

## Arkansas Educator Preparation Provider Report

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**I. Introduction**

Highly effective teachers and principals are paramount to producing college and career ready learners. To continuously improve the quality of the state’s **educator preparation providers (EPP)**, the Arkansas Department of Education (ADE) works collaboratively with Arkansas’s institutions of higher education (IHE) and nontraditional educator programs to report data via the **Educator Preparation Provider Report (EPPR)**.

The intent of the report is two-fold: 1) to report information on enrollees and graduates at the EPPs and 2) to report demographic and statistical data to inform policy decisions. The commitment of EPPs to providing accurate, relevant data in a timely manner demonstrates their dedication and contribution to the success of this effort. All parties involved share an interest in preparing the best possible educators to provide a quality education to all Arkansas students. Identification of the metrics and the report format were developed in collaboration with a representative committee from all Arkansas EPPs.

**Table 1. Arkansas EPPs**

| <u>EPP</u>  | <u>Abbreviation*</u> | <u>IHE Type</u> | <u>Program Type</u> |  | <u>EPP</u>                                     | <u>Abbreviation*</u> | <u>IHE Type</u> | <u>Program Type</u> |
|---|----------------------|-----------------|---------------------|--|--|----------------------|-----------------|---------------------|
| <a href="#">AR Prof. Pathway to Ed. Licensure</a> | <b>APPEL</b>         | Public          | Nontraditional      |  | <a href="#">Philander Smith College</a>        | <b>PSC</b>           | Independent     | Traditional         |
| <a href="#">Arkansas State University</a>         | <b>ASU</b>           | Public          | Both                |  | <a href="#">Southern Arkansas University</a>   | <b>SAU</b>           | Public          | Both                |
| <a href="#">Arkansas Teacher Corps</a>            | <b>ATC</b>           | Public          | Nontraditional      |  | <a href="#">Teach For America - AR</a>         | <b>TFA</b>           | Public          | Nontraditional      |
| <a href="#">Arkansas Tech University</a>          | <b>ATU</b>           | Public          | Both                |  | <a href="#">U of A – Fayetteville</a>          | <b>UAF</b>           | Public          | Traditional         |
| <a href="#">Central Baptist College</a>           | <b>CBC</b>           | Independent     | Traditional         |  | <a href="#">U of A - Fort Smith</a>            | <b>UAFS</b>          | Public          | Traditional         |
| <a href="#">Crowley’s Ridge College</a>           | <b>CRC</b>           | Independent     | Traditional         |  | <a href="#">U of A - Little Rock</a>           | <b>UALR</b>          | Public          | Both                |
| <a href="#">Harding University</a>                | <b>HU</b>            | Independent     | Both                |  | <a href="#">U of A – Monticello</a>            | <b>UAM</b>           | Public          | Both                |
| <a href="#">Henderson State University</a>        | <b>HSU</b>           | Public          | Both                |  | <a href="#">U of A - Pine Bluff</a>            | <b>UAPB</b>          | Public          | Both                |
| <a href="#">Hendrix College</a>                   | <b>HC</b>            | Independent     | Traditional         |  | <a href="#">University of Central Arkansas</a> | <b>UCA</b>           | Public          | Both                |
| <a href="#">John Brown University</a>             | <b>JBU</b>           | Independent     | Traditional         |  | <a href="#">University of The Ozarks</a>       | <b>UO</b>            | Independent     | Traditional         |
| <a href="#">Lyon College</a>                      | <b>LC</b>            | Independent     | Traditional         |  | <a href="#">Williams Baptist College</a>       | <b>WBC</b>           | Independent     | Traditional         |
| <a href="#">Ouachita Baptist University</a>       | <b>OBU</b>           | Independent     | Traditional         |  |  |                      |                 |                     |

\* These abbreviations are utilized throughout this report.

#### EPPR metrics:

- EPP data is submitted to the U.S. Dept. of Education via the HEA Title II reports. HEA Title II is a national data collection for states and EPPs that is related to teacher preparation and licensure. HEA Title II Reports can be found at <https://title2.ed.gov/Public/Home.aspx>. Title II data includes:
  - Program Enrollment and Program Completers
  - Race and Ethnicity data
- Data that is submitted directly to ADE includes:
  - Numbers of teachers or administrators prepared, licensed, and/or working in AR public schools
  - Surveys - Novice Teacher Perception of EPP Preparation
- Data submitted to Educational Testing Service (ETS®) for Title II Pass Rate reporting includes:
  - Licensure Exam Test Results and Pass Rates

#### Limitations of the EPPR

- The most recent data reported for these metrics are not all representative of the same years. Where appropriate, the year and source of data is indicated throughout the report
- Data reported for program completers who were teaching the following year only represents completers who were teaching in Arkansas public schools. The data do not include teachers who teach in private schools or schools outside the state.
- Data reported do not identify those with an Associate of Arts in Teaching degree, or other students who transfer into the institutions.
- Institutions having both traditional educator preparation programs and nontraditional programs (e.g. MAT programs) may have combined data in some sections of the report. Where appropriate they are indicated as such.

#### Uses of the EPPR

- The EPPR allows the public to view aggregate data for Arkansas's EPP graduates by institution and program area.
- School districts and charter schools can use the report to make informed decisions about hiring.
- Students interested in pursuing a career in education can use the report to make decisions regarding which program to attend.
- Institutions may use the data to support continuous improvement efforts.
- These data assist state and institutional policy makers in identifying future needs and targeted improvements.

## II. Educator Workforce Data

Arkansas Public Schools (APS) employ over 2,000 new teachers each year. Table 2 demonstrates that many teachers return each year and continue to teach in APS. Since 2006 approximately 85 percent of new teachers did return to APS after one (1) year of teaching (~15% attrition). Seventy percent were still in APS after three (3) years (~30% attrition), and 64 percent remained in APS after five (5) years (~36% attrition). These state numbers are far above the often-reported national average of 50% after five (5) years. However, the ADE is committed to retaining as many effective teachers in classrooms as possible.

**Table 2. Teacher Attrition**

| School Year                       | # Beginning Teachers | Attrition after 1 year | %                    | Attrition after 3 years | %                    | Attrition after 5 years | %                    |
|-----------------------------------|----------------------|------------------------|----------------------|-------------------------|----------------------|-------------------------|----------------------|
| 2006-07                           | 2,504                | 173                    | 6.91%                | 613                     | 24.48%               | 798                     | 31.87%               |
| 2007-08                           | 2,507                | 342                    | 13.64%               | 672                     | 26.80%               | 861                     | 34.34%               |
| 2008-09                           | 2,284                | 326                    | 14.27%               | 641                     | 28.06%               | 798                     | 34.94%               |
| 2009-10                           | 2,413                | 326                    | 13.51%               | 728                     | 30.17%               | 961                     | 39.83%               |
| 2010-11                           | 2,266                | 343                    | 15.14%               | 709                     | 31.29%               | 916                     | 40.42%               |
| 2011-12                           | 2,432                | 403                    | 16.57%               | 849                     | 34.91%               |                         |                      |
| 2012-13                           | 2,959                | 697                    | 23.56%               | 1,096                   | 37.04%               |                         |                      |
| 2013-14                           | 2,937                | 469                    | 15.97%               |                         |                      |                         |                      |
| 2014-15                           | 3,524                | 565                    | 16.03%               |                         |                      |                         |                      |
| 2015-16                           | 3,387                |                        |                      |                         |                      |                         |                      |
| <b>1-yr Attrition (2006-2015)</b> | 23,826               | 3,644                  | <b>Avg. = 15.29%</b> |                         |                      |                         |                      |
| <b>3-yr Attrition (2006-2013)</b> | 17,365               |                        |                      | 5,308                   | <b>Avg. = 30.57%</b> |                         |                      |
| <b>5-yr Attrition (2006-2011)</b> | 11,974               |                        |                      |                         |                      | 4,334                   | <b>Avg. = 36.19%</b> |

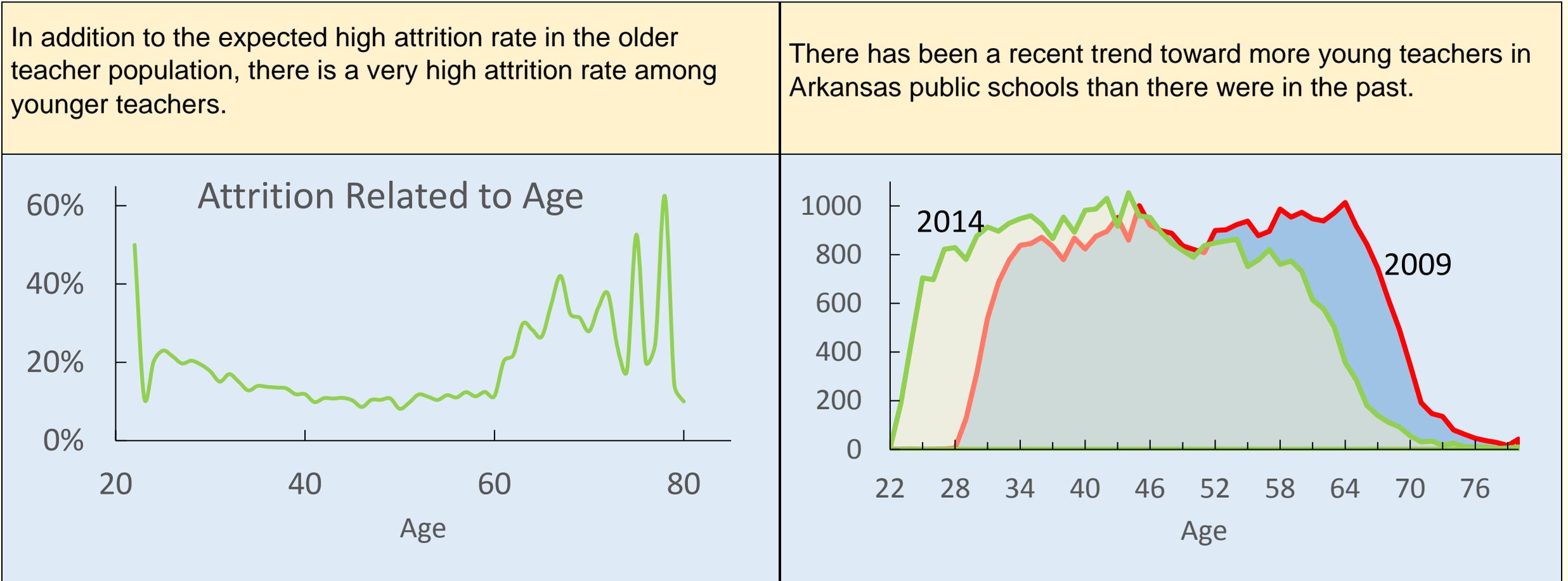
1-yr attrition = the average % of teachers not returning in Arkansas Public Schools after one year

3-yr attrition = the average % of teachers not returning in Arkansas Public Schools after three years

5-yr attrition = the average % of teachers not returning in Arkansas Public Schools after five years

Source: ADE Data Administration

**Figure 1. Age and attrition of Arkansas teachers**



Source: ADE Research and Technology (13-14 to 14-15 school year)

Source: ADE Research and Technology

### III. Teacher – EPP Enrollment Data

Each year EPPs report program completers, enrollment, race, ethnicity, and gender of their students to the ADE directly and to the U.S. Dept. of Education via the HEA Title II Reports. The data presented below represent students in first-time licensure programs only; those preparing for their first educator license.

**Table 3. Teacher Program Enrollees**

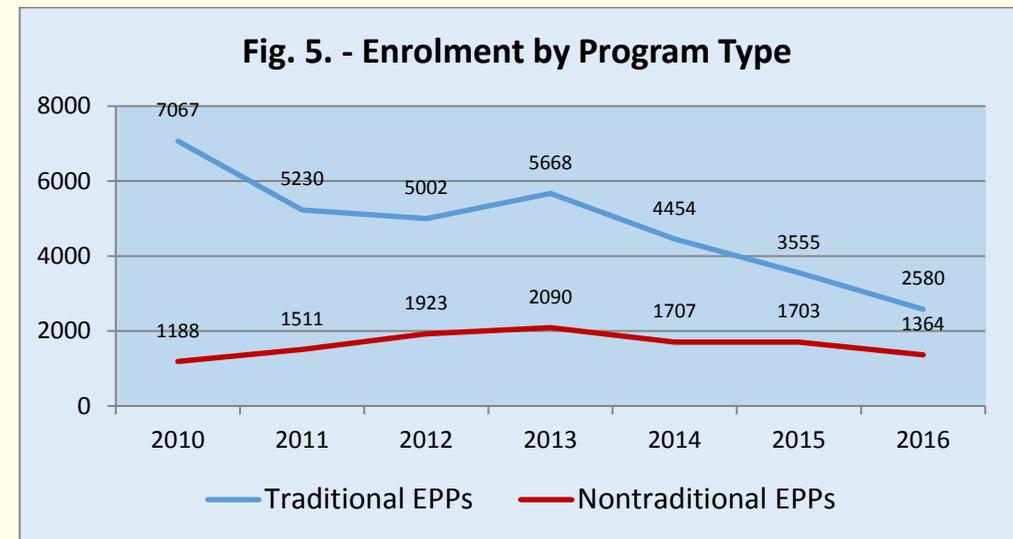
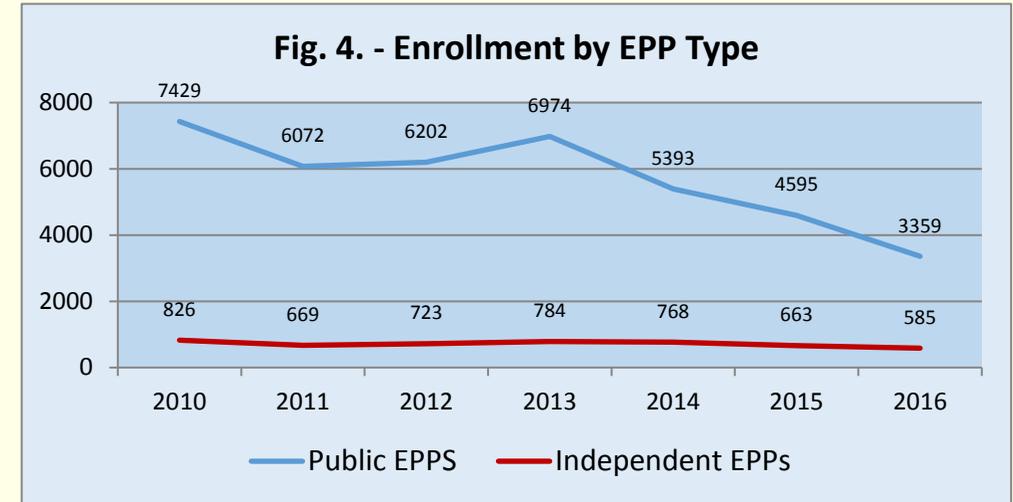
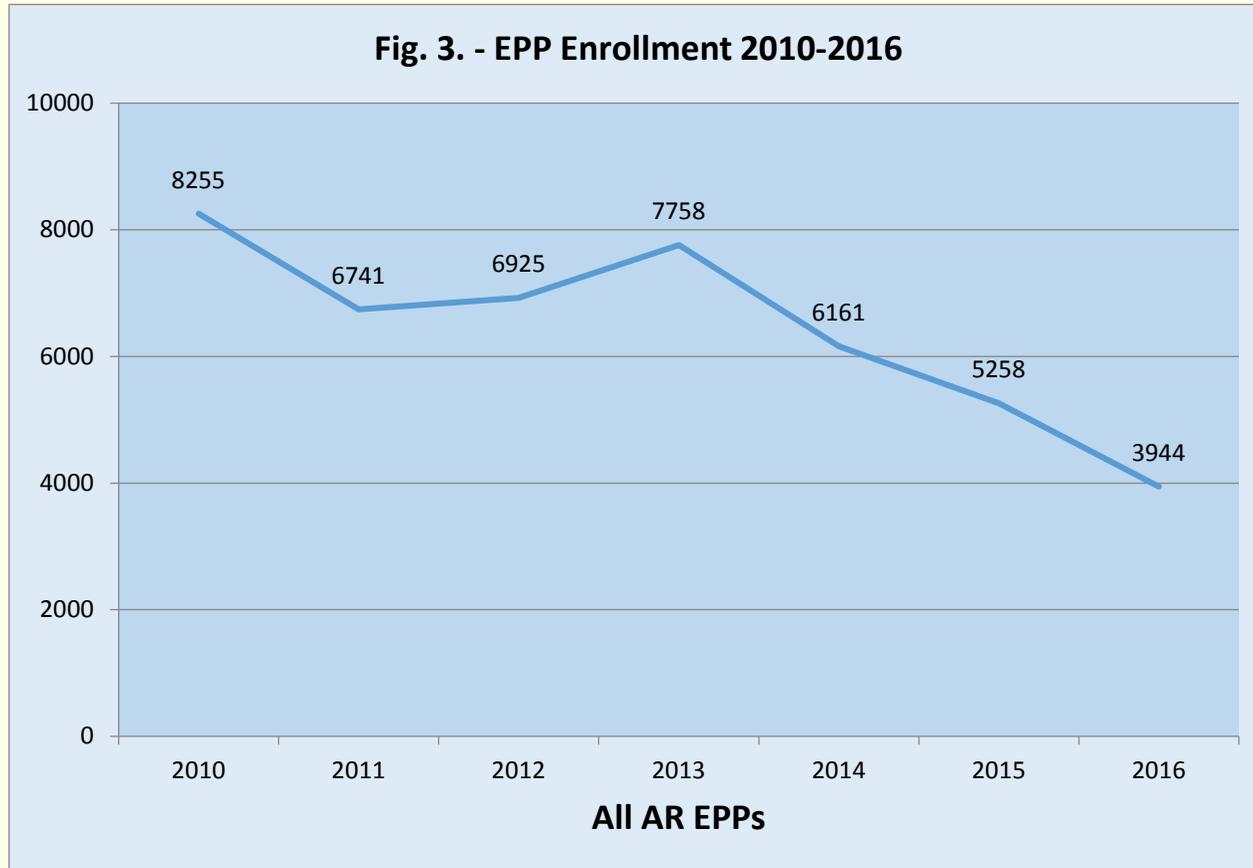
| EPP      | 2013 Title II<br>2011-12 SY |                 | 2014 Title II<br>2012-13 SY |                 | 2015 Title II<br>2013-14 SY |                 | 2016 Title II<br>2014-15 SY |                 | Average      |                 | % of State Average |                 |
|----------|-----------------------------|-----------------|-----------------------------|-----------------|-----------------------------|-----------------|-----------------------------|-----------------|--------------|-----------------|--------------------|-----------------|
|          | Traditional                 | Non-Traditional | Traditional                 | Non-Traditional | Traditional                 | Non-Traditional | Traditional                 | Non-Traditional | Traditional  | Non-Traditional | Traditional        | Non-Traditional |
| APPEL    |                             | 721             |                             | 420             |                             | 532             |                             | 365             |              | 509.5           |                    | 8.8%            |
| ASU      | 792                         | 20              | 389                         | 31              | 360                         | 13              | 301                         | 11              | 460.5        | 18.8            | 8.0%               | 0.3%            |
| ATC      |                             | 0 *             |                             | 0 *             |                             | 30              |                             | 42              |              | 36.0            |                    | 0.6%            |
| ATU      | 350                         | 182             | 276                         | 198             | 238                         | 134             | 158                         | 159             | 255.5        | 168.3           | 4.4%               | 2.9%            |
| CBC      | 0 *                         |                 | 4                           |                 | 8                           |                 | 14                          |                 | 8.7          |                 | 0.1%               |                 |
| CRC      | 0 *                         |                 | 0 *                         |                 | 0                           |                 | 23                          |                 | 11.5         |                 | 0.2%               |                 |
| HU       | 207                         | 85              | 273                         | 143             | 211                         | 125             | 223                         | 93              | 228.5        | 111.5           | 4.0%               | 1.9%            |
| HSU      | 227                         | 49              | 204                         | 29              | 197                         | 12              | 163                         | 20              | 197.8        | 27.5            | 3.4%               | 0.5%            |
| HC       | 12                          |                 | 4                           |                 | 8                           |                 | 6                           |                 | 7.5          |                 | 0.1%               |                 |
| JBU      | 199                         |                 | 190                         |                 | 189                         |                 | 119                         | 13              | 174.3        |                 | 3.0%               |                 |
| LC       | 10                          |                 | 7                           |                 | 5                           |                 | 2                           |                 | 6.0          |                 | 0.1%               |                 |
| OBU      | 193                         |                 | 84                          |                 | 54                          |                 | 60                          |                 | 97.8         |                 | 1.7%               |                 |
| PSC      | 12                          |                 | 8                           |                 | 10                          |                 | 1                           |                 | 7.8          |                 | 0.1%               |                 |
| SAU      | 367                         | 154             | 276                         | 165             | 301                         | 174             | 183                         | 71              | 281.8        | 141.0           | 4.9%               | 2.4%            |
| TFA      |                             | 295             |                             | 92              |                             | 63              |                             | 53              |              | 125.8           |                    | 2.2%            |
| UAF      | 1315                        |                 | 770                         |                 | 852                         |                 | 415                         |                 | 838.0        |                 | 14.5%              |                 |
| UAFS     | 1032                        |                 | 1128                        |                 | 257                         |                 | 239                         |                 | 664.0        |                 | 11.5%              |                 |
| UALR     | 218                         | 238             | 244                         | 257             | 244                         | 106             | 187                         | 129             | 223.3        | 182.5           | 3.9%               | 3.2%            |
| UAM      | 102                         | 35              | 82                          | 78              | 92                          | 85              | 65                          | 90              | 85.3         | 72.0            | 1.5%               | 1.2%            |
| UAPB     | 53                          | 7               | 53                          | 5               | 50                          | 10              | 24                          | 0               | 45.0         | 5.5             | 0.8%               | 0.1%            |
| UCA      | 513                         | 304             | 407                         | 289             | 426                         | 419             | 366                         | 318             | 428.0        | 332.5           | 7.4%               | 5.8%            |
| UO       | 16                          |                 | 19                          |                 | 22                          |                 | 16                          |                 | 18.3         |                 | 0.3%               |                 |
| WBC      | 50                          |                 | 36                          |                 | 31                          |                 | 15                          |                 | 33.0         |                 | 0.6%               |                 |
| Subtotal | 5,668                       | 2,090           | 4,454                       | 1,707           | 3,555                       | 1,703           | 2,580                       | 1,364           | 4064.3       | 1716.0          | 70.3%              | 29.7%           |
| Total    | <b>7,758</b>                |                 | <b>6,161</b>                |                 | <b>5,258</b>                |                 | <b>3,944</b>                |                 | <b>5,780</b> |                 |                    |                 |

Source: HEA Title II Reports - 2013, 2014, 2015, 2016

\* EPP not active these years.

The 2016 data have been updated with official Title II data.

The figures below represent the **numbers of students enrolled** in programs at Arkansas EPPs. Figures 2, 3 and 4 reflect all EPPs, public vs. independent institutions, and traditional vs. nontraditional routes to licensure respectively.



Source: HEA Title II Reports -2010 – 2016. **The 2016 data have been updated with official Title II data.**

**IV. Teacher – EPP Completer Data**

**Table 4. Teacher Program Completers**

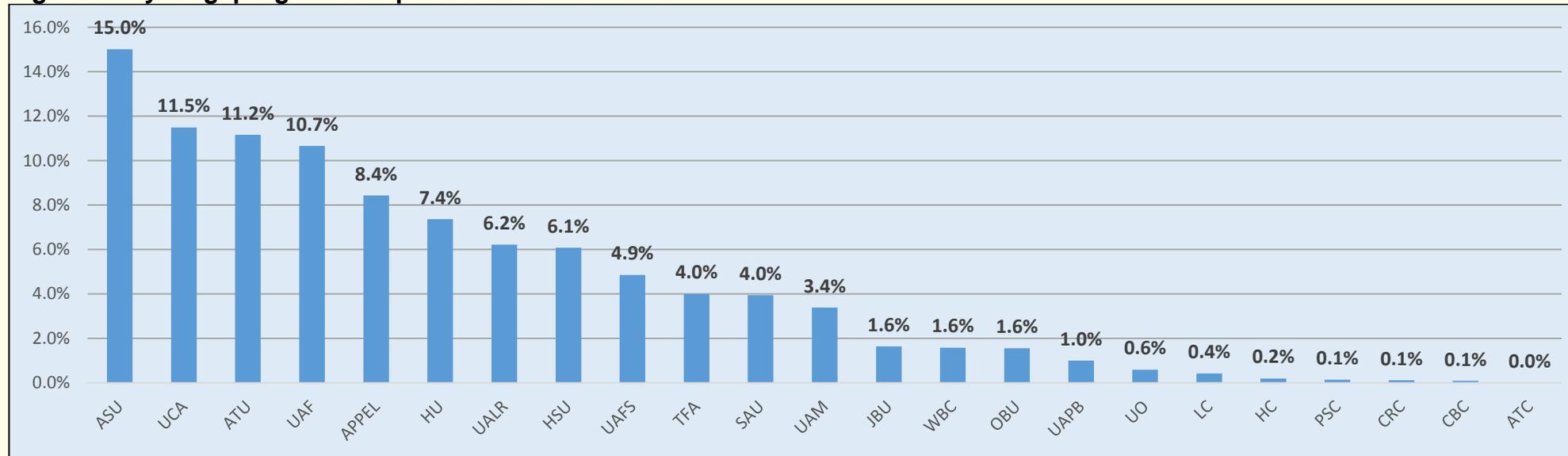
| EPP         | 2013 Title II<br>2011-12 SY |                 | 2014 Title II<br>2012-13 SY |                 | 2015 Title II<br>2013-14 SY |                 | 2014-15 SY ‡ |                 | Average     |                 | % of State Average |                 |
|-------------|-----------------------------|-----------------|-----------------------------|-----------------|-----------------------------|-----------------|--------------|-----------------|-------------|-----------------|--------------------|-----------------|
|             | Traditional                 | Non-Traditional | Traditional                 | Non-Traditional | Traditional                 | Non-Traditional | Traditional  | Non-Traditional | Traditional | Non-Traditional | Traditional        | Non-Traditional |
| APPEL       |                             | 226             |                             | 173             |                             | 178             |              | 172             |             | 187.3           |                    | 8.4%            |
| ASU         | 322                         | 20              | 315                         | 14              | 334                         | 30              | 292          | 6               | 315.8       | 17.5            | 14.2%              | 0.8%            |
| ATC         |                             | 0 *             |                             | 0 *             |                             | 0               |              | 0               |             | 0.0             |                    | 0.0%            |
| ATU         | 184                         | 5               | 276                         | 36              | 213                         | 27              | 216          | 34              | 222.3       | 25.5            | 10.0%              | 1.1%            |
| CBC         | 0 *                         |                 | 0 *                         |                 | 1                           |                 | 3            |                 | 1.0         |                 | 0.1%               |                 |
| CRC         | 0 *                         |                 | 0 *                         |                 | 0                           |                 | 5            |                 | 1.3         |                 | 0.1%               |                 |
| HU          | 111                         | 11              | 118                         | 35              | 121                         | 66              | 117          | 75              | 116.8       | 46.8            | 5.3%               | 2.1%            |
| HSU         | 126                         | 18              | 123                         | 18              | 127                         | 15              | 102          | 11              | 119.5       | 15.5            | 5.4%               | 0.7%            |
| HC          | 4                           |                 | 6                           |                 | 3                           |                 | 5            |                 | 4.5         |                 | 0.2%               |                 |
| JBU         | 44                          |                 | 48                          |                 | 29                          |                 | 25           |                 | 36.5        |                 | 1.6%               |                 |
| LC          | 10                          |                 | 16                          |                 | 7                           |                 | 5            |                 | 9.5         |                 | 0.4%               |                 |
| OBU         | 37                          |                 | 29                          |                 | 40                          |                 | 33           |                 | 34.8        |                 | 1.6%               |                 |
| PSC         | 4                           |                 | 5                           |                 | 3                           |                 | 1            |                 | 3.3         |                 | 0.1%               |                 |
| SAU         | 70                          | 10              | 61                          | 23              | 77                          | 20              | 63           | 27              | 67.8        | 20.0            | 3.1%               | 0.9%            |
| TFA         |                             | 74              |                             | 90 ‡            |                             | 91 ‡            |              | 101 ‡           |             | 89.0            |                    | 4.0%            |
| UAF         | 232                         |                 | 244                         |                 | 221                         |                 | 250          |                 | 236.8       |                 | 10.7%              |                 |
| UAFS        | 87                          |                 | 125                         |                 | 114                         |                 | 105          |                 | 107.8       |                 | 4.9%               |                 |
| UALR        | 72                          | 73              | 73                          | 88              | 52                          | 75              | 76           | 43              | 68.3        | 69.8            | 3.1%               | 3.1%            |
| UAM         | 42                          | 20              | 40                          | 42              | 35                          | 44              | 37           | 41              | 38.5        | 36.8            | 1.7%               | 1.7%            |
| UAPB        | 30                          | 3               | 27                          | 3               | 11                          | 3               | 11           | 1               | 19.8        | 2.5             | 0.9%               | 0.1%            |
| UCA         | 143                         | 87              | 165                         | 85              | 176                         | 88              | 170          | 107             | 163.5       | 91.8            | 7.4%               | 4.1%            |
| UO          | 8                           |                 | 5                           |                 | 24                          |                 | 16           |                 | 13.3        |                 | 0.6%               |                 |
| WBC         | 43                          |                 | 39                          |                 | 32                          |                 | 27           |                 | 35.3        |                 | 1.6%               |                 |
| Subtotal    | 1,569                       | 547             | 1,715                       | 607             | 1,620                       | 637             | 1,559        | 618             | 1,618.0     | 602             | 72.9%              | 27.1%           |
| State Total | 2,116                       |                 | 2,322                       |                 | 2,257                       |                 | 2,177        |                 | 2,220       |                 | 100%               |                 |

Source: HEA Title II Reports - 2013, 2014, 2015

\* EPP was not active.

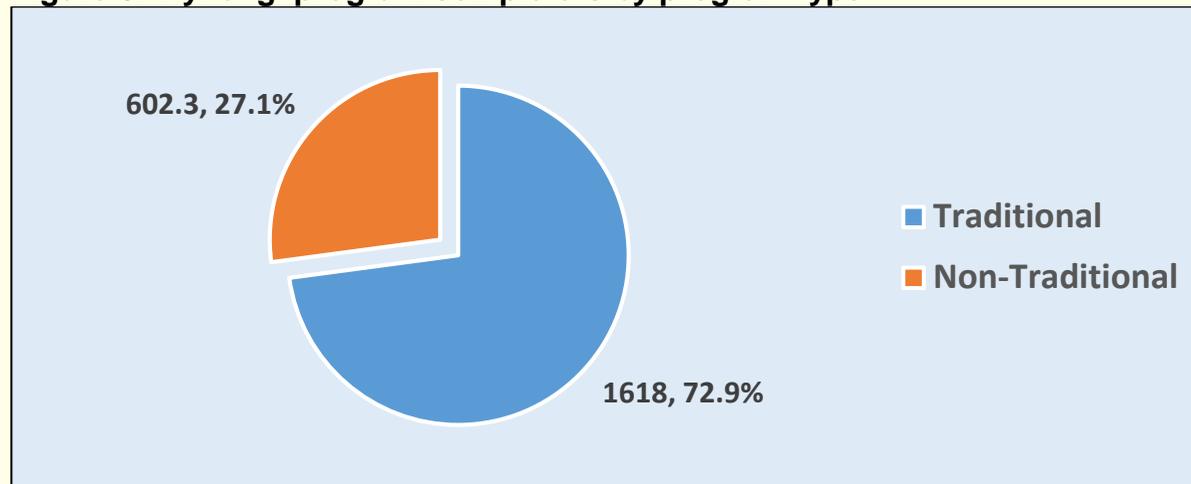
‡ Source: Data submitted directly to ADE (not via Title II)

**Figure 5. 4-yr avg. program completers as % of state total**



Source: HEA Title II Reports - 2013, 2014, 2015 and data submitted directly to ADE (not via Title II)

**Figure 6. 4-yr avg. program completers by program type**



Source: HEA Title II Reports - 2013, 2014, 2015 and data submitted directly to ADE

**V. Administrator - Enrollment and Completer Data**

**Table 5. Administrator Program Enrollees**

| District Level |            |            |            |               | Building Level |              |            |                 |               | Curriculum Program Administrator |            |            |              |               |
|----------------|------------|------------|------------|---------------|----------------|--------------|------------|-----------------|---------------|----------------------------------|------------|------------|--------------|---------------|
| <u>EPP</u>     | 13-14      | 14-15      | Avg.       | %             | <u>EPP</u>     | 13-14        | 14-15      | Avg.            | %             | <u>EPP</u>                       | 13-14      | 14-15      | Avg.         | %             |
| ASU            | 104        | 465        | 284.5      | <b>75.10%</b> | ASU            | 1,080        | 599        | 839.5           | <b>70.10%</b> | ASU                              | 264        | 140        | 202          | <b>74.40%</b> |
| ATU            | 6          | 7          | 6.5        | <b>1.70%</b>  | ATU            | 59           | 66         | 62.5            | <b>5.20%</b>  | ATU                              | 3          | 6          | 4.5          | <b>1.70%</b>  |
| HU             | 25         | 22         | 23.5       | <b>6.20%</b>  | HU             | 68           | 79         | 73.5            | <b>6.10%</b>  | HU                               | 12         | 10         | 11           | <b>4.10%</b>  |
| HSU            | 29         | 16         | 22.5       | <b>5.90%</b>  | HSU            | 76           | 52         | 64              | <b>5.30%</b>  | HSU                              | 20         | 12         | 16           | <b>5.90%</b>  |
| SAU            | 2          | 6          | 4          | <b>1.10%</b>  | SAU            | 28           | 20         | 24              | <b>2.00%</b>  | SAU                              | 4          | 5          | 4.5          | <b>1.70%</b>  |
| UAF            | 24         | 22         | 23         | <b>6.10%</b>  | UAF            | 41           | 48         | 44.5            | <b>3.70%</b>  | UAF                              | 16         | 2          | 9            | <b>3.30%</b>  |
| UALR           | 3          | 3          | 3          | <b>0.80%</b>  | UALR           | 16           | 20         | 18              | <b>1.50%</b>  | UALR                             | 6          | 5          | 5.5          | <b>2.00%</b>  |
| UAM            | 0          | 1          | 0.5        | <b>0.10%</b>  | UAM            | 7            | 13         | 10              | <b>0.80%</b>  | UAM                              | 0          | 0          | 0            | <b>0.00%</b>  |
| UCA            | 9          | 14         | 11.5       | <b>3.00%</b>  | UCA            | 77           | 47         | 62              | <b>5.20%</b>  | UCA                              | 17         | 21         | 19           | <b>7.00%</b>  |
| <b>Total</b>   | <b>202</b> | <b>556</b> | <b>379</b> | <b>100%</b>   | <b>Total</b>   | <b>1,452</b> | <b>944</b> | <b>1,198.00</b> | <b>100%</b>   | <b>Total</b>                     | <b>342</b> | <b>201</b> | <b>271.5</b> | <b>100%</b>   |

Source: Data submitted directly to ADE (not via Title II)

**Table 6. Administrator Program Completers**

| District Level |            |            |            |               | Building Level |            |            |            |               | Curriculum Program Administrator |           |           |           |               |
|----------------|------------|------------|------------|---------------|----------------|------------|------------|------------|---------------|----------------------------------|-----------|-----------|-----------|---------------|
| <u>EPP</u>     | 13-14      | 14-15      | Avg.       | %             | <u>EPP</u>     | 13-14      | 14-15      | Avg.       | %             | <u>EPP</u>                       | 13-14     | 14-15     | Avg.      | %             |
| ASU            | 79         | 300        | 189.5      | <b>85.00%</b> | ASU            | 152        | 288        | 220        | <b>71.00%</b> | ASU                              | 47        | 69        | 58        | <b>73.40%</b> |
| ATU            | 12         | 6          | 9          | <b>4.00%</b>  | ATU            | 21         | 20         | 20.5       | <b>6.60%</b>  | ATU                              | 8         | 5         | 6.5       | <b>8.20%</b>  |
| HU             | 8          | 16         | 12         | <b>5.40%</b>  | HU             | 36         | 24         | 30         | <b>9.70%</b>  | HU                               | 5         | 2         | 3.5       | <b>4.40%</b>  |
| HSU            | 5          | 4          | 4.5        | <b>2.00%</b>  | HSU            | 11         | 9          | 10         | <b>3.20%</b>  | HSU                              | 10        | 2         | 6         | <b>7.60%</b>  |
| SAU            | 1          | 1          | 1          | <b>0.40%</b>  | SAU            | 5          | 8          | 6.5        | <b>2.10%</b>  | SAU                              | 0         | 3         | 1.5       | <b>1.90%</b>  |
| UAF            | 5          | 1          | 3          | <b>1.30%</b>  | UAF            | 2          | 6          | 4          | <b>1.30%</b>  | UAF                              | 1         | 0         | 0.5       | <b>0.60%</b>  |
| UALR           | 0          | 1          | 0.5        | <b>0.20%</b>  | UALR           | 2          | 5          | 3.5        | <b>1.10%</b>  | UALR                             | 0         | 1         | 0.5       | <b>0.60%</b>  |
| UAM            | 0          | 0          | 0          | <b>0.00%</b>  | UAM            | 2          | 3          | 2.5        | <b>0.80%</b>  | UAM                              | 0         | 0         | 0         | <b>0.00%</b>  |
| UCA            | 5          | 2          | 3.5        | <b>1.60%</b>  | UCA            | 11         | 15         | 13         | <b>4.20%</b>  | UCA                              | 1         | 4         | 2.5       | <b>3.20%</b>  |
| <b>Total</b>   | <b>115</b> | <b>331</b> | <b>223</b> | <b>100%</b>   | <b>Total</b>   | <b>242</b> | <b>378</b> | <b>310</b> | <b>100%</b>   | <b>Total</b>                     | <b>72</b> | <b>86</b> | <b>79</b> | <b>100%</b>   |

Source: Data submitted directly to ADE (not via Title II)

VI. Gender/Race/Ethnicity Data

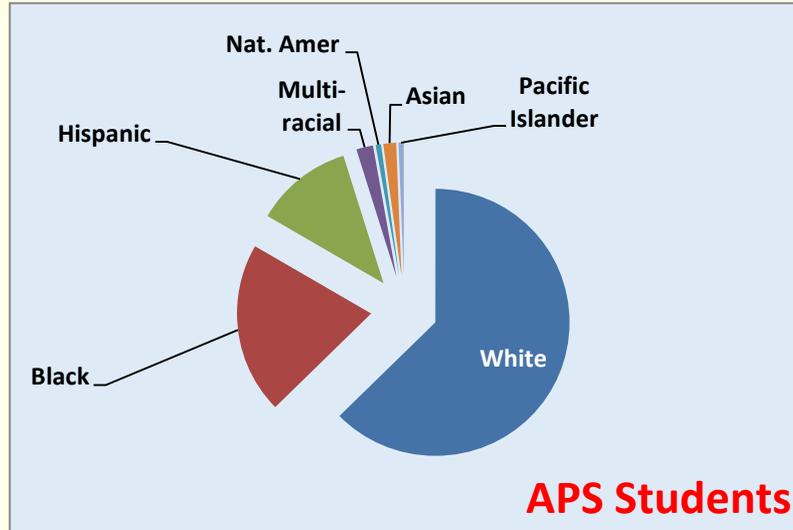
**Table 7. 2014-2015 Gender/Race/Ethnicity**

| 14-15 Teacher Program Enrollees |              |             | 14-15 Teacher Program Completers |              |             | 14-15 Working Administrators * |              |             |
|---------------------------------|--------------|-------------|----------------------------------|--------------|-------------|--------------------------------|--------------|-------------|
|                                 | #            | % of Total  |                                  | #            | % of Total  |                                | #            | % of Total  |
| <b>Male</b>                     | 940          | 27.7%       | <b>Male</b>                      | 527          | 23.9%       | <b>Male</b>                    | 1,090        | 50%         |
| <b>Female</b>                   | 2,395        | 70.5%       | <b>Female</b>                    | 1,650        | 76.1%       | <b>Female</b>                  | 1,088        | 50%         |
| <b>Unreported</b>               | 60           | 1.8%        | <b>Unreported</b>                | 0            |             | <b>Unreported</b>              | 0            |             |
| <b>Total</b>                    | <b>3,395</b> | <b>100%</b> | <b>Total</b>                     | <b>2,177</b> | <b>100%</b> | <b>Total</b>                   | <b>2,178</b> | <b>100%</b> |
| <b>Hispanic</b>                 | 83           | 2.4%        | <b>Hispanic</b>                  | 43           | 1.8%        | <b>Hispanic</b>                | 7            | 0%          |
| <b>Nat. Amer.</b>               | 34           | 1.0%        | <b>Nat. Amer.</b>                | 15           | 0.7%        | <b>Nat. Amer.</b>              | 14           | 1%          |
| <b>Asian</b>                    | 35           | 1.0%        | <b>Asian</b>                     | 17           | 0.8%        | <b>Asian</b>                   | 3            | 0%          |
| <b>Black</b>                    | 260          | 7.7%        | <b>Black</b>                     | 123          | 5.1%        | <b>Black</b>                   | 327          | 15%         |
| <b>Islander</b>                 | 5            | 0.1%        | <b>Islander</b>                  | 2            | 0.1%        | <b>Islander</b>                | 0            | 0%          |
| <b>White</b>                    | 2,832        | 83.4%       | <b>White</b>                     | 1,915        | 89.3%       | <b>White</b>                   | 1,819        | 84%         |
| <b>Multi-racial</b>             | 64           | 1.9%        | <b>Multi-racial</b>              | 45           | 1.4%        | <b>Multi-racial</b>            | 8            | 0%          |
| <b>Unreported</b>               | 82           | 2.4%        | <b>Unreported</b>                | 17           | 0.8%        | <b>Unreported</b>              | 0            |             |

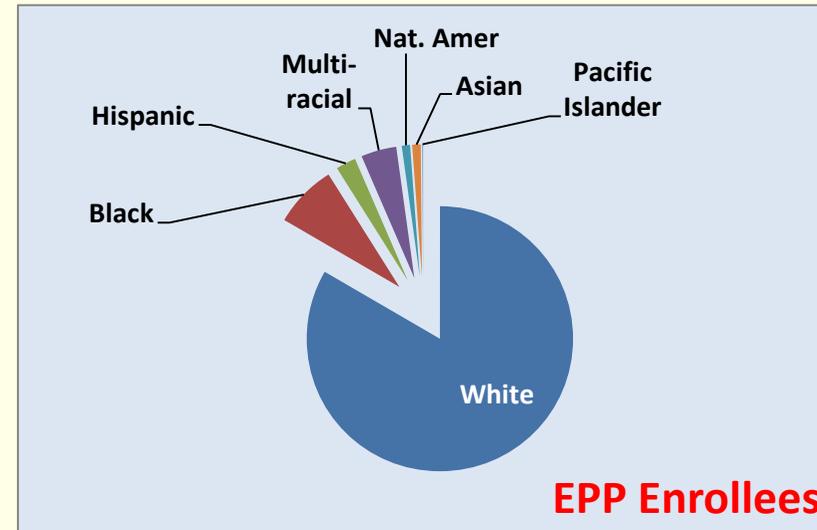
Source: Data submitted directly to ADE (not via Title II)

\* = Superintendents, Asst. Superintendents., Principals, Asst. Principals

Figure 7 demonstrates the racial and ethnic makeup of Arkansas public school (APS) students, Arkansas EPP Enrollees, APS Teachers and APS Administrators during 2014-2015.

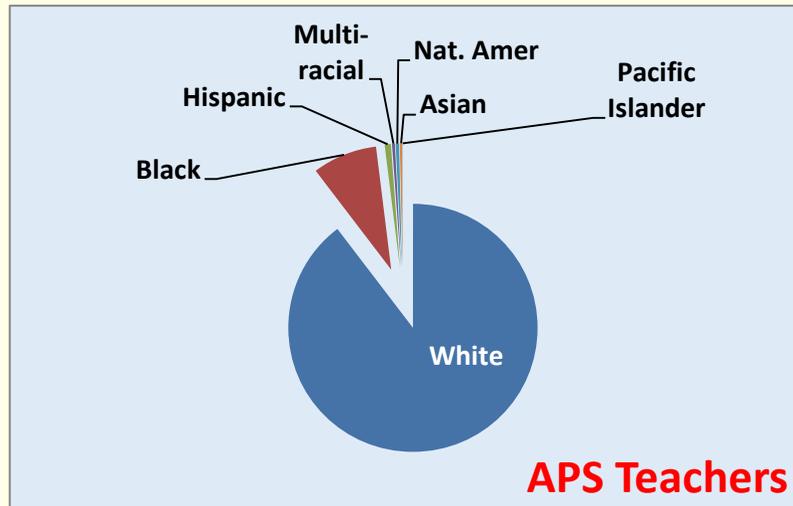


Source: AR Data Center (ADE)

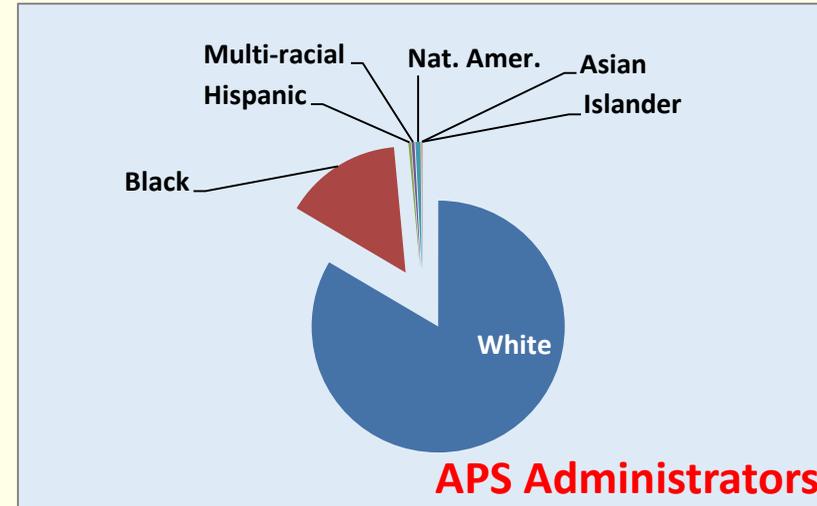


Source: Data submitted directly to ADE (not via Title II)

Figure 7.



Source: AR Data Center (ADE)



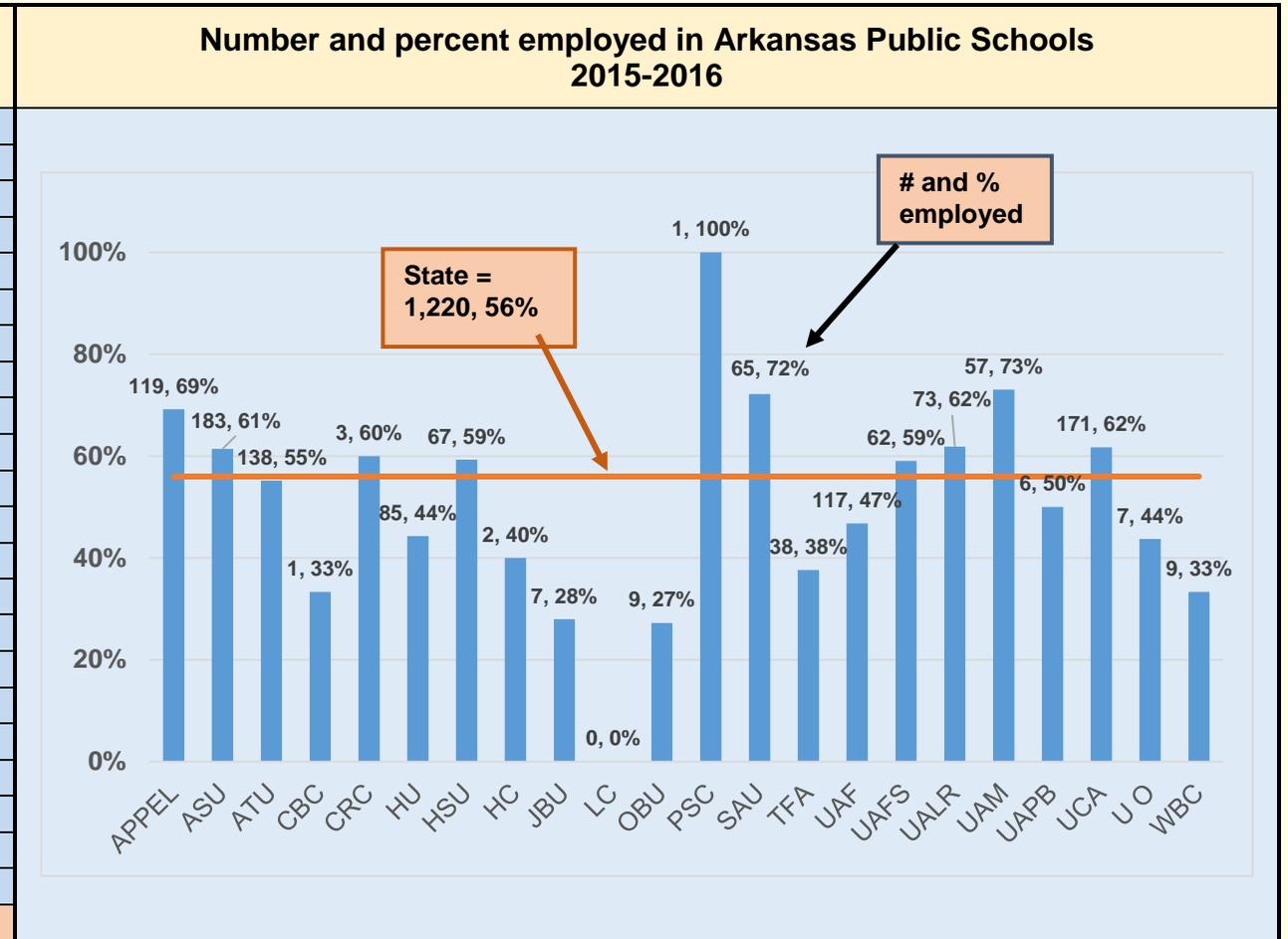
Source: AR Data Center (ADE)

**VII. Number of Teacher Program Completers Working in Arkansas Public Schools (first-year)**

Arkansas teacher program completers (both traditional and nontraditional) were reported by the EPPs to the ADE Office of Research and Technology. The number found as employed in Arkansas Public Schools (APS) the following year are shown in Table 8.

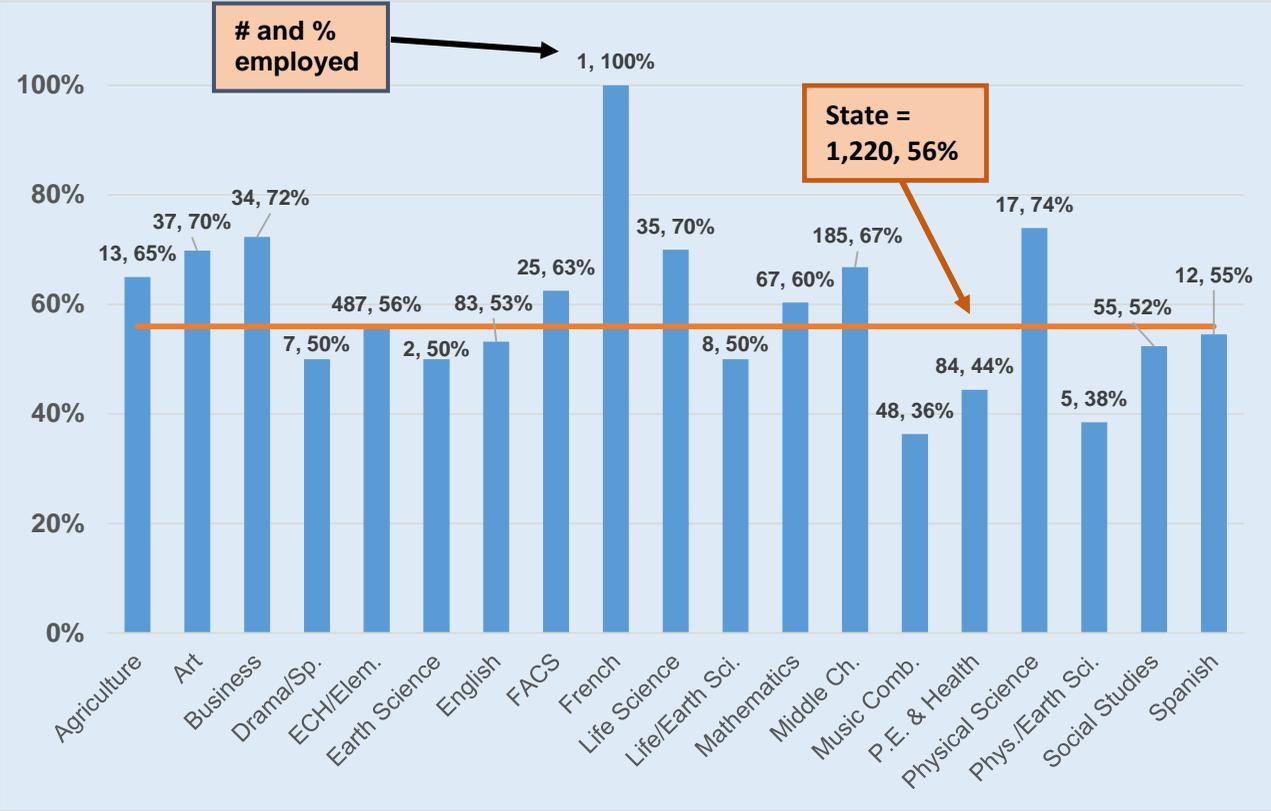
**Table 8. Completers working in APS in their first year of teaching**

|              | Completers<br>2013-2014  | Employed<br>in APS<br>2014-2015 | %          | Completers<br>2014-2015 | Employed<br>in APS<br>2015-2016 | %          |
|--------------|--------------------------|---------------------------------|------------|-------------------------|---------------------------------|------------|
| APPEL        | 183                      | 134                             | 73%        | 172                     | 119                             | 69%        |
| ASU          | 363                      | 218                             | 60%        | 298                     | 183                             | 61%        |
| ATU          | 230                      | 149                             | 65%        | 250                     | 138                             | 55%        |
| CBC          | 1                        | 1                               | 100%       | 3                       | 1                               | 33%        |
| CRC          | EPP not active 2013-2014 |                                 | 0%         | 5                       | 3                               | 60%        |
| HU           | 187                      | 78                              | 42%        | 192                     | 85                              | 44%        |
| HSU          | 142                      | 98                              | 69%        | 113                     | 67                              | 59%        |
| HC           | 14                       | 1                               | 7%         | 5                       | 2                               | 40%        |
| JBU          | 29                       | 13                              | 45%        | 25                      | 7                               | 28%        |
| LC           | 7                        | 4                               | 57%        | 5                       | 0                               | 0%         |
| OBU          | 40                       | 15                              | 38%        | 33                      | 9                               | 27%        |
| PSC          | 3                        | 1                               | 33%        | 1                       | 1                               | 100%       |
| SAU          | 77                       | 58                              | 75%        | 90                      | 65                              | 72%        |
| TFA          | 79                       | 24                              | 30%        | 101                     | 38                              | 38%        |
| UAF          | 222                      | 111                             | 50%        | 250                     | 117                             | 47%        |
| UAFS         | 113                      | 56                              | 50%        | 105                     | 62                              | 59%        |
| UALR         | 221                      | 171                             | 77%        | 119                     | 73                              | 62%        |
| UAM          | 79                       | 60                              | 76%        | 78                      | 57                              | 73%        |
| UAPB         | 15                       | 13                              | 87%        | 12                      | 6                               | 50%        |
| UCA          | 263                      | 161                             | 61%        | 277                     | 171                             | 62%        |
| U O          | 24                       | 10                              | 42%        | 16                      | 7                               | 44%        |
| WBC          | 32                       | 18                              | 56%        | 27                      | 9                               | 33%        |
| <b>State</b> | <b>2,324</b>             | <b>1,394</b>                    | <b>60%</b> | <b>2,177</b>            | <b>1,220</b>                    | <b>56%</b> |



Source: Program completers supplied by EPPs. Number of teachers found in APS supplied by ADE Research and Technology.

**Table 9. Completers from 2014-2015 employed in APS in 2015-2016 by subject area**

| License Area                 | # Completers 14-15 | In APS 15-16 | % in APS 15-16 | Number and percent employed in Arkansas Public Schools in 2015-2016 by subject area  |
|------------------------------|--------------------|--------------|----------------|--|
| Agriculture                  | 20                 | 13           | 65%            |  |
| Art                          | 53                 | 37           | 70%            |  |
| Business                     | 47                 | 34           | 72%            |  |
| Drama/Speech                 | 14                 | 7            | 50%            |  |
| Early Childhood/Elementary   | 873                | 487          | 56%            |  |
| Earth Science                | 4                  | 2            | 50%            |  |
| English                      | 156                | 83           | 53%            |  |
| Family & Cons. Science       | 40                 | 25           | 63%            |  |
| French                       | 1                  | 1            | 100%           |  |
| Life Science                 | 50                 | 35           | 70%            |  |
| Life/Earth Science           | 16                 | 8            | 50%            |  |
| Mathematics                  | 111                | 67           | 60%            |  |
| Middle Childhood (all areas) | 277                | 185          | 67%            |  |
| Music                        | 132                | 48           | 36%            |  |
| Physical Education & Health  | 189                | 84           | 44%            |  |
| Physical Science             | 23                 | 17           | 74%            |  |
| Physical/Earth Science       | 13                 | 5            | 38%            |  |
| Social Studies               | 105                | 55           | 52%            |  |
| Spanish                      | 22                 | 12           | 55%            |  |

Source: Program completers supplied by EPPs. Number of teachers found in APS supplied by ADE Research and Technology.

**VIII. Three-year Average Number of Teachers Prepared By License Area**

The tables below represent the **average** number of teachers prepared (by license area) as reported in Title II over the last three years.

**Table 10. Three-year average number prepared via both traditional and nontraditional routes**

| EPP          | Agriculture | Art         | Business    | Chinese    | Drama/<br>Speech | Early<br>Childhood | English      | Fam. &<br>Cons. Sci. | French     | German     | Life/<br>Earth<br>Science | Math         | Middle<br>Childhood | Music       | Physical<br>Education | Physical/<br>Earth<br>Science | Social<br>Studies | Spanish     |
|--------------|-------------|-------------|-------------|------------|------------------|--------------------|--------------|----------------------|------------|------------|---------------------------|--------------|---------------------|-------------|-----------------------|-------------------------------|-------------------|-------------|
| APPEL        | 2.7         | 9.0         | 11.7        | 5.0        | 5.3              | 16.3               | 22.7         | 3.7                  | 0.3        | 0.7        | 12.7                      | 23.3         | 23.7                | 3.0         | 13.7                  | 10.3                          | 14.7              | 8.0         |
| ASU          | 2.3         | 4.7         | 4.3         | 0.0        | 0.3              | 143.3              | 14.7         | 0.0                  | 0.0        | 0.0        | 2.0                       | 6.7          | 65.3                | 2.7         | 15.7                  | 0.3                           | 15.3              | 1.7         |
| ATC          | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 0.0                | 0.0          | 0.0                  | 0.0        | 0.0        | 0.0                       | 0.0          | 0.0                 | 0.0         | 0.0                   | 0.0                           | 0.0               | 0.0         |
| ATU          | 2.3         | 7.7         | 6.0         | 0.0        | 3.3              | 82.7               | 18.7         | 0.3                  | 0.0        | 0.0        | 3.0                       | 8.0          | 14.7                | 12.7        | 23.0                  | 1.0                           | 15.0              | 1.0         |
| CBC          | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 0.0                | 0.0          | 0.0                  | 0.0        | 0.0        | 0.0                       | 0.0          | 0.0                 | 0.0         | 0.0                   | 0.0                           | 0.3               | 0.0         |
| HU           | 0.0         | 2.0         | 0.0         | 0.0        | 0.7              | 62.3               | 12.7         | 1.7                  | 1.0        | 0.0        | 4.0                       | 10.3         | 24.0                | 7.0         | 5.7                   | 2.7                           | 14.0              | 2.7         |
| HC           | 0.0         | 0.0         | 0.3         | 0.0        | 0.0              | 1.3                | 0.3          | 0.3                  | 0.0        | 0.0        | 0.7                       | 0.7          | 0.0                 | 0.0         | 0.7                   | 0.3                           | 0.7               | 0.0         |
| HSU          | 0.0         | 5.0         | 2.0         | 0.0        | 0.3              | 50.7               | 9.3          | 2.3                  | 0.3        | 0.0        | 0.7                       | 3.0          | 17.0                | 7.0         | 18.0                  | 0.7                           | 7.0               | 0.0         |
| JBU          | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 25.3               | 3.7          | 0.0                  | 0.0        | 0.0        | 0.0                       | 1.3          | 1.3                 | 0.7         | 0.3                   | 0.0                           | 1.7               | 0.0         |
| LC           | 0.0         | 0.3         | 0.0         | 0.0        | 0.3              | 4.7                | 2.0          | 0.0                  | 0.0        | 0.0        | 0.0                       | 2.3          | 0.7                 | 0.7         | 0.0                   | 0.0                           | 1.3               | 0.0         |
| OBU          | 0.0         | 1.0         | 0.0         | 0.0        | 0.7              | 14.3               | 1.3          | 0.0                  | 0.0        | 0.0        | 0.0                       | 2.3          | 0.7                 | 6.7         | 1.0                   | 0.0                           | 3.3               | 0.3         |
| PSC          | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 2.7                | 0.0          | 0.0                  | 0.0        | 0.0        | 0.0                       | 0.0          | 1.3                 | 0.0         | 0.0                   | 0.0                           | 0.0               | 0.0         |
| SAU          | 5.3         | 1.0         | 4.0         | 0.0        | 0.7              | 32.7               | 4.3          | 0.7                  | 0.0        | 0.0        | 1.3                       | 4.7          | 2.7                 | 2.3         | 16.7                  | 1.3                           | 3.3               | 0.3         |
| TFA          | 0.0         | 5.3         | 0.7         | 0.0        | 0.7              | 8.7                | 14.0         | 0.0                  | 0.0        | 0.0        | 8.3                       | 21.3         | 14.7                | 3.3         | 0.0                   | 4.0                           | 2.0               | 3.3         |
| UAF          | 9.0         | 6.3         | 8.0         | 0.0        | 2.7              | 82.7               | 10.0         | 9.3                  | 1.0        | 0.3        | 1.3                       | 11.7         | 7.7                 | 10.7        | 25.3                  | 1.0                           | 9.7               | 3.3         |
| UAFS         | 0.0         | 0.7         | 0.3         | 0.0        | 0.0              | 51.7               | 11.7         | 0.0                  | 0.0        | 0.0        | 2.0                       | 2.3          | 18.3                | 4.3         | 0.0                   | 0.0                           | 6.0               | 0.7         |
| UALR         | 0.0         | 6.0         | 3.3         | 0.0        | 3.3              | 45.0               | 16.0         | 0.7                  | 0.7        | 0.0        | 3.7                       | 5.7          | 15.7                | 2.7         | 6.7                   | 2.0                           | 7.3               | 1.0         |
| UAM          | 0.0         | 1.7         | 2.7         | 0.0        | 0.0              | 29.3               | 4.3          | 0.7                  | 0.0        | 0.0        | 2.3                       | 5.0          | 11.7                | 3.3         | 7.0                   | 0.0                           | 3.7               | 0.3         |
| UAPB         | 0.0         | 0.0         | 0.7         | 0.0        | 0.0              | 8.7                | 1.7          | 0.3                  | 0.0        | 0.0        | 0.7                       | 3.0          | 3.0                 | 2.3         | 3.3                   | 1.0                           | 0.7               | 0.0         |
| UCA          | 1.0         | 9.7         | 5.0         | 0.0        | 0.3              | 90.0               | 14.0         | 8.7                  | 0.3        | 0.0        | 2.7                       | 10.7         | 32.3                | 10.0        | 12.0                  | 1.7                           | 14.7              | 1.7         |
| UO           | 0.0         | 1.0         | 0.0         | 0.0        | 0.0              | 6.0                | 0.7          | 0.0                  | 0.0        | 0.0        | 0.3                       | 0.7          | 0.0                 | 0.0         | 3.0                   | 0.0                           | 0.3               | 0.0         |
| WBC          | 0.0         | 1.0         | 0.0         | 0.0        | 0.0              | 14.0               | 4.0          | 0.0                  | 0.0        | 0.0        | 1.0                       | 1.3          | 6.0                 | 1.7         | 4.7                   | 0.3                           | 3.0               | 0.0         |
| <b>Total</b> | <b>22.7</b> | <b>62.3</b> | <b>49.0</b> | <b>5.0</b> | <b>18.7</b>      | <b>772.3</b>       | <b>166.0</b> | <b>28.7</b>          | <b>3.7</b> | <b>1.0</b> | <b>46.7</b>               | <b>124.3</b> | <b>260.7</b>        | <b>81.0</b> | <b>156.7</b>          | <b>26.7</b>                   | <b>124.0</b>      | <b>24.3</b> |

Source: HEA Title II Reports - 2013, 2014, 2015

**Table 11. Three-year average number prepared via traditional routes only**

| EPP          | Agriculture | Art         | Business    | Chinese    | Drama/<br>Speech | Early<br>Childhood | English     | Fam. &<br>Cons. Sci. | French     | German     | Life/<br>Earth<br>Science | Math        | Middle<br>Childhood | Music       | Physical<br>Education | Physical/<br>Earth<br>Science | Social<br>Studies | Spanish     |
|--------------|-------------|-------------|-------------|------------|------------------|--------------------|-------------|----------------------|------------|------------|---------------------------|-------------|---------------------|-------------|-----------------------|-------------------------------|-------------------|-------------|
| ASU          | 2.0         | 4.7         | 4.3         | 0.0        | 0.3              | 131.3              | 14.0        | 0.0                  | 0.0        | 0.0        | 2.0                       | 6.3         | 62.3                | 2.7         | 15.3                  | 0.3                           | 15.3              | 1.7         |
| ATU          | 2.3         | 7.0         | 5.0         | 0.0        | 3.3              | 78.0               | 13.7        | 0.0                  | 0.0        | 0.0        | 1.0                       | 6.0         | 8.7                 | 12.0        | 22.7                  | 0.3                           | 13.0              | 1.0         |
| CBC          | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 0.0                | 0.0         | 0.0                  | 0.0        | 0.0        | 0.0                       | 0.0         | 0.0                 | 0.0         | 0.0                   | 0.0                           | 0.3               | 0.0         |
| HU           | 0.0         | 1.0         | 0.0         | 0.0        | 0.3              | 49.0               | 9.7         | 1.7                  | 1.0        | 0.0        | 2.7                       | 8.0         | 15.0                | 6.3         | 3.7                   | 2.0                           | 9.0               | 2.3         |
| HC           | 0.0         | 0.0         | 0.3         | 0.0        | 0.0              | 1.3                | 0.3         | 0.3                  | 0.0        | 0.0        | 0.7                       | 0.7         | 0.0                 | 0.0         | 0.7                   | 0.3                           | 0.7               | 0.0         |
| HSU          | 0.0         | 4.3         | 1.3         | 0.0        | 0.3              | 50.0               | 6.3         | 2.0                  | 0.0        | 0.0        | 0.3                       | 3.0         | 13.7                | 7.0         | 17.0                  | 0.0                           | 5.7               | 0.0         |
| JBU          | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 25.3               | 3.7         | 0.0                  | 0.0        | 0.0        | 0.0                       | 1.3         | 1.3                 | 0.7         | 0.3                   | 0.0                           | 1.7               | 0.0         |
| LC           | 0.0         | 0.3         | 0.0         | 0.0        | 0.3              | 4.7                | 2.0         | 0.0                  | 0.0        | 0.0        | 0.0                       | 2.3         | 0.0                 | 0.7         | 0.0                   | 0.0                           | 1.3               | 0.0         |
| OBU          | 0.0         | 1.0         | 0.0         | 0.0        | 0.7              | 14.3               | 1.3         | 0.0                  | 0.0        | 0.0        | 0.0                       | 2.3         | 0.7                 | 6.7         | 1.0                   | 0.0                           | 3.3               | 0.3         |
| PSC          | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 2.7                | 0.0         | 0.0                  | 0.0        | 0.0        | 0.0                       | 0.0         | 1.3                 | 0.0         | 0.0                   | 0.0                           | 0.0               | 0.0         |
| SAU          | 5.0         | 0.0         | 1.0         | 0.0        | 0.0              | 32.7               | 1.7         | 0.0                  | 0.0        | 0.0        | 0.0                       | 2.7         | 2.3                 | 2.0         | 15.3                  | 0.0                           | 0.7               | 0.0         |
| UAF          | 9.0         | 6.3         | 8.0         | 0.0        | 2.7              | 82.7               | 10.0        | 9.3                  | 1.0        | 0.3        | 1.3                       | 11.7        | 7.7                 | 10.7        | 25.3                  | 1.0                           | 9.7               | 3.3         |
| UAFS         | 0.0         | 0.7         | 0.3         | 0.0        | 0.0              | 51.7               | 11.7        | 0.0                  | 0.0        | 0.0        | 2.0                       | 2.3         | 18.3                | 4.3         | 0.0                   | 0.0                           | 6.0               | 0.7         |
| UALR         | 0.0         | 2.3         | 0.3         | 0.0        | 0.0              | 34.0               | 8.3         | 0.7                  | 0.3        | 0.0        | 1.3                       | 3.0         | 6.3                 | 1.7         | 4.3                   | 0.7                           | 4.3               | 1.0         |
| UAM          | 0.0         | 1.0         | 1.0         | 0.0        | 0.0              | 26.3               | 0.0         | 0.3                  | 0.0        | 0.0        | 2.0                       | 0.0         | 5.3                 | 1.7         | 4.0                   | 0.0                           | 2.3               | 0.3         |
| UAPB         | 0.0         | 0.0         | 0.7         | 0.0        | 0.0              | 8.3                | 1.7         | 0.3                  | 0.0        | 0.0        | 0.3                       | 2.3         | 2.0                 | 2.3         | 3.0                   | 0.3                           | 0.3               | 0.0         |
| UCA          | 0.0         | 6.7         | 1.0         | 0.0        | 0.0              | 65.0               | 10.7        | 7.7                  | 0.3        | 0.0        | 1.7                       | 9.3         | 16.0                | 9.7         | 10.0                  | 0.7                           | 10.3              | 1.0         |
| UO           | 0.0         | 1.0         | 0.0         | 0.0        | 0.0              | 6.0                | 0.7         | 0.0                  | 0.0        | 0.0        | 0.3                       | 0.7         | 0.0                 | 0.0         | 3.0                   | 0.0                           | 0.3               | 0.0         |
| WBC          | 0.0         | 1.0         | 0.0         | 0.0        | 0.0              | 14.0               | 4.0         | 0.0                  | 0.0        | 0.0        | 1.0                       | 1.3         | 6.0                 | 1.7         | 4.7                   | 0.3                           | 3.0               | 0.0         |
| <b>Total</b> | <b>18.3</b> | <b>37.3</b> | <b>23.3</b> | <b>0.0</b> | <b>8.0</b>       | <b>677.3</b>       | <b>99.7</b> | <b>22.3</b>          | <b>2.7</b> | <b>0.3</b> | <b>16.7</b>               | <b>63.3</b> | <b>167.0</b>        | <b>70.0</b> | <b>130.3</b>          | <b>6.0</b>                    | <b>87.3</b>       | <b>11.7</b> |

Source: HEA Title II Reports - 2013, 2014, 2015



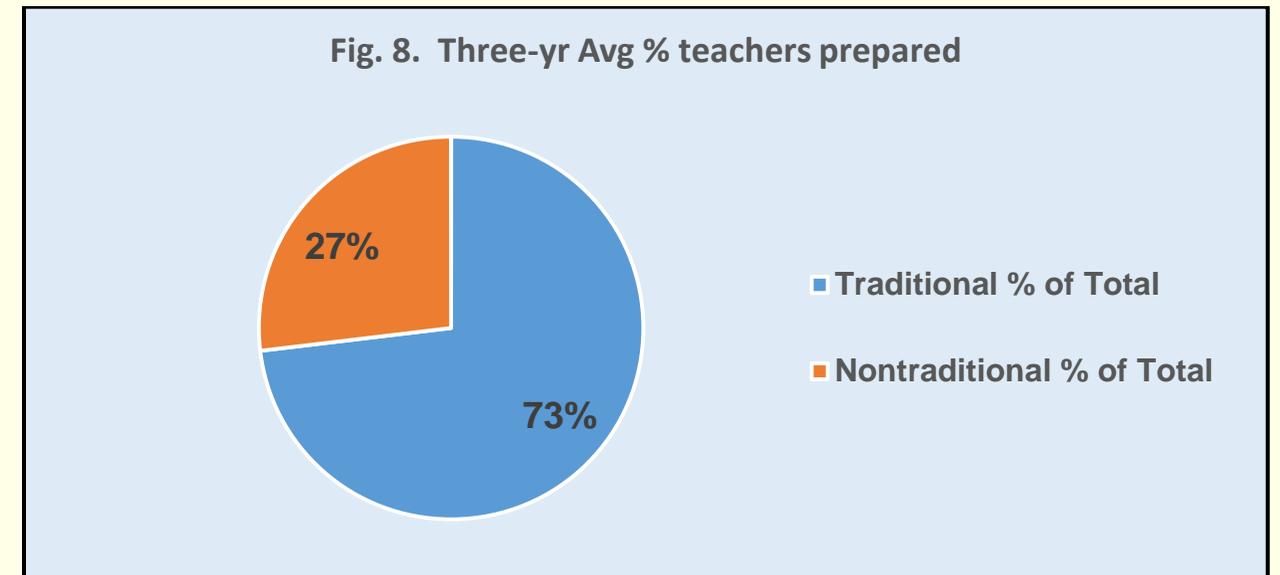
Table 12. Three-year average number prepared via nontraditional routes only

| EPP          | Agriculture | Art         | Business    | Chinese    | Drama/<br>Speech | Early<br>Childhood | English     | Fam. &<br>Cons. Sci. | French     | German     | Life/<br>Earth<br>Science | Math        | Middle<br>Childhood | Music       | Physical<br>Education | Physical/<br>Earth<br>Science | Social<br>Studies | Spanish     |
|--------------|-------------|-------------|-------------|------------|------------------|--------------------|-------------|----------------------|------------|------------|---------------------------|-------------|---------------------|-------------|-----------------------|-------------------------------|-------------------|-------------|
| APPEL        | 2.7         | 9.0         | 11.7        | 5.0        | 5.3              | 16.3               | 22.7        | 3.7                  | 0.3        | 0.7        | 12.7                      | 23.3        | 23.7                | 3.0         | 13.7                  | 10.3                          | 14.7              | 8.0         |
| ASU          | 0.3         | 0.0         | 0.0         | 0.0        | 0.0              | 12.0               | 0.7         | 0.0                  | 0.0        | 0.0        | 0.0                       | 0.3         | 3.3                 | 0.0         | 0.3                   | 0.0                           | 0.0               | 0.0         |
| ATC          | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 0.0                | 0.0         | 0.0                  | 0.0        | 0.0        | 0.0                       | 0.0         | 0.0                 | 0.0         | 0.0                   | 0.0                           | 0.0               | 0.0         |
| ATU          | 0.0         | 0.7         | 1.0         | 0.0        | 0.0              | 4.7                | 5.0         | 0.3                  | 0.0        | 0.0        | 2.0                       | 2.0         | 6.0                 | 0.7         | 0.3                   | 0.7                           | 2.0               | 0.0         |
| HU           | 0.0         | 1.0         | 0.0         | 0.0        | 0.3              | 13.3               | 3.0         | 0.0                  | 0.0        | 0.0        | 1.3                       | 2.3         | 9.0                 | 0.7         | 2.0                   | 0.7                           | 5.0               | 0.3         |
| HSU          | 0.0         | 0.7         | 0.7         | 0.0        | 0.0              | 0.7                | 3.0         | 0.3                  | 0.3        | 0.0        | 0.3                       | 0.0         | 3.3                 | 0.0         | 1.0                   | 0.3                           | 1.3               | 0.0         |
| SAU          | 0.3         | 1.0         | 3.0         | 0.0        | 0.7              | 0.0                | 2.7         | 0.7                  | 0.0        | 0.0        | 1.3                       | 2.0         | 0.3                 | 0.3         | 1.3                   | 1.3                           | 2.7               | 0.3         |
| TFA          | 0.0         | 5.3         | 0.7         | 0.0        | 0.7              | 8.7                | 14.0        | 0.0                  | 0.0        | 0.0        | 8.3                       | 21.3        | 14.7                | 3.3         | 0.0                   | 4.0                           | 2.0               | 3.3         |
| UALR         | 0.0         | 3.7         | 3.0         | 0.0        | 3.3              | 11.0               | 7.7         | 0.0                  | 0.3        | 0.0        | 1.7                       | 2.7         | 9.3                 | 1.0         | 2.3                   | 1.3                           | 3.0               | 0.0         |
| UAM          | 0.0         | 0.7         | 1.7         | 0.0        | 0.0              | 3.0                | 4.3         | 0.3                  | 0.0        | 0.0        | 0.3                       | 5.0         | 6.3                 | 1.7         | 3.0                   | 0.0                           | 1.3               | 0.0         |
| UAPB         | 0.0         | 0.0         | 0.0         | 0.0        | 0.0              | 0.3                | 0.0         | 0.0                  | 0.0        | 0.0        | 0.3                       | 0.7         | 1.0                 | 0.0         | 0.3                   | 0.7                           | 0.3               | 0.0         |
| UCA          | 1.0         | 3.0         | 4.0         | 0.0        | 0.3              | 25.0               | 3.3         | 1.0                  | 0.0        | 0.0        | 1.0                       | 1.3         | 16.3                | 0.3         | 2.0                   | 1.0                           | 4.3               | 0.7         |
| <b>Total</b> | <b>4.3</b>  | <b>25.0</b> | <b>25.7</b> | <b>5.0</b> | <b>10.7</b>      | <b>95.0</b>        | <b>66.3</b> | <b>6.3</b>           | <b>1.0</b> | <b>0.7</b> | <b>29.3</b>               | <b>61.0</b> | <b>93.3</b>         | <b>11.0</b> | <b>26.3</b>           | <b>20.3</b>                   | <b>36.7</b>       | <b>12.7</b> |

Source: HEA Title II Reports - 2013, 2014, 2015

**Table 13. Totals of Traditional and Nontraditional Routes**

| EPP                       | Agriculture | Art | Business | Chinese | Drama/<br>Speech | Early<br>Childhood | English | Fam. &<br>Cons. Sci. | French | German | Life/<br>Earth<br>Science | Math | Middle<br>Childhood | Music | Physical<br>Education | Physical/ Earth<br>Science | Social<br>Studies | Spanish | All  |
|---------------------------|-------------|-----|----------|---------|------------------|--------------------|---------|----------------------|--------|--------|---------------------------|------|---------------------|-------|-----------------------|----------------------------|-------------------|---------|------|
| Traditional Subtotal      | 18          | 37  | 23       | 0       | 8                | 677                | 100     | 22                   | 3      | 0      | 17                        | 63   | 167                 | 70    | 130                   | 6                          | 87                | 12      | 1442 |
| Nontraditional Subtotal   | 4           | 25  | 26       | 5       | 11               | 95                 | 66      | 6                    | 1      | 1      | 29                        | 61   | 93                  | 11    | 26                    | 20                         | 37                | 13      | 531  |
| Total                     | 23          | 62  | 49       | 5       | 19               | 772                | 166     | 29                   | 4      | 1      | 46                        | 124  | 260                 | 81    | 157                   | 26                         | 124               | 24      | 1972 |
| Traditional % of Total    | 81%         | 60% | 48%      | 0%      | 43%              | 88%                | 60%     | 78%                  | 73%    | 33%    | 36%                       | 51%  | 64%                 | 86%   | 83%                   | 23%                        | 70%               | 48%     | 73%  |
| Nontraditional % of Total | 19%         | 40% | 52%      | 100%    | 57%              | 12%                | 40%     | 22%                  | 27%    | 67%    | 64%                       | 49%  | 36%                 | 14%   | 17%                   | 77%                        | 30%               | 52%     | 27%  |



### IX. Praxis® Licensure Test Pass Rates

The Praxis® Tests reported herein are those assessments that are required for educator licensure in Arkansas. Pass rates reflect the number of students taking each test for the first time between 9/1/14 and 8/31/15, and the numbers passing each test. Arkansas EPPs had the opportunity to verify that their students took the tests listed for their institution. Data include both traditional and nontraditional routes. **Pass Rate results for individual EPPs (those with approved programs for that particular subject area) can be found in that institution's EPPR on the ADE website at [EPPRs](#).**

Table 14. Praxis® Licensure Test Pass Rates

| Test # | Test Name                                   | Arkansas EPP Test Takers |        |        |            | National Test Takers |            |
|--------|---|--------------------------|--------|--------|------------|----------------------|------------|
|        |   | # Tests                  | # Pass | % Pass | Mean Score | # Tests              | Mean Score |
| 5701   | Agriculture                                 | 28                       | 27     | 96.4   | 163.9      | 436                  | 167.5      |
| 5135   | Art: Content and Analysis                   | 69                       | 48     | 69.6   | 164.4      | 911                  | 166.9      |
| 5235   | Biology: Content Knowledge                  | 103                      | 88     | 85.4   | 157.0      | 3,910                | 162.2      |
| 5101   | Business Ed: Content Knowledge              | 75                       | 73     | 97.3   | 172.3      | 1,848                | 170.5      |
| 5022   | Early Childhood: Content Knowledge          | 753                      | 752    | 99.9   | 177.3      | 5,633                | 173.4      |
| 5039   | English Language Arts: Content and Analysis | 193                      | 143    | 74.1   | 172.6      | 2,831                | 173.3      |
| 5361   | English to Speakers of Other Lang           | 151                      | 140    | 92.7   | 159.4      | 4,161                | 158.5      |
| 5002   | Elem Ed: MS Reading Lang Arts Subtest       | 4                        | *      | *      | *          | 8,816                | 167.2      |
| 5003   | Elem Ed: MS Mathematics Subtest             | 9                        | 9      | 100.0  | 163.7      | 9,412                | 168.9      |
| 5004   | Elem Ed: MS Social Studies Subtest          | 4                        | *      | *      | *          | 8,916                | 163.5      |
| 5005   | Elem Ed: MS Science Subtest                 | 4                        | *      | *      | *          | 8,894                | 165.8      |
| 5121   | Family and Consumer Sciences                | 40                       | 39     | 97.5   | 165.0      | 368                  | 169.0      |
| 5174   | French: World Language                      | 1                        | *      | *      | *          | 482                  | 169.6      |
| 5358   | Gifted Education                            | 71                       | 49     | 69.0   | 158.9      | 340                  | 162.8      |
| 5857   | Health and Physical Ed: Content Knowledge   | 354                      | 306    | 86.4   | 162.5      | 1,958                | 162.5      |
| 5223   | Journalism                                  | 22                       | 20     | 90.9   | 169.1      | 86                   | 166.5      |
| 5311   | Library Media Specialist                    | 67                       | 62     | 92.5   | 162.7      | 1,254                | 163.1      |
| 5561   | Marketing Education                         | 5                        | 5      | 100.0  | 179.2      | 309                  | 168.3      |
| 5161   | Mathematics: Content Knowledge              | 204                      | 68     | 33.3   | 146.3      | 8,090                | 153.2      |



| Test # | Test Name                                  | Arkansas EPP Test Takers |        |        |            | National Test Takers |            |
|--------|--|--------------------------|--------|--------|------------|----------------------|------------|
|        |  | # Tests                  | # Pass | % Pass | Mean Score | # Tests              | Mean Score |
| 5047   | Middle School English Language Arts        | 311                      | 148    | 47.6   | 160.7      | 3,266                | 162.2      |
| 5169   | Middle School Mathematics                  | 404                      | 219    | 54.2   | 162.2      | 6,140                | 166.0      |
| 5440   | Middle School Science                      | 347                      | 184    | 53.0   | 148.5      | 3,088                | 155.7      |
| 5089   | Middle School Social Studies               | 271                      | 201    | 74.2   | 158.4      | 2,325                | 164.1      |
| 5113   | Music: Content Knowledge                   | 151                      | 118    | 78.2   | 163.6      | 2,553                | 167.2      |
| 5095   | Physical Education: Content and Design     | 72                       | 25     | 34.7   | 164.5      | 1,358                | 168.1      |
| 0481   | Physical Science: Content Knowledge        | 58                       | 54     | 93.1   | 164.1      | 117                  | 162.1      |
| 5265   | Physics: Content Knowledge                 | 12                       | 5      | 41.7   | 134.3      | 951                  | 150.3      |
| 5621   | Principles of Learn Teach: Early Childhood | 877                      | 808    | 92.1   | 168.7      | 4,022                | 168.0      |
| 5622   | Principles of Learn Teach: Grades K-6      | 83                       | 71     | 85.5   | 169.8      | 16,048               | 174.9      |
| 5623   | Principles of Learn Teach: Grades 5-9      | 304                      | 281    | 92.4   | 174.4      | 2,464                | 173.5      |
| 5624   | Principles of Learn Teach: Grades 7-12     | 865                      | 817    | 94.5   | 172.1      | 14,627               | 174.3      |
| 5421   | Professional School Counselor              | 102                      | 99     | 97.1   | 170.0      | 3,195                | 168.6      |
| 5301   | Reading Specialist                         | 37                       | 36     | 97.3   | 184.7      | 2,571                | 181.4      |
| 6011   | School Leaders Licensure Assessment        | 435                      | 385    | 88.5   | 173.3      | 6,007                | 174.1      |
| 5402   | School Psychologist                        | 18                       | 18     | 100.0  | 169.0      | 2,633                | 168.8      |
| 6021   | School Superintendent Assessment           | 50                       | 41     | 82.0   | 169.1      | 637                  | 168.2      |
| 5086   | Social Studies: Content and Interpretation | 237                      | 149    | 62.9   | 155.6      | 1,749                | 158.4      |
| 5195   | Spanish: World Language                    | 42                       | 24     | 57.1   | 165.9      | 2,492                | 167.4      |
| 5354   | Special Ed: Core Knowledge Applications    | 234                      | 232    | 99.2   | 174.7      | 5,825                | 171.9      |
| 5331   | Speech-Language Pathology                  | 50                       | 45     | 90.0   | 172.3      | 8,384                | 176.4      |
| 5051   | Technology Education                       | 9                        | 9      | 100.0  | 179.6      | 736                  | 178.2      |
| 5641   | Theatre                                    | 30                       | 21     | 70.0   | 162.7      | 372                  | 167.6      |
| 5841   | World Language Pedagogy                    | 26                       | 20     | 76.9   | 173.8      | 240                  | 179.4      |

Source: ETS Data Manager.

\* = No data displayed in ETS Data Manager when test takers are fewer than 5.

**X. Praxis® Licensure Test Summary Pass Rates**

Table 15 (Summary Pass Rates) reflects the percentage of all **Traditional Route** teacher candidates who passed all tests they took for their area of specialization among those who took one or more tests in their specialization areas. Years with less than ten test takers per year were combined (over three years) for a pass rate. **Nontraditional route test takers are not reported here since nontraditional EPPs are not responsible for content knowledge preparation.**

**Table 15. Summary pass rates for traditional routes**

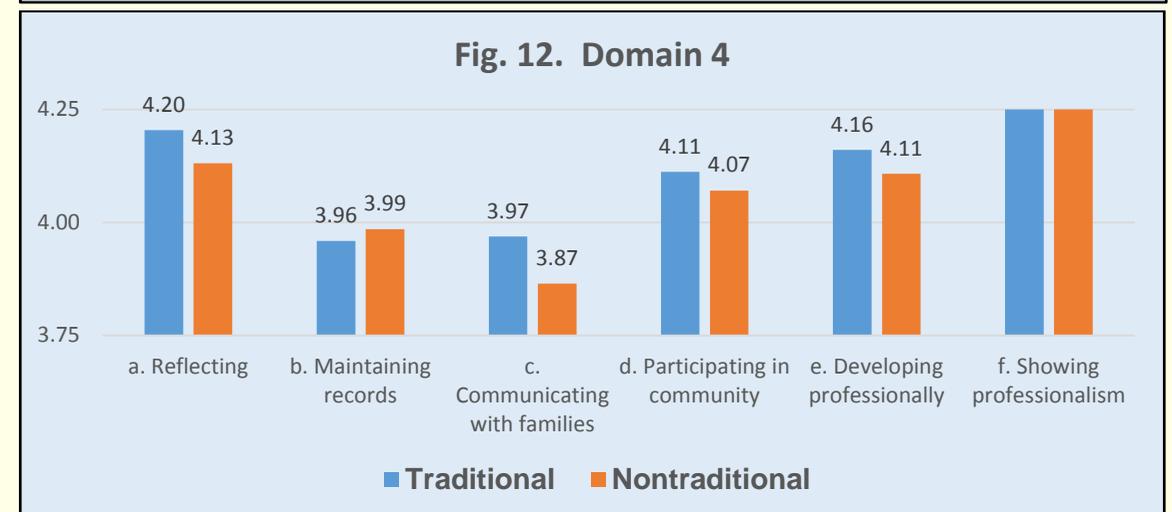
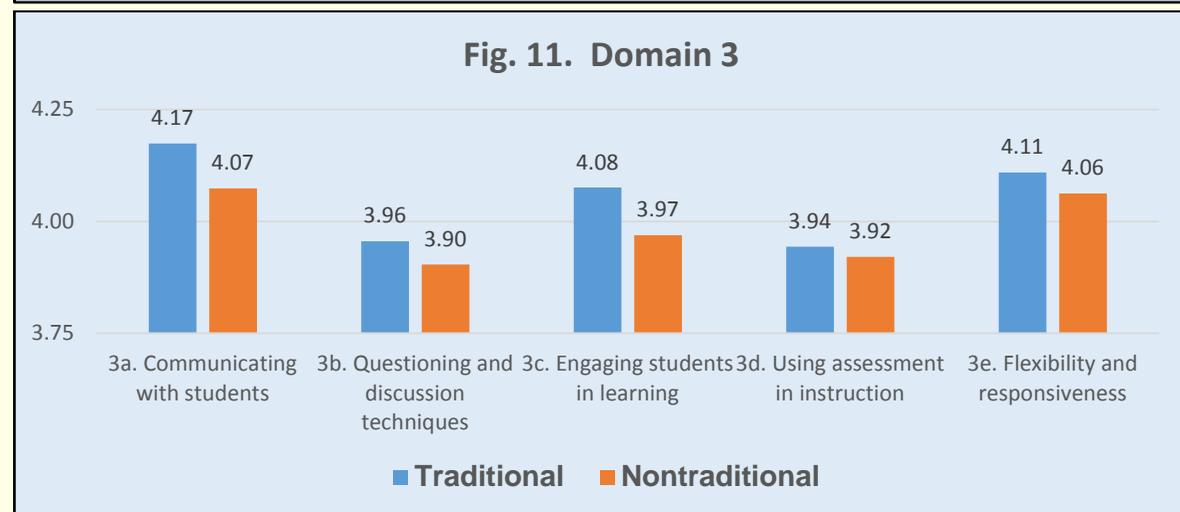
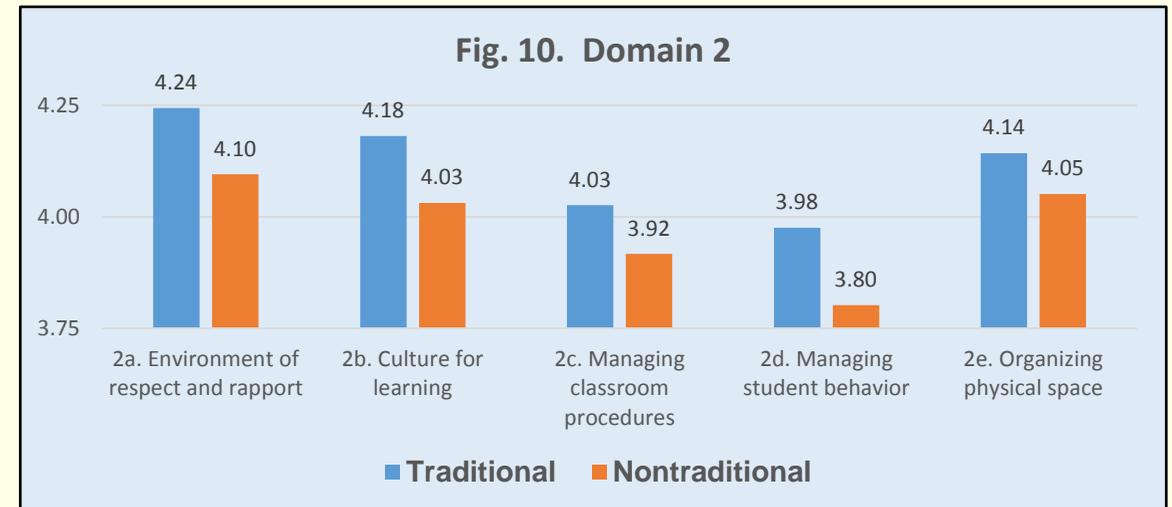
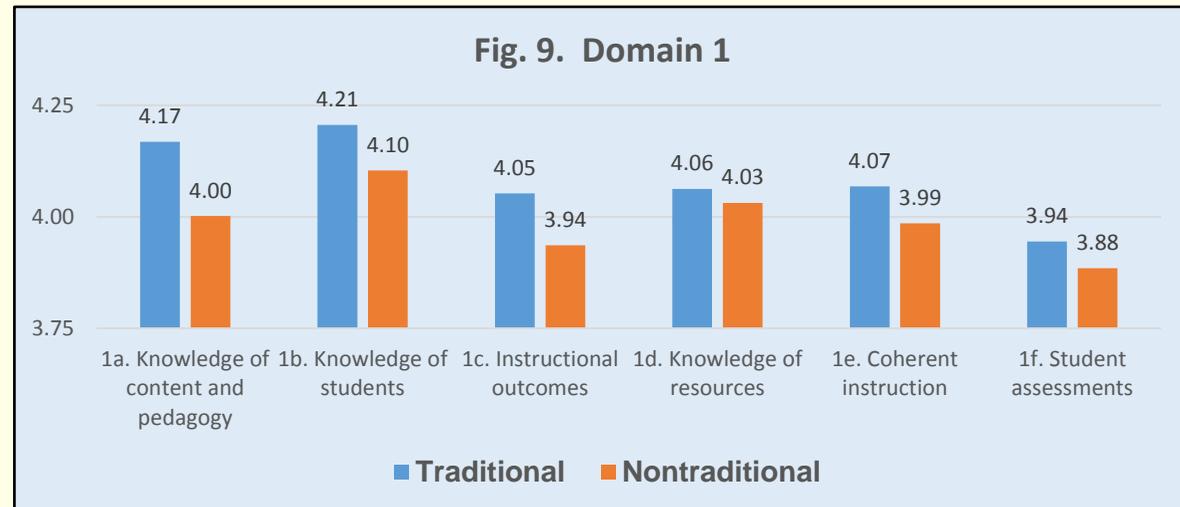
| EPP   | 2013-14      |              |            |            | 2012-13      |              |              |            | 2011-12      |              |              |            | Combined 3 yrs |            |           |  |  |
|---|--------------|--------------|------------|------------|--------------|--------------|--------------|------------|--------------|--------------|--------------|------------|----------------|------------|-----------|--|--|
|   | Test Takers  | # Passed     | Pass Rate  | State Avg. | Test Takers  | # Passed     | Pass Rate    | State Avg. | Test Takers  | # Passed     | Pass Rate    | State Avg. | Test Takers    | # Passed   | Pass Rate |  |  |
| ASU   | 333          | 286          | 86%        | 93%        | 314          | 271          | 86%          | 94%        | 322          | 275          | 85%          | 95%        |                |            |           |  |  |
| ATU   | 197          | 186          | 94%        |            | 65           | 58           | 89%          |            | 129          | 125          | 97%          |            |                |            |           |  |  |
| CBC   | 1            | *            | *          |            |              |              |              |            |              |              |              |            |                |            |           |  |  |
| HU  | 120          | 110          | 92%        |            | 118          | 106          | 90%          |            | 111          | 108          | 97%          |            |                |            |           |  |  |
| HSU   | 127          | 125          | 98%        |            | 124          | 120          | 97%          |            | 125          | 125          | 100%         |            |                |            |           |  |  |
| HC  | 3            | *            | *          |            | 6            | *            | *            |            | 4            | *            | *            |            | 13             | 13         | 100%      |  |  |
| JBU   | 26           | 26           | 100%       |            | 45           | 44           | 98%          |            | 39           | 39           | 100%         |            |                |            |           |  |  |
| LC  | 7            | *            | *          |            | 16           | 13           | 81%          |            | 10           | 10           | 100%         |            |                |            |           |  |  |
| OBU   | 39           | 37           | 95%        |            | 29           | 29           | 100%         |            | 37           | 37           | 100%         |            |                |            |           |  |  |
| PSC   | 6            | *            | *          |            | 5            | *            | *            |            | 4            | *            | *            |            | 15             | 14         | 93%       |  |  |
| SAU   | 68           | 57           | 84%        |            | 64           | 53           | 83%          |            | 64           | 55           | 86%          |            |                |            |           |  |  |
| UAF   | 221          | 210          | 95%        |            | 244          | 242          | 99%          |            | 231          | 231          | 100%         |            |                |            |           |  |  |
| UAFS  | 114          | 108          | 95%        |            | 124          | 121          | 98%          |            | 87           | 87           | 100%         |            |                |            |           |  |  |
| UALR  | 93           | 91           | 98%        |            | 73           | 73           | 100%         |            | 74           | 74           | 100%         |            |                |            |           |  |  |
| UAM   | 36           | 33           | 92%        |            | 40           | 37           | 93%          |            | 45           | 44           | 98%          |            |                |            |           |  |  |
| UAPB  | 11           | 10           | 91%        |            | 27           | 26           | 96%          |            | 30           | 30           | 100%         |            |                |            |           |  |  |
| UCA   | 175          | 171          | 98%        |            | 165          | 164          | 99%          |            | 143          | 143          | 100%         |            |                |            |           |  |  |
| UO  | 15           | 15           | 100%       |            | 5            | *            | *            |            | 9            | *            | *            |            | 29             | 29         | 100%      |  |  |
| WBC   | 32           | 26           | 81%        |            | 39           | 28           | 72%          |            | 42           | 36           | 86%          |            |                |            |           |  |  |
| <b>All Traditional</b>                                    | <b>1,624</b> | <b>1,491</b> | <b>92%</b> |            |              | <b>1,503</b> | <b>1,385</b> |            | <b>92%</b>   |              | <b>1,506</b> |            | <b>1,419</b>   | <b>94%</b> |           |  |  |
| <b>State Values</b>                                       | <b>2,234</b> | <b>2,071</b> | <b>93%</b> |            | <b>2,219</b> | <b>2,081</b> | <b>94%</b>   |            | <b>2,014</b> | <b>1,912</b> | <b>95%</b>   |            |                |            |           |  |  |
| Green indicates pass rate greater than the state average. |              |              |            |            |              |              |              |            |              |              |              |            |                |            |           |  |  |

Source: HEA Title II Reports - 2015, 2014, 2013

\* = No data displayed in Title II when test takers are fewer than 10.

**XI. Novice Teacher Surveys - Perceptions of Preparation**

First-year teachers complete the “Novice Teacher Survey” in the spring at the end of their first year of teaching. The purpose of the survey is to identify novice teacher perceptions of their educator preparation experience base on the four TESS domains. The spring 2015 questions and results (related to the Framework for Teaching domains) are presented below for traditional and nontraditional programs. **Survey results for individual EPPs (those with approved programs for that particular subject area) can be found in that institution’s EPPR on the ADE website at [EPPRs](#).**



Source: ADE Novice Teacher Surveys

## XII. Glossary

**Educator Preparation Provider (EPP)** – Educator preparation providers are institutions and organizations that offer teacher preparation programs. Educator preparation providers can be Institutions of Higher Education (IHEs) offering traditional programs (traditional route to licensure), IHEs offering alternative programs (nontraditional route to licensure), or organizations not based at IHEs offering alternative programs. Educator preparation “**programs**” are those individual tracks offered under the auspices of each provider.

**HEA Title II (Title II of the Higher Education Act of 1965)** – In October 1998 Congress reauthorized the Higher Education Act. Title II, Sections 207 and 208 reflect the efforts of States, Institutions of Higher Education (IHE), and their school district partners to improve the recruitment, preparation, and support of new teachers. The HEA Title II Report includes requirements, conditions, and specifications for institutions and states related to teacher preparation and licensure.

**IHE** – Institution of Higher Education; college or university.

**Nontraditional route to licensure** – A post-baccalaureate preparation program designed for individuals seeking licensure as a teacher whose undergraduate, or post-baccalaureate degree is not in educator preparation. Under the Arkansas Department of Education rules for nontraditional licensure, this is a program that allows them to serve as teacher of record while enrolled in a program of study.

**Pedagogy** – The art or science of teaching, education, or instructional methods.

**Praxis® licensure tests** – Examinations offered by Educational Testing Service (ETS®) taken by individuals entering the teaching profession (required by many states, including Arkansas) as part of the licensure process. Passing scores are required on the appropriate basic skills, pedagogy, and content-area assessments as mandated by the State Board of Education.

**Program completer** – A person who has met all the requirements of a state-approved educator preparation program. Program completers include all those who are documented as having met such requirements. Documentation may take the form of a degree, institutional certificate, program credential, transcript, or other written proof of having met the program’s requirements.

**Traditional route to licensure** – An undergraduate program of study or graduate program of study at an institution of higher education that prepares candidates for licensure as a teacher, special education teacher, school counselor, school administrator, or other school professional. These programs include a supervised clinical experience (student teaching) but the students do not serve as teacher of record while enrolled in the program of study.