# Data Driven Changes to the Assessment System

Based on data, lack thereof, and problems with the efficiency of collecting, analyzing, and sharing data, several changes were made to the assessment system.

- The Council on Teacher Education (COTE) created the sub-committee Assessment System and Unit Evaluation Team (ASET) to oversee assessment data collection, management, analysis, and evaluation and the unit and program levels.
- The following are changes made because we felt we could make better data driven decisions if our data were collected, analyzed and shared more efficiently:
  - The professional education unit added a fulltime assessment coordinator
  - The professional education unit bought the Tk20 data management system to manage candidate, program and unit level data analysis.
  - The Secondary Education Coordinating Committee (made up of representatives from each secondary education program at Northwest), which had been a "meet as needed" group, now meets at least once each trimester to discuss issues that have arisen from the unit and/or program data and to share concerns that need to be addressed.
  - All assessments were identified, and a timeline was developed for examining data (Ex 2.1)
  - The Dean of the College of Education and Human Services sponsored teams of unit leaders to NCATE, American Association of Colleges of Teacher Education and Missouri Association of Colleges of Teacher Education conferences
  - May 2013 the PEU bought a new server and software to manage the increased use of video that had been used by three programs but will soon be required of all candidates.
- The unit has fully developed evaluations, including those given to student teachers concerning their university supervisor, cooperating teacher(s), content supervisors (if applicable) and content methods course. In addition, the unit utilizes surveys about Tk20 that gather data from faculty, cooperating teachers, university supervisors and students to determine what changes need to be made to the system. Revising these instruments and correlating the results among each other to determine how a variety of factors interact to enrich a student teaching experience exemplify the continuous search for stronger relationships in evaluations.
- The unit chose unit-wide "key assessments" to track candidate growth through the program.
- A variety of dispositions instruments (EXHIBIT) have been developed for initial **advanced program** candidates and to enhance validity and reliability.
- The unit has revised data systems and analytic techniques, including the revised Teacher Work Sample (TWS) instructions and rubric, which were modified in the spring for use in the Fall 2012 trimester to stay abreast of changes to statewide **Missouri Standards for the Preparation of Educators (MoSPE)** and then modified again for use in the Spring 2013 trimester in order to increase validity and inter-rater reliability. Longitudinal comparisons of the data are not appropriate because the changes include a) the scale used for the ratings (0-2 is now 0-4), b) the criteria being assessed based on the new standards, and c) the fact that each item, rather than an average by TWS Element, is being scored. However, when comparing Fall 2012 data to Spring 2013 data, although the averages for every element dropped slightly in the spring, the standard deviations also dropped, indicating that the revision to enhance inter-rater reliability were successful.
- Evaluation forms are completed for all faculty, for every class, every trimester. As part of each faculty member's annual evaluation (every three years for full professors), he/she must address these data, discuss these results and other issues (like the Content Methods Course Evaluation numbers) with the department chair, and set goals for the following year.

- All students at Northwest must meet with their advisors each trimester in order to enroll classes for the following semester. (Each student must get a unique password from his/her advisor in order to enroll.) At these meetings, candidates should discuss the GPA and other items on the Professional Education Programs Advisement Checklist in order to review data on their performance and develop plans for improvement based upon that data and progress toward program completion.
- Advisors and students will be able to review data related to student performance regularly using the advisement portion of Tk20.  This will be fully functional by the end of the Summer 2013 trimester.
- Changes are made to the way the assessment system is assessed. An example is the TWS.  Faculty and university supervisors score these using Tk20, and then a survey is sent to them via Tk20 requesting feedback on how easy and effective Tk20 was during this process.