	3	5	8	0	0	1	5	6	0	0	1	2	3
%	0	0	37.5	62.5	100	0	0	16.67	83.33	100	0	0	33.33	66.67	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

### 14. Dispositions: Embraces Diversity, Equity, and Fairness (InTASC 2; KEEP 1.2)

The candidate recognizes and values human differences and is committed to meet the educational needs of all students.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	0	34	52	86	1	0	21	58	80	0	1	23	51	75
%	0	0	39.53	60.47	100	1.25	0	26.25	72.5	100	0	1.33	30.67	68	100
# Female	0	2	93	216	311	0	0	79	255	334	0	1	78	267	346
%	0	0.64	29.9	69.45	100	0	0	23.65	76.35	100	0	0.29	22.54	77.17	100
# Under 22	0	0	15	28	43	0	0	13	32	45	0	0	10	43	53
%	0	0	34.88	65.12	100	0	0	28.89	71.11	100	0	0	18.87	81.13	100
# 22-24 yrs.	0	2	65	113	180	0	0	39	134	173	0	0	48	137	185
%	0	1.11	36.11	62.78	100	0	0	22.54	77.46	100	0	0	25.95	74.05	100

# 24-28 yrs.	0	0	19	40	59	0	0	18	61	79	0	1	17	55	73
%	0	0	32.2	67.8	100	0	0	22.78	77.22	100	0	1.37	23.29	75.34	100
# Above 28	0	0	28	87	115	1	0	30	86	117	0	1	26	83	110
%	0	0	24.35	75.65	100	0.85	0	25.64	73.5	100	0	0.91	23.64	75.45	100
# Asian	0	0	2	2	4	0	0	1	1	2	0	0	4	5	9
%	0	0	50	50	100	0	0	50	50	100	0	0	44.44	55.56	100
# African Ame.	0	0	2	4	6	0	0	3	7	10	0	0	1	6	7
%	0	0	33.33	66.67	100	0	0	30	70	100	0	0	14.29	85.71	100
# Hispanic	0	0	8	14	22	0	0	3	20	23	0	0	6	14	20
%	0	0	36.36	63.64	100	0	0	13.04	86.96	100	0	0	30	70	100
# Native/Pacific/Multi.	0	1	6	12	19	0	0	5	7	12	0	0	4	13	17
%	0	5.26	31.58	63.16	100	0	0	41.67	58.33	100	0	0	23.53	76.47	100
# White	0	1	106	231	338	1	0	86	274	361	0	2	85	278	365
%	0	0.3	31.36	68.34	100	0.28	0	23.82	75.9	100	0	0.55	23.29	76.16	100
# Not specified	0	0	3	5	8	0	0	2	4	6	0	0	1	2	3
%	0	0	37.5	62.5	100	0	0	33.33	66.67	100	0	0	33.33	66.67	100

Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.

#### 15. Dispositions: Commits to Wise and Reflective Practice (InTASC 9; KEEP 4.1)

The candidate is dedicated to careful reflection on instructional decisions and takes actions to improve professional competence.

Demographic Group	U	D	M	E	'18-19 N	U	D	M	E	'19-20 N	U	D	M	E	'20-21 N
# Male	0	2	40	44	86	0	3	29	48	80	0	1	28	46	75
%	0	2.33	46.51	51.16	100	0	3.75	36.25	60	100	0	1.33	37.33	61.33	100
# Female	0	7	85	219	311	0	4	90	240	334	0	4	77	265	346
%	0	2.25	27.33	70.42	100	0	1.2	26.95	71.86	100	0	1.16	22.25	76.59	100
# Under 22	0	1	12	30	43	0	1	13	31	45	0	0	10	43	53
%	0	2.33	27.91	69.77	100	0	2.22	28.89	68.89	100	0	0	18.87	81.13	100
# 22-24 yrs.	0	6	66	108	180	0	3	52	118	173	0	1	52	132	185
%	0	3.33	36.67	60	100	0	1.73	30.06	68.21	100	0	0.54	28.11	71.35	100
# 24-28 yrs.	0	2	22	35	59	0	1	22	56	79	0	2	17	54	73
%	0	3.39	37.29	59.32	100	0	1.27	27.85	70.89	100	0	2.74	23.29	73.97	100
# Above 28	0	0	25	90	115	0	2	32	83	117	0	2	26	82	110
%	0	0	21.74	78.26	100	0	1.71	27.35	70.94	100	0	1.82	23.64	74.55	100
# Asian	0	1	1	2	4	0	0	1	1	2	0	0	2	7	9
%	0	25	25	50	100	0	0	50	50	100	0	0	22.22	77.78	100
# African Ame.	0	0	2	4	6	0	1	4	5	10	0	0	2	5	7
%	0	0	33.33	66.67	100	0	10	40	50	100	0	0	28.57	71.43	100
# Hispanic	0	0	7	15	22	0	1	10	12	23	0	0	6	14	20
%	0	0	31.82	68.18	100	0	4.35	43.48	52.17	100	0	0	30	70	100
# Native/Pacific/Multi.	0	2	9	8	19	0	0	4	8	12	0	0	4	13	17
%	0	10.53	47.37	42.11	100	0	0	33.33	66.67	100	0	0	23.53	76.47	100
# White	0	6	104	228	338	0	5	97	259	361	0	4	90	271	365
%	0	1.78	30.77	67.46	100	0	1.39	26.87	71.75	100	0	1.1	24.66	74.25	100
# Not specified	0	0	2	6	8	0	0	3	3	6	0	1	1	1	3

%	0	0	25	75	100	0	0	50	50	100	0	33.33	33.33	33.33	100
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Note: Ratings include U-Unsatisfactory, D-Developing, M-Meets standards, and E-Exceeds standards. '18-19 N denotes 2018-2019 total, '19-20 N denotes 2019-2020 total, '20-21 N denotes 2020-2021 total. For every category first row presents raw counts, second row presents percentages.