

**UHWO Teacher Preparation Continuous Improvement Plan  
AY 2020-2027**

<b>Education Division Expectations</b>	<b>Assessments &amp; Data Sources</b>
<p><b>Candidate Proficiency</b></p> <ul style="list-style-type: none"> <li>• Knowledge</li> <li>• Skills</li> <li>• Dispositions</li> </ul>	<ul style="list-style-type: none"> <li>• Disaggregated data by semester &amp; AY</li> <li>• Praxis Test Scores</li> <li>• GPA</li> <li>• Field &amp; Clinical Experience Evaluations</li> <li>• Dispositions Evaluations</li> <li>• Professionalism Alerts</li> <li>• Signature Assignment Scores</li> <li>• Mentor Teacher Surveys</li> <li>• Principal Interviews</li> <li>• STAR Advising Notes</li> <li>• E Ala Pono Progress Reports</li> <li>• Candidate eCafe Course Evaluations</li> <li>• Candidate Interviews &amp; Surveys</li> <li>• No'eau Learning Center Tutorial Records</li> </ul>
<p><b>Field Experience Quality</b></p> <ul style="list-style-type: none"> <li>• Student-centered instruction</li> <li>• Positive effect on student learning</li> <li>• Culturally responsive pedagogy</li> <li>• Diverse field placements</li> <li>• Technology available &amp; utilized in the service of learning</li> <li>• Collaborations with all stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Candidate Videos &amp; Reflections</li> <li>• Candidate eCafe Evaluations</li> <li>• Candidate Interviews &amp; Surveys</li> <li>• Mentor Teacher Surveys</li> <li>• Principal Interviews</li> <li>• Field Experience Coordinator reports</li> <li>• Field Experience Placement Records</li> <li>• Division Faculty Recommendations</li> <li>• Teacher Education Advisory Council Minutes</li> </ul>
<p><b>Recruitment &amp; Retention</b></p> <ul style="list-style-type: none"> <li>• Recruit diverse candidates</li> <li>• Recruit diverse faculty &amp; staff</li> <li>• Maintain positive learning environment</li> <li>• Establish equitable practices for all</li> <li>• Provide academic support system</li> <li>• Praxis exam resources</li> </ul>	<ul style="list-style-type: none"> <li>• Admission Guidelines</li> <li>• Recruitment policies &amp; procedures</li> <li>• Cultural, Ethnic, &amp; Gender Diversity data</li> <li>• Candidate e-Café Course Evaluations</li> <li>• Candidate Interviews &amp; Surveys</li> <li>• Record of complaints &amp; appeals</li> <li>• Referrals to No'eau Learning Center</li> <li>• Praxis Pass Rates</li> </ul>
<p><b>Program Completer Profile</b></p> <ul style="list-style-type: none"> <li>• Employment location updates</li> <li>• Teaching performance</li> <li>• Impact on student learning</li> <li>• Retention</li> <li>• Diversity of work environment</li> </ul>	<ul style="list-style-type: none"> <li>• Disaggregated data by semester &amp; AY</li> <li>• Employment Records</li> <li>• Alumni Interviews &amp; Surveys</li> <li>• Mentor Teacher surveys</li> <li>• Principal Interviews</li> <li>• HIDEOE EES Data</li> <li>• New Teacher Lab activities &amp; records</li> </ul>
<p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>• Promote graduates' life-long learning</li> <li>• Support faculty needs to remain current in their fields</li> <li>• Ensure faculty loads support research agenda</li> <li>• Provide resources to support technology currency, training, &amp; usage.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Development Course: Mentor Teachers &amp; Alumni</li> <li>• Budgeted professional conference participation for faculty &amp; staff: BRC and/or Division funded</li> <li>• Professional resources uploaded to Education Division Laulima website</li> <li>• University-sponsored professional development workshops: teaching triangles; peer mentoring; online teaching &amp; learning</li> </ul>