

5.4.1 Monitoring and use of Measures Related to Completer Impact and Outcome Measures

Impact Measures/ Outcome measures	DATA SOURCE	FINDINGS	Monitoring and Use/how/where/with whom results are shared; resource allocations.	Future directions; changes made in EPP.
1.P-12 student learning/development	EPP Surveys Completers Principals See Evidence 4.1.1, 4.1.2, 4.1.3	-Student Achievement Supported by completers -Academic Achievement -Personal achievements -Admission to university programs -Student's Awards	Results shared: Induction Program Directive Committee, P-12 Interactive Committee Resources allocation: 3 credits for a professor that coordinates activities for the Induction Program and a student assistant. \$7,500 per semester and Office of Evaluation allocation of 100,000 per year.	Strengthening of the Induction Program. See Planning Section.
2.Observations of teaching effectiveness	PR Department of Education Evaluation Instruments See Evidence 4.2.1, 4.2.2, 4.2.3	90% EPP completers evaluated as exemplary	Results shared EPP Directive Committee Meetings/Retreats Meetings of all UPR EPP Programs with the Vice-presidency of Academic Affairs Induction Program Resources allocation: 3 credits for a professor that coordinates activities for the Induction Program and a student assistant. \$7,500 per semester and Evaluation Office Staff has a total allocation of 100,000 per year.	Strengthening of the Induction Program. See Planning Section
3.Employer satisfaction	EPP Principals Survey See Evidence 4.3.2	● 86% evaluated the EPP as excellent	Results shared Professors, Department Heads, Candidates, Directive Committee, P-12 Interactive Committee; Induction Program Resources: EPP Research Center has a total allocation of \$177,000	Strengthening of the Induction Program. See Planning Section
4.Completer satisfaction	EPP Survey College Board Survey See Evidence 4.4.1	● EPP Survey ● 3.50 from scale of 4 High Satisfaction ● College Board: 90%	Results shared Professors, Departments Heads, Candidates, Directive Committee, P-12 Interactive Committee Resources: EPP Research Center has a total allocation of \$177,000 per year.	Strengthening of the Induction Program. See Planning Section

		satisfied with EPP		
5. Completer graduation rate	Vice-presidency of Academic affairs/ UPR-RP Campus Office of Academic Planning EPP Student Affairs Deanship See Evidence 5.4.1	<ul style="list-style-type: none"> ● 95% of Programs are in compliance with graduation rates 	<p>Results shared: EPP Directive Committee Meetings/Retreats – Campus level Deanship of Academic Affairs Meetings of all UPR EPP Programs with the Vice-presidency of Academic Affairs</p> <p>Resources: EPP Student Affairs Deanship, See Recruitment, Retention, and Graduation Plan; Evidence 3.1.1a EPP Academic Department Chairs and Professors; Curriculum Committee, Directive Committee.</p>	<p>Curricular Revisions, Consolidation of Programs: History/Social Studies; Family Ecology; Business Education/Secretary Program Inactivation</p> <p>Changes in experiences: Creation of an early identification and referral procedure to provide assistance to candidates who evidence academic deficiencies. *</p>
6. Licensure rate	College Board Reports See Standard Evidence 1.1.7	<ul style="list-style-type: none"> -Fundamental Knowledge: 98% Pass Rate. -Elementary Professional Competencies: 95% Pass Rate. -Secondary Professional Competencies: 94% Pass Rate. 	<p>Results shared: Professors, Department Heads, Candidates, Directive Committee, P-12 Interactive Committee.</p> <p>Resources: EPP Evaluation Office, has a total allocation of 100,000 per year, EPP Academic Affairs Deanship</p>	<p>Changes in EPP Curricula:</p> <ul style="list-style-type: none"> -Creation of the Writing Zone Workshops, as a requirement of the Methods Course to strengthen candidates' writing skills -Establishment of a norm that requires all candidates to complete 100% of all program

				requirements except the Clinical Practicum before taking the Teacher Certification Exam
7. Employment rate	EPP Completers Survey Reference Standard 4 Evidence 4.2.7	<ul style="list-style-type: none"> 85% are employed, 60% as teachers 	<p>Results shared: Induction Program Professors, Department Heads, Candidates, Directive Committee, P-12 Interactive Committee</p> <p>Resources: EPP Student Affairs Deanship, EPP Office of Evaluation has an allocation of 100,000 per year.</p>	<p>Activities: Career Boost Meet Up- participation of more than 25 local and international companies (March 2017)</p> <p>Recruiters from various states come in on a yearly basis to recruit teachers as per their needs. (Evidence 3.5.1)</p>

* Completer graduation rate: Future institutional directions.

Strategies to improve retention and graduation (institutionalized activities)

- Follow-up and retention efforts through the Academic Affairs and Students Affairs Office provide services such as: Academic advising, tutoring, financial aid, and personal counseling.
- Efforts made through the pilot project known as *Colectivo Universitario para el Acceso* (CUA) [University Access Collective] with the goal of providing access to the university to low income students that are enrolled in public schools located in the San Juan area. The project offers tutoring services in math, Spanish, and English, along with guidance services related to university life.
- There are other initiatives such as: the *Programa de Iniciativas Educativas* (PIE) [Educational Initiative Program], *Programa de Educación Continua para Adultos* (PECA), [Continued Education for Adults Program], *Programa de Apoyo Académico para Estudiantes con Discapacidades* (PAAED) [Academic Support for Students with Disabilities Program], *Programa de Reclutamiento de Atletas de Alto Rendimiento* (PRAAR) [Program for the Recruitment of High Yield Athletes], *Programa de Servicios Académicos y Educativos* (PSAE) [The Academic and Educational Services Program], the *Departamento de Consejería para el Desarrollo Estudiantil* (DCODE) [the Student Development Counseling Department] (offers students social work, counseling, and psychological services), the National Endowment for the Humanities (*Puente al Éxito*) [Bridge to success] exposes students to humanities during a two week summer course.

