

## CAEP Accountability Measures 2024

**Measure 1: Completer effectiveness and Impact on P-12 learning and development (Component R4.1)**

**Lehman, All Graduates, 2020-2021 Cohort, Rating year 2021-2022, Initial Programs**

Degree Level	Advanced/Initial	IRP Program Code	Program Name	Percent Developing	Percent Effective	Percent Highly Effective	Percent Ineffective	Total Number of HEDI Ratings	Number of Graduates	
Bachelor's	Initial	2640	Comparative Literature (Teacher Education)	*	*	*	*	0*	2	
	Initial	25938	Spanish Teacher, Grades 7-12	*	*	*	*	1*	4	
	Initial	31964	History (Teacher Education)	*	*	*	*	0*	4	
Master's	Initial	2188	Counselor Education	*	*	*	*	0*	32	
	Initial	25776	Early Childhood Education with Bilingual Extension	*	*	*	*	1*	18	
	Initial	25780	Early Childhood Education	*	*	*	*	1*	23	
	Initial	25782	Teaching English to Speakers of Other Languages (Alternative Transitional B Certification)	*	*	*	*	3*	4	
	Initial	25784	Teaching English to Speakers of Other Languages	8%	83%	8%	0%	12	17	
	Initial	25791	Science Teacher, Grades 7-12	*	*	*	*	3*	8	
	Initial	25793	Social Studies Teacher, Grades 7-12 (Alternative Transitional B Certification)	0%	73%	27%	0%	15	18	
	Initial	25794	Social Studies Teacher, Grades 7-12	*	*	*	*	3*	11	
	Initial	25797	Elementary Education with Bilingual Extension	*	*	*	*	4*	8	
	Initial	25800	Elementary Education	*	*	*	*	3*	18	
	Initial	25802	English Teacher, Grades 7-12 (Alternative Transitional B Certification)	5%	70%	25%	0%	20	23	
	Initial	25803	English Teacher, Grades 7-12	*	*	*	*	1*	5	
	Initial	25812	Special Education Teacher, Grades 1-6	*	*	*	*	3*	7	
	Initial	25815	Special Education Teacher, Birth - 2	*	*	*	*	4*	21	
	Initial	25816	Speech-Language Pathology w/ Biling Ext	*	*	*	*	0*	13	
	Initial	25824	Music Teacher, All Grades	*	*	*	*	3*	8	
	Initial	25826	Mathematics Teacher, Grades 7-12 (Alternative Transitional B Certification)	0%	88%	13%	0%	32	39	
	Initial	25827	Mathematics Teacher, Grades 7-12	*	*	*	*	5*	10	
	Initial	25829	Special Education Teacher, Grades 7-12	*	*	*	*	3*	4	
	Initial	25830	Special Education Teacher, Grades 7-12 (Alternative Transitional B Certification)	8%	72%	20%	0%	25	29	
	Initial	25951	Health Pre K-12 Teacher	0%	83%	17%	0%	6	11	
	Initial	25953	Art Teacher, All Grades	*	*	*	*	0*	3	
	Initial	33999	Spanish Teaching 7-12	*	*	*	*	4*	4	
	Initial	36931	Mathematics and Instruction	*	*	*	*	1*	1	
	Initial	38077	Social Studies Education, Grades 7-12	*	*	*	*	1*	1	
	Initial	38541	Organizational Leadership	*	*	*	*	1*	58	
	Advanced certificate	Initial	25801	English Teacher, Grades 7-12 (Alternative Transitional B Certification)	*	*	*	*	0*	1
		Initial	25825	Mathematics Teacher, Grades 7-12 (Alternative Transitional B Certification)	*	*	*	*	0*	1
		Initial	25928	Bilingual Extension Birth-Grade 12	0%	79%	21%	0%	14	18
		Initial	27026	Teaching English to Speakers of Other Languages	*	*	*	*	1*	1
		Initial	27818	Science Teacher, Grades 7-12	*	*	*	*	3*	3
		Initial	31157	Gifted Education (Online Degreee)	*	*	*	*	5*	6
		Initial	33773	Bilingual Pupil Personnel Services	*	*	*	*	0*	15
		Initial	35675	Special Education Teacher, Birth - Grade 2	*	*	*	*	2*	6
		Initial	35677	Special Education Teacher, Grades 7-12	*	*	*	*	1*	5
		Initial	39592	Health Education	0%	63%	37%	0%	19	32
Initial	40619	Bilingual Ed. Ext. (BE) CR-ITI Grades 5 - 12	*	*	*	*	0*	2		
Initial	41093	Bilingual Ed. Ext. (BE) CR-ITI Grades B - 6	*	*	*	*	0*	2		

**Lehman, All Graduates, 2020-2021 Cohort, Rating year 2021-2022, Advanced Programs**

Degree Level	Advanced/Initial	IRP Program Code	Program Name	Percent Developing	Percent Effective	Percent Highly Effective	Percent Ineffective	Total Number of HEDI Ratings	Number of Graduates
Advanced certificate	Advanced	33268	Advanced Educational Leadership / District Leader	*	*	*	*	0*	1
Master's	Advanced	31470	Education Administration as School Building Leader	0%	75%	25%	0%	8	25
	Advanced	25809	Reading Teacher, Birth - Grade 6	*	*	*	*	1*	2

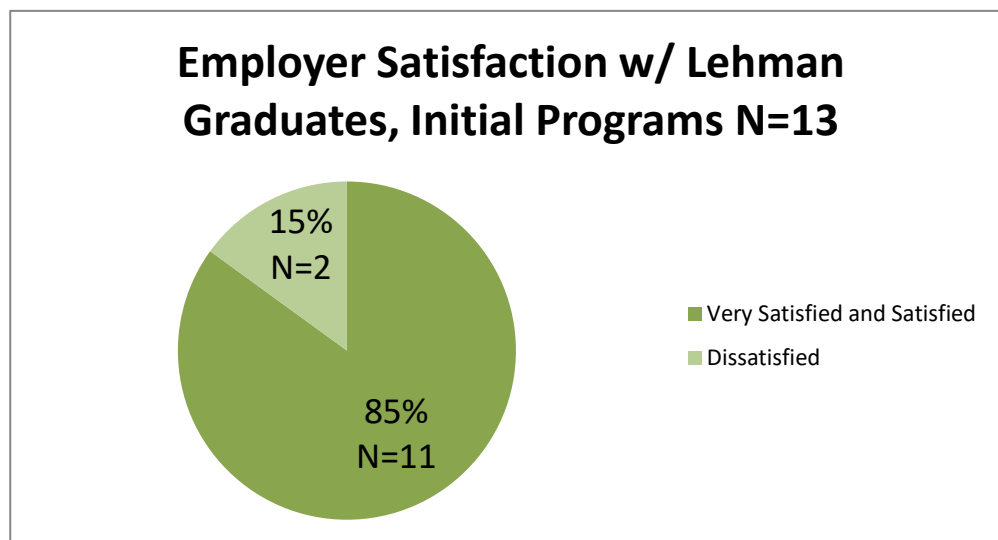
\* - 2022-2023 HEDI Ratings have not yet been released.

\*\* - According to Engage NY, HEDI Ratings (Highly Effective, Effective, Developing, and Ineffective) are given during a series of two observations, one of which must be unannounced. The Measure of Teacher Practice (MOTP) score which contains 8 components of the Danielson Framework as shown in table. An individual component rating is given for each observable evidence and shared on an Annual Professional Performance Review (APPR) Teacher Observation Report. Finally, the MOTP score is converted into a HEDI rating. HEDI rating constitute both an instrument for teaching Effectiveness and Impact on Student learning. Danielson Items in Domains 2 and 3 are all measures on the Impact on Student Learning and make up 85% of the MOTP. This represents the best independently mined data on the impact on student learning since principals are specially well trained to evaluate teachers using Danielson, which is the basis for New York City DOE Criteria for New Teacher Readiness (CNTR), also aligned with Lehman College Student Teacher Evaluation Form (STEF).

**Measure 2: Satisfaction of employers and stakeholder involvement**  
**(Components R4.2, R5.3 and RA4.1)**

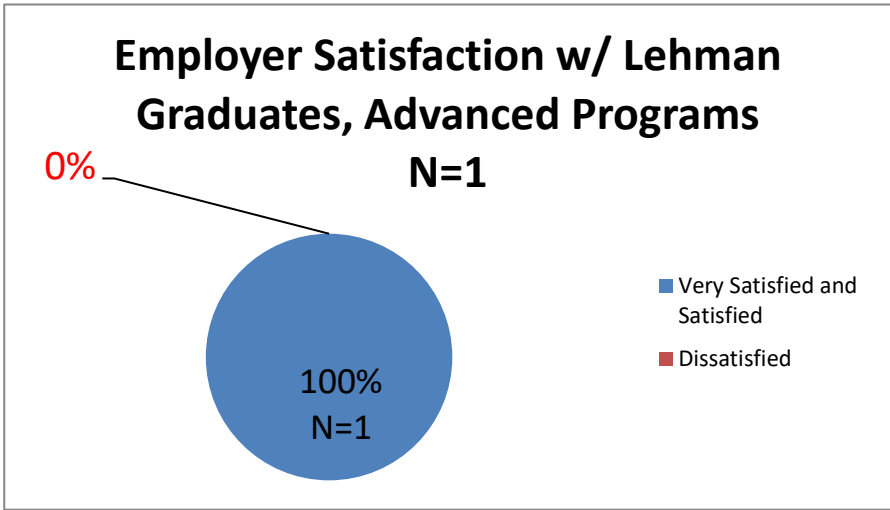
Overall Satisfaction with Lehman Graduates (Initial Programs) 2022-2023					
Satisfied and Very Satisfied		Very Dissatisfied		Total C	Total %
N	%	N	%		
11	85%	2	15%	13	100%

*Summary*: Employer Survey administered in 2024 to principals of DOE schools where our graduates (AY: 2022-2023) are working revealed that approximately 85% of principals are either "Satisfied" or "Very Satisfied" with our graduates from initial programs working in their schools.



Overall Satisfaction with Lehman Graduates (Advanced Programs) 2022-2023					
Satisfied and Very Satisfied		Very Dissatisfied		Total C	Total %
N	%	N	%		
1	100%	0	0%	1	100%

*Summary*: Employer Survey administered in 2024 to principals of DOE schools where our graduates (AY: 2022-2023) are working revealed that approximately 100% of principals are either "Satisfied" or "Very Satisfied" with our graduates from advanced programs working in their schools.



**Measure 3: Candidate competency at program completion (Component R3.3, RA3.4)**

Graduation Rates by Initial/Advanced Programs, 2022-2023						
	Advanced/Initial					
	Initial		Advanced		Total N	Total %
Years at Lehman	N	%	N	%		
1 Year	55	14%		0%	55	13%
2 Years	128	32%	9	38%	137	32%
3 Years	54	13%	8	33%	62	15%
4 Years	52	13%		0%	52	12%
5 Years	45	11%	4	17%	49	12%
6 Years	35	9%		0%	35	8%
7 Years	17	4%		0%	17	4%
8 Years	9	2%	2	8%	11	3%
9 Years	4	1%	1	4%	5	1%
10 Years Plus	3	1%		0%	3	1%
<b>Grand Total</b>	<b>402</b>	<b>100%</b>	<b>24</b>	<b>100%</b>	<b>426</b>	<b>100%</b>

Notes: Data gathered from 2022-2023 Title II Report. Advanced Programs include the Master's degree programs in Educational Leadership and Literacy Studies.

Notes: Of the total 490 completers in the School of Education, there were **426 teacher education completers** in SOE programs from 2022-2023 AY. Graduates from Counselor Education (23) and Organizational Leadership (40) were excluded from this analysis.

**Measure 3: Candidate competency at program completion (Component R3.3, RA3.4)**

**Certification Rate for Initial/Advanced Programs 2022-2023 AY**

Status	Completer					
	Cert Status					
	Certified		Not Certified		Total N	Total %
Advanced/Initial	N	%	N	%		
Initial	209	52%	193	48%	402	100%
Advanced	10	42%	14	58%	24	100%
<b>Grand Total</b>	<b>219</b>	<b>51%</b>	<b>207</b>	<b>49%</b>	<b>426</b>	<b>100%</b>

Note 1: Notes: Of the total 490 completers in the School of Education, there were **426 teacher education completers** in SOE programs from 2022-2023 AY. Graduates from Counselor Education (23) and Organizational Leadership (40) were excluded from this analysis.

Note 2: Data gathered from the 2022-2023 Title II Report.

Note 3: Certification areas include initial and professional certifications.

**Measure 4: Ability of completers to be hired in education positions for which they have prepared**

**Milestones for Graduates from Initial Programs (2021-2022)**

Working in DOE (Y/N)	Working in DOE
Graduate from SOE Program (Y/N)	Yes
Pinpoint_Year	2022
Advanced/Initial	Initial
Academic Year	2021-2022

	Milestone		Less Than 3 Years		Total N	Total %
	3 Years or More		N	%		
<b>Final Academic Program Inventory Program</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>		
Bilingual Extension Birth-Grade 12	13	100%		0%	13	100%
Bilingual Pupil Personnel Services		0%	6	100%	6	100%
Counselor Education	2	33%	4	67%	6	100%
Early Childhood Education		0%	2	100%	2	100%
Early Childhood Education with Bilingual Extension		0%	4	100%	4	100%
Elementary Education		0%	1	100%	1	100%
Elementary Education with Bilingual Extension		0%	3	100%	3	100%
English Teacher, Grades 7-12	1	25%	3	75%	4	100%
English Teacher, Grades 7-12 (Alternative Transitional B Certification)	5	100%		0%	5	100%
Gifted Education (Online Degree)	4	80%	1	20%	5	100%
Health Education	5	71%	2	29%	7	100%
Health Pre K-12 Teacher	3	60%	2	40%	5	100%
History (Teacher Education)		0%	1	100%	1	100%
Mathematics and Instruction	1	100%		0%	1	100%
Mathematics Teacher, Grades 7-12	1	25%	3	75%	4	100%
Mathematics Teacher, Grades 7-12 (Alternative Transitional B Certification)	14	88%	2	13%	16	100%
Music Teacher, All Grades	1	50%	1	50%	2	100%
Science Teacher, Grades 7-12	1	17%	5	83%	6	100%
Social Studies Education, Grades 7-12	2	100%		0%	2	100%
Social Studies Teacher, Grades 7-12	1	11%	8	89%	9	100%
Social Studies Teacher, Grades 7-12 (Alternative Transitional B Certification)	7	78%	2	22%	9	100%
Spanish Teacher, Grades 7-12		0%	4	100%	4	100%
Special Education Teacher, Birth - 2		0%	10	100%	10	100%
Special Education Teacher, Birth - Grade 2		0%	1	100%	1	100%
Special Education Teacher, Grades 1-6	1	10%	9	90%	10	100%
Special Education Teacher, Grades 7-12	1	17%	5	83%	6	100%
Special Education Teacher, Grades 7-12 (Alternative Transitional B Certification)	1	2%	60	98%	61	100%
Speech-Language Pathology		0%	4	100%	4	100%
Speech-Language Pathology w/ Biling Ext	1	17%	5	83%	6	100%
Teaching English to Speakers of Other Languages	17	81%	4	19%	21	100%
<b>Grand Total</b>	<b>82</b>	<b>35%</b>	<b>152</b>	<b>65%</b>	<b>234</b>	<b>100%</b>

**Milestones for Graduates from Advanced Programs (2021-2022)**

Working in DOE (Y/N)	Working in DOE
Graduate from SOE Program (Y/N)	Yes
Pinpoint_Year	2022
Advanced/Initial	Advanced
Academic Year	2021-2022

	Milestone		Less Than 3 Years		Total N	Total %
	3 Years or More		N	%		
<b>Final Academic Program Inventory Program</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>		
Advanced Educational Leadership / District Leader	16	100%	0	0%	16	100%
Education Administration as School Building Leader	15	94%	1	6%	16	100%
Reading Teacher, Grades 5-12	1	100%	0	0%	1	100%
<b>Grand Total</b>	<b>32</b>	<b>97%</b>	<b>1</b>	<b>3%</b>	<b>33</b>	<b>100%</b>

*Note 1: Dataset includes graduates from School of Education Educator Preparation programs for June 1, 2021, September 1, 2021 and February 1, 2022, who were employed in 2021-2022, the time period of this report. Approximately 267 graduates were working in the New York City Department of Education (NYCDOE). Of the 267, 234 are from Initial Programs and 33 are from Advanced Programs. Advanced Programs include the Master's degree programs in Educational Leadership and Literacy Studies. Data was disaggregated by Educator Preparation program.*

*Note 2: Data only includes graduates working within the 5 boroughs of NYC and excludes graduates who may be working within other NYS counties. State-wide data is not available.*