



Jacksonville State University 2026 Annual Reporting Measures CAEP Accountability Measures

Measure 1 Completer Effectiveness

R4.1 Completer effectiveness and impact on P-12 learning and development

Measure 1a: EPP Report Card

The Employer Satisfaction Survey, developed by the Alabama Association of Colleges for Teacher Education (ALACTE), is administered annually to assess employer perceptions of first-year teachers who completed Jacksonville State University's (JSU) educator preparation programs. This survey evaluates how well JSU completers demonstrate key teaching competencies, including their understanding of learner development, instructional strategies, content knowledge, and classroom management.

Employers rate JSU graduates using a four-point scale:

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

The Alabama State Department of Education (ALSDE) does not provide disaggregated data, such as the number of employer responses per program or detailed breakdowns by certification area. Instead, JSU uses aggregated survey results to analyze employer satisfaction trends and compare performance to statewide averages.

2024-2025 Employer Satisfaction Trends

Survey data from 2024-2025 indicates that JSU initial program completers were consistently rated in the "Strongly Agree" and "Agree" categories across key teaching competencies, demonstrating strong employer confidence in their preparation. Very few completers received "Disagree" or "Strongly Disagree" ratings, reinforcing that JSU graduates meet or exceed employer expectations.

The following table presents a breakdown of employer satisfaction ratings over the past three years, comparing JSU completers to Alabama statewide averages.

(Table: Employer Satisfaction - Teacher Response - JSU vs. Alabama Statewide Averages)



Employer Satisfaction Survey Educator Preparation Institutional Report Card For Jacksonville State University- Teacher Response				
		2024 Report: 2022/2023 data on JSU Employer Satisfaction (Alabama Statewide Employer Satisfaction)	2025 Report: 2023/2024 data on JSU Employer Satisfaction (Alabama Statewide Employer Satisfaction)	2026 Report: 2024/2025 data on JSU Employer Satisfaction (Alabama Statewide Employer Satisfaction)
Survey Item	JSU%(AL%)	JSU%(AL%)	JSU%(AL%)	JSU%(AL%)
Communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives.	Strongly Agree	53%(46%)	59%(49%)	33%(33%)
	Agree	44%(50%)	39%(47%)	51%(51%)
	Disagree	0%(0%)	0%(0%)	13%(13%)
	Strongly Disagree	0%(0%)	0%(0%)	3%(3%)
Understanding of learners' commonalities and individual differences. (The Learner and Learning – Learning Differences 2.1)	Strongly Agree	53%(45%)	55%(47%)	44%(44%)
	Agree	43%(51%)	45%(48%)	50%(50%)
	Disagree	0%(0%)	0%(0%)	4%(4%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Manage the learning environment to engage learners actively. (The Learner and Learning – Learning Environments 3.2)	Strongly Agree	48%(39%)	46%(44%)	40%(40%)
	Agree	47%(50%)	50%(48%)	52%(52%)
	Disagree	0%(9%)	0%(6%)	6%(6%)
	Strongly Disagree	0%(0%)	0%(0%)	2%(2%)
The teacher understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches. (Content Knowledge-Content Knowledge 4.1)	Strongly Agree	51%(42%)	52%(45%)	44%(44%)
	Agree	44%(53%)	48%(50%)	50%(50%)
	Disagree	0%(0%)	0%(0%)	4%(4%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)

Create learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content. (Content Knowledge – Content Knowledge 4.2)	Strongly Agree	51%(41%)	52%(43%)	43%(43%)
	Agree	45%(54%)	46%(52%)	53%(53%)
	Disagree	0%(0%)	0%(0%)	3%(3%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Connect concepts, perspectives from varied disciplines, and interdisciplinary themes to problems and issues. (Content Knowledge – Application of Content 5.1)	Strongly Agree	49%(40%)	52%(44%)	42%(42%)
	Agree	45%(55%)	47%(49%)	54%(54%)
	Disagree	0%(0%)	0%(0%)	4%(4%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Use, design, or adapt multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives. (Instructional Practice – Assessment 6.1)	Strongly Agree	53%(43%)	50%(46%)	44%(44%)
	Agree	44%(52%)	49%(49%)	52%(52%)
	Disagree	0%(0%)	0%(0%)	3%(3%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
The teacher implements assessments in an ethical manner and minimizes bias to enable learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3)	Strongly Agree	54%(47%)	55%(50%)	47%(47%)
	Agree	44%(50%)	43%(47%)	51%(51%)
	Disagree	0%(0%)	0%(0%)	2%(2%)
	Strongly Disagree	0%(0%)	0%(0%)	0%(0%)
Plan instruction based on information from formative and summative assessments and other sources and systematically adjust plans to meet each student’s learning needs. (Instructional Practice – Planning for Instruction 7.3)	Strongly Agree	53%(46%)	57%(48%)	47%(47%)
	Agree	44%(50%)	42%(47%)	49%(49%)
	Disagree	0%(0%)	0%(0%)	3%(3%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Understand and use a variety of instructional strategies and make learning accessible to all learners. (Instructional Practice – Instructional Strategies 8.1)	Strongly Agree	56%(46%)	58%(49%)	48%(48%)
	Agree	41%(50%)	42%(47%)	49%(49%)
	Disagree	0%(0%)	0%(0%)	3%(3%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Encourage learners to develop a deep understanding of content areas, make connections across content, and apply content knowledge in meaningful ways. (Instructional Practice – Instructional Strategies 8.2)	Strongly Agree	52%(45%)	52%(47%)	46%(46%)
	Agree	45%(51%)	47%(49%)	51%(51%)
	Disagree	0%(0%)	0%(0%)	2%(2%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners’ needs. (Professional Responsibility – Professional Learning and Ethical Practice 9.2)	Strongly Agree	50%(42%)	54%(45%)	43%(43%)
	Agree	47%(53%)	45%(51%)	54%(54%)
	Disagree	0%(0%)	0%(0%)	2%(2%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Practice the profession in an ethical manner. (Professional Responsibility – Professional Learning and Ethical Practice 9.3)	Strongly Agree	67%(61%)	63%(61%)	43%(43%)
	Agree	32%(38%)	37%(38%)	54%(54%)
	Disagree	0%(0%)	0%(0%)	2%(2%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
The Teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility. (The Learner and	Strongly Agree	59%(55%)	60%(56%)	55%(55%)
	Agree	39%(42%)	39%(42%)	43%(43%)
	Disagree	0%(0%)	0%(0%)	1%(1%)

Learning Environments 3.1)	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues. (Content Knowledge-Application of Content 5.2)	Strongly Agree	55%(48%)	58%(49%)	48%(48%)
	Agree	43%(49%)	42%(46%)	50%(50%)
	Disagree	0%(0%)	0%(0%)	2%(2%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Select, create, and sequence learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills. (Instructional Practice – Planning for Instruction 7.1)	Strongly Agree	48%(41%)	50%(43%)	42%(42%)
	Agree	48%(54%)	50%(52%)	55%(55%)
	Disagree	0%(0%)	0%(0%)	2%(2%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Plan instruction by collaborating with colleagues, specialists, community resources, families, and learners to meet individual learning needs. (Professional Responsibility – Leadership and Collaboration 10.1)	Strongly Agree	52%(44%)	55%(47%)	44%(44%)
	Agree	42%(50%)	43%(48%)	51%(51%)
	Disagree	0%(0%)	0%(0%)	4%(4%)
	Strongly Disagree	0%(0%)	0%(0%)	2%(2%)
Engage in continuous professional learning to meet the needs of each learner more effectively. (Professional Responsibility – Professional Learning and Ethical Practice 9.1)	Strongly Agree	51%(42%)	57%(46%)	43%(43%)
	Agree	46%(54%)	43%(50%)	54%(54%)
	Disagree	0%(0%)	0%(0%)	2%(2%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Use Assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2)	Strongly Agree	51%(44%)	52%(47%)	42%(42%)
	Agree	45%(51%)	47%(48%)	54%(54%)
	Disagree	0%(0%)	0%(0%)	4%(4%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth. Professional Responsibility – Leadership and Collaboration 10.1)	Strongly Agree	51%(41%)	52%(47%)	43%(43%)
	Agree	43%(52%)	47%(48%)	52%(52%)
	Disagree	6%(7%)	0%(0%)	4%(4%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Seek appropriate leadership roles and opportunities that would allow me to take responsibility for student learning and to advance in the profession. (Professional Responsibility – Leadership and Collaboration 10.2)	Strongly Agree	45%(38%)	49%(43%)	41%(41%)
	Agree	49%(54%)	49%(51%)	53%(53%)
	Disagree	0%(7%)	0%(0%)	5%(5%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)
Has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); And the Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); Response to Instruction (RTI) and their relationship to student achievement. (Alabama Specific Expectations – Standard 4(0)).	Strongly Agree	42%(38%)	51%(40%)	36%(36%)
	Agree	50%(49%)	40%(45%)	53%(53%)
	Disagree	0%(11%)	9%(13%)	9%(9%)
	Strongly Disagree	0%(0%)	0%(0%)	2%(2%)
Possesses knowledge of Alabama’s state assessment system. (Alabama Specific Expectations – Standard 6(q)).	Strongly Agree	33%(28%)	42%(34%)	33%(33%)
	Agree	52%(53%)	48%(50%)	51%(51%)
	Disagree	12%(17%)	10%(15%)	13%(13%)

	Strongly Disagree	0%(0%)	0%(0%)	3%(3%)
Integrates Alabama-wide programs and initiatives into the curriculum and instructional process. (Alabama Specific Expectations – Standard 7(g)).	Strongly Agree	39%(31%)	45%(35%)	34%(34%)
	Agree	49%(53%)	48%(50%)	53%(53%)
	Disagree	10%(15%)	7%(13%)	12%(12%)
	Strongly Disagree	0%(0%)	0%(0%)	2%(2%)
Communicates with students, parents, and the public about Alabama’s assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)).	Strongly Agree	33%(29%)	42%(33%)	33%(33%)
	Agree	45%(47%)	49%(47%)	51%(51%)
	Disagree	20%(22%)	9%(18%)	13%(13%)
	Strongly Disagree	0%(0%)	0%(0%)	3%(3%)
Understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy. (Alabama Specific Expectations – Standard 6(q)).	Strongly Agree	55%(42%)	55%(45%)	44%(44%)
	Agree	40%(51%)	42%(48%)	50%(50%)
	Disagree	0%(6%)	0%(7%)	4%(4%)
	Strongly Disagree	0%(0%)	0%(0%)	1%(1%)

Overall, more than 98% of the completers agreed or strongly agreed that the EPP prepared them strongly for their profession. The results have been examined by the EPPs leadership team and the continuous program improvement committee. For the sections that EPP had a score of disagree, some initiatives, such as including the Alabama assessment system and current and emerging state initiatives and programs into the reflective practices course and other education courses, have been planned.

Measure 1b: Common Lesson Plan and Observation

The College of Education and Professional Studies (CEPS) is using the Alabama Teacher Observation Tool (ATOT) lesson plan and observation rubrics to assess the candidate's performance in lesson planning and instruction. These rubrics were designed to be common across all teaching fields, grade levels, age bands, and educational settings to ensure a standardized assessment framework for teacher candidates.

The validity assessment for ATOT lesson plan and observation tools was conducted by the Alabama State Department of Education. The EPP conducted a reliability test in Fall, 2025. For the ATOT lesson plan, the resulting Cohen's Kappa value of 0.713 (using $P_e = 0.10$) is interpreted as substantial agreement. For the ATOT Observation tool, the resulting Cohen's Kappa value of 0.7343 is interpreted as substantial agreement.

Preliminary Findings on Candidate Performance

Across the 2025 cycle, ATOT evidence shows consistently strong candidate performance with observation rubric means around 3.70/4.0—notably high in fostering equitable learning environments and collaboration (≈ 3.84 – 3.86 ; collaboration ≈ 3.79)—while designing for higher-order thinking and providing formative feedback trend slightly lower (≈ 3.57 – 3.60). The ATOT Lesson Plan rubric averages $\approx 3.76/4.0$, with strengths in equitable planning and active engagement/growth mindset (≈ 3.84 – 3.86) and comparatively lower scores in learner choice/agency and time management (≈ 3.66 – 3.74). Taken together, the patterns indicate candidates meet or exceed expectations across CAEP R1.1–R1.4 and R3.3, with targeted growth needed in higher-order task design, feedback practices, and opportunities for student agency; importantly, the quality of evidence is strong, with inter-rater reliability above target for both measures (ATOT Observation $\sim 91\%$; Lesson Plan $\sim 86\%$).

Continuous Improvement & Program Impact

- Data from both assessment systems is used to inform curriculum enhancements, strengthen faculty calibration on observations, and ensure candidates are fully prepared for licensure expectations.

Fall 2024 Programs

Special Education (SCD)- Class B			ATOT Observation Rubric			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	40.0% (42)	48.6% (51)	11.4% (12)	0.0% (0)	3.29	0.66
Treats each learner equitably	48.6% (51)	40.0% (42)	11.4% (12)	0.0% (0)	3.37	0.68
Encourages learners to share their opinions without fear of negative comments from their peers	42.9% (45)	42.9% (45)	14.3% (15)	0.0% (0)	3.29	0.7
Creates enthusiasm for the learning at hand	37.1% (39)	31.4% (33)	28.6% (30)	2.9% (3)	3.03	0.88
Communicates clear explanations about the activities or tasks	40.0% (42)	25.7% (27)	31.4% (33)	2.9% (3)	3.03	0.91
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	40.0% (42)	25.7% (27)	31.4% (33)	2.9% (3)	3.03	0.91
Delivers lessons that are relatable to the learners or aligned to their interests	45.7% (48)	25.7% (27)	25.7% (27)	2.9% (3)	3.14	0.9
Monitors learners' understanding of the content and/or the acquisition of skills	40.0% (42)	40.0% (42)	20.0% (21)	0.0% (0)	3.2	0.75
Adapts instruction and/or activities that meet individual learner's needs	48.6% (51)	20.0% (21)	31.4% (33)	0.0% (0)	3.17	0.88
Provides learners with purposeful feedback about their progress and/or needs	40.0% (42)	28.6% (30)	31.4% (33)	0.0% (0)	3.09	0.84
Delivers and/or facilitates the lesson with knowledge and confidence	42.9% (45)	40.0% (42)	14.3% (15)	2.9% (3)	3.23	0.8
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	37.1% (39)	42.9% (45)	20.0% (21)	0.0% (0)	3.17	0.74
Facilitates use of resources that support learners' needs	51.4% (54)	31.4% (33)	17.1% (18)	0.0% (0)	3.34	0.75
Implements instructional strategies that actively engage learners	45.7% (48)	20.0% (21)	31.4% (33)	2.9% (3)	3.09	0.94
Manages the learning time in an efficient and optimal manner	42.9% (45)	22.9% (24)	34.3% (36)	0.0% (0)	3.09	0.87
Empowers learners to be responsible for the learning at hand	37.1% (39)	28.6% (30)	34.3% (36)	0.0% (0)	3.03	0.84
Gives learners choices about the learning activities or tasks	40.0% (42)	25.7% (27)	31.4% (33)	2.9% (3)	3.03	0.91
Provides assistance for learners to navigate and monitor their learning progress	40.0% (42)	22.9% (24)	34.3% (36)	2.9% (3)	3.0	0.93
Encourages learners to persevere with or seek challenging activities or tasks	37.1% (39)	45.7% (48)	17.1% (18)	0.0% (0)	3.2	0.71
Builds learners' growth mindset and self-efficacy	41.2% (42)	26.5% (27)	29.4% (30)	2.9% (3)	3.06	0.91
Promotes respectful and caring interactions toward and between learners	48.6% (51)	42.9% (45)	8.6% (9)	0.0% (0)	3.4	0.64
Cultivates learner cooperation, collaboration, and inclusivity	45.7% (48)	20.0% (21)	34.3% (36)	0.0% (0)	3.11	0.89
Preserves learners' dignity while attending to their individual needs	51.4% (54)	42.9% (45)	5.7% (6)	0.0% (0)	3.46	0.6
Program Overall Scores					3.17	0.10
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Special Education (SCD)- Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	42.3% (11)	46.2% (12)	11.5% (3)	0.0% (0)	3.31	0.67
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	50.0% (13)	38.5% (10)	11.5% (3)	0.0% (0)	3.38	0.68
Provides clear explanations for the activities or tasks	38.5% (10)	53.8% (14)	7.7% (2)	0.0% (0)	3.31	0.61
Includes activities that will stimulate learners to use higher-order thinking skills	53.8% (14)	38.5% (10)	7.7% (2)	0.0% (0)	3.46	0.63
Is relatable to the learners and/or aligned to their interests	42.3% (11)	42.3% (11)	15.4% (4)	0.0% (0)	3.27	0.71
Includes adaptations for instruction and/or activities to meet individual learner's needs	26.9% (7)	30.8% (8)	34.6% (9)	7.7% (2)	2.77	0.93
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	53.8% (14)	38.5% (10)	7.7% (2)	0.0% (0)	3.46	0.63
Indicates deep levels of content knowledge by the teacher	57.7% (15)	34.6% (9)	7.7% (2)	0.0% (0)	3.50	0.64
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	50.0% (13)	46.2% (12)	3.8% (1)	0.0% (0)	3.46	0.57
Uses resources to supports specific learners' needs	53.8% (14)	38.5% (10)	7.7% (2)	0.0% (0)	3.46	0.63
Includes instructional strategies that will actively engage learners	46.2% (12)	34.6% (9)	19.2% (5)	0.0% (0)	3.27	0.76
Has management of the learning time included throughout the plan	26.9% (7)	23.1% (6)	38.5% (10)	11.5% (3)	2.65	1.00
Ensures learners are empowered to be responsible for their own learning	42.3% (11)	46.2% (12)	11.5% (3)	0.0% (0)	3.31	0.67
Gives learners choices about the learning activities or tasks	50.0% (13)	38.5% (10)	11.5% (3)	0.0% (0)	3.38	0.68
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	38.5% (10)	53.8% (14)	7.7% (2)	0.0% (0)	3.31	0.61
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	53.8% (14)	38.5% (10)	7.7% (2)	0.0% (0)	3.46	0.63
Includes activities designed to build learners' growth mindset and self-efficacy	42.3% (11)	42.3% (11)	15.4% (4)	0.0% (0)	3.27	0.71
Program Overall Scores					3.30	0.11
** Numbers in the parentheses indicate the count of assessments received for each rating						

Early Childhood Elementary Education (ECP)- Class B			ATOT Observation Rubric			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	75.2% (1692)	22.5% (507)	2.1% (48)	0.1% (3)	3.73	0.5
Treats each learner equitably	79.3% (1785)	19.6% (441)	1.1% (24)	0.0% (0)	3.78	0.44
Encourages learners to share their opinions without fear of negative comments from their peers	77.9% (1752)	20.8% (468)	1.3% (30)	0.0% (0)	3.77	0.45
Creates enthusiasm for the learning at hand	76.1% (1713)	21.9% (492)	1.9% (42)	0.1% (3)	3.74	0.49
Communicates clear explanations about the activities or tasks	59.9% (1347)	33.8% (759)	6.1% (138)	0.1% (3)	3.54	0.62
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	52.2% (1170)	41.4% (927)	6.2% (138)	0.3% (6)	3.46	0.62
Delivers lessons that are relatable to the learners or aligned to their interests	64.0% (1437)	32.1% (720)	3.9% (87)	0.0% (0)	3.6	0.56
Monitors learners' understanding of the content and/or the acquisition of skills	63.6% (1431)	31.7% (714)	4.7% (105)	0.0% (0)	3.59	0.58
Adapts instruction and/or activities that meet individual learner's needs	53.2% (1191)	40.1% (897)	6.6% (147)	0.1% (3)	3.46	0.62
Provides learners with purposeful feedback about their progress and/or needs	56.3% (1263)	37.7% (846)	6.0% (135)	0.0% (0)	3.5	0.61
Delivers and/or facilitates the lesson with knowledge and confidence	63.5% (1428)	31.2% (702)	5.2% (117)	0.1% (3)	3.58	0.6
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	61.3% (1380)	33.2% (747)	5.3% (120)	0.1% (3)	3.56	0.6
Facilitates use of resources that support learners' needs	62.3% (1401)	34.9% (786)	2.8% (63)	0.0% (0)	3.59	0.55
Implements instructional strategies that actively engage learners	66.1% (1485)	29.6% (666)	4.1% (93)	0.1% (3)	3.62	0.57
Manages the learning time in an efficient and optimal manner	58.3% (1311)	35.1% (789)	6.5% (147)	0.1% (3)	3.51	0.62
Empowers learners to be responsible for the learning at hand	57.9% (1302)	36.5% (822)	5.6% (126)	0.0% (0)	3.52	0.6
Gives learners choices about the learning activities or tasks	41.1% (888)	48.1% (1041)	10.1% (219)	0.7% (15)	3.3	0.67
Provides assistance for learners to navigate and monitor their learning progress	57.8% (1266)	35.5% (777)	6.4% (141)	0.3% (6)	3.51	0.63
Encourages learners to persevere with or seek challenging activities or tasks	62.4% (1377)	33.6% (741)	3.9% (87)	0.0% (0)	3.59	0.57
Builds learners' growth mindset and self-efficacy	51.9% (1143)	43.7% (963)	4.4% (96)	0.0% (0)	3.48	0.58
Promotes respectful and caring interactions toward and between learners	80.0% (1800)	18.9% (426)	1.1% (24)	0.0% (0)	3.79	0.43
Cultivates learner cooperation, collaboration, and inclusivity	69.5% (1542)	25.4% (564)	5.1% (114)	0.0% (0)	3.64	0.58
Preserves learners' dignity while attending to their individual needs	80.9% (1818)	17.9% (402)	1.1% (24)	0.1% (3)	3.8	0.44
Program Overall Scores					3.58	0.06
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Early Childhood Elementary (ECEP)- Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	56.0% (159)	41.2% (117)	2.8% (8)	0.0% (0)	3.53	0.55
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	49.6% (141)	46.5% (132)	3.9% (11)	0.0% (0)	3.46	0.57
Provides clear explanations for the activities or tasks	39.1% (111)	54.6% (155)	6.3% (18)	0.0% (0)	3.33	0.59
Includes activities that will stimulate learners to use higher-order thinking skills	49.6% (141)	43.7% (124)	6.3% (18)	0.4% (1)	3.43	0.63
Is relatable to the learners and/or aligned to their interests	50.4% (143)	45.8% (130)	3.5% (10)	0.4% (1)	3.46	0.58
Includes adaptations for instruction and/or activities to meet individual learner's needs	48.9% (139)	40.8% (116)	8.8% (25)	1.4% (4)	3.37	0.70
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	53.5% (152)	36.3% (103)	10.2% (29)	0.0% (0)	3.43	0.67
Indicates deep levels of content knowledge by the teacher	49.3% (140)	41.9% (119)	8.5% (24)	0.4% (1)	3.40	0.66
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	38.7% (110)	51.4% (146)	9.9% (28)	0.0% (0)	3.29	0.63
Uses resources to supports specific learners' needs	47.2% (134)	44.0% (125)	8.5% (24)	0.4% (1)	3.38	0.65
Includes instructional strategies that will actively engage learners	50.0% (142)	44.0% (125)	5.6% (16)	0.4% (1)	3.44	0.62
Has management of the learning time included throughout the plan	49.3% (140)	39.4% (112)	9.2% (26)	2.1% (6)	3.36	0.73
Ensures learners are empowered to be responsible for their own learning	56.0% (159)	41.2% (117)	2.8% (8)	0.0% (0)	3.53	0.55
Gives learners choices about the learning activities or tasks	49.6% (141)	46.5% (132)	3.9% (11)	0.0% (0)	3.46	0.57
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	39.1% (111)	54.6% (155)	6.3% (18)	0.0% (0)	3.33	0.59
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	49.6% (141)	43.7% (124)	6.3% (18)	0.4% (1)	3.43	0.63
Includes activities designed to build learners' growth mindset and self-efficacy	50.4% (143)	45.8% (130)	3.5% (10)	0.4% (1)	3.46	0.58
Program Overall Scores					3.42	0.05
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Social Studies- Class B			ATOT Observation Rubric			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	75.00% (9)	25.00% (3)	0.00% (0)	0.00% (0)	3.75	0.45
Treats each learner equitably	83.33% (10)	8.33% (1)	8.33% (1)	0.00% (0)	3.75	0.62
Encourages learners to share their opinions without fear of negative comments from their peers	83.33% (10)	16.67% (2)	0.00% (0)	0.00% (0)	3.83	0.39
Creates enthusiasm for the learning at hand	75.00% (9)	16.67% (2)	0.00% (0)	8.33% (1)	3.58	0.90
Communicates clear explanations about the activities or tasks	58.33% (7)	33.33% (4)	8.33% (1)	0.00% (0)	3.50	0.67
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	58.33% (7)	41.67% (5)	0.00% (0)	0.00% (0)	3.58	0.51
Delivers lessons that are relatable to the learners or aligned to their interests	58.33% (7)	33.33% (4)	0.00% (0)	8.33% (1)	3.42	0.90
Monitors learners' understanding of the content and/or the acquisition of skills	75.00% (9)	8.33% (1)	8.33% (1)	8.33% (1)	3.50	1.00
Adapts instruction and/or activities that meet individual learner's needs	58.33% (7)	25.00% (3)	0.00% (0)	16.67% (2)	3.25	1.14
Provides learners with purposeful feedback about their progress and/or needs	66.67% (8)	16.67% (2)	8.33% (1)	8.33% (1)	3.42	1.00
Delivers and/or facilitates the lesson with knowledge and confidence	66.67% (8)	25.00% (3)	0.00% (0)	8.33% (1)	3.50	0.90
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	66.67% (8)	16.67% (2)	8.33% (1)	8.33% (1)	3.42	1.00
Facilitates use of resources that support learners' needs	83.33% (10)	8.33% (1)	0.00% (0)	8.33% (1)	3.67	0.89
Implements instructional strategies that actively engage learners	83.33% (10)	8.33% (1)	8.33% (1)	0.00% (0)	3.75	0.62
Manages the learning time in an efficient and optimal manner	66.67% (8)	25.00% (3)	0.00% (0)	8.33% (1)	3.50	0.90
Empowers learners to be responsible for the learning at hand	75.00% (9)	25.00% (3)	0.00% (0)	0.00% (0)	3.75	0.45
Gives learners choices about the learning activities or tasks	83.33% (10)	0.00% (0)	8.33% (1)	8.33% (1)	3.58	1.00
Provides assistance for learners to navigate and monitor their learning progress	75.00% (9)	8.33% (1)	16.67% (2)	0.00% (0)	3.58	0.79
Encourages learners to persevere with or seek challenging activities or tasks	50.00% (6)	41.67% (5)	0.00% (0)	8.33% (1)	3.33	0.89
Builds learners' growth mindset and self-efficacy	83.33% (10)	8.33% (1)	0.00% (0)	8.33% (1)	3.67	0.89
Promotes respectful and caring interactions toward and between learners	83.33% (10)	16.67% (2)	0.00% (0)	0.00% (0)	3.83	0.39
Cultivates learner cooperation, collaboration, and inclusivity	75.00% (9)	8.33% (1)	16.67% (2)	0.00% (0)	3.58	0.79
Preserves learners' dignity while attending to their individual needs	75.00% (9)	25.00% (3)	0.00% (0)	0.00% (0)	3.75	0.45
Program Overall Scores					3.59	0.23
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Social Studies- Class B				ATOT Lesson Plan			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	N/A	Mean	Stdev
Activities that treat each learner equitably	75.00% (9)	25.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	3.75	0.45
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	83.33% (10)	8.33% (1)	8.33% (1)	0.00% (0)	0.00% (0)	3.75	0.62
Provides clear explanations for the activities or tasks	83.33% (10)	16.67% (2)	0.00% (0)	0.00% (0)	0.00% (0)	3.83	0.39
Includes activities that will stimulate learners to use higher-order thinking skills	66.67% (8)	33.33% (4)	0.00% (0)	0.00% (0)	0.00% (0)	3.67	0.49
Is relatable to the learners and/or aligned to their interests	50.00% (6)	41.67% (5)	8.33% (1)	0.00% (0)	0.00% (0)	3.42	0.67
Includes adaptations for instruction and/or activities to meet individual learner's needs	66.67% (8)	33.33% (4)	0.00% (0)	0.00% (0)	0.00% (0)	3.67	0.49
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	66.67% (8)	25.00% (3)	8.33% (1)	0.00% (0)	0.00% (0)	3.58	0.67
Indicates deep levels of content knowledge by the teacher	58.33% (7)	41.67% (5)	0.00% (0)	0.00% (0)	0.00% (0)	3.58	0.51
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	66.67% (8)	25.00% (3)	8.33% (1)	0.00% (0)	0.00% (0)	3.58	0.67
Uses resources to supports specific learners' needs	75.00% (9)	16.67% (2)	8.33% (1)	0.00% (0)	0.00% (0)	3.67	0.65
Includes instructional strategies that will actively engage learners	91.67% (11)	8.33% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.92	0.29
Has management of the learning time included throughout the plan	75.00% (9)	25.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	3.75	0.45
Ensures learners are empowered to be responsible for their own learning	66.67% (8)	25.00% (3)	8.33% (1)	0.00% (0)	0.00% (0)	3.58	0.67
Gives learners choices about the learning activities or tasks	66.67% (8)	25.00% (3)	8.33% (1)	0.00% (0)	0.00% (0)	3.58	0.67
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	66.67% (8)	25.00% (3)	0.00% (0)	8.33% (1)	0.00% (0)	3.50	0.90
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	41.67% (5)	50.00% (6)	8.33% (1)	0.00% (0)	0.00% (0)	3.33	0.65
Includes activities designed to build learners' growth mindset and self-efficacy	75.00% (9)	16.67% (2)	0.00% (0)	8.33% (1)	0.00% (0)	3.58	0.90
Program Overall						3.63	0.16
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>							

English Language Arts (ELA)- Class B			ATOT Observation Rubric			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	83.3% (75)	13.3% (12)	3.3% (3)	0.0% (0)	3.8	0.48
Treats each learner equitably	83.3% (75)	16.7% (15)	0.0% (0)	0.0% (0)	3.83	0.37
Encourages learners to share their opinions without fear of negative comments from their peers	86.7% (78)	13.3% (12)	0.0% (0)	0.0% (0)	3.87	0.34
Creates enthusiasm for the learning at hand	93.3% (84)	3.3% (3)	3.3% (3)	0.0% (0)	3.9	0.4
Communicates clear explanations about the activities or tasks	66.7% (60)	26.7% (24)	3.3% (3)	3.3% (3)	3.57	0.72
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	63.3% (57)	36.7% (33)	0.0% (0)	0.0% (0)	3.63	0.48
Delivers lessons that are relatable to the learners or aligned to their interests	83.3% (75)	13.3% (12)	0.0% (0)	3.3% (3)	3.77	0.62
Monitors learners' understanding of the content and/or the acquisition of skills	76.7% (69)	16.7% (15)	6.7% (6)	0.0% (0)	3.7	0.59
Adapts instruction and/or activities that meet individual learner's needs	76.7% (69)	23.3% (21)	0.0% (0)	0.0% (0)	3.77	0.42
Provides learners with purposeful feedback about their progress and/or needs	80.0% (72)	13.3% (12)	6.7% (6)	0.0% (0)	3.73	0.57
Delivers and/or facilitates the lesson with knowledge and confidence	86.7% (78)	13.3% (12)	0.0% (0)	0.0% (0)	3.87	0.34
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	83.3% (75)	16.7% (15)	0.0% (0)	0.0% (0)	3.83	0.37
Facilitates use of resources that support learners' needs	76.7% (69)	23.3% (21)	0.0% (0)	0.0% (0)	3.77	0.42
Implements instructional strategies that actively engage learners	90.0% (81)	10.0% (9)	0.0% (0)	0.0% (0)	3.9	0.3
Manages the learning time in an efficient and optimal manner	63.3% (57)	33.3% (30)	3.3% (3)	0.0% (0)	3.6	0.55
Empowers learners to be responsible for the learning at hand	76.7% (69)	20.0% (18)	3.3% (3)	0.0% (0)	3.73	0.51
Gives learners choices about the learning activities or tasks	70.0% (63)	26.7% (24)	3.3% (3)	0.0% (0)	3.67	0.54
Provides assistance for learners to navigate and monitor their learning progress	76.7% (69)	16.7% (15)	3.3% (3)	3.3% (3)	3.67	0.7
Encourages learners to persevere with or seek challenging activities or tasks	93.3% (84)	6.7% (6)	0.0% (0)	0.0% (0)	3.93	0.25
Builds learners' growth mindset and self-efficacy	80.0% (72)	20.0% (18)	0.0% (0)	0.0% (0)	3.8	0.4
Promotes respectful and caring interactions toward and between learners	96.7% (87)	3.3% (3)	0.0% (0)	0.0% (0)	3.97	0.18
Cultivates learner cooperation, collaboration, and inclusivity	80.0% (72)	20.0% (18)	0.0% (0)	0.0% (0)	3.8	0.4
Preserves learners' dignity while attending to their individual needs	96.7% (87)	3.3% (3)	0.0% (0)	0.0% (0)	3.97	0.18
Program Overall					3.79	0.14
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

English Language Arts (ELA)- Class B				ATOT Lesson Plan			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	N/A	Mean	Stdev
Activities that treat each learner equitably	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Provides clear explanations for the activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes activities that will stimulate learners to use higher-order thinking skills	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Is relatable to the learners and/or aligned to their interests	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes adaptations for instruction and/or activities to meet individual learner's needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Indicates deep levels of content knowledge by the teacher	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Uses resources to supports specific learners' needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes instructional strategies that will actively engage learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Has management of the learning time included throughout the plan	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Ensures learners are empowered to be responsible for their own learning	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Gives learners choices about the learning activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Includes activities designed to build learners' growth mindset and self-efficacy	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Program Overall						3.91	0.27
** Numbers in the parentheses indicate the count of assessments received for each rating							

General Science- Class B			ATOT Observation Rubric			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	63.6% (21)	36.4% (12)	0.0% (0)	0.0% (0)	3.64	0.48
Treats each learner equitably	72.7% (24)	27.3% (9)	0.0% (0)	0.0% (0)	3.73	0.45
Encourages learners to share their opinions without fear of negative comments from their peers	63.6% (21)	36.4% (12)	0.0% (0)	0.0% (0)	3.64	0.48
Creates enthusiasm for the learning at hand	63.6% (21)	27.3% (9)	9.1% (3)	0.0% (0)	3.55	0.66
Communicates clear explanations about the activities or tasks	54.5% (18)	36.4% (12)	9.1% (3)	0.0% (0)	3.45	0.66
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	63.6% (21)	36.4% (12)	0.0% (0)	0.0% (0)	3.64	0.48
Delivers lessons that are relatable to the learners or aligned to their interests	54.5% (18)	27.3% (9)	9.1% (3)	9.1% (3)	3.27	0.96
Monitors learners' understanding of the content and/or the acquisition of skills	63.6% (21)	36.4% (12)	0.0% (0)	0.0% (0)	3.64	0.48
Adapts instruction and/or activities that meet individual learner's needs	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Provides learners with purposeful feedback about their progress and/or needs	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Delivers and/or facilitates the lesson with knowledge and confidence	54.5% (18)	45.5% (15)	0.0% (0)	0.0% (0)	3.55	0.5
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Facilitates use of resources that support learners' needs	45.5% (15)	45.5% (15)	9.1% (3)	0.0% (0)	3.36	0.64
Implements instructional strategies that actively engage learners	63.6% (21)	36.4% (12)	0.0% (0)	0.0% (0)	3.64	0.48
Manages the learning time in an efficient and optimal manner	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Empowers learners to be responsible for the learning at hand	63.6% (21)	36.4% (12)	0.0% (0)	0.0% (0)	3.64	0.48
Gives learners choices about the learning activities or tasks	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Provides assistance for learners to navigate and monitor their learning progress	36.4% (12)	54.5% (18)	0.0% (0)	9.1% (3)	3.18	0.83
Encourages learners to persevere with or seek challenging activities or tasks	54.5% (18)	45.5% (15)	0.0% (0)	0.0% (0)	3.55	0.5
Builds learners' growth mindset and self-efficacy	45.5% (15)	45.5% (15)	9.1% (3)	0.0% (0)	3.36	0.64
Promotes respectful and caring interactions toward and between learners	54.5% (18)	45.5% (15)	0.0% (0)	0.0% (0)	3.55	0.5
Cultivates learner cooperation, collaboration, and inclusivity	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Preserves learners' dignity while attending to their individual needs	54.5% (18)	45.5% (15)	0.0% (0)	0.0% (0)	3.55	0.5
Program Overall					3.51	0.12
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

General Science- Class B				ATOT Lesson Plan			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	N/A	Mean	Stdev
Activities that treat each learner equitably	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Provides clear explanations for the activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes activities that will stimulate learners to use higher-order thinking skills	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Is relatable to the learners and/or aligned to their interests	50.00% (1)	0.00% (0)	50.00% (1)	0.00% (0)	0.00% (0)	3.00	1.41
Includes adaptations for instruction and/or activities to meet individual learner's needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Indicates deep levels of content knowledge by the teacher	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Uses resources to supports specific learners' needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes instructional strategies that will actively engage learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Has management of the learning time included throughout the plan	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Ensures learners are empowered to be responsible for their own learning	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Gives learners choices about the learning activities or tasks	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Includes activities designed to build learners' growth mindset and self-efficacy	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Program Overall						3.82	0.42
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>							

Math - Class B			ATOT Observation Rubric			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Treats each learner equitably	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Encourages learners to share their opinions without fear of negative comments from their peers	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Creates enthusiasm for the learning at hand	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Communicates clear explanations about the activities or tasks	50.0% (12)	50.0% (12)	0.0% (0)	0.0% (0)	3.5	0.5
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	50.0% (12)	50.0% (12)	0.0% (0)	0.0% (0)	3.5	0.5
Delivers lessons that are relatable to the learners or aligned to their interests	37.5% (9)	62.5% (15)	0.0% (0)	0.0% (0)	3.38	0.48
Monitors learners' understanding of the content and/or the acquisition of skills	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Adapts instruction and/or activities that meet individual learner's needs	37.5% (9)	62.5% (15)	0.0% (0)	0.0% (0)	3.38	0.48
Provides learners with purposeful feedback about their progress and/or needs	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Delivers and/or facilitates the lesson with knowledge and confidence	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Facilitates use of resources that support learners' needs	37.5% (9)	62.5% (15)	0.0% (0)	0.0% (0)	3.38	0.48
Implements instructional strategies that actively engage learners	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Manages the learning time in an efficient and optimal manner	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Empowers learners to be responsible for the learning at hand	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Gives learners choices about the learning activities or tasks	85.7% (18)	14.3% (3)	0.0% (0)	0.0% (0)	3.86	0.35
Provides assistance for learners to navigate and monitor their learning progress	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Encourages learners to persevere with or seek challenging activities or tasks	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Builds learners' growth mindset and self-efficacy	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Promotes respectful and caring interactions toward and between learners	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Cultivates learner cooperation, collaboration, and inclusivity	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Preserves learners' dignity while attending to their individual needs	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Program Overall					3.66	0.06
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Math- Class B				ATOT Lesson Plan			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	N/A	Mean	Stdev
Activities that treat each learner equitably	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Provides clear explanations for the activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes activities that will stimulate learners to use higher-order thinking skills	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Is relatable to the learners and/or aligned to their interests	50.00% (1)	0.00% (0)	50.00% (1)	0.00% (0)	0.00% (0)	3.00	1.41
Includes adaptations for instruction and/or activities to meet individual learner's needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Indicates deep levels of content knowledge by the teacher	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Uses resources to supports specific learners' needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes instructional strategies that will actively engage learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Has management of the learning time included throughout the plan	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Ensures learners are empowered to be responsible for their own learning	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Gives learners choices about the learning activities or tasks	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Includes activities designed to build learners' growth mindset and self-efficacy	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	3.50	0.71
Program Overall						3.82	0.42
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>							

Music - Class B		ATOT Observation Rubric				
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Treats each learner equitably	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Encourages learners to share their opinions without fear of negative comments from their peers	83.33% (5)	0.00% (0)	16.67% (1)	0.00% (0)	3.67	0.82
Creates enthusiasm for the learning at hand	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Communicates clear explanations about the activities or tasks	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	33.33% (2)	66.67% (4)	0.00% (0)	0.00% (0)	3.33	0.52
Delivers lessons that are relatable to the learners or aligned to their interests	16.67% (1)	83.33% (5)	0.00% (0)	0.00% (0)	3.17	0.41
Monitors learners' understanding of the content and/or the acquisition of skills	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Adapts instruction and/or activities that meet individual learner's needs	33.33% (2)	66.67% (4)	0.00% (0)	0.00% (0)	3.33	0.52
Provides learners with purposeful feedback about their progress and/or needs	16.67% (1)	66.67% (4)	16.67% (1)	0.00% (0)	3.00	0.63
Delivers and/or facilitates the lesson with knowledge and confidence	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	50.00% (3)	33.33% (2)	16.67% (1)	0.00% (0)	3.33	0.82
Facilitates use of resources that support learners' needs	33.33% (2)	66.67% (4)	0.00% (0)	0.00% (0)	3.33	0.52
Implements instructional strategies that actively engage learners	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Manages the learning time in an efficient and optimal manner	33.33% (2)	66.67% (4)	0.00% (0)	0.00% (0)	3.33	0.52
Empowers learners to be responsible for the learning at hand	33.33% (2)	66.67% (4)	0.00% (0)	0.00% (0)	3.33	0.52
Gives learners choices about the learning activities or tasks	50.00% (3)	33.33% (2)	16.67% (1)	0.00% (0)	3.33	0.82
Provides assistance for learners to navigate and monitor their learning progress	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Encourages learners to persevere with or seek challenging activities or tasks	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Builds learners' growth mindset and self-efficacy	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Promotes respectful and caring interactions toward and between learners	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					3.54	0.22
** Numbers in the parentheses indicate the count of assessments received for each rating						

Music- Class B				ATOT Lesson Plan			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	N/A	Mean	Stdev
Activities that treat each learner equitably	66.67% (14)	33.33% (7)	0.00% (0)	0.00% (0)	0.00% (0)	3.67	0.48
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	61.90% (13)	38.10% (8)	0.00% (0)	0.00% (0)	0.00% (0)	3.62	0.50
Provides clear explanations for the activities or tasks	61.90% (13)	33.33% (7)	4.76% (1)	0.00% (0)	0.00% (0)	3.57	0.60
Includes activities that will stimulate learners to use higher-order thinking skills	57.14% (12)	33.33% (7)	9.52% (2)	0.00% (0)	0.00% (0)	3.48	0.68
Is relatable to the learners and/or aligned to their interests	66.67% (14)	28.57% (6)	4.76% (1)	0.00% (0)	0.00% (0)	3.62	0.59
Includes adaptations for instruction and/or activities to meet individual learner's needs	57.14% (12)	33.33% (7)	9.52% (2)	0.00% (0)	0.00% (0)	3.48	0.68
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	52.38% (11)	38.10% (8)	9.52% (2)	0.00% (0)	0.00% (0)	3.43	0.68
Indicates deep levels of content knowledge by the teacher	47.62% (10)	38.10% (8)	14.29% (3)	0.00% (0)	0.00% (0)	3.33	0.73
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	61.90% (13)	28.57% (6)	9.52% (2)	0.00% (0)	0.00% (0)	3.52	0.68
Uses resources to supports specific learners' needs	66.67% (14)	19.05% (4)	14.29% (3)	0.00% (0)	0.00% (0)	3.52	0.75
Includes instructional strategies that will actively engage learners	61.90% (13)	33.33% (7)	4.76% (1)	0.00% (0)	0.00% (0)	3.57	0.60
Has management of the learning time included throughout the plan	33.33% (7)	57.14% (12)	9.52% (2)	0.00% (0)	0.00% (0)	3.24	0.62
Ensures learners are empowered to be responsible for their own learning	61.90% (13)	28.57% (6)	9.52% (2)	0.00% (0)	0.00% (0)	3.52	0.68
Gives learners choices about the learning activities or tasks	47.62% (10)	52.38% (11)	0.00% (0)	0.00% (0)	0.00% (0)	3.48	0.51
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	42.86% (9)	47.62% (10)	9.52% (2)	0.00% (0)	0.00% (0)	3.33	0.66
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	42.86% (9)	57.14% (12)	0.00% (0)	0.00% (0)	0.00% (0)	3.43	0.51
Includes activities designed to build learners' growth mindset and self-efficacy	61.90% (13)	33.33% (7)	4.76% (1)	0.00% (0)	0.00% (0)	3.57	0.60
Program Overall						3.49	0.08
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>							

Family Consumer Sciences (FCS)- Class B		ATOT Observation Rubric				
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Treats each learner equitably	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Encourages learners to share their opinions without fear of negative comments from their peers	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Creates enthusiasm for the learning at hand	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Communicates clear explanations about the activities or tasks	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	50.0% (12)	50.0% (12)	0.0% (0)	0.0% (0)	3.5	0.5
Delivers lessons that are relatable to the learners or aligned to their interests	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Monitors learners' understanding of the content and/or the acquisition of skills	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Adapts instruction and/or activities that meet individual learner's needs	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Provides learners with purposeful feedback about their progress and/or needs	50.0% (12)	50.0% (12)	0.0% (0)	0.0% (0)	3.5	0.5
Delivers and/or facilitates the lesson with knowledge and confidence	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Facilitates use of resources that support learners' needs	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Implements instructional strategies that actively engage learners	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Manages the learning time in an efficient and optimal manner	50.0% (12)	50.0% (12)	0.0% (0)	0.0% (0)	3.5	0.5
Empowers learners to be responsible for the learning at hand	100.0% (24)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Gives learners choices about the learning activities or tasks	50.0% (12)	50.0% (12)	0.0% (0)	0.0% (0)	3.5	0.5
Provides assistance for learners to navigate and monitor their learning progress	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Encourages learners to persevere with or seek challenging activities or tasks	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Builds learners' growth mindset and self-efficacy	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Promotes respectful and caring interactions toward and between learners	75.0% (18)	25.0% (6)	0.0% (0)	0.0% (0)	3.75	0.43
Cultivates learner cooperation, collaboration, and inclusivity	62.5% (15)	37.5% (9)	0.0% (0)	0.0% (0)	3.62	0.48
Preserves learners' dignity while attending to their individual needs	87.5% (21)	12.5% (3)	0.0% (0)	0.0% (0)	3.88	0.33
Program Overall					3.70	0.11
** Numbers in the parentheses indicate the count of assessments received for each rating						

Health & Physical Education- Class B		ATOT Observation Rubric				
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	78.0% (117)	20.0% (30)	2.0% (3)	0.0% (0)	3.76	0.47
Treats each learner equitably	78.0% (117)	20.0% (30)	2.0% (3)	0.0% (0)	3.76	0.47
Encourages learners to share their opinions without fear of negative comments from their peers	84.0% (126)	16.0% (24)	0.0% (0)	0.0% (0)	3.84	0.37
Creates enthusiasm for the learning at hand	70.0% (105)	30.0% (45)	0.0% (0)	0.0% (0)	3.7	0.46
Communicates clear explanations about the activities or tasks	78.0% (117)	18.0% (27)	4.0% (6)	0.0% (0)	3.74	0.52
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	64.0% (96)	30.0% (45)	4.0% (6)	2.0% (3)	3.56	0.67
Delivers lessons that are relatable to the learners or aligned to their interests	80.0% (120)	18.0% (27)	2.0% (3)	0.0% (0)	3.78	0.46
Monitors learners' understanding of the content and/or the acquisition of skills	78.0% (117)	18.0% (27)	4.0% (6)	0.0% (0)	3.74	0.52
Adapts instruction and/or activities that meet individual learner's needs	74.0% (111)	24.0% (36)	0.0% (0)	2.0% (3)	3.7	0.57
Provides learners with purposeful feedback about their progress and/or needs	80.0% (120)	18.0% (27)	2.0% (3)	0.0% (0)	3.78	0.46
Delivers and/or facilitates the lesson with knowledge and confidence	80.0% (120)	18.0% (27)	2.0% (3)	0.0% (0)	3.78	0.46
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	80.0% (120)	18.0% (27)	2.0% (3)	0.0% (0)	3.78	0.46
Facilitates use of resources that support learners' needs	80.0% (120)	14.0% (21)	4.0% (6)	2.0% (3)	3.72	0.63
Implements instructional strategies that actively engage learners	76.0% (114)	22.0% (33)	0.0% (0)	2.0% (3)	3.72	0.57
Manages the learning time in an efficient and optimal manner	80.0% (120)	16.0% (24)	2.0% (3)	2.0% (3)	3.74	0.59
Empowers learners to be responsible for the learning at hand	78.0% (117)	20.0% (30)	0.0% (0)	2.0% (3)	3.74	0.56
Gives learners choices about the learning activities or tasks	72.0% (108)	24.0% (36)	2.0% (3)	2.0% (3)	3.66	0.62
Provides assistance for learners to navigate and monitor their learning progress	74.0% (111)	24.0% (36)	2.0% (3)	0.0% (0)	3.72	0.49
Encourages learners to persevere with or seek challenging activities or tasks	80.0% (120)	18.0% (27)	0.0% (0)	2.0% (3)	3.76	0.55
Builds learners' growth mindset and self-efficacy	78.0% (117)	20.0% (30)	2.0% (3)	0.0% (0)	3.76	0.47
Promotes respectful and caring interactions toward and between learners	88.0% (132)	10.0% (15)	2.0% (3)	0.0% (0)	3.86	0.4
Cultivates learner cooperation, collaboration, and inclusivity	80.0% (120)	18.0% (27)	2.0% (3)	0.0% (0)	3.78	0.46
Preserves learners' dignity while attending to their individual needs	82.0% (123)	18.0% (27)	0.0% (0)	0.0% (0)	3.82	0.38
Program Overall					3.76	0.08
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Health & Physical Education- Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Provides clear explanations for the activities or tasks	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Includes activities that will stimulate learners to use higher-order thinking skills	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Is relatable to the learners and/or aligned to their interests	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	3.88	87.5% (7)
Includes adaptations for instruction and/or activities to meet individual learner's needs	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Indicates deep levels of content knowledge by the teacher	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Uses resources to supports specific learners' needs	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	3.88	87.5% (7)
Includes instructional strategies that will actively engage learners	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Has management of the learning time included throughout the plan	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	3.88	87.5% (7)
Ensures learners are empowered to be responsible for their own learning	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Gives learners choices about the learning activities or tasks	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	100.0% (8)	0.0% (0)	0.0% (0)	0.0% (0)	4.00	100.0% (8)
Includes activities designed to build learners' growth mindset and self-efficacy	87.5% (7)	12.5% (1)	0.0% (0)	0.0% (0)	3.88	87.5% (7)
Program Overall					3.97	0.14
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Alt-A Programs

Physical Education-Alternative Class A			ATOT Observation Rubric			
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Fosters an environment that embraces all learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Encourages learners to share their opinions without fear of negative comments from their peers	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Creates enthusiasm for the learning at hand	75.00%(6)	25.00%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Communicates clear explanations about the activities or tasks	75.00%(6)	25.00%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	3.88
Delivers lessons that are relatable to the learners or aligned to their interests	75.00%(6)	25.00%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Monitors learners' understanding of the content and/or the acquisition of skills	75.00%(6)	25.00%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Adapts instruction and/or activities that meet individual learner's needs	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	3.88
Provides learners with purposeful feedback about their progress and/or needs	62.50%(6)	37.50%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Delivers and/or facilitates the lesson with knowledge and confidence	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	3.88
Facilitates use of resources that support learners' needs	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	3.88
Implements instructional strategies that actively engage learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Manages the learning time in an efficient and optimal manner	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Empowers learners to be responsible for the learning at hand	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Gives learners choices about the learning activities or tasks	75.00%(6)	25.00%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Provides assistance for learners to navigate and monitor their learning progress	75.00%(6)	25.00%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Encourages learners to persevere with or seek challenging activities or tasks	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	3.88
Builds learners' growth mindset and self-efficacy	75.00%(6)	25.00%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Promotes respectful and caring interactions toward and between learners	75.00%(6)	25.00%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Cultivates learner cooperation, collaboration, and inclusivity	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	3.88
Preserves learners' dignity while attending to their individual needs	62.50%(6)	37.50%(2)	0.00% (0)	0.00% (0)	3.75	0.46
Program Overall					3.84	1.56
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Physical Education-Alternative Class A				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	StDev
Activities that treat each learner equitably	100.00% (9)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Provides clear explanations for the activities or tasks	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Includes activities that will stimulate learners to use higher-order thinking skills	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Is relatable to the learners and/or aligned to their interests	100.00% (9)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes adaptations for instruction and/or activities to meet individual learner's needs	100.00% (9)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (9)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Indicates deep levels of content knowledge by the teacher	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Uses resources to supports specific learners' needs	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Includes instructional strategies that will actively engage learners	100.00% (9)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Has management of the learning time included throughout the plan	100.00% (9)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Ensures learners are empowered to be responsible for their own learning	100.00% (9)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Gives learners choices about the learning activities or tasks	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	88.89% (8)	11.11% (1)	0.00% (0)	0.00% (0)	3.89	0.33
Includes activities designed to build learners' growth mindset and self-efficacy	100.00% (9)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0
Program Overall					3.94	0.16
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Early Childhood Ed-Alternative Class A				Observation Rubric		
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	66.7% (12)	16.7% (3)	16.7% (3)	0.0% (0)	3.5	0.76
Fosters an environment that embraces all learners	83.3% (15)	16.7% (3)	0.0% (0)	0.0% (0)	3.83	0.37
Treats each learner equitably	83.3% (15)	16.7% (3)	0.0% (0)	0.0% (0)	3.83	0.37
Encourages learners to share their opinions without fear of negative comments from their peers	33.3% (6)	66.7% (12)	0.0% (0)	0.0% (0)	3.33	0.47
Communicates clear explanations about the activities or tasks	16.7% (3)	66.7% (12)	16.7% (3)	0.0% (0)	3.0	0.58
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	50.0% (9)	33.3% (6)	16.7% (3)	0.0% (0)	3.33	0.75
Delivers lessons that are relatable to the learners or aligned to their interests	33.3% (6)	66.7% (12)	0.0% (0)	0.0% (0)	3.33	0.47
Monitors learners' understanding of the content and/or the acquisition of skills	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Adapts instruction and/or activities that meet individual learner's needs	50.0% (9)	33.3% (6)	16.7% (3)	0.0% (0)	3.33	0.75
Provides learners with purposeful feedback about their progress and/or needs	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Delivers and/or facilitates the lesson with knowledge and confidence	83.3% (15)	0.0% (0)	16.7% (3)	0.0% (0)	3.67	0.75
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Facilitates use of resources that support learners' needs	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Implements instructional strategies that actively engage learners	83.3% (15)	0.0% (0)	16.7% (3)	0.0% (0)	3.67	0.75
Manages the learning time in an efficient and optimal manner	33.3% (6)	50.0% (9)	0.0% (0)	16.7% (3)	3.0	1.0
Empowers learners to be responsible for the learning at hand	66.7% (12)	16.7% (3)	16.7% (3)	0.0% (0)	3.5	0.76
Gives learners choices about the learning activities or tasks	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Provides assistance for learners to navigate and monitor their learning progress	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Encourages learners to persevere with or seek challenging activities or tasks	66.7% (12)	16.7% (3)	16.7% (3)	0.0% (0)	3.5	0.76
Builds learners' growth mindset and self-efficacy	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Promotes respectful and caring interactions toward and between learners	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Cultivates learner cooperation, collaboration, and inclusivity	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Preserves learners' dignity while attending to their individual needs	83.3% (15)	16.7% (3)	0.0% (0)	0.0% (0)	3.83	0.37
Program Overall					3.52	0.17

** Numbers in the parentheses indicate the count of assessments received for each rating

Elementary Education -Alternative Class A				Observation Rubric		
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	57.9% (66)	42.1% (48)	0.0% (0)	0.0% (0)	3.58	0.49
Fosters an environment that embraces all learners	71.1% (81)	28.9% (33)	0.0% (0)	0.0% (0)	3.71	0.45
Treats each learner equitably	73.7% (84)	23.7% (27)	2.6% (3)	0.0% (0)	3.71	0.51
Encourages learners to share their opinions without fear of negative comments from their peers	68.4% (78)	26.3% (30)	5.3% (6)	0.0% (0)	3.63	0.58
Communicates clear explanations about the activities or tasks	76.3% (87)	23.7% (27)	0.0% (0)	0.0% (0)	3.76	0.43
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	42.1% (48)	52.6% (60)	5.3% (6)	0.0% (0)	3.37	0.58
Delivers lessons that are relatable to the learners or aligned to their interests	44.7% (51)	50.0% (57)	5.3% (6)	0.0% (0)	3.39	0.59
Monitors learners' understanding of the content and/or the acquisition of skills	71.1% (81)	23.7% (27)	5.3% (6)	0.0% (0)	3.66	0.57
Adapts instruction and/or activities that meet individual learner's needs	47.4% (54)	44.7% (51)	7.9% (9)	0.0% (0)	3.39	0.63
Provides learners with purposeful feedback about their progress and/or needs	55.3% (63)	31.6% (36)	13.2% (15)	0.0% (0)	3.42	0.71
Delivers and/or facilitates the lesson with knowledge and confidence	78.9% (90)	21.1% (24)	0.0% (0)	0.0% (0)	3.79	0.41
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	63.2% (72)	36.8% (42)	0.0% (0)	0.0% (0)	3.63	0.48
Facilitates use of resources that support learners' needs	52.6% (60)	44.7% (51)	2.6% (3)	0.0% (0)	3.5	0.55
Implements instructional strategies that actively engage learners	60.5% (69)	34.2% (39)	5.3% (6)	0.0% (0)	3.55	0.59
Manages the learning time in an efficient and optimal manner	71.1% (81)	28.9% (33)	0.0% (0)	0.0% (0)	3.71	0.45
Empowers learners to be responsible for the learning at hand	63.2% (72)	36.8% (42)	0.0% (0)	0.0% (0)	3.63	0.48
Gives learners choices about the learning activities or tasks	44.7% (51)	26.3% (30)	26.3% (30)	2.6% (3)	3.13	0.89
Provides assistance for learners to navigate and monitor their learning progress	55.3% (63)	34.2% (39)	10.5% (12)	0.0% (0)	3.45	0.68
Encourages learners to persevere with or seek challenging activities or tasks	73.7% (84)	26.3% (30)	0.0% (0)	0.0% (0)	3.74	0.44
Builds learners' growth mindset and self-efficacy	52.6% (60)	34.2% (39)	13.2% (15)	0.0% (0)	3.39	0.71
Promotes respectful and caring interactions toward and between learners	73.7% (84)	23.7% (27)	0.0% (0)	2.6% (3)	3.68	0.61
Cultivates learner cooperation, collaboration, and inclusivity	63.2% (72)	34.2% (39)	2.6% (3)	0.0% (0)	3.61	0.54
Preserves learners' dignity while attending to their individual needs	81.6% (93)	15.8% (18)	0.0% (0)	2.6% (3)	3.76	0.58
Program Overall					3.57	0.11
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

General Science-Alternative Class A				Observation Rubric		
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Fosters an environment that embraces all learners	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Treats each learner equitably	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Encourages learners to share their opinions without fear of negative comments from their peers	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Communicates clear explanations about the activities or tasks	33.3% (6)	66.7% (12)	0.0% (0)	0.0% (0)	3.33	0.47
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	50.0% (9)	33.3% (6)	16.7% (3)	0.0% (0)	3.33	0.75
Delivers lessons that are relatable to the learners or aligned to their interests	66.7% (12)	16.7% (3)	16.7% (3)	0.0% (0)	3.5	0.76
Monitors learners' understanding of the content and/or the acquisition of skills	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Adapts instruction and/or activities that meet individual learner's needs	33.3% (6)	66.7% (12)	0.0% (0)	0.0% (0)	3.33	0.47
Provides learners with purposeful feedback about their progress and/or needs	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Delivers and/or facilitates the lesson with knowledge and confidence	66.7% (12)	33.3% (6)	0.0% (0)	0.0% (0)	3.67	0.47
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	33.3% (6)	66.7% (12)	0.0% (0)	0.0% (0)	3.33	0.47
Facilitates use of resources that support learners' needs	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Implements instructional strategies that actively engage learners	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Manages the learning time in an efficient and optimal manner	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Empowers learners to be responsible for the learning at hand	66.7% (12)	0.0% (0)	33.3% (6)	0.0% (0)	3.33	0.94
Gives learners choices about the learning activities or tasks	16.7% (3)	50.0% (9)	0.0% (0)	33.3% (6)	2.5	1.12
Provides assistance for learners to navigate and monitor their learning progress	50.0% (9)	16.7% (3)	16.7% (3)	16.7% (3)	3.0	1.15
Encourages learners to persevere with or seek challenging activities or tasks	60.0% (9)	20.0% (3)	20.0% (3)	0.0% (0)	3.4	0.8
Builds learners' growth mindset and self-efficacy	33.3% (6)	50.0% (9)	16.7% (3)	0.0% (0)	3.17	0.69
Promotes respectful and caring interactions toward and between learners	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Cultivates learner cooperation, collaboration, and inclusivity	50.0% (9)	50.0% (9)	0.0% (0)	0.0% (0)	3.5	0.5
Preserves learners' dignity while attending to their individual needs	33.3% (6)	66.7% (12)	0.0% (0)	0.0% (0)	3.33	0.47
Program Overall					3.40	0.21

** Numbers in the parentheses indicate the count of assessments received for each rating

Mathematics-Alternative Class A			Observation Rubric			
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Fosters an environment that embraces all learners	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Treats each learner equitably	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Encourages learners to share their opinions without fear of negative comments from their peers	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Communicates clear explanations about the activities or tasks	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	3.5	0.5
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Delivers lessons that are relatable to the learners or aligned to their interests	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	3.5	0.5
Monitors learners' understanding of the content and/or the acquisition of skills	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Adapts instruction and/or activities that meet individual learner's needs	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Provides learners with purposeful feedback about their progress and/or needs	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Delivers and/or facilitates the lesson with knowledge and confidence	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	3.5	0.5
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Facilitates use of resources that support learners' needs	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Implements instructional strategies that actively engage learners	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Manages the learning time in an efficient and optimal manner	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Empowers learners to be responsible for the learning at hand	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Gives learners choices about the learning activities or tasks	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	3.5	0.5
Provides assistance for learners to navigate and monitor their learning progress	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Encourages learners to persevere with or seek challenging activities or tasks	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Builds learners' growth mindset and self-efficacy	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Promotes respectful and caring interactions toward and between learners	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Cultivates learner cooperation, collaboration, and inclusivity	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Preserves learners' dignity while attending to their individual needs	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Program Overall					3.91	0.19
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Social Studies -Alternative Class A				Observation Rubric		
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Fosters an environment that embraces all learners	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Treats each learner equitably	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Encourages learners to share their opinions without fear of negative comments from their peers	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Communicates clear explanations about the activities or tasks	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	3.5	0.5
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Delivers lessons that are relatable to the learners or aligned to their interests	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Monitors learners' understanding of the content and/or the acquisition of skills	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Adapts instruction and/or activities that meet individual learner's needs	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Provides learners with purposeful feedback about their progress and/or needs	0.0% (0)	100.0% (6)	0.0% (0)	0.0% (0)	3.0	0.0
Delivers and/or facilitates the lesson with knowledge and confidence	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Facilitates use of resources that support learners' needs	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Implements instructional strategies that actively engage learners	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Manages the learning time in an efficient and optimal manner	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Empowers learners to be responsible for the learning at hand	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	3.5	0.5
Gives learners choices about the learning activities or tasks	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	3.5	0.5
Provides assistance for learners to navigate and monitor their learning progress	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	3.5	0.5
Encourages learners to persevere with or seek challenging activities or tasks	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Builds learners' growth mindset and self-efficacy	0.0% (0)	100.0% (6)	0.0% (0)	0.0% (0)	3.0	0.0
Promotes respectful and caring interactions toward and between learners	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Cultivates learner cooperation, collaboration, and inclusivity	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Preserves learners' dignity while attending to their individual needs	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	4.0	0.0
Program Overall					3.83	0.19
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

SED Collab (K-6/6-12)- Alternative Class A				Observation Rubric		
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Fosters an environment that embraces all learners	63.6% (21)	36.4% (12)	0.0% (0)	0.0% (0)	3.64	0.48
Treats each learner equitably	72.7% (24)	27.3% (9)	0.0% (0)	0.0% (0)	3.73	0.45
Encourages learners to share their opinions without fear of negative comments from their peers	63.6% (21)	27.3% (9)	0.0% (0)	9.1% (3)	3.45	0.89
Communicates clear explanations about the activities or tasks	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	63.6% (21)	27.3% (9)	9.1% (3)	0.0% (0)	3.55	0.66
Delivers lessons that are relatable to the learners or aligned to their interests	72.7% (24)	18.2% (6)	9.1% (3)	0.0% (0)	3.64	0.64
Monitors learners' understanding of the content and/or the acquisition of skills	54.5% (18)	45.5% (15)	0.0% (0)	0.0% (0)	3.55	0.5
Adapts instruction and/or activities that meet individual learner's needs	54.5% (18)	45.5% (15)	0.0% (0)	0.0% (0)	3.55	0.5
Provides learners with purposeful feedback about their progress and/or needs	27.3% (9)	63.6% (21)	9.1% (3)	0.0% (0)	3.18	0.57
Delivers and/or facilitates the lesson with knowledge and confidence	54.5% (18)	36.4% (12)	9.1% (3)	0.0% (0)	3.45	0.66
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	54.5% (18)	36.4% (12)	0.0% (0)	9.1% (3)	3.36	0.88
Facilitates use of resources that support learners' needs	63.6% (21)	27.3% (9)	9.1% (3)	0.0% (0)	3.55	0.66
Implements instructional strategies that actively engage learners	63.6% (21)	27.3% (9)	0.0% (0)	9.1% (3)	3.45	0.89
Manages the learning time in an efficient and optimal manner	63.6% (21)	36.4% (12)	0.0% (0)	0.0% (0)	3.64	0.48
Empowers learners to be responsible for the learning at hand	60.0% (18)	40.0% (12)	0.0% (0)	0.0% (0)	3.6	0.49
Gives learners choices about the learning activities or tasks	30.0% (9)	70.0% (21)	0.0% (0)	0.0% (0)	3.3	0.46
Provides assistance for learners to navigate and monitor their learning progress	40.0% (12)	60.0% (18)	0.0% (0)	0.0% (0)	3.4	0.49
Encourages learners to persevere with or seek challenging activities or tasks	45.5% (15)	54.5% (18)	0.0% (0)	0.0% (0)	3.45	0.5
Builds learners' growth mindset and self-efficacy	72.7% (24)	18.2% (6)	9.1% (3)	0.0% (0)	3.64	0.64
Promotes respectful and caring interactions toward and between learners	72.7% (24)	27.3% (9)	0.0% (0)	0.0% (0)	3.73	0.45
Cultivates learner cooperation, collaboration, and inclusivity	81.8% (27)	9.1% (3)	9.1% (3)	0.0% (0)	3.73	0.62
Preserves learners' dignity while attending to their individual needs	72.7% (24)	27.3% (9)	0.0% (0)	0.0% (0)	3.73	0.45
Program Overall					3.53	0.14

** Numbers in the parentheses indicate the count of assessments received for each rating

Spring 2025

SPED- Class B			Observation Rubric			
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Fosters an environment that embraces all learners	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Encourages learners to share their opinions without fear of negative comments from their peers	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Communicates clear explanations about the activities or tasks	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Delivers lessons that are relatable to the learners or aligned to their interests	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Monitors learners' understanding of the content and/or the acquisition of skills	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Adapts instruction and/or activities that meet individual learner's needs	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Provides learners with purposeful feedback about their progress and/or needs	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Delivers and/or facilitates the lesson with knowledge and confidence	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	33.33% (2)	66.67% (4)	0.00% (0)	0.00% (0)	3.33	0.52
Facilitates use of resources that support learners' needs	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Implements instructional strategies that actively engage learners	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Manages the learning time in an efficient and optimal manner	33.33% (2)	66.67% (4)	0.00% (0)	0.00% (0)	3.33	0.52
Empowers learners to be responsible for the learning at hand	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Gives learners choices about the learning activities or tasks	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Provides assistance for learners to navigate and monitor their learning progress	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Encourages learners to persevere with or seek challenging activities or tasks	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Builds learners' growth mindset and self-efficacy	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Promotes respectful and caring interactions toward and between learners	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					3.72	0.22

*** Numbers in the parentheses indicate the count of assessments received for each rating*

SPED-Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	StDev
Activities that treat each learner equitably	81.82% (9)	18.18% (2)	0.00% (0)	0.00% (0)	3.82	0.40
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	54.55% (6)	45.45% (5)	0.00% (0)	0.00% (0)	3.55	0.52
Provides clear explanations for the activities or tasks	72.73% (8)	27.27% (3)	0.00% (0)	0.00% (0)	3.73	0.47
Includes activities that will stimulate learners to use higher-order thinking skills	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	3.91	0.30
Is relatable to the learners and/or aligned to their interests	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	3.91	0.30
Includes adaptations for instruction and/or activities to meet individual learner's needs	72.73% (8)	27.27% (3)	0.00% (0)	0.00% (0)	3.73	0.47
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (11)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Indicates deep levels of content knowledge by the teacher	81.82% (9)	18.18% (2)	0.00% (0)	0.00% (0)	3.82	0.40
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	81.82% (9)	18.18% (2)	0.00% (0)	0.00% (0)	3.82	0.40
Uses resources to supports specific learners' needs	63.64% (7)	36.36% (4)	0.00% (0)	0.00% (0)	3.64	0.50
Includes instructional strategies that will actively engage learners	81.82% (9)	18.18% (2)	0.00% (0)	0.00% (0)	3.82	0.40
Has management of the learning time included throughout the plan	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	3.91	0.30
Ensures learners are empowered to be responsible for their own learning	81.82% (9)	18.18% (2)	0.00% (0)	0.00% (0)	3.82	0.40
Gives learners choices about the learning activities or tasks	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	3.91	0.30
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	81.82% (9)	18.18% (2)	0.00% (0)	0.00% (0)	3.82	0.40
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	81.82% (9)	18.18% (2)	0.00% (0)	0.00% (0)	3.82	0.40
Includes activities designed to build learners' growth mindset and self-efficacy	90.91% (10)	9.09% (1)	0.00% (0)	0.00% (0)	3.91	0.30
Program Overall					3.82	0.12
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Early Childhood Elementary- Class B			Observation Rubric			
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	84.00% (42)	16.00% (8)	0.00% (0)	0.00% (0)	3.84	0.37
Fosters an environment that embraces all learners	86.00% (43)	14.00% (7)	0.00% (0)	0.00% (0)	3.86	0.35
Treats each learner equitably	90.00% (45)	10.00% (5)	0.00% (0)	0.00% (0)	3.90	0.30
Encourages learners to share their opinions without fear of negative comments from their peers	86.00% (43)	14.00% (7)	0.00% (0)	0.00% (0)	3.86	0.35
Communicates clear explanations about the activities or tasks	69.39% (34)	28.57% (14)	2.04% (1)	0.00% (0)	3.67	0.52
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	69.39% (34)	28.57% (14)	2.04% (1)	0.00% (0)	3.67	0.52
Delivers lessons that are relatable to the learners or aligned to their interests	69.39% (34)	28.57% (14)	2.04% (1)	0.00% (0)	3.67	0.52
Monitors learners' understanding of the content and/or the acquisition of skills	80.00% (40)	16.00% (8)	4.00% (2)	0.00% (0)	3.76	0.52
Adapts instruction and/or activities that meet individual learner's needs	70.00% (35)	28.00% (14)	2.00% (1)	0.00% (0)	3.68	0.51
Provides learners with purposeful feedback about their progress and/or needs	68.00% (34)	32.00% (16)	0.00% (0)	0.00% (0)	3.68	0.47
Delivers and/or facilitates the lesson with knowledge and confidence	70.00% (35)	28.00% (14)	2.00% (1)	0.00% (0)	3.68	0.51
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	84.00% (42)	14.00% (7)	2.00% (1)	0.00% (0)	3.82	0.44
Facilitates use of resources that support learners' needs	84.00% (42)	14.00% (7)	2.00% (1)	0.00% (0)	3.82	0.44
Implements instructional strategies that actively engage learners	84.00% (42)	12.00% (6)	4.00% (2)	0.00% (0)	3.80	0.49
Manages the learning time in an efficient and optimal manner	64.00% (32)	34.00% (17)	2.00% (1)	0.00% (0)	3.62	0.53
Empowers learners to be responsible for the learning at hand	80.00% (40)	20.00% (10)	0.00% (0)	0.00% (0)	3.80	0.40
Gives learners choices about the learning activities or tasks	52.17% (24)	43.48% (20)	4.35% (2)	0.00% (0)	3.48	0.59
Provides assistance for learners to navigate and monitor their learning progress	65.31% (32)	32.65% (16)	2.04% (1)	0.00% (0)	3.63	0.53
Encourages learners to persevere with or seek challenging activities or tasks	82.00% (41)	14.00% (7)	4.00% (2)	0.00% (0)	3.78	0.51
Builds learners' growth mindset and self-efficacy	76.00% (38)	22.00% (11)	2.00% (1)	0.00% (0)	3.74	0.49
Promotes respectful and caring interactions toward and between learners	86.00% (43)	14.00% (7)	0.00% (0)	0.00% (0)	3.86	0.35
Cultivates learner cooperation, collaboration, and inclusivity	82.00% (41)	16.00% (8)	2.00% (1)	0.00% (0)	3.80	0.45
Preserves learners' dignity while attending to their individual needs	94.00% (47)	6.00% (3)	0.00% (0)	0.00% (0)	3.94	0.24
Program Overall					3.75	0.09
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Early Childhood Elementary–Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	92.11% (35)	5.26% (2)	0.00% (0)	2.63% (1)	3.87	0.46
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	86.84% (33)	13.16% (5)	0.00% (0)	0.00% (0)	3.87	0.34
Provides clear explanations for the activities or tasks	71.05% (27)	28.95% (11)	0.00% (0)	0.00% (0)	3.71	0.46
Includes activities that will stimulate learners to use higher-order thinking skills	60.53% (23)	39.47% (15)	0.00% (0)	0.00% (0)	3.61	0.49
Is relatable to the learners and/or aligned to their interests	84.21% (32)	15.79% (6)	0.00% (0)	0.00% (0)	3.84	0.37
Includes adaptations for instruction and/or activities to meet individual learner's needs	60.53% (23)	39.47% (15)	0.00% (0)	0.00% (0)	3.61	0.49
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	68.42% (26)	31.58% (12)	0.00% (0)	0.00% (0)	3.68	0.47
Indicates deep levels of content knowledge by the teacher	68.42% (26)	31.58% (12)	0.00% (0)	0.00% (0)	3.68	0.47
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	71.05% (27)	28.95% (11)	0.00% (0)	0.00% (0)	3.71	0.46
Uses resources to supports specific learners' needs	78.95% (30)	21.05% (8)	0.00% (0)	0.00% (0)	3.79	0.41
Includes instructional strategies that will actively engage learners	78.95% (30)	21.05% (8)	0.00% (0)	0.00% (0)	3.79	0.41
Has management of the learning time included throughout the plan	73.68% (28)	26.32% (10)	0.00% (0)	0.00% (0)	3.74	0.44
Ensures learners are empowered to be responsible for their own learning	76.32% (29)	23.68% (9)	0.00% (0)	0.00% (0)	3.76	0.43
Gives learners choices about the learning activities or tasks	60.53% (23)	39.47% (15)	0.00% (0)	0.00% (0)	3.61	0.49
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	78.95% (30)	21.05% (8)	0.00% (0)	0.00% (0)	3.79	0.41
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	73.68% (28)	26.32% (10)	0.00% (0)	0.00% (0)	3.74	0.44
Includes activities designed to build learners' growth mindset and self-efficacy	84.21% (32)	15.79% (6)	0.00% (0)	0.00% (0)	3.84	0.37
Program Overall					3.74	0.04
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Social Studies- Class B				Observation Rubric		
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	95.45% (21)	4.55% (1)	0.00% (0)	0.00% (0)	3.95	0.21
Fosters an environment that embraces all learners	95.45% (21)	4.55% (1)	0.00% (0)	0.00% (0)	3.95	0.21
Treats each learner equitably	90.91% (20)	9.09% (2)	0.00% (0)	0.00% (0)	3.91	0.29
Encourages learners to share their opinions without fear of negative comments from their peers	86.36% (19)	13.64% (3)	0.00% (0)	0.00% (0)	3.86	0.35
Communicates clear explanations about the activities or tasks	90.91% (20)	9.09% (2)	0.00% (0)	0.00% (0)	3.91	0.29
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	90.91% (20)	9.09% (2)	0.00% (0)	0.00% (0)	3.91	0.29
Delivers lessons that are relatable to the learners or aligned to their interests	72.73% (16)	27.27% (6)	0.00% (0)	0.00% (0)	3.73	0.45
Monitors learners' understanding of the content and/or the acquisition of skills	90.91% (20)	9.09% (2)	0.00% (0)	0.00% (0)	3.91	0.29
Adapts instruction and/or activities that meet individual learner's needs	90.91% (20)	4.55% (1)	4.55% (1)	0.00% (0)	3.86	0.47
Provides learners with purposeful feedback about their progress and/or needs	81.82% (18)	13.64% (3)	4.55% (1)	0.00% (0)	3.77	0.53
Delivers and/or facilitates the lesson with knowledge and confidence	100.00% (22)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.00% (22)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Facilitates use of resources that support learners' needs	100.00% (22)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements instructional strategies that actively engage learners	100.00% (22)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Manages the learning time in an efficient and optimal manner	95.45% (21)	0.00% (0)	4.55% (1)	0.00% (0)	3.91	0.41
Empowers learners to be responsible for the learning at hand	95.45% (21)	4.55% (1)	0.00% (0)	0.00% (0)	3.95	0.21
Gives learners choices about the learning activities or tasks	95.45% (21)	4.55% (1)	0.00% (0)	0.00% (0)	3.95	0.21
Provides assistance for learners to navigate and monitor their learning progress	90.91% (20)	9.09% (2)	0.00% (0)	0.00% (0)	3.91	0.29
Encourages learners to persevere with or seek challenging activities or tasks	86.36% (19)	13.64% (3)	0.00% (0)	0.00% (0)	3.86	0.35
Builds learners' growth mindset and self-efficacy	90.91% (20)	9.09% (2)	0.00% (0)	0.00% (0)	3.91	0.29
Promotes respectful and caring interactions toward and between learners	90.91% (20)	9.09% (2)	0.00% (0)	0.00% (0)	3.91	0.29
Cultivates learner cooperation, collaboration, and inclusivity	6.36% (19)	9.09% (2)	4.55% (1)	0.00% (0)	3.82	0.52
Preserves learners' dignity while attending to their individual needs	95.45% (21)	4.55% (1)	0.00% (0)	0.00% (0)	3.95	0.21
Program Overall					3.91	0.15
** Numbers in the parentheses indicate the count of assessments received for each rating						

Social Studies -Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	94.44% (17)	5.56% (1)	0.00% (0)	0.00% (0)	3.94	0.24
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	88.89% (16)	11.11% (2)	0.00% (0)	0.00% (0)	3.89	0.32
Provides clear explanations for the activities or tasks	94.44% (17)	5.56% (1)	0.00% (0)	0.00% (0)	3.94	0.24
Includes activities that will stimulate learners to use higher-order thinking skills	94.44% (17)	5.56% (1)	0.00% (0)	0.00% (0)	3.94	0.24
Is relatable to the learners and/or aligned to their interests	83.33% (15)	16.67% (3)	0.00% (0)	0.00% (0)	3.83	0.38
Includes adaptations for instruction and/or activities to meet individual learner's needs	100.00% (18)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	94.44% (17)	0.00% (0)	5.56% (1)	0.00% (0)	3.89	0.46
Indicates deep levels of content knowledge by the teacher	83.33% (15)	16.67% (3)	0.00% (0)	0.00% (0)	3.83	0.38
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	100.00% (18)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Uses resources to supports specific learners' needs	100.00% (18)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes instructional strategies that will actively engage learners	100.00% (18)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Has management of the learning time included throughout the plan	100.00% (18)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Ensures learners are empowered to be responsible for their own learning	94.44% (17)	0.00% (0)	5.56% (1)	0.00% (0)	3.89	0.46
Gives learners choices about the learning activities or tasks	94.44% (17)	5.56% (1)	0.00% (0)	0.00% (0)	3.94	0.24
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	94.44% (17)	5.56% (1)	0.00% (0)	0.00% (0)	3.94	0.24
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	94.44% (17)	5.56% (1)	0.00% (0)	0.00% (0)	3.94	0.24
Includes activities designed to build learners' growth mindset and self-efficacy	83.33% (15)	16.67% (3)	0.00% (0)	0.00% (0)	3.83	0.38
Program Overall					3.93	0.16
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

General Sciences- Class B				Observation Rubric		
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Fosters an environment that embraces all learners	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Encourages learners to share their opinions without fear of negative comments from their peers	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Communicates clear explanations about the activities or tasks	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Delivers lessons that are relatable to the learners or aligned to their interests	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Monitors learners' understanding of the content and/or the acquisition of skills	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Adapts instruction and/or activities that meet individual learner's needs	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Provides learners with purposeful feedback about their progress and/or needs	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Delivers and/or facilitates the lesson with knowledge and confidence	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Facilitates use of resources that support learners' needs	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements instructional strategies that actively engage learners	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Manages the learning time in an efficient and optimal manner	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Empowers learners to be responsible for the learning at hand	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Provides assistance for learners to navigate and monitor their learning progress	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Encourages learners to persevere with or seek challenging activities or tasks	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Builds learners' growth mindset and self-efficacy	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Promotes respectful and caring interactions toward and between learners	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					3.90	0.22
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

General Science -Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides clear explanations for the activities or tasks	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Includes activities that will stimulate learners to use higher-order thinking skills	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Is relatable to the learners and/or aligned to their interests	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.50	0.55
Includes adaptations for instruction and/or activities to meet individual learner's needs	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Indicates deep levels of content knowledge by the teacher	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Uses resources to supports specific learners' needs	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes instructional strategies that will actively engage learners	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Has management of the learning time included throughout the plan	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Ensures learners are empowered to be responsible for their own learning	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Includes activities designed to build learners' growth mindset and self-efficacy	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					3.90	0.22
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Health Physical Ed (HPE)- Class B				Observation Rubric		
Rubric Item	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	85.71% (24)	10.71% (3)	3.57% (1)	0.00% (0)	3.82	0.45
Fosters an environment that embraces all learners	85.71% (24)	10.71% (3)	3.57% (1)	0.00% (0)	3.82	0.45
Treats each learner equitably	71.43% (20)	21.43% (6)	7.14% (2)	0.00% (0)	3.64	0.61
Encourages learners to share their opinions without fear of negative comments from their peers	71.43% (20)	21.43% (6)	7.14% (2)	0.00% (0)	3.64	0.61
Communicates clear explanations about the activities or tasks	71.43% (20)	17.86% (5)	10.71% (3)	0.00% (0)	3.61	0.67
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	75.00% (21)	21.43% (6)	3.57% (1)	0.00% (0)	3.71	0.53
Delivers lessons that are relatable to the learners or aligned to their interests	71.43% (20)	25.00% (7)	3.57% (1)	0.00% (0)	3.68	0.54
Monitors learners' understanding of the content and/or the acquisition of skills	75.00% (21)	21.43% (6)	3.57% (1)	0.00% (0)	3.71	0.53
Adapts instruction and/or activities that meet individual learner's needs	85.71% (24)	10.71% (3)	3.57% (1)	0.00% (0)	3.82	0.45
Provides learners with purposeful feedback about their progress and/or needs	75.00% (21)	17.86% (5)	7.14% (2)	0.00% (0)	3.68	0.63
Delivers and/or facilitates the lesson with knowledge and confidence	71.43% (20)	21.43% (6)	7.14% (2)	0.00% (0)	3.64	0.61
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	67.86% (19)	25.00% (7)	7.14% (2)	0.00% (0)	3.61	0.67
Facilitates use of resources that support learners' needs	75.00% (21)	21.43% (6)	3.57% (1)	0.00% (0)	3.71	0.53
Implements instructional strategies that actively engage learners	71.43% (20)	28.57% (8)	0.00% (0)	0.00% (0)	3.71	0.46
Manages the learning time in an efficient and optimal manner	71.43% (20)	25.00% (7)	3.57% (1)	0.00% (0)	3.68	0.54
Empowers learners to be responsible for the learning at hand	71.43% (20)	28.57% (8)	0.00% (0)	0.00% (0)	3.71	0.46
Gives learners choices about the learning activities or tasks	60.71% (17)	35.71% (10)	3.57% (1)	0.00% (0)	3.57	0.56
Provides assistance for learners to navigate and monitor their learning progress	71.43% (20)	25.00% (7)	3.57% (1)	0.00% (0)	3.68	0.54
Encourages learners to persevere with or seek challenging activities or tasks	78.57% (22)	14.29% (4)	7.14% (2)	0.00% (0)	3.71	0.59
Builds learners' growth mindset and self-efficacy	75.00% (21)	21.43% (6)	3.57% (1)	0.00% (0)	3.71	0.53
Promotes respectful and caring interactions toward and between learners	82.14% (23)	17.86% (5)	0.00% (0)	0.00% (0)	3.82	0.39
Cultivates learner cooperation, collaboration, and inclusivity	75.00% (21)	25.00% (7)	0.00% (0)	0.00% (0)	3.75	0.43
Preserves learners' dignity while attending to their individual needs	75.00% (21)	25.00% (7)	0.00% (0)	0.00% (0)	3.75	0.43
Program Overall					3.70	0.08

**** Numbers in the parentheses indicate the count of assessments received for each rating**

HPE -Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	84.62% (22)	15.38% (4)	0.00% (0)	0.00% (0)	3.85	0.37
Provides clear explanations for the activities or tasks	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Includes activities that will stimulate learners to use higher-order thinking skills	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Is relatable to the learners and/or aligned to their interests	88.46% (23)	11.54% (3)	0.00% (0)	0.00% (0)	3.88	0.32
Includes adaptations for instruction and/or activities to meet individual learner's needs	96.15% (25)	3.85% (1)	0.00% (0)	0.00% (0)	3.96	0.19
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Indicates deep levels of content knowledge by the teacher	84.62% (22)	15.38% (4)	0.00% (0)	0.00% (0)	3.85	0.37
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Uses resources to supports specific learners' needs	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Includes instructional strategies that will actively engage learners	88.46% (23)	11.54% (3)	0.00% (0)	0.00% (0)	3.88	0.32
Has management of the learning time included throughout the plan	96.15% (25)	3.85% (1)	0.00% (0)	0.00% (0)	3.96	0.19
Ensures learners are empowered to be responsible for their own learning	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Gives learners choices about the learning activities or tasks	84.62% (22)	15.38% (4)	0.00% (0)	0.00% (0)	3.85	0.37
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	92.31% (24)	7.69% (2)	0.00% (0)	0.00% (0)	3.92	0.27
Includes activities designed to build learners' growth mindset and self-efficacy	88.46% (23)	11.54% (3)	0.00% (0)	0.00% (0)	3.88	0.32
Program Overall					3.91	0.05
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Mathematics(MS) Class B	ATOT Observation Rubric					
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Fosters an environment that embraces all learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Encourages learners to share their opinions without fear of negative comments from their peers	62.50% (5)	37.50% (3)	0.00% (0)	0.00% (0)	3.63	0.52
Communicates clear explanations about the activities or tasks	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers lessons that are relatable to the learners or aligned to their interests	62.50% (5)	25.00% (2)	12.50% (1)	0.00% (0)	3.50	0.76
Monitors learners' understanding of the content and/or the acquisition of skills	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Adapts instruction and/or activities that meet individual learner's needs	50.00% (4)	25.00% (2)	25.00% (2)	0.00% (0)	3.25	0.89
Provides learners with purposeful feedback about their progress and/or needs	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Delivers and/or facilitates the lesson with knowledge and confidence	62.50% (5)	37.50% (3)	0.00% (0)	0.00% (0)	3.63	0.52
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Facilitates use of resources that support learners' needs	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Implements instructional strategies that actively engage learners	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Manages the learning time in an efficient and optimal manner	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Empowers learners to be responsible for the learning at hand	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Gives learners choices about the learning activities or tasks	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Provides assistance for learners to navigate and monitor their learning progress	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Encourages learners to persevere with or seek challenging activities or tasks	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Builds learners' growth mindset and self-efficacy	50.00% (4)	50.00% (4)	0.00% (0)	0.00% (0)	3.50	0.53
Promotes respectful and caring interactions toward and between learners	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Program Overall					3.78	0.23
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Mathematics -Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	62.50% (5)	37.50% (3)	0.00% (0)	0.00% (0)	3.63	0.52
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	75.00% (6)	12.50% (1)	12.50% (1)	0.00% (0)	3.63	0.74
Provides clear explanations for the activities or tasks	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Includes activities that will stimulate learners to use higher-order thinking skills	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.46
Is relatable to the learners and/or aligned to their interests	50.00% (4)	50.00% (4)	0.00% (0)	0.00% (0)	3.50	0.53
Includes adaptations for instruction and/or activities to meet individual learner's needs	75.00% (6)	12.50% (1)	12.50% (1)	0.00% (0)	3.63	0.74
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	50.00% (4)	50.00% (4)	0.00% (0)	0.00% (0)	3.50	0.53
Indicates deep levels of content knowledge by the teacher	50.00% (4)	50.00% (4)	0.00% (0)	0.00% (0)	3.50	0.53
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	50.00% (4)	25.00% (2)	25.00% (2)	0.00% (0)	3.25	0.89
Uses resources to supports specific learners' needs	50.00% (4)	50.00% (4)	0.00% (0)	0.00% (0)	3.50	0.53
Includes instructional strategies that will actively engage learners	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Has management of the learning time included throughout the plan	75.00% (6)	12.50% (1)	0.00% (0)	12.50% (1)	3.50	0.93
Ensures learners are empowered to be responsible for their own learning	50.00% (4)	50.00% (4)	0.00% (0)	0.00% (0)	3.50	0.53
Gives learners choices about the learning activities or tasks	50.00% (4)	50.00% (4)	0.00% (0)	0.00% (0)	3.50	0.53
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	50.00% (4)	25.00% (2)	25.00% (2)	0.00% (0)	3.25	0.89
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Includes activities designed to build learners' growth mindset and self-efficacy	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Program Overall					3.59	0.18
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Family and Consumer Sciences- Class B	Alabama Teacher Observation Tool (ATOT)					
<i>Element</i>	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Fosters an environment that embraces all learners	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Treats each learner equitably	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Encourages learners to share their opinions without fear of negative comments from their peers	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Communicates clear explanations about the activities or tasks	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Delivers lessons that are relatable to the learners or aligned to their interests	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Monitors learners' understanding of the content and/or the acquisition of skills	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Adapts instruction and/or activities that meet individual learner's needs	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Provides learners with purposeful feedback about their progress and/or needs	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Delivers and/or facilitates the lesson with knowledge and confidence	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Facilitates use of resources that support learners' needs	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Implements instructional strategies that actively engage learners	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Manages the learning time in an efficient and optimal manner	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Empowers learners to be responsible for the learning at hand	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Gives learners choices about the learning activities or tasks	33.33 (2)	66.67 (4)	0.00% (0)	0.00% (0)	3.67	0.52
Provides assistance for learners to navigate and monitor their learning progress	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Encourages learners to persevere with or seek challenging activities or tasks	33.33 (2)	66.67 (4)	0.00% (0)	0.00% (0)	3.67	0.52
Builds learners' growth mindset and self-efficacy	16.67% (1)	83.33% (5)	0.00% (0)	0.00% (0)	3.83	0.41
Promotes respectful and caring interactions toward and between learners	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Cultivates learner cooperation, collaboration, and inclusivity	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Preserves learners' dignity while attending to their individual needs	100 (6)	0.00% (0)	0.00% (0)	0.00% (0)	4	0
Program Overall					3.68	0.12
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Family Consumer Sciences -Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Provides clear explanations for the activities or tasks	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Includes activities that will stimulate learners to use higher-order thinking skills	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Is relatable to the learners and/or aligned to their interests	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Includes adaptations for instruction and/or activities to meet individual learner's needs	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Indicates deep levels of content knowledge by the teacher	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Uses resources to supports specific learners' needs	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Includes instructional strategies that will actively engage learners	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Has management of the learning time included throughout the plan	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Ensures learners are empowered to be responsible for their own learning	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Gives learners choices about the learning activities or tasks	66.67 (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	50.00% (3)	50.00% (3)	0.00% (0)	0.00% (0)	3.5	0.55
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Includes activities designed to build learners' growth mindset and self-efficacy	33.33 (2)	66.67 (4)	0.00% (0)	0.00% (0)	3.67	0.52
Program Overall					3.65	0.05
** Numbers in the parentheses indicate the count of assessments received for each rating						

Music- Class B	Alabama Teacher Observation Tool (ATOT)					
<i>Element</i>	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	91.67% (33)	8.33% (3)	0.00% (0)	0.00% (0)	3.92	0.28
Fosters an environment that embraces all learners	97.22% (35)	2.78% (1)	0.00% (0)	0.00% (0)	3.97	0.17
Treats each learner equitably	86.11% (31)	13.89% (5)	0.00% (0)	0.00% (0)	3.86	0.35
Encourages learners to share their opinions without fear of negative comments from their peers	91.67% (33)	5.56% (2)	2.78% (1)	0.00% (0)	3.89	0.40
Communicates clear explanations about the activities or tasks	44.44% (16)	55.56% (20)	0.00% (0)	0.00% (0)	3.44	0.50
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	27.78% (10)	69.44% (25)	2.78% (1)	0.00% (0)	3.25	0.50
Delivers lessons that are relatable to the learners or aligned to their interests	52.78% (19)	47.22% (17)	0.00% (0)	0.00% (0)	3.53	0.51
Monitors learners' understanding of the content and/or the acquisition of skills	47.22% (17)	50.00% (18)	2.78% (1)	0.00% (0)	3.44	0.56
Adapts instruction and/or activities that meet individual learner's needs	65.63% (21)	34.38% (11)	0.00% (0)	0.00% (0)	3.66	0.48
Provides learners with purposeful feedback about their progress and/or needs	19.44% (7)	72.22% (26)	8.33% (3)	0.00% (0)	3.11	0.52
Delivers and/or facilitates the lesson with knowledge and confidence	38.89% (14)	58.33% (21)	2.78% (1)	0.00% (0)	3.36	0.54
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	88.89% (32)	8.33% (3)	2.78% (1)	0.00% (0)	3.86	0.42
Facilitates use of resources that support learners' needs	66.67% (24)	33.33% (12)	0.00% (0)	0.00% (0)	3.67	0.48
Implements instructional strategies that actively engage learners	66.67% (24)	33.33% (12)	0.00% (0)	0.00% (0)	3.67	0.48
Manages the learning time in an efficient and optimal manner	50.00% (18)	47.22% (17)	2.78% (1)	0.00% (0)	3.47	0.56
Empowers learners to be responsible for the learning at hand	47.22% (17)	47.22% (17)	5.56% (2)	0.00% (0)	3.42	0.60
Gives learners choices about the learning activities or tasks	61.11% (22)	38.89% (14)	0.00% (0)	0.00% (0)	3.61	0.49
Provides assistance for learners to navigate and monitor their learning progress	36.11% (13)	63.89% (23)	0.00% (0)	0.00% (0)	3.36	0.49
Encourages learners to persevere with or seek challenging activities or tasks	47.22% (17)	47.22% (17)	5.56% (2)	0.00% (0)	3.42	0.60
Builds learners' growth mindset and self-efficacy	77.78% (28)	22.22% (8)	0.00% (0)	0.00% (0)	3.78	0.42
Promotes respectful and caring interactions toward and between learners	52.78% (19)	47.22% (17)	0.00% (0)	0.00% (0)	3.53	0.51
Cultivates learner cooperation, collaboration, and inclusivity	97.22% (35)	2.78% (1)	0.00% (0)	0.00% (0)	3.97	0.17
Preserves learners' dignity while attending to their individual needs	69.44% (25)	30.56% (11)	0.00% (0)	0.00% (0)	3.69	0.47
Program Overall					3.61	0.11
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Music -Class B				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	75.68% (28)	24.32% (9)	0.00% (0)	0.00% (0)	3.76	0.42
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	75.68% (28)	24.32% (9)	0.00% (0)	0.00% (0)	3.76	0.42
Provides clear explanations for the activities or tasks	54.05% (20)	45.95% (17)	0.00% (0)	0.00% (0)	3.54	0.51
Includes activities that will stimulate learners to use higher-order thinking skills	43.24% (16)	54.05% (20)	2.70% (1)	0.00% (0)	3.41	0.60
Is relatable to the learners and/or aligned to their interests	59.46% (22)	40.54% (15)	0.00% (0)	0.00% (0)	3.59	0.55
Includes adaptations for instruction and/or activities to meet individual learner's needs	40.54% (15)	51.35% (19)	8.11% (3)	0.00% (0)	3.32	0.50
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	35.14% (13)	59.46% (22)	5.41% (2)	0.00% (0)	3.30	0.52
Indicates deep levels of content knowledge by the teacher	75.68% (28)	24.32% (9)	0.00% (0)	0.00% (0)	3.76	0.42
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	62.16% (23)	37.84% (14)	0.00% (0)	0.00% (0)	3.62	0.48
Uses resources to supports specific learners' needs	43.24% (16)	54.05% (20)	2.70% (1)	0.00% (0)	3.41	0.60
Includes instructional strategies that will actively engage learners	56.76% (21)	40.54% (15)	2.70% (1)	0.00% (0)	3.54	0.57
Has management of the learning time included throughout the plan	48.65% (18)	48.65% (18)	2.70% (1)	0.00% (0)	3.46	0.62
Ensures learners are empowered to be responsible for their own learning	51.35% (19)	48.65% (18)	0.00% (0)	0.00% (0)	3.51	0.50
Gives learners choices about the learning activities or tasks	40.54% (15)	54.05% (20)	2.70% (1)	0.00% (0)	3.39	0.55
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	40.54% (15)	59.46% (22)	0.00% (0)	0.00% (0)	3.41	0.60
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	54.05% (20)	43.24% (16)	2.70% (1)	0.00% (0)	3.51	0.50
Includes activities designed to build learners' growth mindset and self-efficacy	54.05% (20)	45.95% (17)	0.00% (0)	0.00% (0)	3.54	0.52
Program Overall					3.52	0.06
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Alt-A Programs

ELA – Alternative Class A	Alabama Teacher Observation Tool (ATOT)					
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Fosters an environment that embraces all learners	75.00% (6)	12.50% (1)	12.50% (1)	0.00% (0)	3.63	0.74
Treats each learner equitably	75.00% (6)	12.50% (1)	12.50% (1)	0.00% (0)	3.63	0.74
Encourages learners to share their opinions without fear of negative comments from their peers	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Communicates clear explanations about the activities or tasks	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	62.50% (5)	25.00% (2)	12.50% (1)	0.00% (0)	3.50	0.76
Delivers lessons that are relatable to the learners or aligned to their interests	50.00% (4)	37.50% (3)	12.50% (1)	0.00% (0)	3.38	0.74
Monitors learners' understanding of the content and/or the acquisition of skills	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Adapts instruction and/or activities that meet individual learner's needs	62.50% (5)	25.00% (2)	12.50% (1)	0.00% (0)	3.50	0.76
Provides learners with purposeful feedback about their progress and/or needs	75.00% (6)	12.50% (1)	12.50% (1)	0.00% (0)	3.63	0.74
Delivers and/or facilitates the lesson with knowledge and confidence	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Facilitates use of resources that support learners' needs	62.50% (5)	37.50% (3)	0.00% (0)	0.00% (0)	3.63	0.52
Implements instructional strategies that actively engage learners	75.00% (6)	12.50% (1)	12.50% (1)	0.00% (0)	3.63	0.74
Manages the learning time in an efficient and optimal manner	62.50% (5)	37.50% (3)	0.00% (0)	0.00% (0)	3.63	0.52
Empowers learners to be responsible for the learning at hand	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Gives learners choices about the learning activities or tasks	50.00% (4)	37.50% (3)	12.50% (1)	0.00% (0)	3.38	0.74
Provides assistance for learners to navigate and monitor their learning progress	75.00% (6)	12.50% (1)	12.50% (1)	0.00% (0)	3.63	0.74
Encourages learners to persevere with or seek challenging activities or tasks	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Builds learners' growth mindset and self-efficacy	62.50% (5)	25.00% (2)	12.50% (1)	0.00% (0)	3.50	0.76
Promotes respectful and caring interactions toward and between learners	87.50% (7)	0.00% (0)	0.00% (0)	12.50% (1)	3.63	1.06
Cultivates learner cooperation, collaboration, and inclusivity	75.00% (6)	12.50% (1)	12.50% (1)	0.00% (0)	3.63	0.74
Preserves learners' dignity while attending to their individual needs	87.50% (7)	0.00% (0)	0.00% (0)	12.50% (1)	3.63	1.06
Program Overall					3.64	0.20
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

ELA- Alternative Class A				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Provides clear explanations for the activities or tasks	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes activities that will stimulate learners to use higher-order thinking skills	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Is relatable to the learners and/or aligned to their interests	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Includes adaptations for instruction and/or activities to meet individual learner's needs	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Indicates deep levels of content knowledge by the teacher	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Uses resources to supports specific learners' needs	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes instructional strategies that will actively engage learners	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Has management of the learning time included throughout the plan	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Ensures learners are empowered to be responsible for their own learning	66.67% (4)	33.33% (2)	0.00% (0)	0.00% (0)	3.67	0.52
Gives learners choices about the learning activities or tasks	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	100.00% (6)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Includes activities designed to build learners' growth mindset and self-efficacy	83.33% (5)	16.67% (1)	0.00% (0)	0.00% (0)	3.83	0.41
Program Overall					3.89	0.22
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Early Childhood (ECE)- Alt-A	Alabama Teacher Observation Tool (ATOT)					
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Fosters an environment that embraces all learners	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Treats each learner equitably	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Encourages learners to share their opinions without fear of negative comments from their peers	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Communicates clear explanations about the activities or tasks	33.33% (1)	33.33% (1)	33.33% (1)	0.00% (0)	3.00	1.00
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Delivers lessons that are relatable to the learners or aligned to their interests	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Monitors learners' understanding of the content and/or the acquisition of skills	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Adapts instruction and/or activities that meet individual learner's needs	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Provides learners with purposeful feedback about their progress and/or needs	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Delivers and/or facilitates the lesson with knowledge and confidence	33.33% (1)	33.33% (1)	33.33% (1)	0.00% (0)	3.00	1.00
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Facilitates use of resources that support learners' needs	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Implements instructional strategies that actively engage learners	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Manages the learning time in an efficient and optimal manner	66.67% (2)	0.00% (0)	0.00% (0)	33.33% (1)	3.00	1.73
Empowers learners to be responsible for the learning at hand	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Gives learners choices about the learning activities or tasks	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Provides assistance for learners to navigate and monitor their learning progress	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Encourages learners to persevere with or seek challenging activities or tasks	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Builds learners' growth mindset and self-efficacy	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Promotes respectful and caring interactions toward and between learners	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Cultivates learner cooperation, collaboration, and inclusivity	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Preserves learners' dignity while attending to their individual needs	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Program Overall					3.42	0.32
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Early Childhood (ECE)- Alt-A Programs				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	33.33% (1)	33.33% (1)	33.33% (1)	0.00% (0)	3.00	1.00
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Provides clear explanations for the activities or tasks	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Includes activities that will stimulate learners to use higher-order thinking skills	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Is relatable to the learners and/or aligned to their interests	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Includes adaptations for instruction and/or activities to meet individual learner's needs	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	33.33% (1)	33.33% (1)	33.33% (1)	0.00% (0)	3.00	1.00
Indicates deep levels of content knowledge by the teacher	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Uses resources to supports specific learners' needs	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Includes instructional strategies that will actively engage learners	66.67% (2)	0.00% (0)	0.00% (0)	33.33% (1)	3.00	1.73
Has management of the learning time included throughout the plan	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Ensures learners are empowered to be responsible for their own learning	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Gives learners choices about the learning activities or tasks	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	66.67% (2)	0.00% (0)	33.33% (1)	0.00% (0)	3.33	1.15
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Includes activities designed to build learners' growth mindset and self-efficacy	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Program Overall					3.42	0.32
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Special Education- Alternative Class A	Alabama Teacher Observation Tool (ATOT)					
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Fosters an environment that embraces all learners	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to share their opinions without fear of negative comments from their peers	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates clear explanations about the activities or tasks	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers lessons that are relatable to the learners or aligned to their interests	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Monitors learners' understanding of the content and/or the acquisition of skills	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Adapts instruction and/or activities that meet individual learner's needs	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides learners with purposeful feedback about their progress and/or needs	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers and/or facilitates the lesson with knowledge and confidence	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Facilitates use of resources that support learners' needs	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements instructional strategies that actively engage learners	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Manages the learning time in an efficient and optimal manner	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Empowers learners to be responsible for the learning at hand	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides assistance for learners to navigate and monitor their learning progress	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to persevere with or seek challenging activities or tasks	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Builds learners' growth mindset and self-efficacy	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Promotes respectful and caring interactions toward and between learners	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					4.00	0.00
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Special Education- Alt-A Programs				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides clear explanations for the activities or tasks	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes activities that will stimulate learners to use higher-order thinking skills	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Is relatable to the learners and/or aligned to their interests	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes adaptations for instruction and/or activities to meet individual learner's needs	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Indicates deep levels of content knowledge by the teacher	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Uses resources to supports specific learners' needs	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes instructional strategies that will actively engage learners	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Has management of the learning time included throughout the plan	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Ensures learners are empowered to be responsible for their own learning	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes activities designed to build learners' growth mindset and self-efficacy	100.00% (1)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					4.00	0.00
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Elementary Education- Alternative Class A		Alabama Teacher Observation Tool (ATOT)				
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Fosters an environment that embraces all learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to share their opinions without fear of negative comments from their peers	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates clear explanations about the activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers lessons that are relatable to the learners or aligned to their interests	50.00% (1)	50.00% (1)	0.00% (0)	0.00% (0)	3.50	0.71
Monitors learners' understanding of the content and/or the acquisition of skills	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Adapts instruction and/or activities that meet individual learner's needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides learners with purposeful feedback about their progress and/or needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers and/or facilitates the lesson with knowledge and confidence	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Facilitates use of resources that support learners' needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements instructional strategies that actively engage learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Manages the learning time in an efficient and optimal manner	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Empowers learners to be responsible for the learning at hand	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides assistance for learners to navigate and monitor their learning progress	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to persevere with or seek challenging activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Builds learners' growth mindset and self-efficacy	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Promotes respectful and caring interactions toward and between learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					4.00	0.00

**** Numbers in the parentheses indicate the count of assessments received for each rating**

Elementary Education-Alternative A				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Provides clear explanations for the activities or tasks	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes activities that will stimulate learners to use higher-order thinking skills	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Is relatable to the learners and/or aligned to their interests	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes adaptations for instruction and/or activities to meet individual learner's needs	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Indicates deep levels of content knowledge by the teacher	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Uses resources to supports specific learners' needs	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes instructional strategies that will actively engage learners	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Has management of the learning time included throughout the plan	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Ensures learners are empowered to be responsible for their own learning	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Gives learners choices about the learning activities or tasks	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Includes activities designed to build learners' growth mindset and self-efficacy	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Program Overall					3.80	0.29
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

HPE- Alternative Class A	Alabama Teacher Observation Tool (ATOT)					
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Fosters an environment that embraces all learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to share their opinions without fear of negative comments from their peers	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates clear explanations about the activities or tasks	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers lessons that are relatable to the learners or aligned to their interests	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Monitors learners' understanding of the content and/or the acquisition of skills	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Adapts instruction and/or activities that meet individual learner's needs	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides learners with purposeful feedback about their progress and/or needs	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers and/or facilitates the lesson with knowledge and confidence	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Facilitates use of resources that support learners' needs	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements instructional strategies that actively engage learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Manages the learning time in an efficient and optimal manner	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Empowers learners to be responsible for the learning at hand	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides assistance for learners to navigate and monitor their learning progress	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to persevere with or seek challenging activities or tasks	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Builds learners' growth mindset and self-efficacy	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Promotes respectful and caring interactions toward and between learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					4.00	0.00
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Physical Education-Alternative Class A				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides clear explanations for the activities or tasks	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes activities that will stimulate learners to use higher-order thinking skills	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Is relatable to the learners and/or aligned to their interests	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes adaptations for instruction and/or activities to meet individual learner's needs	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Indicates deep levels of content knowledge by the teacher	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Uses resources to supports specific learners' needs	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes instructional strategies that will actively engage learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Has management of the learning time included throughout the plan	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Ensures learners are empowered to be responsible for their own learning	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes activities designed to build learners' growth mindset and self-efficacy	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					4.00	0.00
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Social Studies- Alternative Class A	Alabama Teacher Observation Tool (ATOT)					
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Fosters an environment that embraces all learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to share their opinions without fear of negative comments from their peers	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates clear explanations about the activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers lessons that are relatable to the learners or aligned to their interests	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Monitors learners' understanding of the content and/or the acquisition of skills	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Adapts instruction and/or activities that meet individual learner's needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides learners with purposeful feedback about their progress and/or needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers and/or facilitates the lesson with knowledge and confidence	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Facilitates use of resources that support learners' needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Implements instructional strategies that actively engage learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Manages the learning time in an efficient and optimal manner	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Empowers learners to be responsible for the learning at hand	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides assistance for learners to navigate and monitor their learning progress	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to persevere with or seek challenging activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Builds learners' growth mindset and self-efficacy	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Promotes respectful and caring interactions toward and between learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					4.00	0.00
** Numbers in the parentheses indicate the count of assessments received for each rating						

Social Studies- Alternative Class A				ATOT Lesson Plan		
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Activities that treat each learner equitably	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Activities and strategies that encourage learners to share their opinions without fear of negative comments from their peers	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Provides clear explanations for the activities or tasks	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes activities that will stimulate learners to use higher-order thinking skills	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Is relatable to the learners and/or aligned to their interests	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes adaptations for instruction and/or activities to meet individual learner's needs	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Includes meaningful strategies for providing learners with purposeful feedback about their progress and/or needs	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Indicates deep levels of content knowledge by the teacher	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that indicate high expectations for learners' behaviors to maximize their learning and well-being	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Uses resources to supports specific learners' needs	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes instructional strategies that will actively engage learners	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Has management of the learning time included throughout the plan	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Ensures learners are empowered to be responsible for their own learning	33.33% (1)	66.67% (2)	0.00% (0)	0.00% (0)	3.33	0.58
Gives learners choices about the learning activities or tasks	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Includes strategies that are planned to allow learners to navigate and monitor their learning progress	100.00% (3)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Includes strategies that encourage learners to persevere with or seek challenging activities or tasks	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Includes activities designed to build learners' growth mindset and self-efficacy	66.67% (2)	33.33% (1)	0.00% (0)	0.00% (0)	3.67	0.58
Program Overall					4.80	0.29
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Family Consumer Science- Alternative Class A	Alabama Teacher Observation Tool (ATOT)					
Element	Very Evident	Evident	Somewhat Evident	Not Evident	Mean	Stdev
Creates enthusiasm for the learning at hand	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Fosters an environment that embraces all learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Treats each learner equitably	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Encourages learners to share their opinions without fear of negative comments from their peers	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Communicates clear explanations about the activities or tasks	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Implements lessons and/or activities that stimulate learners to use higher order thinking skills	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers lessons that are relatable to the learners or aligned to their interests	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Monitors learners' understanding of the content and/or the acquisition of skills	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Adapts instruction and/or activities that meet individual learner's needs	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Provides learners with purposeful feedback about their progress and/or needs	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Delivers and/or facilitates the lesson with knowledge and confidence	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Communicates and upholds high expectations for learners' behaviors to maximize their learning and well-being	100.00% (8)	0.00% (0)	0.00% (0)			
Facilitates use of resources that support learners' needs	87.50% (7)	12.50% (1)	0.00% (0)	0.00% (0)	3.88	0.35
Implements instructional strategies that actively engage learners	100.00% (8)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Manages the learning time in an efficient and optimal manner	75.00% (6)	25.00% (2)	0.00% (0)	0.00% (0)	3.75	0.43
Empowers learners to be responsible for the learning at hand	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Gives learners choices about the learning activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Provides assistance for learners to navigate and monitor their learning progress	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Encourages learners to persevere with or seek challenging activities or tasks	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Builds learners' growth mindset and self-efficacy	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Promotes respectful and caring interactions toward and between learners	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Cultivates learner cooperation, collaboration, and inclusivity	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Preserves learners' dignity while attending to their individual needs	100.00% (2)	0.00% (0)	0.00% (0)	0.00% (0)	4.00	0.00
Program Overall					3.94	0.18
<i>** Numbers in the parentheses indicate the count of assessments received for each rating</i>						

Measure 1c: The Alabama Teacher Observation Tool (ATOT)

During the same time, the ALSDE began the Alabama Teacher Growth Program (ATGP). According to ALSDE:

The Alabama Teacher Growth Program (ATGP) promotes continuous monitoring of the teachers' ability to support the implementation of Alabama Core Teaching Standards (ACTS), improve instructional practices, seek professional supports, and increase student performance. The ATGP logo encompasses these foundational goals. The ATGP components include a Self-Assessment, the ATOT, a Professional Learning Plan (PLP), and a Professional Practice Diagnostic (optional). Together, these tools ensure there are numerous opportunities to provide effective feedback to educators.

The Alabama Teacher Observation Tool (ATOT) provides a tool to formatively observe teachers' actions and practices. It enables the observer to provide clear and focused feedback, acknowledge teachers' actions that promote learner-centric instruction, and support the implementation of effective teaching and learning practices. Districts will report data to the Alabama State Department of Education (ALSDE). The EPP has adopted ATOT Observation tool in Spring 2024 instead of the case study and has been using it. The ATOT model supports structured, objective feedback, allowing for better alignment with the Alabama Teacher Growth Program (ATGP)

R4.2 Employer Satisfaction and Stakeholder Involvement

Measure 2a: (Initial) Employer Satisfaction Survey

The Alabama Association of Colleges for Teacher Education (ALACTE) developed an electronic survey to assess employer satisfaction with first-year teachers who completed an approved undergraduate (Class B) or alternative master's degree program (Class A) leading to their initial Professional Educator Certificate. This survey is administered annually to gather feedback on the preparedness and effectiveness of these teachers in their first year of service.

The Alabama State Department of Education (ALSDE) does not provide disaggregated data on the number of JSU completers evaluated, their specific programs of study, or the number of employer responses received. As a result, the Educator Preparation Program (EPP) utilizes multiple data sources to assess completer effectiveness and employer satisfaction.

Also, the EPP created an employer satisfaction survey to collect data from completers working outside of Alabama.

2024-2025 Employer Satisfaction Survey Results

For the 2024-2025 academic year, survey results indicate that the majority of JSU initial program completers were rated as "Effective" or "Emerging" across most evaluated areas. A small percentage of completers received a rating of "Ineffective", reinforcing the overall positive perception of JSU-prepared teachers in their

first year.

The following table summarizes employer ratings for first-year teachers, categorizing them as Teacher Leader, Effective Teacher, Emerging Teacher, or Ineffective Teacher based on key instructional competencies.

**Employer Satisfaction Survey Educator Preparation
Institutional Report Card
For Jacksonville State University**

Survey Item	JSU%(AL%)	2024 Report: 2022/2023 data on JSU Employer Satisfaction (Alabama Statewide Employer Satisfaction)	2025 Report: 2023/2024 data on JSU Employer Satisfaction (Alabama State Wide Employer Satisfaction)	2026 Report: 2024/2025 data on JSU Employer Satisfaction (Alabama State Wide Employer Satisfaction)
		JSU%(AL%)	JSU%(AL%)	JSU%(AL%)
Understanding how learners grow and develop. (The Learner and Learning – Learner Development 1.1)	Teacher Leader	53% (46%)	8% (8%)	4.3% (4.6%)
	Effective	44% (50%)	46%(47%)	40.0% (46.3%)
	Emerging	0% (0%)	41%(40%)	52.9% (37.2%)
	Ineffective		5%(0%)	2.9% (3.8%)
Understanding of learners’ commonalities and individual differences. (The Learner and Learning – Learning Differences 2.1)	Teacher Leader	53% (45%)	8%(8%)	7.1% (5.8%)
	Effective	43% (51%)	45%(46%)	34.3% (44.5%)
	Emerging	0% (0%)	43%(42%)	55.7% (44.5%)
	Ineffective	0% (0%)	0% (0%)	2.9% (5.1%)
Manage the learning environment to engage learners actively. (The Learner and Learning – Learning Environments 3.2)	Teacher Leader	48% (39%)	9%(10%)	5.7% (7.3%)
	Effective	47% (50%)	50%(51%)	54.3% (51.0%)
	Emerging	0% (9%)	36%(35%)	30.0% (34.4%)
	Ineffective	0% (0%)	5%(0%)	10.0% (7.3%)
The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches. (Content Knowledge-Content Knowledge 4.1)	Teacher Leader	51% (42%)	9%(9%)	7.1% (5.4%)
	Effective	44% (53%)	51%(52%)	60.0% (51.3%)
	Emerging	0% (0%)	37%(36%)	30.0% (38.9%)
	Ineffective	0% (0%)	0% (0%)	2.9% (4.4%)
Create learning experiences that make the discipline accessible and meaningful for learners to	Teacher Leader	51% (41%)	9%(9%)	7.1% (5.8%)
	Effective	45% (54%)	47%(48%)	58.6% (50.7%)
	Emerging	0%	39%(38%)	25.7% (38.2%)

assure mastery of the content. (Content Knowledge – Content Knowledge 4.2)	Ineffective	0% (0%)	5%(0%)	8.6% (5.2%)
Connect concepts, perspectives from varied disciplines, and interdisciplinary themes to problems and issues. (Content Knowledge – Application of Content 5.1)	Teacher Leader	49% (40%)	7%(8%)	4.3% (5.1%)
	Effective	45% (55%)	48%(49%)	45.7% (42.2%)
	Emerging	0% (0%)	42%(41%)	44.3% (47.4%)
	Ineffective	0% (0%)	0% (0%)	5.7% (5.4%)
Use, design, or adapt multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives. (Instructional Practice – Assessment 6.1)	Teacher Leader	53% (43%)	8%(8%)	5.7% (5.2%)
	Effective	44% (52%)	46%(47%)	54.3% (47.2%)
	Emerging	0% (0%)	41%(40%)	37.1% (42.0%)
	Ineffective	0% (0%)	5%(0%)	2.9% (5.5%)
The teacher implements assessments in an ethical manner and minimizes bias to enable learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3)	Teacher Leader	54% (47%)	9%(10%)	10.0% (13.0%)
	Effective	44% (50%)	57%(57%)	72.9% (64.1%)
	Emerging	0% (0%)	31%(31%)	17.1% (20.2%)
	Ineffective	0% (0%)	0%(0%)	0%(0%)
Plan instruction based on information from formative and summative assessments and other sources and systematically adjust plans to meet each student’s learning needs. (Instructional Practice – Planning for Instruction 7.3)	Teacher Leader	53% (46%)	9%(9%)	4.3% (5.2%)
	Effective	44% (50%)	47%(48%)	57.1% (48.8%)
	Emerging	0% (0%)	39%(38%)	34.3% (40.9%)
	Ineffective	0% (0%)	5%(0%)	4.3% (5.1%)
Understand and use a variety of instructional strategies and make learning accessible to all learners. (Instructional Practice – Instructional Strategies 8.1)	Teacher Leader	56% (46%)	9%(10%)	7.1% (6.3%)
	Effective	41% (50%)	48%(49%)	51.4% (49.4%)
	Emerging	0% (0%)	38%(37%)	37.1% (39.2%)
	Ineffective	0% (0%)	0%(0%)	4.3% (5.1%)

Encourage learners to develop a deep understanding of content areas, make connections across content, and apply content knowledge in meaningful ways. (Instructional Practice – Instructional Strategies 8.2)	Teacher Leader	52% (45%)	8%(9%)	2.9% (4.9%)
	Effective	45% (51%)	47%(48%)	45.7% (44.7%)
	Emerging	0% (0%)	41%(40%)	50.0% (44.5%)
	Ineffective	0% (0%)	0% (0%)	1.4% (5.8%)
Use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners’ needs. (Professional Responsibility – Professional Learning and Ethical Practice 9.2)	Teacher Leader	50% (42%)	8%(9%)	4.3% (4.9%)
	Effective	47% (53%)	48%(48%)	52.9% (46.8%)
	Emerging	0% (0%)	40%(39%)	38.6% (42.5%)
	Ineffective	0% (0%)	4%(0%)	4.3% (5.8%)
Practice the profession in an ethical manner. (Professional Responsibility – Professional Learning and Ethical Practice 9.3)	Teacher Leader	67% (61%)	18%(18%)	10.0% (7.0%)
	Effective	32% (38%)	61%(61%)	60.0% (59.9%)
	Emerging	0% (0%)	20%(19%)	30.0% (29.7%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)
The Teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility. (The Learner and Learning Environments 3.1)	Teacher Leader	59% (55%)	14%(15%)	11.4% (8.7%)
	Effective	39% (42%)	55%(55%)	58.6% (58.8%)
	Emerging	0% (0%)	27%(27%)	27.1% (28.3%)
	Ineffective	0% (0%)	0% (0%)	2.9% (4.3%)
The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues. (Content Knowledge-Application of Content 5.2)	Teacher Leader	55% (48%)	7%(8%)	4.3% (4.4%)
	Effective	43% (49%)	41%(42%)	58.6% (41.5%)
	Emerging	0% (0%)	47%(46%)	34.3% (48.5%)
	Ineffective	0% (0%)	5%(0%)	2.9% (5.5%)
Select, create, and sequence learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills. (Instructional Practice – Planning for Instruction 7.1)	Teacher Leader	48% (41%)	7%(8%)	2.9% (3.6%)
	Effective	48% (54%)	45%(46%)	48.6% (42.8%)
	Emerging	0% (0%)	43%(42%)	44.3% (48.0%)
	Ineffective	0% (0%)	5%(4%)	4.3% (5.5%)
Plan instruction by collaborating with colleagues, specialists, community resources, families, and learners to meet individual learning needs. (Professional	Teacher Leader	52% (44%)	10%(10%)	4.3% (5.5%)
	Effective	42% (50%)	52%(53%)	61.4% (52.3%)
	Emerging	0% (0%)	35%(34%)	30.0% (37.8%)
	Ineffective	0% (0%)	0% (0%)	4.3% (4.4%)

Responsibility – Leadership and Collaboration 10.1)				
Engage in continuous professional learning to meet the needs of each learner more effectively. (Professional Responsibility – Professional Learning and Ethical Practice 9.1)	Teacher Leader	51% (42%)	10%(10%)	5.7% (5.7%)
	Effective	46% (54%)	55%(56%)	60.0% (53.9%)
	Emerging	0% (0%)	33%(32%)	34.3% (36.8%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)
Use Assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2)	Teacher Leader	51% (44%)	8%(8%)	4.3% (4.6%)
	Effective	45% (51%)	46%(47%)	54.3% (47.1%)
	Emerging	0% (0%)	41%(40%)	37.1% (43.6%)
	Ineffective	0% (0%)	5%(0%)	4.3% (4.7%)
Collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth. Professional Responsibility – Leadership and Collaboration 10.1)	Teacher Leader	51% (41%)	10%(10%)	7.1% (6.2%)
	Effective	43% (52%)	51%(52%)	57.1% (48.0%)
	Emerging	6% (7%)	35%(34%)	28.6% (41.4%)
	Ineffective	0% (0%)	0% (0%)	7.1% (4.4%)
Seek appropriate leadership roles and opportunities that would allow me to take responsibility for student learning and to advance in the profession. (Professional Responsibility – Leadership and Collaboration 10.2)	Teacher Leader	45% (38%)	9%(10%)	4.3% (4.6%)
	Effective	49% (54%)	43%(44%)	57.1% (40.1%)
	Emerging	0% (7%)	42% (41%)	30.0% (48.8%)
	Ineffective	0% (0%)	6% (5%)	8.6% (6.5%)
Has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); And the Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); Response to Instruction (RTI) and their relationship to student achievement. (Alabama Specific Expectations – Standard 4(0)).	Teacher Leader	42% (38%)	6%(7%)	2.9% (3.5%)
	Effective	50% (49%)	40%(41%)	51.4% (36.7%)
	Emerging	0% (11%)	49%(48%)	42.9% (54.5%)
	Ineffective	0% (0%)	5% (4%)	2.9% (5.4%)
Possesses knowledge of Alabama’s state assessment system. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	33% (28%)	7%(7%)	1.4% (3.3%)
	Effective	52% (53%)	46%(47%)	60.0% (46.0%)
	Emerging	12% (17%)	44%(43%)	37.1% (47.4%)
	Ineffective	0% (0%)	0% (0%)	1.4% (3.3%)
Integrates Alabama-wide programs and initiatives into	Teacher Leader	39% (31%)	7%(7%)	2.9% (3.0%)
	Effective	49% (53%)	46%(47%)	60.0% (44.9%)
	Emerging	10% (15%)	43%(42%)	35.7% (48.3%)

the curriculum and instructional process. (Alabama Specific Expectations – Standard 7(g)).	Ineffective	0% (0%)	0% (0%)	1.4% (3.8%)
Communicates with students, parents, and the public about Alabama’s assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)).	Teacher Leader	33% (29%)	7%(7%)	2.9% (3.3%)
	Effective	45% (47%)	41%(42%)	52.9% (38.9%)
	Emerging	20% (22%)	46%(45%)	40.0% (52.8%)
	Ineffective	0% (0%)	6%(6%)	4.3% (5.1%)
Understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	55% (42%)	8%(9%)	2.9% (5.8%)
	Effective	40% (51%)	52%(53%)	50.0% (52.8%)
	Emerging	0% (6%)	36%(35%)	45.7% (37.6%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)

RA 4.1 Employer Satisfaction and Stakeholder Involvement

Measure 2b: RA 4.1. (Advanced) Employer Satisfaction

The Alabama Association of Colleges for Teacher Education (ALACTE) administers an annual employer satisfaction survey to assess the effectiveness of first-year teachers. However, this survey does not provide disaggregated data on completers from advanced-level (Class A and Class AA) programs, making it difficult for the Educator Preparation Program (EPP) to analyze employer feedback specific to these candidates.

Planned Improvements for Employer Satisfaction Data Collection

To address this gap, the EPP has developed an institution-specific employer satisfaction survey designed to collect data specifically on graduates of advanced programs.

- The survey will be finalized and distributed in 2025 to employers of recent advanced program completers.
- It will allow for disaggregation by program level and certification area, providing targeted insights into program effectiveness.
- The results will be included in the 2025-2026 CAEP Annual Report and used for data-driven program enhancements.

Additionally, the EPP is collaborating with K-12 school district partners to gather qualitative employer feedback from principals and district leaders who have hired JSU advanced program completers.

R3.3 Candidate Competency at Program Completion

Measure 3a: R3.3 edTPA Data (Class B & Alt. A)

To obtain an Alabama Educator Certificate, candidates must successfully complete the Educative Teacher Performance Assessment (edTPA), a nationally scored, performance-based assessment that evaluates their ability to plan, instruct, and assess student learning in a real classroom setting.

This requirement applies to all Class B (undergraduate initial licensure) and Class A-Alternative (master’s level initial licensure) candidates at Jacksonville State University (JSU). The edTPA assessment measures candidates' readiness to teach through performance-based tasks that align with national and state teaching standards.

2024-2025 edTPA Results

The following tables provide a summary of edTPA scores for JSU candidates during the 2024-2025 academic year, disaggregated by program. These results reflect candidates’ performance across the required edTPA tasks.

- Most content areas consist of three primary tasks:
 1. Task 1 – Planning for Instruction & Assessment
 2. Task 2 – Instructing & Engaging Students in Learning
 3. Task 3 – Assessing Student Learning
- Some program areas (e.g., Elementary Education, Special Education) include an additional task:
 4. Task 4 – Assessing Students’ Mathematics Learning (for programs that require an additional assessment component).

Passing Score Requirement: Candidates must achieve a minimum composite passing score as determined by the Alabama State Board of Education (ALSBOE).

Early Childhood Education - Class B edTPA Scores AY 2024-25 (CS=Completer Score / PS= Passing Score)																					
Number of test takers =	Task 1: Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students' in Learning					Task 3: Assessing Students' Literacy Learning					Task 4: Assessing Students' Mathematics Learning			Scores		Pass Rate
87	Task 1					Task 2					Task 3					Task 4			CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15	RB19	RB20	RB21			
2024-2025	3.0	3.2	3.2	3.0	2.9	3.0	3.0	2.9	3.1	3.0	3.0	3.6	3.0	2.9	3.2	2.9	3.2	2.8	54.8	37	100%

Early Childhood Education - Alt A Class A edTPA Scores AY 2024-25 (CS=Completer Score / PS= Passing Scores)																			
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate	
5	Task 1					Task 2					Task 3					CS	PS		
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15				
2024-2025	3.2	3	2.7	3.2	2.8	3	3	3	2.6	3	2.8	1.8	2.2	3.1	3.1	42.5	44	96%	

Elementary Education: Lit/Math - Alternative Class A edTPA Scores AY 2024-25 (CS=Completer Score/PS=Passing Score)																					
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2 Instructing and Engaging Students' in Learning					Task 3 Assessing Student's Literacy Learning					Task 3 Assessing Students' Mathematics Learning			Scores		Pass Rate
10	Task 1					Task 2					Task 3					Task 4			CS	PS	A
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15	RB19	RB20	RB21			
2024-2025	3	3.1	3.35	2.9	3.2	3	3.1	3	2.95	3.1	3.05	3.6	3.2	3.05	3.35	2.85	3.15	2.9	55.9	44	

Business Marketing - Alt A Class A edTPA Scores AY 2024-25 (CS=Completer Score/PS=Passing Score)																			
Number of takers =	Task 1 Planning for Instruction and Assessment					Task 2 Instructing And Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate	
2	Task 1					Task 2					Task 3					CS	PS	A	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15				
2024-2025	3.0	3.0	3.5	3.0	3.0	3.5	3.0	3.0	3.0	3.0	3.5	4.0	3.5	4.0	3.0	49	37	100%	

*There was no test taker in the business education class B program.

Family and Consumer Science - Class B edTPA Scores AY204-25 (CS=Completer Score/PS=Passing Score)																		
Family and Consumer Science - Class B edTPA Scores AY204-25 (CS=Completer Score/PS=Passing Score)																		
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2 Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate
8	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	3.1	2.7	2.8	2.9	2.9	3.0	2.9	2.5	3.0	2.5	3.1	3.0	2.5	2.9	2.8	42.7	37	89%

Family and Consumer Science - Alternative Class A edTPA Scores AY2024-25 (CS=Completer Score/PS=Passing Score)																		
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3: Assessing Student Learning					Scores		Pass Rate
1	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	3	3	3	2	3	3	3	3	3	2	3	2	2	2	3	40	37	89%

K-12 Performing Arts (Music) - Class B edTPA Scores AY2024-25 (CS=Completer Score/PS=Passing Score)																		
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2 Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate
21	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	3.3	3.2	3.2	3.2	2.8	3.0	3.0	3.1	3.0	2.6	2.9	3.2	2.9	3.0	3.2	45.7	37	100%

K-12 Performing Arts (Music) - Alternative Class A edTPA Scores AY2024-25 (CS=Completer Score/PS=Passing Score)																		
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3: Assessing Student Learning					Scores		Pass Rate
1	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	4	3	3	3	3	3	3	3	3	2	1	3	2	3	3	42	37	100%

Physical Education - Class B edTPA Scores AY2024-25 (CS=Completer Score/PS=Passing Score)																			
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2 Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate	
	Task 1					Task 2					Task 3					CS	PS		
11	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15				
2024-2025	3.3	3.2	2.7	2.9	3.4	2.7	3.1	2.9	2.9	2.4	2.7	3.0	2.8	2.8	2.8	43.3	37	100%	

Physical Education - Alternative Class A edTPA Scores AY 2024-25 (CS=Completer Score/PS=Passing Score)																			
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2 Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate	
7	Task 1					Task 2					Task 3					CS	PS		
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15				
2024-2025	3.1	3.0	2.7	2.7	2.7	2.6	2.7	2.9	3.0	2.7	2.4	2.7	2.3	2.3	2.4	40.3	37	100%	

Secondary English Language Arts - edTPA Scores AY 2024-2025 (CS=Completer Scores/PS=Passing Scores)																			
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate	
8	Task 1					Task 2					Task 3					CS	PS		
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15				
2024-2025	3.2	3.1	3.4	3.2	3.3	3.1	3.0	2.8	2.8	2.8	3.4	3.3	2.9	3.3	3.4	46.8	37.0	100%	

Secondary English Language Arts -Alt A edTPA Scores AY 2024-2025 (CS=Completer Scores/PS=Passing Scores)																			
Number of test takers =	Task 1 Planning for Instruction and Assessment					Task 2 Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate	
1	Task 1					Task 2					Task 3					CS	PS		
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15				
2024-2025	3	3	3.5	3	3	3	2.5	2.5	3	3	3	2.5	3	2.5	3	43.5	37	100%	

Secondary SOS - Class B edTPA Scores AY2024-2025 (CS=Completer Score/PS=Passing Score)

<i>Number of test takers =</i>	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate
17	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	3.1	3.2	3.1	3.3	3.2	3.0	3.0	3.1	2.9	2.8	3.2	3.2	3.0	3.0	3.2	46.3	37	100%

Secondary SOS - Alternative Class A edTPA Scores AY2024-2025 (CS=Completer Score/PS=Passing Score)

<i>Number of test takers =</i>	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3: Assessing Student Learning					Scores		Pass Rate
3	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	3.0	3.3	3.0	3.0	3.0	3.3	3.3	3.3	3.0	2.8	3.5	3.8	3.3	3.3	3.3	47.9	37	100%

Secondary Mathematics - Class B edTPA Scores AY2024-25 (CS=Completer Score/PS=Passing Score)

<i>Number of test takers =</i>	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3: Assessing Student Learning					Scores		Pass Rate
6	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	2.8	2.5	2.7	2.5	2.8	3.0	2.3	2.5	2.7	2.5	3.0	3.3	2.5	3.0	3.0	41.2	37	100%

Mathematics - Alternative Class A edTPA Scores AY 2024-2052 (CS=Completer Score/PS=Passing Score)

<i>Number of test takers =</i>	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3: Assessing Student Learning					Scores		Pass Rate
1	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	2.0	2.0	2.5	2.5	2.0	3.0	2.5	2.5	3.0	2.5	2.0	3.0	2.0	1.5	2.0	35.0	37.0	100%

Science - Class B edTPA Scores AY 2024-2025 (CS=Completer Score/PS=Passing Score)

<i>Number of test takers =</i>	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3: Assessing Student Learning					Scores		Pass Rate
4	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	3.0	2.8	3.8	3.0	3.8	3.0	3.0	2.5	2.8	3.3	3.3	4.3	4.0	3.5	3.5	49.25	37	100%

Science - Alternative Class A edTPA Scores AY2024-2025 (CS=Completer Score/PS=Passing Score)

<i>Number of test takers =</i>	Task 1 Planning for Instruction and Assessment					Task 2 Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate
1	Task 1					Task 2					Task 3					CS	PS	A
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	3.0	3.0	4.0	3.0	3.0	3.0	3.0	2.0	2.0	3.0	3.0	4.0	2.0	4.0	3.0	45	37	100%

Special Education - Class B edTPA Scores AY 2024-25 (CS=Completer Score/PS=Passing Score)

<i>Number of test takers =</i>	Task 1 Planning for Instruction and Assessment					Task 2: Instructing and Engaging Students in Learning					Task 3: Assessing Student Learning					Scores		Pass Rate
14	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	2.9	2.9	2.8	3.0	2.6	3.0	3.0	2.6	2.8	2.3	2.6	3.1	2.5	2.8	2.6	41.6	44	100%

Special Education - Alternative Class A edTPA Scores AY2024-25 (CS=Completer Score/PS=Passing Score)

<i>Number of test takers =</i>	Task 1 Planning for Instruction and Assessment					Task 2 Instructing and Engaging Students in Learning					Task 3 Assessing Student Learning					Scores		Pass Rate
3	Task 1					Task 2					Task 3					CS	PS	
Standards	RB1	RB2	RB3	RB4	RB5	RB6	RB7	RB8	RB9	RB10	RB11	RB12	RB13	RB14	RB15			
2024-2025	3.0	3.0	3.2	3.3	2.7	3.0	3.0	2.7	2.8	3.0	2.7	3.2	3.0	3.3	3.2	45.0	44	100%

Measure 3b: R3.3 Praxis Content Data (Class B & Alt. A)

To obtain an Alabama Educator Certificate, candidates must successfully complete both their approved educator preparation program and the required content-specific Praxis assessments. These standardized assessments evaluate candidates' subject-matter expertise and pedagogical knowledge, ensuring they meet state certification requirements.

All Class B (undergraduate initial licensure) and Class A-Alternative (master's level initial licensure) candidates at Jacksonville State University (JSU) must complete Praxis subject exams aligned with their certification areas. These exams are designed to assess their readiness to teach in Alabama public schools.

2024-2025 Praxis Exam Performance

The tables below provide a breakdown of Praxis content exam results for JSU candidates during the 2024-2025 academic year. The data is disaggregated by program type (Class B vs. Alt-A) and subject area, including:

- Passing Score (set by the Alabama State Board of Education)
- Number of test takers
- Number and percentage of candidates passing
- Median and mean scores
- Standard deviation of scores
- Average performance range (benchmarking against state standards)

These results help the Educator Preparation Program (EPP) evaluate candidate performance and identify areas for program improvement.

AY 2024-2025- Class B- 5025 Early Childhood Education						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
156	88	100	167.50	165.75	14.09	158 - 176

AY 2024-2025- Alt-A- 5025 Early Childhood Education						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
156	68	100	166.00	164.81	13.87	158 - 176

AY 2024-2025- Class B- 5904 Elementary Ed: 3 Subject Bundle Soc. Std.						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
154	177	100	144.88	144.00	15.01	135 - 155

154	177	100	144.88	144.00	15.01	135 - 155
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AY 2024-2025- Alt A- 5904 Elementary Ed: 3 Subject Bundle Soc. Std.						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
154	152	100	143.00	144.11	14.73	134 - 154

AY 2024-2025- Class B- 5355- Special Education Foundational Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
153	14	100	166.00	167.50	10.81	163 - 178

AY 2024-2025- Alt-A- 5355- Special Education Foundational Knowledge						
Passing	# of Test	% Passing	Median	Mean	SD	Average

Score	Takers		Score	Score		Performance Range
153	18	100	164.00	165.50	9.72	162 - 169

AY 2024-2025- Class B- 5903 Elementary Ed: 3 Subject Bundle Math						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
157	179	100	156.00	161.00	16.03	152 - 179

AY 2024-2025- Alt-A- 5903 Elementary Ed: 3 Subject Bundle Math						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
157	179	100	156.00	161.00	16.03	152 - 179

AY 2024-2025- Class B- 5905 Elementary Ed: 3 Subject Bundle Science						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
157	97	77.27	173.50	171.45	17.18	155 - 182

AY 2024-2025- Alt-A- 5905 Elementary Ed: 3 Subject Bundle Science						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
157	22	100	156.00	161.00	16.03	152 - 179

AY 2024-2025- Class B- 5038 English Language Arts: Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
167	16	100	172.50	171.06	11.28	159 - 181

AY 2024-2025- Alt-A- 5038 English Language Arts: Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
167	10	100	173.00	171.70	11.88	165-181

AY 2024-2025- Class B- 5122 Family Consumer Sciences						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
153	5	100	155.00	158.40	9.97	154-167

AY 2024-2025- Alt-A- 5122 Family Consumer Sciences						
Passing Score	# of Test Takers	% Passing	Median	Mean	SD	Average

Score	Takers		Score	Score		Performance Range
153	7	100	161.00	159.86	8.84	154-167

AY 2024-2025- Class B- 5091 Physical Education-Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
149	14	100	152.00	150.93	10.00	146 - 159

AY 2024-2025- Alt-A- 5091 Physical Education-Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
149	14	100	148.00	148.01	9.00	146-154

AY 2024-2025- Class B- 5551 Health Education						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
154	1	100	154.00	*	*	*

AY 2024-2025- Alt-A- 5551 Health Education						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
154	5	40	120.00	124.00	14.98	143 - 157

AY 2024-2025- Class B- 5435 General Science: Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
152	6	83.33	132.50	140.33	26.91	128 - 150

AY 2024-2025- Alt-A- 5435 General Science: Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
154	5	40	120.00	124.00	14.98	115-129

AY 2024-2025- Class B- 5081 Social Studies: Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
155	8	100	167.00	163.13	11.40	153 - 173

AY 2024-2025- Alt-A- 5435 Social Studies: Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
154	1	100	*	*	*	*

AY 2024-2025- Class B- 5113 Music: Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
161	12	100	168.50	167.33	11.96	159-173

AY 2024-2025- Alt-A- 5113 Music: Content Knowledge						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
161	7	100	164.00	164.43	13.45	161 - 172

AY 2024-2025- Class B- 5165 Math						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
159	3	*	*	*	*	*

AY 2024-2025- Alt-A- 5165 Math						
Passing Score	# of Test Takers	% Passing	Median Score	Mean Score	SD	Average Performance Range
161	7	100	164.00	164.43	13.45	161 - 172

Measure 4: Ability of completers to be hired in education positions for which they have been prepared

The Alabama State Department of Education (ALSDE) does not share direct employment data with Educator Preparation Programs (EPPs). As a result, the JSU EPP relies on internal data tracking to determine how many completers were eligible for certification, meaning they:

- Successfully completed their initial certification program
- Passed all required Praxis assessments
- Completed the edTPA

Although ALSDE does not provide direct employment data, Alabama continues to experience teacher shortages in key areas, reinforcing the need for high-quality educators.

The table below provides data on JSU program completers eligible for certification during the 2024-2025 academic year.

JSU Program Completers Eligible for Certification

Graduates of the 2024-2025 AY

Initial Certification Program Level	Total Program Completers	Praxis	EdTPA	Degree	Candidates Eligible for Certification/Certifications Received
Undergraduate	174	165	178	174	162
Graduate	35	31	35	35	30

EPP had 100% graduation rate at the undergraduate and graduate levels. Almost 85% of undergraduate students could pass the Praxis test and were eligible for certification. Almost 95% of graduate students could pass the Praxis test and were eligible for certification. EPP is committed to increasing Praxis passing rates even more. Students are provided support for Praxis test preparation from faculty and tutoring services.

To strengthen future employment tracking, the JSU EPP is implementing the following measures:

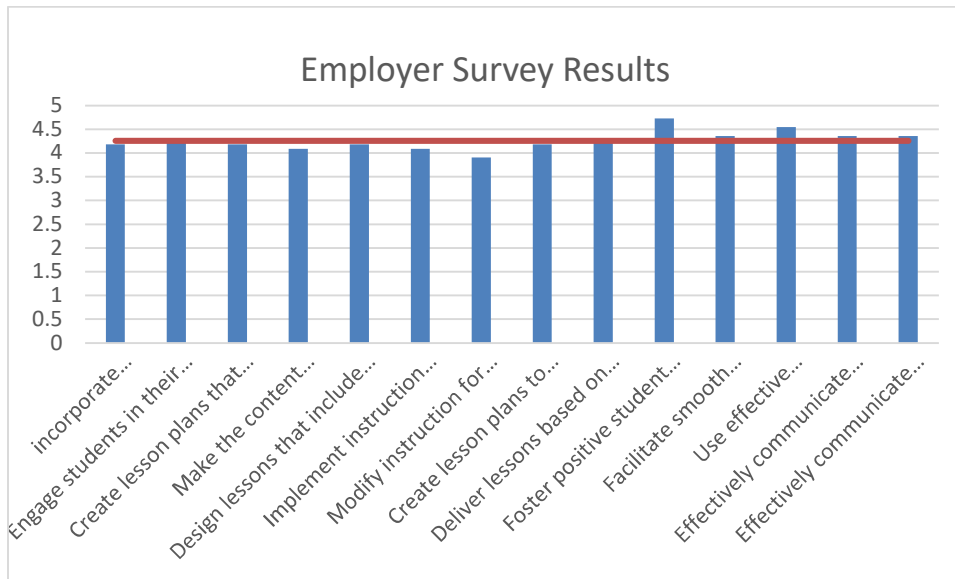
- Alumni Employment Survey (Launching Fall 2025): The EPP will administer an annual survey to recent completers to track their employment status, school placement, and teaching assignments.
- K-12 District Collaboration: The EPP is working with partner school districts to collect hiring data for recent program completers.
- Certification & Employment Tracking Dashboard: The EPP is developing an internal tracking system to monitor certification status and employment trends for all completers.

The results of the EPP developed completer and employer surveys:

Employer Survey Results

Survey Item		
Survey Item	Employers of 2023-2024 Graduates	
	<i>n</i> =11	
	Mean	SD
Incorporate interdisciplinary instruction.	4.18	0.6
Engage students in their content area.	4.27	0.79
Create lesson plans that include differentiated instruction.	4.18	0.75
Make the content meaningful to students.	4.09	0.7
Design lessons that include differentiated instruction.	4.18	0.75
Implement instruction based on a student's IEP.	4.09	0.83
Modify instruction for English language learners.	3.91	0.83
Create lesson plans to engage all learners.	4.18	0.6
Deliver lessons based on curriculum standards.	4.27	0.79
Foster positive student relationships.	4.73	0.47
Facilitate smooth transitions for the students.	4.36	0.67
Use effective communication strategies to foster learning.	4.55	0.69
Effectively communicate with parents.	4.36	0.81
Effectively communicate with all staff.	4.36	0.67
Use technology as a communication tool.	4.45	0.69
Enhance students' skills in using technology as a communication tool.	4.18	0.60
Use assessments to evaluate learning.	4.18	0.60
Develop assessments to evaluate learning.	4.18	0.60
Analyze assessment data to improve instruction.	4.18	0.60

Help students set learning goals based on assessment results.	4.18	0.60
Work with colleagues to set learning goals using assessment results.	4.18	0.60
Analyze data to reflect on areas for professional growth.	4.18	0.60
Reflect on his/her practices for professional growth.	4.18	0.60
Collaborate with colleagues to support student learning	4.18	0.60
Collaborate with parents to support student learning.	4.18	0.60
Participate in professional organization.	4.18	0.60
What is your overall rating of the quality of the professional education program your teacher completed?	4.18	0.60



Completer Survey Results

Survey Item		
Survey Item	2023-2024 Completers	
	<i>n</i> =12	
	Mean	SD
Incorporate interdisciplinary instruction.	4.25	0.97
Engage students in their content area.	4.33	1.07
Create lesson plans that include differentiated instruction.	4.42	0.90
Make the content meaningful to students.	4.42	0.90

Design lessons that include differentiated instruction.	4.75	0.45
Implement instruction based on a student's IEP.	4.25	0.97
Modify the instruction for English language learners.	3.75	1.22
Create lesson plans to engage all learners.	4.42	0.67
Deliver lessons based on curriculum standards.	4.50	0.90
Foster positive student relationships.	4.25	0.97
Facilitate smooth transitions for the students.	4.50	0.90
Use effective communication strategies to foster learning.	4.42	0.90
Effectively communicate with parents.	4.33	0.98
Effectively communicate with all staff.	4.42	1.00
Use technology as a communication tool.	4.42	0.90
Enhance students' skills in using technology as a communication tool.	4.25	1.22
Use assessments to evaluate learning.	3.67	1.37
Develop assessments to evaluate learning.	4.33	0.98
Analyze assessment data to improve instruction.	4.33	0.65
Help students set learning goals based on assessment results.	4.58	0.51
Work with colleagues to set learning goals using assessment results.	4.50	0.52
Analyze data to reflect on areas for professional growth.	3.67	1.37
Reflect on his/her practices for professional growth.	4.00	1.04
Collaborate with colleagues to support student learning	4.58	0.90
Collaborate with parents to support student learning.	4.50	0.90
Participate in professional organization.	4.17	1.27
What is your overall rating of the quality of the professional education program your teacher completed?	4.17	1.19

Completer Survey Results

