

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 based on Voluntary School Reporting (2018 Cohort)

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 2017 Cohort

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>

Hanover College Teachers Achieving Effective or Highly Effective Rating for 2016 cohort										
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										

Measure 1: Impact on P-12 Learning				
Part B: Teacher Results – Indiana Department of Education Survey of First Year Teachers (2018 Cohort)				
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 Year Teachers (2017 Cohort)

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

Part B: Teacher Results – Indiana Department of Education Survey of First Year Teachers (2016 Cohort)

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	7
2. meeting the content preparation and knowledge level of a beginning teacher	1	0	3	6
3. adhering to the ethical requirements of the teaching profession.	1	0	2	7
4. adhering to the legal requirements of the teaching profession.	1	0	2	7
5. recognizing the importance of continued professional development.	1	0	0	9

Pedagogical Preparation				
My Educator Preparation Program prepared me for:				
6. providing appropriate and challenging learning experience	1	0	2	7
7. providing an inclusive learning environment	1	0	5	4
8. providing a rigorous learning environment	1	0	3	6
9. working collaboratively with school leaders and/or colleagues to promote safe and positive learning environments.	1	0	3	6
10. differentiating instruction to meet all students' learning needs	1	0	3	6
11. working effectively with students with all exceptionalities.	1	0	4	5
12. developing quality assessments to test for student understanding of lessons	1	0	3	6
13. analyzing student assessment data to improve classroom instruction.	1	0	6	3
14. using appropriate strategies to effectively manage learning environments.	1	0	3	6
15. integrating technological tools as appropriate to advance student learning.	1	0	5	4
Professional Disposition Preparation				
My Educator Preparation Program prepared me for:				
16. openly accepting suggestions/constructive feedback.	1	0	1	8
17. exhibiting ethical practice	1	0	3	6
18. working effectively with other professionals	1	0	2	7
19. working effectively with parents/guardians.	0	1	4	5
20. working effectively with school leaders.	1	0	3	6
21. working effectively within the school culture.	1	0	3	6
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	2	8

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.