

Measure 1: Impact on P-12 Learning and Development

Part A: Teacher Evaluation Ratings Reported by the Indiana Department of Education

| Hanover College Teachers Achieving Effective or Highly Effective Rating 2018-2019 | | | | | | | | | | |
|---|--|------------------|-----------------------------|---|------------------|-----------------------------|---|------------------|-----------------------------|--------------|
| Institution | Teachers with One (1) Year of Experience | | | Teachers with Two (2) Years of Experience | | | Teachers with Three (3) Years of Experience | | | Grand Totals |
| | Effective | Highly Effective | Total of Teachers Evaluated | Effective | Highly Effective | Total of Teachers Evaluated | Effective | Highly Effective | Total of Teachers Evaluated | |
| Hanover College | 7 | 6 | 13 | <10 | <10 | <10 | <10 | <10 | <10 | |
| Grand Total Rated Effective | | | | | | | | | | 7 |
| Grand Total Rated Highly Effective | | | | | | | | | | 6 |
| Grand Effective & Highly Effective | | | | | | | | | | 13 |
| Grand Total of Teachers Evaluated | | | | | | | | | | 13 |
| Final Percentage | | | | | | | | | | 100% |
| *Year defined as Sept. 1 to Aug. 31 | | | | | | | | | | |
| For additional information please visit https://www.doe.in.gov/evaluations | | | | | | | | | | |

| Hanover College Teachers Achieving Effective or Highly Effective Rating based on Voluntary School Reporting 2017-2018 | | | | | | | | | | |
|---|--|------------------|-----------------------------|---|------------------|-----------------------------|---|------------------|-----------------------------|--------------|
| Institution | Teachers with One (1) Year of Experience | | | Teachers with Two (2) Years of Experience | | | Teachers with Three (3) Years of Experience | | | Grand Totals |
| | Effective | Highly Effective | Total of Teachers Evaluated | Effective | Highly Effective | Total of Teachers Evaluated | Effective | Highly Effective | Total of Teachers Evaluated | |
| Hanover College | 6 | 4 | 13 | <10 | <10 | <10 | <10 | <10 | <10 | |
| Grand Total Rated Effective | | | | | | | | | | 6 |
| Grand Total Rated Highly Effective | | | | | | | | | | 4 |
| Grand Effective & Highly Effective | | | | | | | | | | 10 |
| Grand Total of Teachers Evaluated | | | | | | | | | | 13 |
| Final Percentage | | | | | | | | | | 77% |
| *Year defined as Sept. 1 to Aug. 31 | | | | | | | | | | |
| For additional information please visit https://www.doe.in.gov/evaluations | | | | | | | | | | |

| Hanover College Teachers Achieving Effective or Highly Effective Rating for 2016-2017 | | | | | | | | | | |
|---|--|------------------|-----------------------------|---|------------------|-----------------------------|---|------------------|-----------------------------|--------------|
| Institution | Teachers with One (1) Year of Experience | | | Teachers with Two (2) Years of Experience | | | Teachers with Three (3) Years of Experience | | | Grand Totals |
| | Effective | Highly Effective | Total of Teachers Evaluated | Effective | Highly Effective | Total of Teachers Evaluated | Effective | Highly Effective | Total of Teachers Evaluated | |
| Hanover College | 7 | 3 | 10 | <10 | <10 | <10 | <10 | <10 | <10 | |
| Grand Total Rated Effective | | | | | | | | | | 7 |
| Grand Total Rated Highly Effective | | | | | | | | | | 3 |
| Grand Effective & Highly Effective | | | | | | | | | | 10 |
| Grand Total of Teachers Evaluated | | | | | | | | | | 10 |
| Final Percentage | | | | | | | | | | 100% |
| *Year defined as Sept. 1 to Aug. 31 | | | | | | | | | | |
| For additional information please visit https://www.doe.in.gov/evaluations | | | | | | | | | | |

| Part B: Teacher Results – Indiana Department of Education Survey of First to Third Year Teachers 2019 | | | | |
|--|---------------------|----------|-------|----------------|
| Results for Hanover College EPP N=8 | | | | |
| Teachers Response to the Following | Number of Responses | | | |
| | Strongly Disagree | Disagree | Agree | Strongly Agree |
| Scores | (1) | (2) | (3) | (4) |
| Knowledge Preparation | | | | |
| My Educator Preparation Program prepared me for: | | | | |
| 1. understanding how learners/students develop and grow: | | | 1 | 7 |
| 2. meeting the content preparation and knowledge level of a beginning teacher | | | | 8 |
| 3. adhering to the ethical requirements of the teaching profession. | | | 2 | 6 |
| 4. adhering to the legal requirements of the teaching profession. | | | 2 | 6 |
| 5. recognizing the importance of continued professional development. | | | | 8 |
| Pedagogical Preparation | | | | |
| My Educator Preparation Program prepared me for: | | | | |
| 6. providing appropriate and challenging learning experience | | 1 | 1 | 6 |
| 7. providing an inclusive learning environment | | | 2 | 6 |
| 8. providing a rigorous learning environment | | | 2 | 6 |
| 9. working collaboratively with school leaders and/or colleagues to promote safe and positive learning environments. | | 1 | 1 | 6 |
| 10. differentiating instruction to meet all students' learning needs | | | 1 | 7 |

| | | | | |
|--|-------------|------|------|-----------|
| 11. working effectively with students with all exceptionalities. | | 1 | 1 | 6 |
| 12. developing quality assessments to test for student understanding of lessons | | | 3 | 5 |
| 13. analyzing student assessment data to improve classroom instruction. | | 1 | 2 | 5 |
| 14. using appropriate strategies to effectively manage learning environments. | | 1 | 1 | 6 |
| 15. integrating technological tools as appropriate to advance student learning. | | 2 | 1 | 5 |
| Professional Disposition Preparation | | | | |
| My Educator Preparation Program prepared me for: | | | | |
| 16. openly accepting suggestions/constructive feedback. | | | | 8 |
| 17. exhibiting ethical practice | | | 2 | 6 |
| 18. working effectively with other professionals | | | | 8 |
| 19. working effectively with parents/guardians. | | | | 8 |
| 20. working effectively with school leaders. | | | 2 | 6 |
| 21. working effectively within the school culture. | | 1 | 1 | 6 |
| Overall Assessment | | | | |
| | Ineffective | Fair | Good | Excellent |
| 22. Indicate your overall assessment of how well you were prepared to teach by your Educator Preparation Program. | - | - | 3 | 5 |
| A. Hanover College prepared me for my future as an educator very well. They are a rigorous Liberal Arts school that taught me how to be successful and challenged me greatly. | | | | |
| B. My educator preparation program at Hanover College was wonderful and prepared me fully. I went straight to teaching abroad in Eastern Africa with the Peace Corps and although I wasn't trained in specifics for that, what Hanover taught me I was able to bring with me. They proved that my preparation was well rounded and can be used in any scenario. | | | | |

Measure 1: Impact on P-12 Learning

Part B: Teacher Results – Indiana Department of Education Survey of First to Third Year Teachers 2018

Results for Hanover College EPP

Teachers Response to the Following

| | Number of Responses | | | |
|--|---------------------|----------|-------|----------------|
| | Strongly Disagree | Disagree | Agree | Strongly Agree |
| Scores | (1) | (2) | (3) | (4) |
| Knowledge Preparation | | | | |
| My Educator Preparation Program prepared me for: | | | | |

| | | | | |
|--|------|------|------|-----------|
| 1. understanding how learners/students develop and grow: | 1 | 0 | 2 | 11 |
| 2. meeting the content preparation and knowledge level of a beginning teacher | 1 | 0 | 3 | 10 |
| 3. adhering to the ethical requirements of the teaching profession. | 1 | 0 | 1 | 12 |
| 4. adhering to the legal requirements of the teaching profession. | 1 | 0 | 3 | 10 |
| 5. recognizing the importance of continued professional development. | 1 | 1 | 2 | 10 |
| Pedagogical Preparation | | | | |
| My Educator Preparation Program prepared me for: | | | | |
| 6. providing appropriate and challenging learning experience | 1 | 0 | 4 | 9 |
| 7. providing an inclusive learning environment | 1 | 0 | 3 | 10 |
| 8. providing a rigorous learning environment | 1 | 1 | 4 | 8 |
| 9. working collaboratively with school leaders and/or colleagues to promote safe and positive learning environments. | 1 | 0 | 2 | 11 |
| 10. differentiating instruction to meet all students' learning needs | 1 | 0 | 5 | 8 |
| 11. working effectively with students with all exceptionalities. | 1 | 0 | 4 | 9 |
| 12. developing quality assessments to test for student understanding of lessons | 1 | 0 | 7 | 6 |
| 13. analyzing student assessment data to improve classroom instruction. | 1 | 1 | 4 | 8 |
| 14. using appropriate strategies to effectively manage learning environments. | 1 | 0 | 3 | 10 |
| 15. integrating technological tools as appropriate to advance student learning. | 1 | 0 | 3 | 10 |
| Professional Disposition Preparation | | | | |
| My Educator Preparation Program prepared me for: | | | | |
| 16. openly accepting suggestions/constructive feedback. | 1 | 1 | 0 | 12 |
| 17. exhibiting ethical practice | 1 | 0 | 1 | 12 |
| 18. working effectively with other professionals | 1 | 0 | 1 | 12 |
| 19. working effectively with parents/guardians. | 1 | 0 | 4 | 9 |
| 20. working effectively with school leaders. | 1 | 0 | 4 | 9 |
| 21. working effectively within the school culture. | 1 | 0 | 3 | 10 |
| Overall Assessment | | | | |
| | Poor | Fair | Good | Excellent |
| 22. Indicate your overall assessment of how well you were prepared to teach by your Educator Preparation Program. | 0 | 0 | 1 | 13* |

Part B: Teacher Results – Indiana Department of Education Survey of First to Third Year Teachers 2017

Results for Hanover College EPP

Teachers Response to the Following

Number of Responses

| | | | |
|-------------------|----------|-------|----------------|
| Strongly Disagree | Disagree | Agree | Strongly Agree |
|-------------------|----------|-------|----------------|

| | Scores | (1) | (2) | (3) | (4) |
|--|--------|------|------|-----------|-----|
| Knowledge Preparation | | | | | |
| My Educator Preparation Program prepared me for: | | | | | |
| 1. understanding how learners/students develop and grow: | | | | | 1 |
| 2. meeting the content preparation and knowledge level of a beginning teacher | | | | | 1 |
| 3. adhering to the ethical requirements of the teaching profession. | | | | | 1 |
| 4. adhering to the legal requirements of the teaching profession. | | | | | 1 |
| 5. recognizing the importance of continued professional development. | | | | | 1 |
| Pedagogical Preparation | | | | | |
| My Educator Preparation Program prepared me for: | | | | | |
| 6. providing appropriate and challenging learning experience | | | | | 1 |
| 7. providing an inclusive learning environment | | | | | 1 |
| 8. providing a rigorous learning environment | | | | | 1 |
| 9. working collaboratively with school leaders and/or colleagues to promote safe and positive learning environments. | | | | | 1 |
| 10. differentiating instruction to meet all students' learning needs | | | | | 1 |
| 11. working effectively with students with all exceptionalities. | | | | | 1 |
| 12. developing quality assessments to test for student understanding of lessons | | | | | 1 |
| 13. analyzing student assessment data to improve classroom instruction. | | | | | 1 |
| 14. using appropriate strategies to effectively manage learning environments. | | | | | 1 |
| 15. integrating technological tools as appropriate to advance student learning. | | | | | 1 |
| Professional Disposition Preparation | | | | | |
| My Educator Preparation Program prepared me for: | | | | | |
| 16. openly accepting suggestions/constructive feedback. | | | | | 1 |
| 17. exhibiting ethical practice | | | | | 1 |
| 18. working effectively with other professionals | | | | | 1 |
| 19. working effectively with parents/guardians. | | | | | 1 |
| 20. working effectively with school leaders. | | | | | 1 |
| 21. working effectively within the school culture. | | | | | 1 |
| Overall Assessment | | | | | |
| | Poor | Fair | Good | Excellent | |
| 22. Indicate your overall assessment of how well you were prepared to teach by your Educator Preparation Program. | | | | 1 | |

| Measure 1 Part C – Overall Responses to Questions on Hanover College Alumni Survey Regarding Impact on P-12 Learning | | | | |
|---|---------------------------------------|--|----------------------------------|--|
| Responses 2016/2017/2018/2019 Cohorts | Excellent Preparation 4 | Sufficient Preparation 3 | Some Preparation 2 | Little to No Preparation 1 |
| Question 1 - Rate how Hanover College EPP prepared you to create meaningful experiences by incorporating content knowledge. | | | | |
| 45 responses | 42.11% | 52.63% | 5.26% | 0.00% |
| Question 2 - Rate how Hanover's EPP prepared you to apply content to engage learners in critical thinking. | | | | |
| 45responses | 42.11% | 42.11% | 15.79% | 0.00% |
| Question 3- Rate how Hanover's EPP prepared you to plan instruction to support rigorous learning for all students. | | | | |
| 45 Responses | 63.16 % | 31.58% | 5.26% | 0.00% |
| Question 4 – Rate how Hanover's EPP prepared you to use a variety of instructional strategies to develop deep content understanding. | | | | |
| 45 Responses | 47.37% | 42.11% | 10.53% | 0.00% |
| Question 5 – Rate the influence of your educator preparation at Hanover College had on your students' academic growth. | | | | |
| 45 Responses | 63.16% | 31.58% | 5.26% | 0.00% |
| Question 6 – Rate how Hanover's EPP prepared you to demonstrate an understanding of diverse cultures of learners. | | | | |
| 45 Responses | 57.89% | 42.11% | 0.00% | 0.00% |
| Question 7 – Rate how Hanover's EPP prepared you to integrate culturally relevant content to build on learners' background knowledge. | | | | |
| 45 Responses | 68.42% | 21.05% | 10.53% | 0.00% |
| Question 8 – Rate how Hanover's EPP prepared you to engage all learners using a range of technology tools to evaluate and apply information. | | | | |
| 45 responses | 47.37% | 42.11% | 10.53% | 0.00% |
| Question 9 – Rate how Hanover's EPP prepared you to use technological tools and guide learners to apply them appropriately and effectively. | | | | |
| 45 Responses | 65.16% | 26.32% | 10.53% | 0.00% |

The 45 respondents on this survey were from the 2017, 2018, and 2019 cohorts (three years of data) <https://www.surveymonkey.com/stories/SM-M8LSK8GL/>

Individual cohort data from the Alumni Survey is found with the Measure 4 Data Tables.