

Performance Metric Data

Placement Rate

The placement rate is computed as the percentage of program completers reported annually by each program to the Florida Department of Education who are identified by the Department's Staff Information System, as prescribed in section 1008.385(2), Florida Statutes, as employed in a full-time or part-time instructional position in a Florida public school district at any point during either the first or second academic year subsequent to program completion. Program completers employed in private or out-of-state schools their first or second year following program completion are also included, if verified data are reported by the program.

Level 4	Level 3	Level 2	Level 1
Placement rate is at or above the 68th percentile of all equivalent programs across the state.	Placement rate is at or above the 34th percentile and below the 68th percentile of all equivalent programs across the state.	Placement rate is at or above the 5th percentile and below the 34th percentile of all equivalent programs across the state.	Placement rate is below the 5th percentile of all equivalent programs across the state.

Number of Program Completers Placed	Percent of 2016-2017 program completers employed in an instructional position in 2018-2019 or 2019-2020	Statewide Average Placement Rate among equivalent programs
71	91.03%	85.14%
Performance Level = 4		

Retention Rate

The retention rate is computed as the average number of years program completers were employed in a full-time or part-time instructional position in a Florida public school district (at any point during the year) across a five-year period following initial employment in either of the two (2) subsequent academic years following program completion. Program completers employed in private or out-of-state schools their first or second year following program completion are also included, if verified data are reported by the program.

Level 4	Level 3	Level 2	Level 1
The average number of years employed in the 5-year period following initial placement is 4.5 years or more.	The average number of years employed in the 5-year period following initial placement is 3 years to less than 4.5 years.	The average number of years employed in the 5-year period following initial placement is 2 years to less than 3 years.	The average number of years employed in the 5-year period following initial placement is less than 2 years.

Number of Program Completers Retained	Average number of years 2014-2015 program completers were employed in either 2015-2016 or 2016-2017 and employed within the 5-year period following initial placement
115	4.56522
Performance Level = 4	

Student Performance on Statewide Assessments

The student performance on statewide assessments measure is computed using a statistical model and is based on average student learning growth among students assigned to in-field program completers from the previous three-year period who took statewide standardized assessments in English language arts and mathematics in grades 4 through 10. The measure is limited to program completers who received a student learning growth score during the most recent academic year for which results are available. Results on statewide assessments are based on the student learning growth formula adopted under section 1012.34, Florida Statutes.

For more information about Florida’s student learning growth formula adopted under section 1012.34, Florida Statutes, please visit <http://www.fldoe.org/teaching/performance-evaluation>.

[Executive Order 2020-EO-01](#) waived state assessments for K-12 in the 2019-2020 academic year in response to the COVID-19 Public Health Emergency. This metric utilizes either the 2018-2019 or 2020-2021 state assessments if available. In the case of a completer having both the 2018-2019 and 2020-2021 state assessments available, the Department will utilize the higher score earned by the completer for either of the two years.

Level 4	Level 3	Level 2	Level 1
The probability that the average student learning growth among students taught by program completers exceeds the expectations for those students is ≥ 95 percent.	The probability that the average student learning growth among students taught by program completers exceeds the expectations for those students is < 5 percent; AND the probability that the average student learning growth among students taught by program completers falls short of the expectations for those students is < 5 percent.	Not calculated.	The probability that the average student learning growth among students taught by program completers falls short of the expectations for those students is ≥ 95 percent.

Number of Program Completers with Student Learning Growth Results	Average Student Learning Growth Results for 2016-2017, 2017-2018, and 2018-2019 program completers employed in an in-field instructional position in 2018-2019 or 2020-2021
76	-0.00117
Performance Level = 3	

Student Performance by Subgroups

The student performance by subgroups measure is computed using data produced by the statistical model that is used to calculate the student performance on statewide assessments measure. It is based on the average learning growth attained by students within eight subgroups who take statewide standardized assessments in English language arts and mathematics in grades 4 through 10 and who are assigned to in-field program completers, aggregated by student subgroup, as referenced in sections 1004.04(4)(a)3.d., 1004.85(4)(b)4., and 1012.56(8)(c)2.c., Florida Statutes, as a measure of how well the teacher preparation program prepares instructional personnel to work with a diverse population of students in a variety of settings in Florida public schools. The score is based on in-field program completers from the previous three-year period who received a student learning growth score from the most recent academic year. At least four of the eight subgroups must be represented among the teaching assignments of program completers for a program to receive a rating on this measure.

[Executive Order 2020-EO-01](#) waived state assessments for K-12 in the 2019-2020 academic year in response to the COVID-19 Public Health Emergency. This metric utilizes either the 2018-2019 or 2020-2021 state assessments if available. In the case of a completer having both the 2018-2019 and 2020-2021 state assessments available, the Department will utilize the higher score earned by the completer for either of the two years.

Level 4	Level 3	Level 2	Level 1
At least 75 percent of the subgroups meet or exceed the state standard for performance.	At least 50 percent, but less than 75 percent of the subgroups meet or exceed the state standard for performance.	At least 25 percent but less than 50 percent of the subgroups meet or exceed the state standard for performance.	Fewer than 25 percent of the subgroups exceed the state standard for performance.

Student Subgroup	Average Student Learning Growth Results by Subgroups for 2016-2017, 2017-2018 and 2018-2019 program completers employed in an in-field instructional position in 2018-2019 or 2020-2021	Statewide Average of Student Learning Growth Results by Subgroups for 2016-2017, 2017-2018 and 2018-2019 program completers from comparable programs (i.e., Reading, Math or Elementary Education programs) employed in an in-field instructional position in 2018-2019 or 2020-2021
White	50.92%	53.79%
African American	48.47%	48.64%
Hispanic	53.46%	52.45%
Asian	55.26%	58.45%
Native American	37.50%	51.32%
Free/Reduced Lunch	50.37%	50.73%
Students with Disabilities	60.26%	52.97%
English Language Learners	54.90%	51.45%
Performance Level = 2		

Teacher Evaluation Results

The teacher evaluation results measure is computed based on the performance rating assigned by the local school district for program completers from the previous three-year period who received an annual evaluation rating from the most recent academic year.

[Executive Order 2020-EO-02](#) waived teacher evaluations for the 2019-2020 academic year in response to the COVID-19 Public Health Emergency. Programs who received any score last year will receive a default score of 4 for this metric.

Level 4	Level 3	Level 2	Level 1
Program had at least two eligible completers from previous year's APPR.			Program did not meet eligibility requirements.

Performance Level = 4

Bonus Performance Metric

Critical Teacher Shortage

The critical teacher shortage measure bonus is a fixed value that awards an additional Performance Level score of 4 to programs that qualify. In order to qualify, the program must prepare completers in statewide critical teacher shortage areas, per Rule 6A-20.0131, Florida Administrative Code, in accordance with section 1012.07, Florida Statutes, must have at least two completers in each year being compared, and must demonstrate and increase in the number of program completers in the most recent year compared to the number of program completers from the previous academic year. The bonus metric is only applicable to programs identified as critical teacher shortage areas and is applied as 20 percent of the total score.

Critical Teacher Shortage areas include: Science-General, English, Mathematics, English for Speakers of Other Languages (ESOL), Science-Physical, Reading, Technical Education, Exceptional Student Education (ESE).

Bonus Performance Metric		
The critical teacher shortage program increased the number of program completers compared to the year before with a minimum of 2 completers in each year.		
Number of 2019-2020 program completers in Critical Teacher Shortage Areas	Difference between the number of 2018-2019 program completers and 2019-2020 program completers	Percent of Change between 2018-2019 program completers and 2019-2020 program completers in Critical Teacher Shortage Areas
0		
Performance Level =		

SUMMATIVE RATING

Each Annual Program Performance Report shall receive a summative rating between 1.0 and 4.0. The summative rating is computed by calculating the average of all performance levels. If the program is eligible for the bonus metric, the score is weighted as 20 percent of the total score.

OVERALL RATING FOR EACH PERFORMANCE LEVEL	
PERFORMANCE METRIC	PERFORMANCE LEVEL
Placement Rate	4
Retention Rate	4
Student Performance on Statewide Assessments	3
Student Performance by Subgroups	2
Teacher Evaluation Results	4
Critical Teacher Shortage	
SUMMATIVE RATING = 3.4	