# 2023 to 2025 Educator Preparation Program (EPP) Completer Survey Report

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Office of Educator Effectiveness and Licensure

Division of Elementary and Secondary Education

Arkansas Department of Education

10/2025







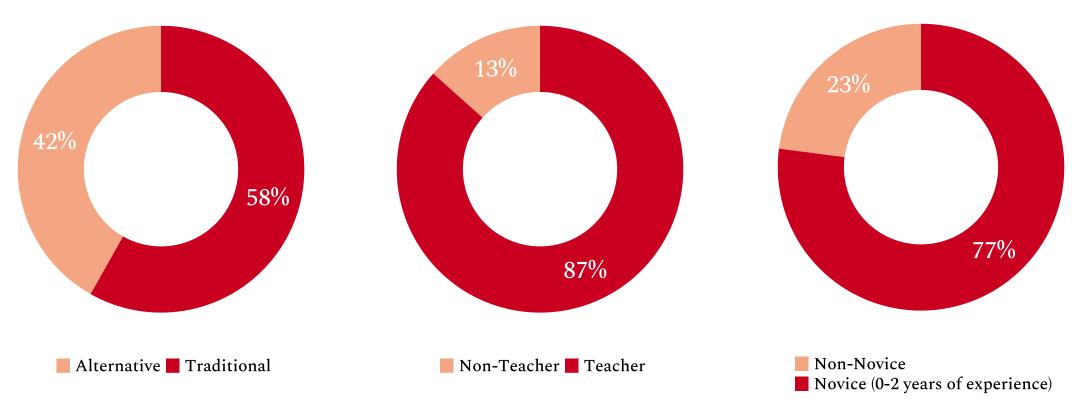
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- High Quality Instructional Materials (HQIM)
- Ethical Training Coursework

# EPP Completer Survey Response Rate and Respondent Makeup

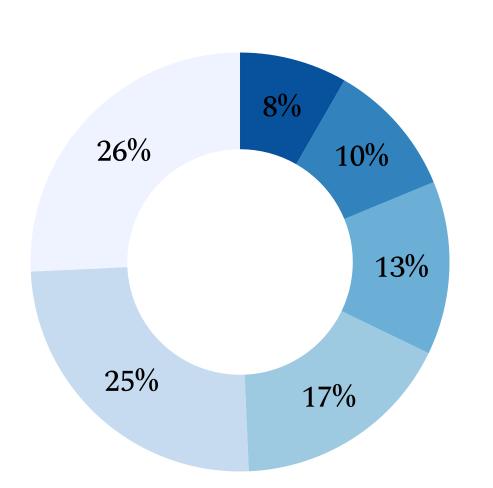
 The surveys summarized in this report were administered to the 2022, 2023, & 2024 EPP completer cohorts spring following their completion.

- No. of Completers (2022, 2023, & 2024) = 5,689
- Completers with valid email addresses = 4,600
- Survey Respondents = 2,848; Response Rate = 62%



### **Employment**

## We asked completers **who were not listed in state data as the teacher** of record in an Arkansas public school about their employment. (n = 373)



Which best describes your current employment? I am...

Employed as a teacher in an Arkansas public school.

Employed as a teacher outside of Arkansas.

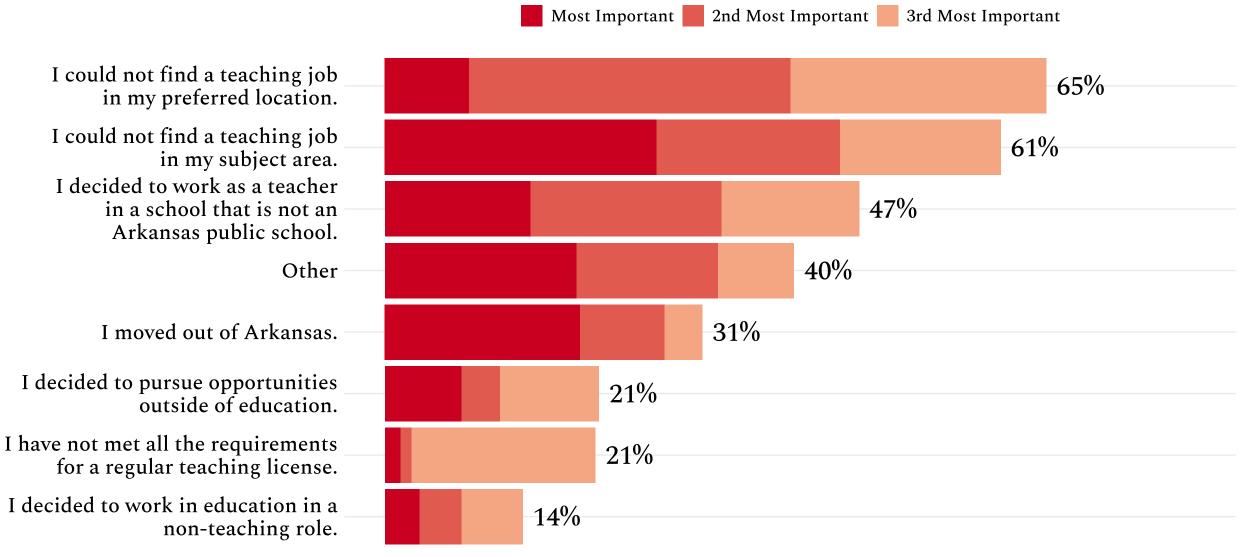
Employed in an education setting but not as a teacher.

Employed as a teacher in an Arkansas private school.

Not currently employed.

Employed in a non-education setting.

## We asked completers who were not employed as a teacher in an Arkansas public school to rank the top three reasons why they were not. (n = 265)

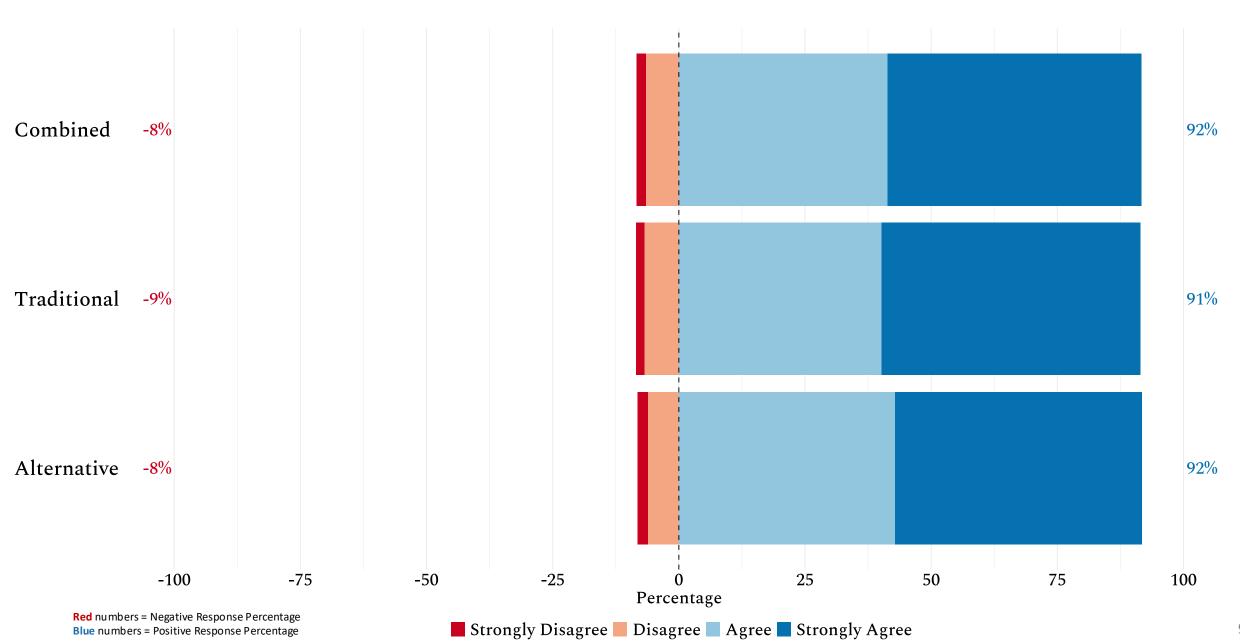


### Teacher Excellence and Support System (TESS)

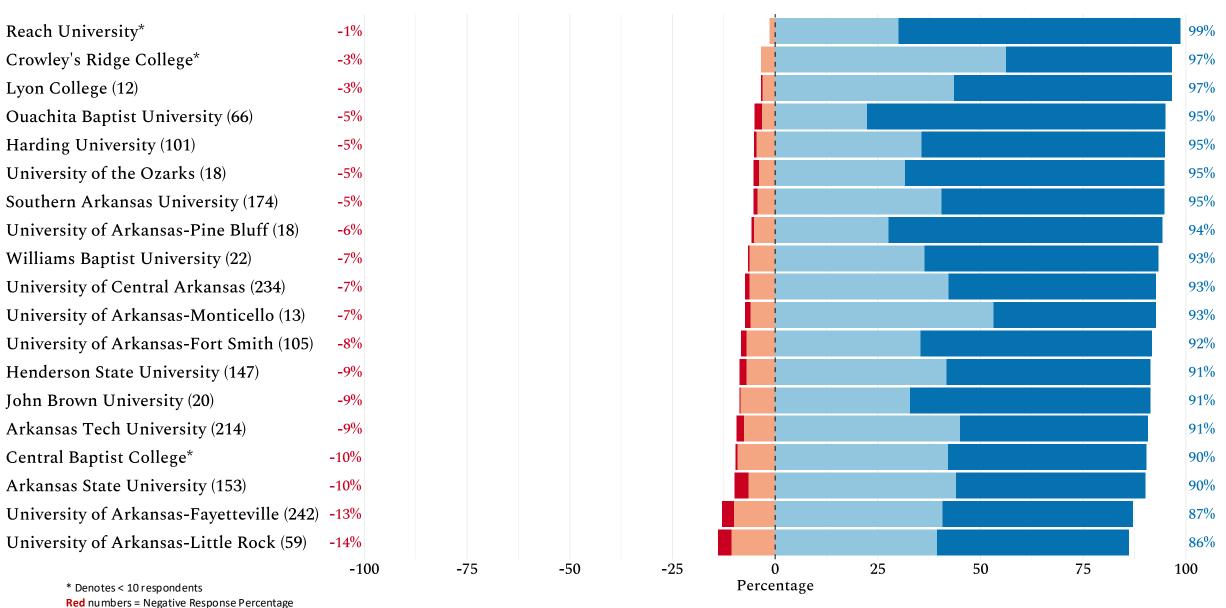
- We asked completers how well their EPP prepared them on each component of <u>TESS</u>.
- TESS Domains:
  - 1. Planning and Preparation
  - The Classroom Environment
  - 3. Instruction
  - 4. Professional Responsibilities

### **TESS Domains 1-4: Overall Results**

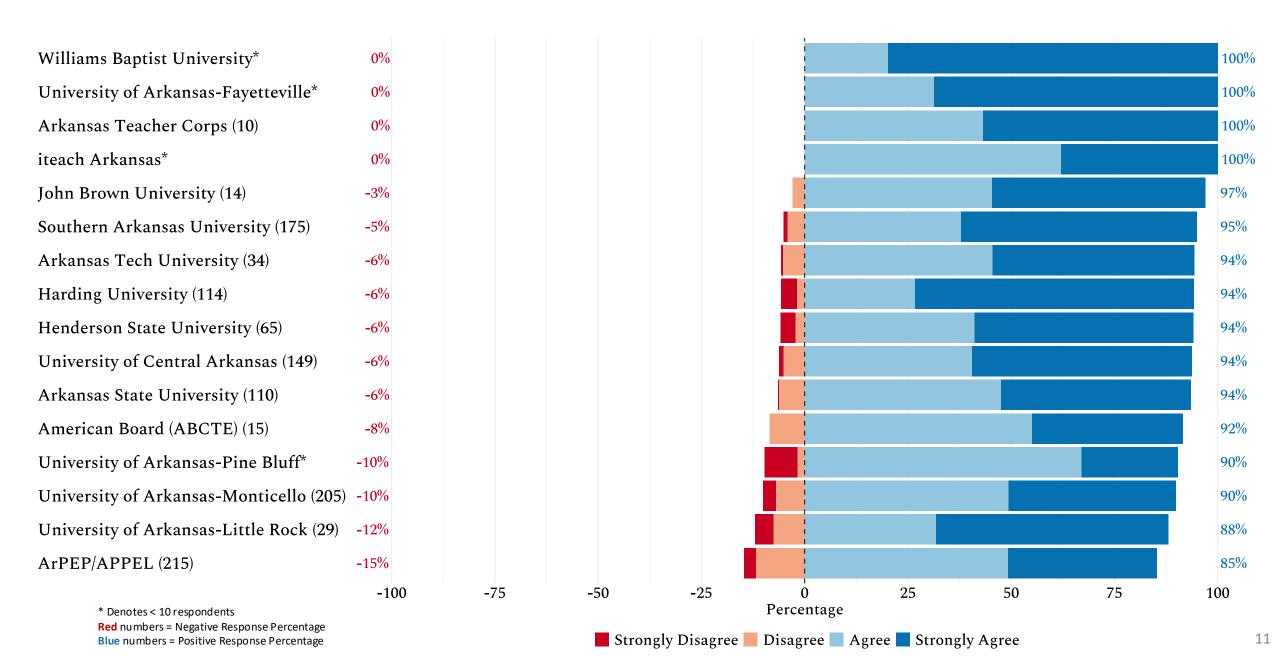
#### TESS Domains 1-4 – Overall Averages



#### TESS Domains 1-4 – Traditional Educator Preparation Program Averages



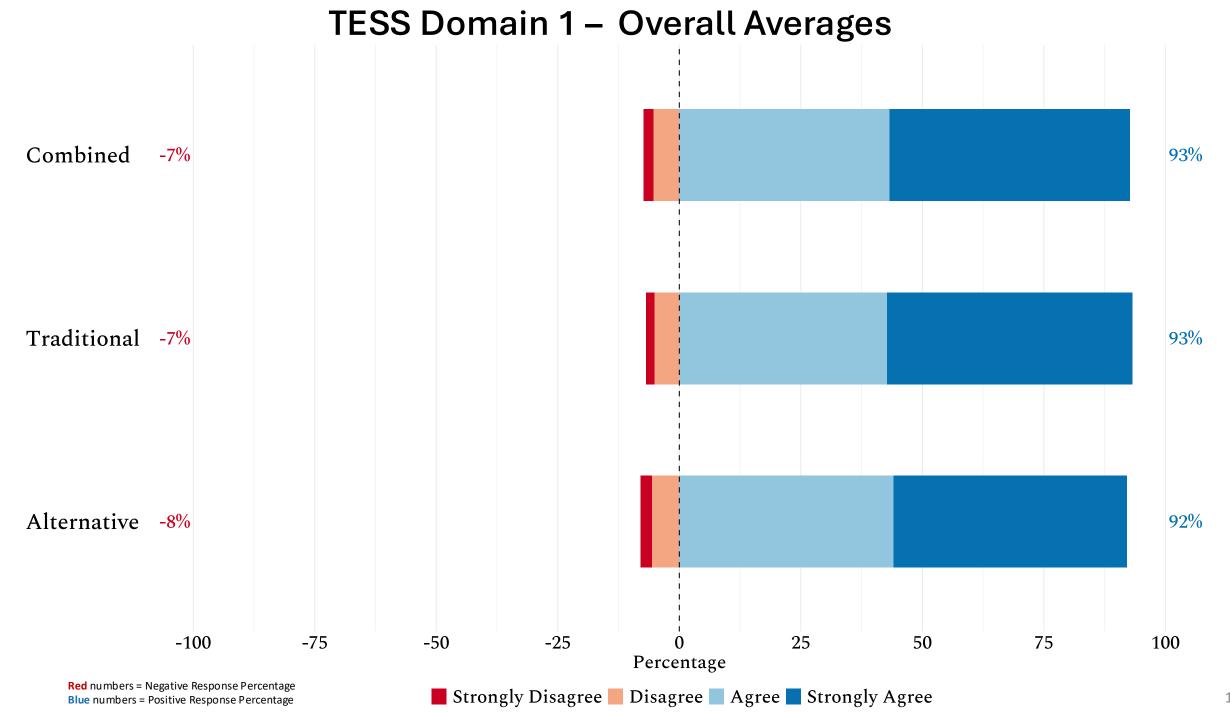
#### TESS Domains 1-4 – Alternative Educator Preparation Program Averages



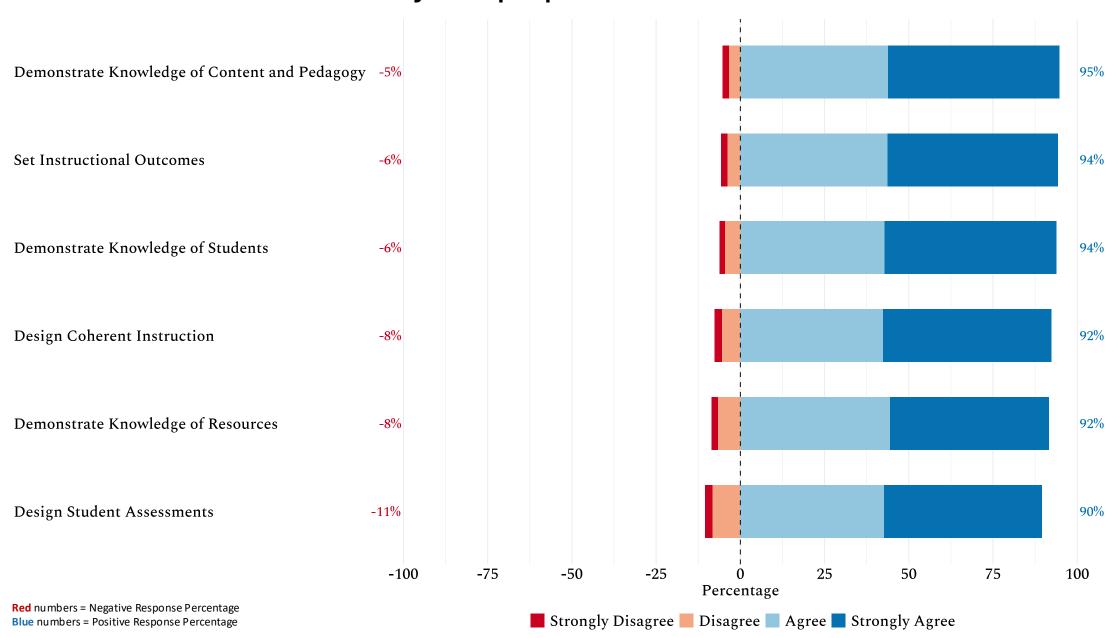
### **TESS Domain 1: Planning and Preparation**

# For **TESS Domain 1**, we asked completers how well their EPP prepared them to:

- 1. Demonstrate knowledge of content and pedagogy
- 2. Demonstrate knowledge of students
- 3. Set instructional outcomes
- 4. Demonstrate knowledge of resources
- 5. Design coherent instruction
- 6. Design student assessments

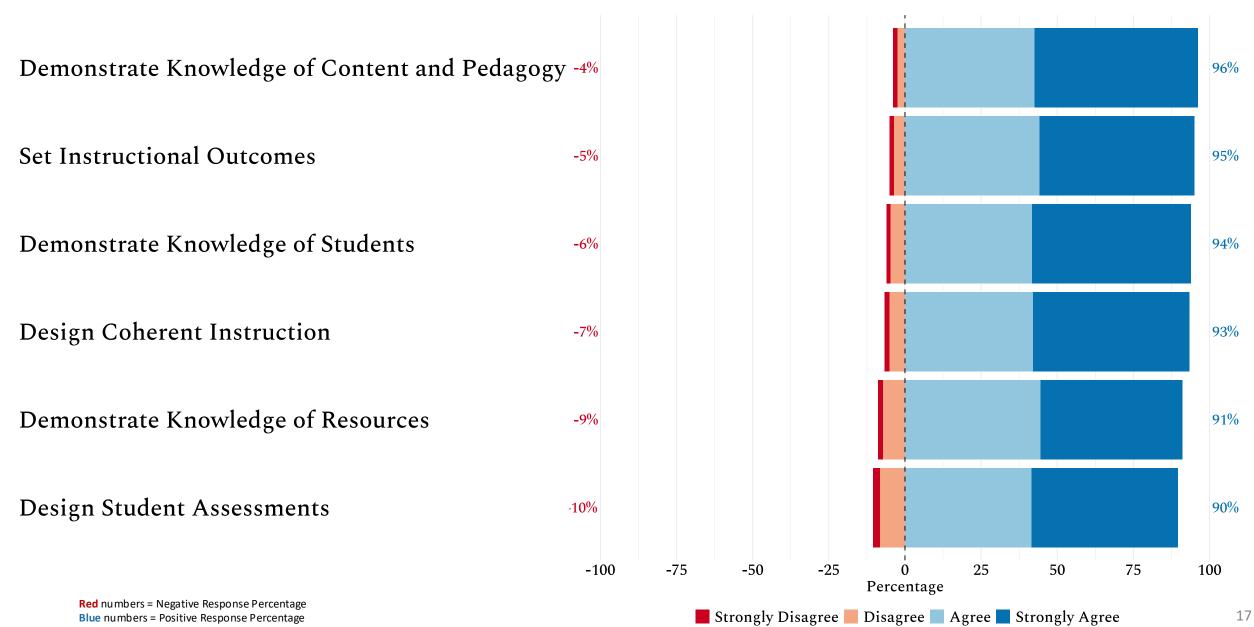


### TESS Domain 1 - Statement Averages My EPP prepared me to:

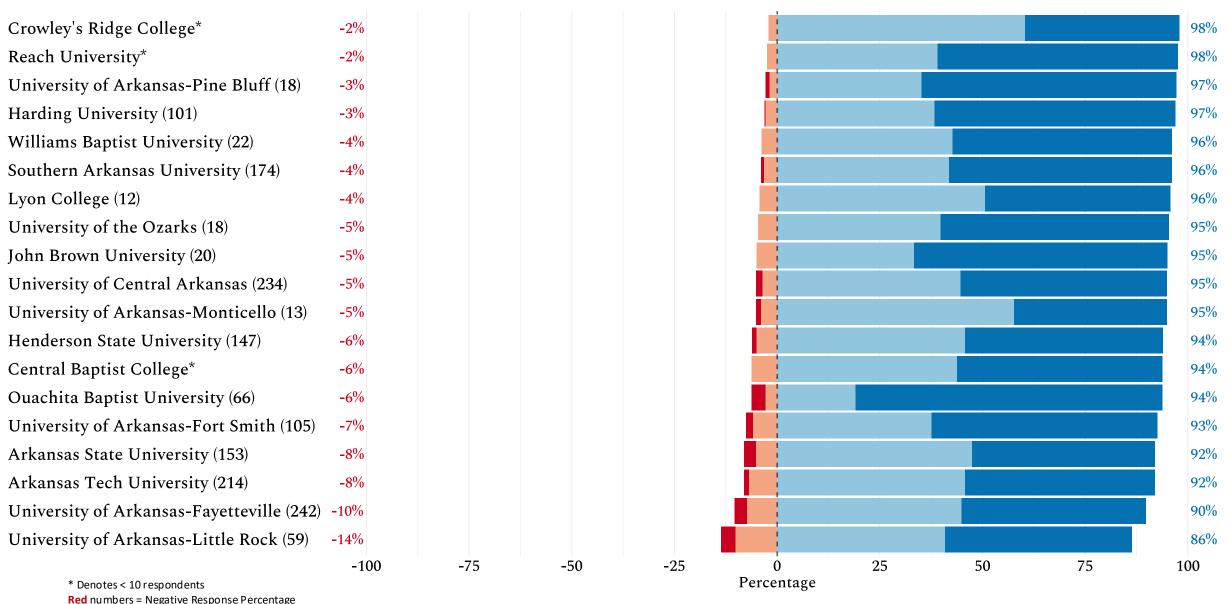


#### **TESS Domain 1: Traditional EPPs**

## TESS Domain 1 – Traditional EPP Statement Averages My EPP prepared me to:

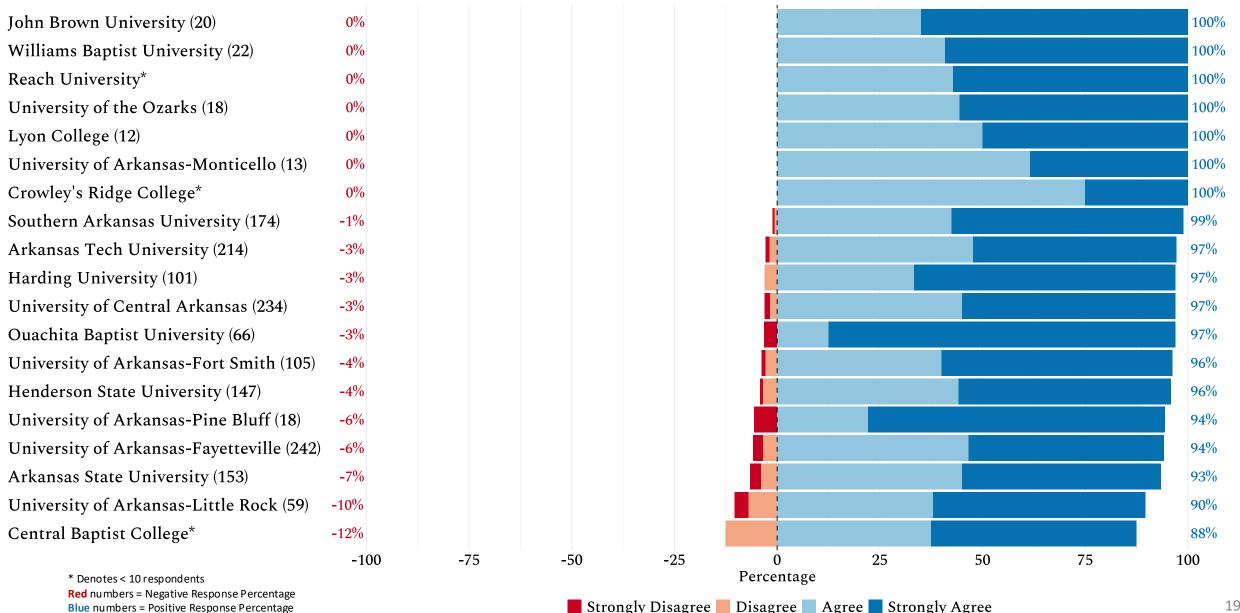


#### TESS Domain 1 - Traditional EPP Averages



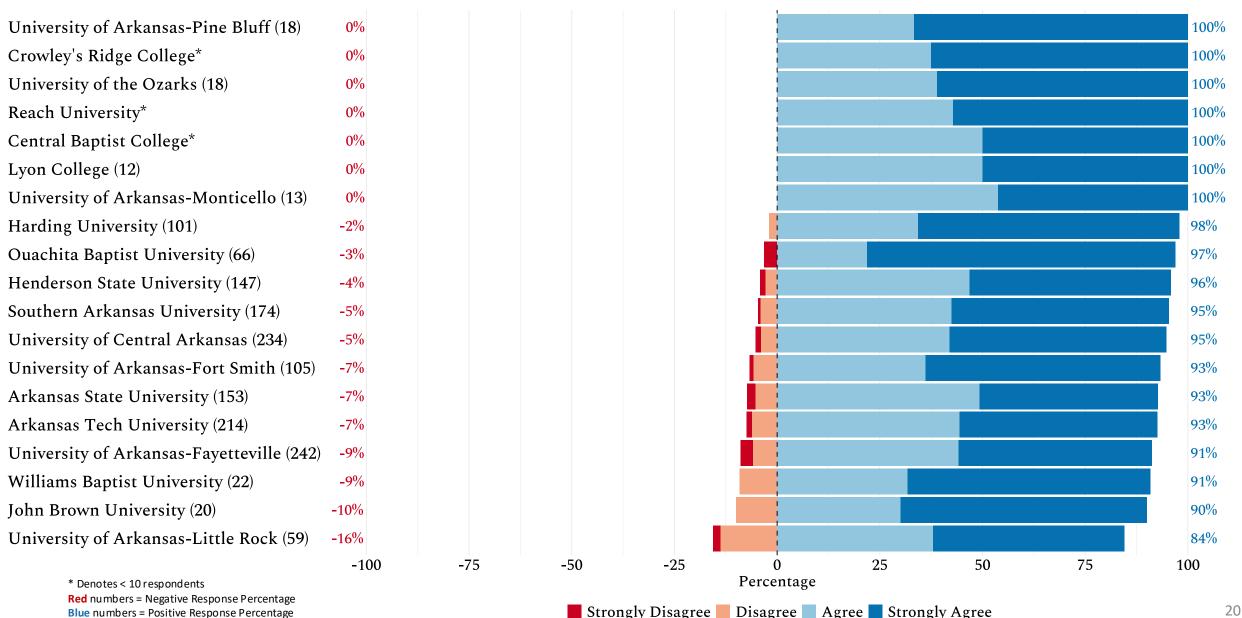
Strongly Disagree Disagree Agree Strongly Agree

#### TESS Domain 1 – Statement 1, Traditional EPPs My EPP prepared me to demonstrate knowledge of content and pedagogy.

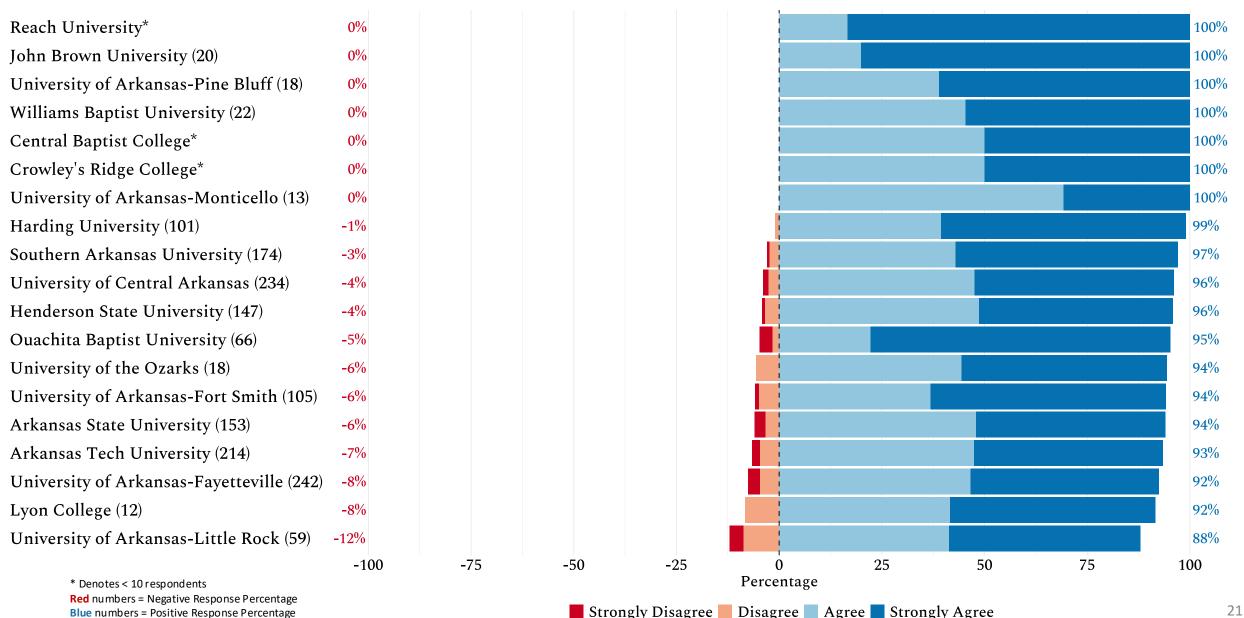


**Blue** numbers = Positive Response Percentage

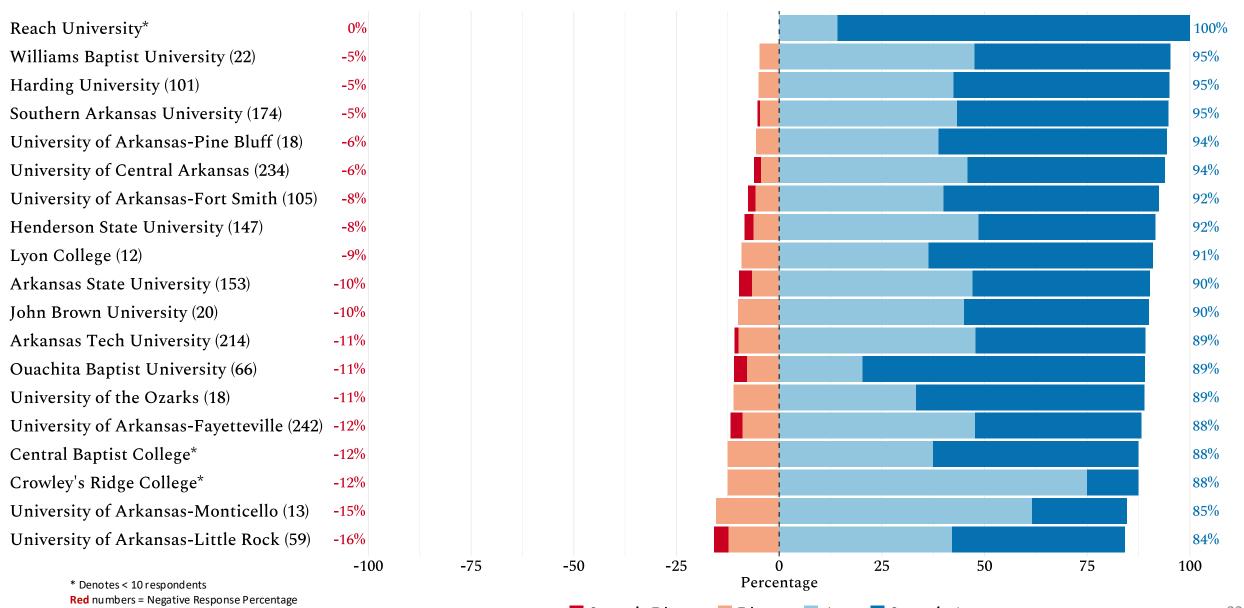
#### TESS Domain 1 – Statement 2, Traditional EPPs My EPP prepared me to demonstrate knowledge of students.



#### TESS Domain 1 – Statement 3, Traditional EPPs My EPP Prepared me to set instructional outcomes.



#### TESS Domain 1 – Statement 4, Traditional EPPs My EPP Prepared me to demonstrate knowledge of resources.



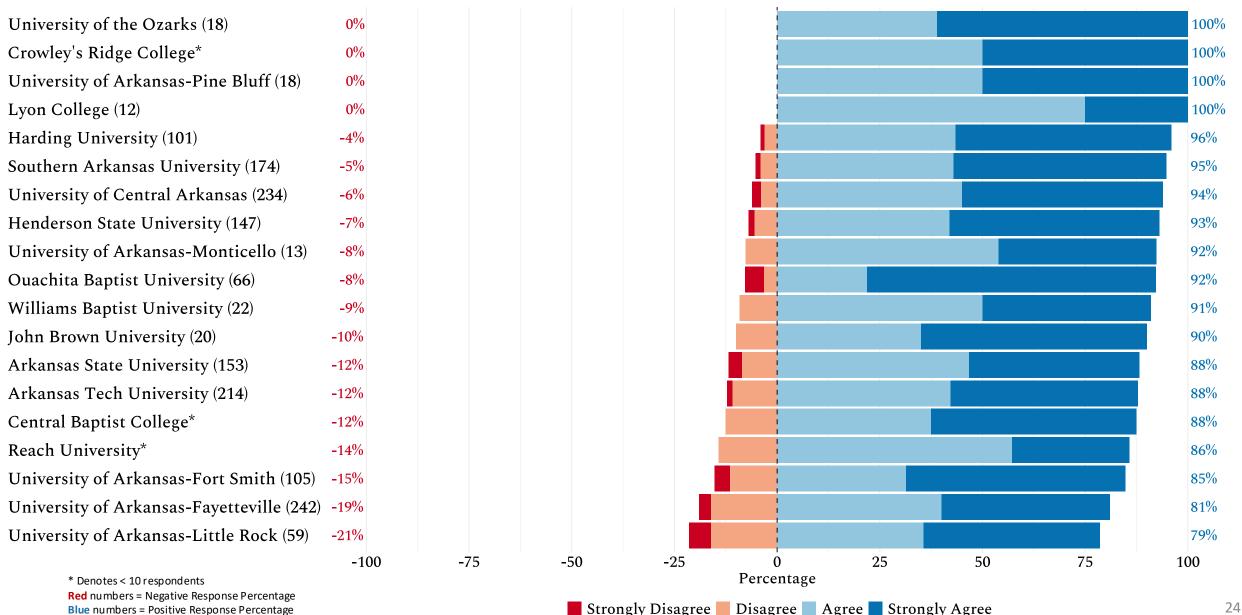
Blue numbers = Positive Response Percentage

### TESS Domain 1 – Statement 5, Traditional EPPs My EPP Prepared me to design coherent instruction.



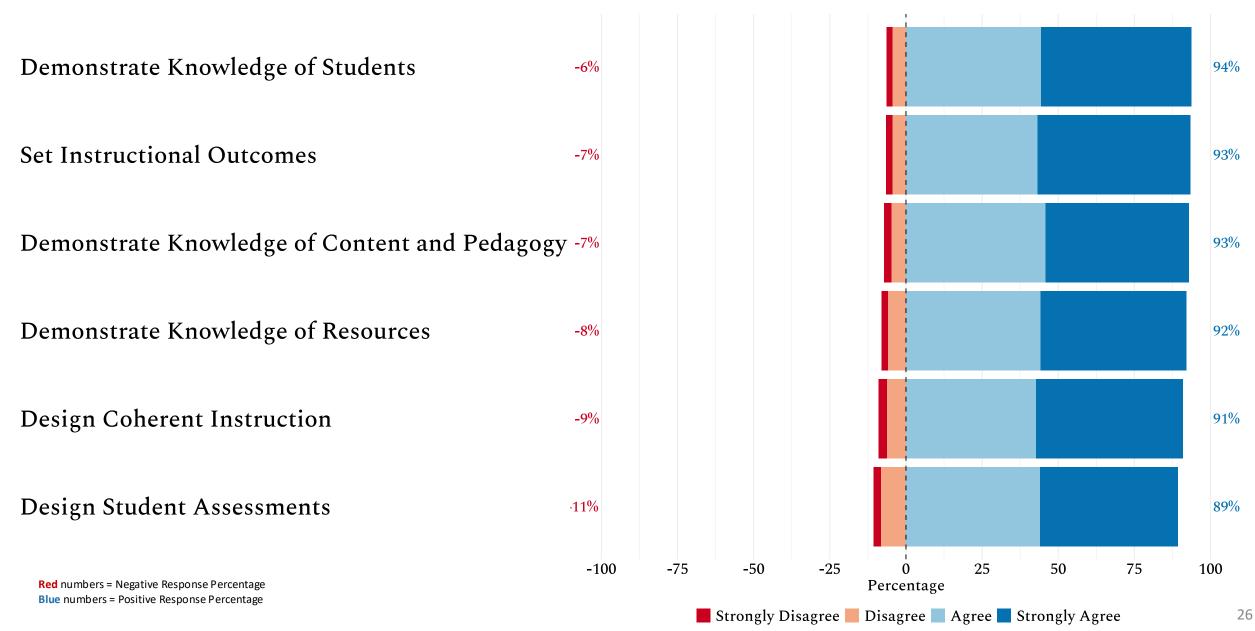
Blue numbers = Positive Response Percentage

#### TESS Domain 1 – Statement 6, Traditional EPPs My EPP Prepared me to design student assessments.

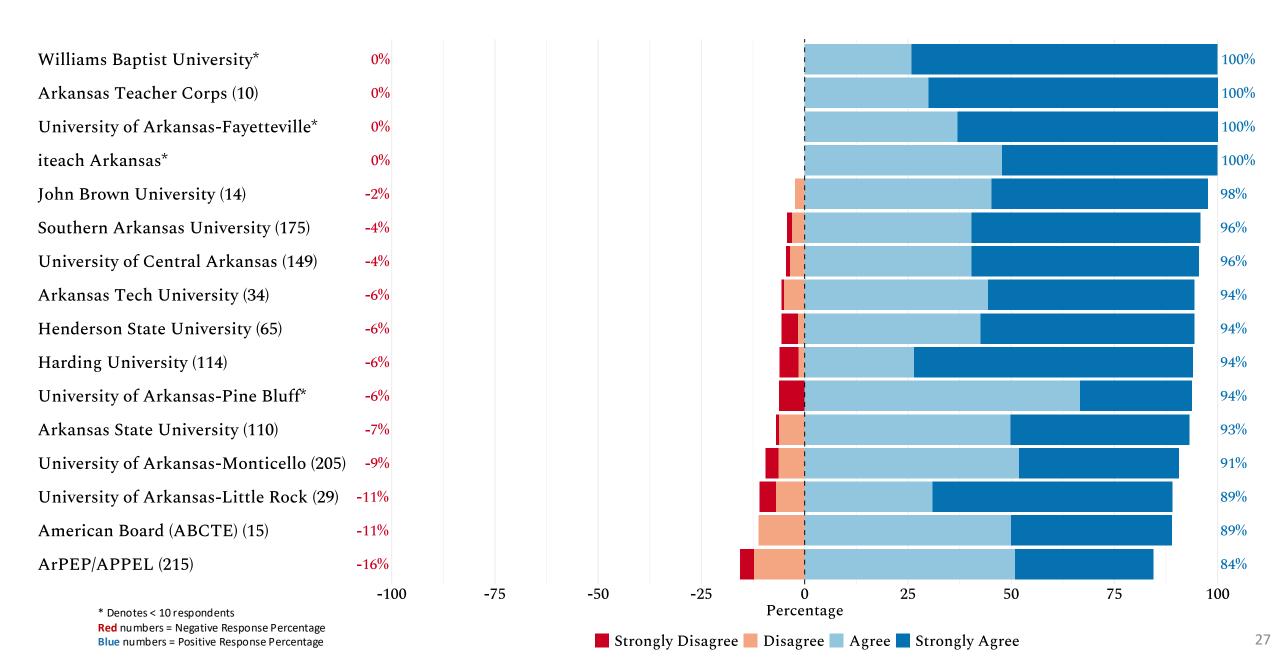


#### **TESS Domain 1: Alternative EPPs**

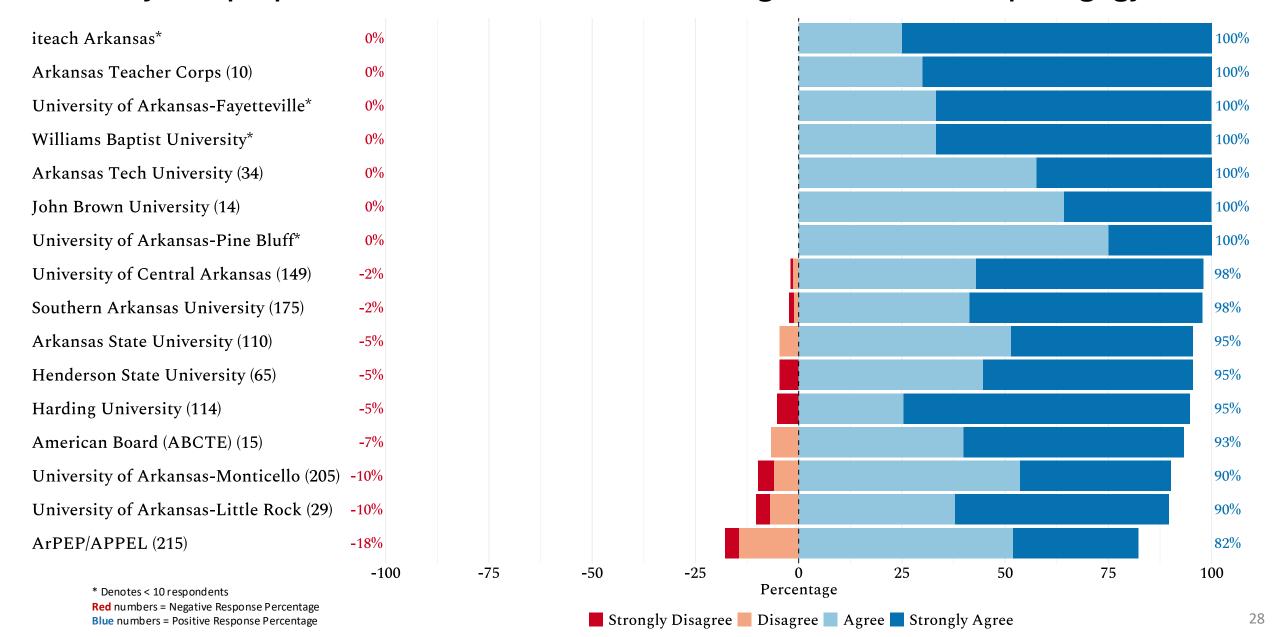
## TESS Domain 1 – Alternative EPP Statement Averages My EPP prepared me to:



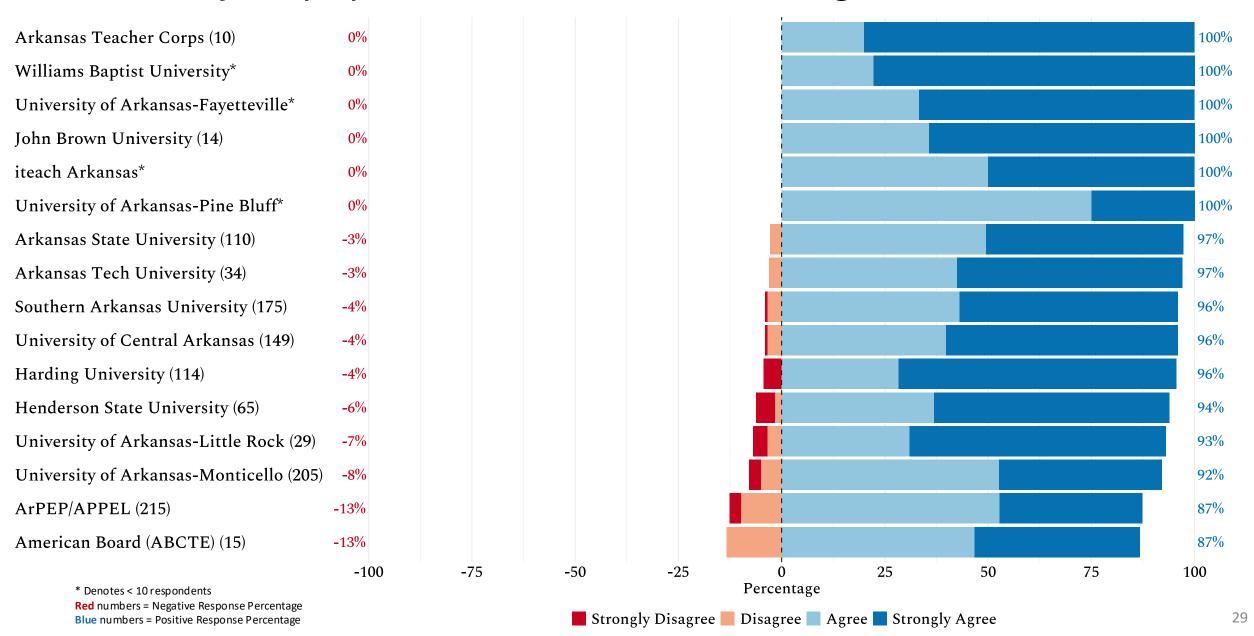
#### TESS Domain 1 – Alternative EPP Averages



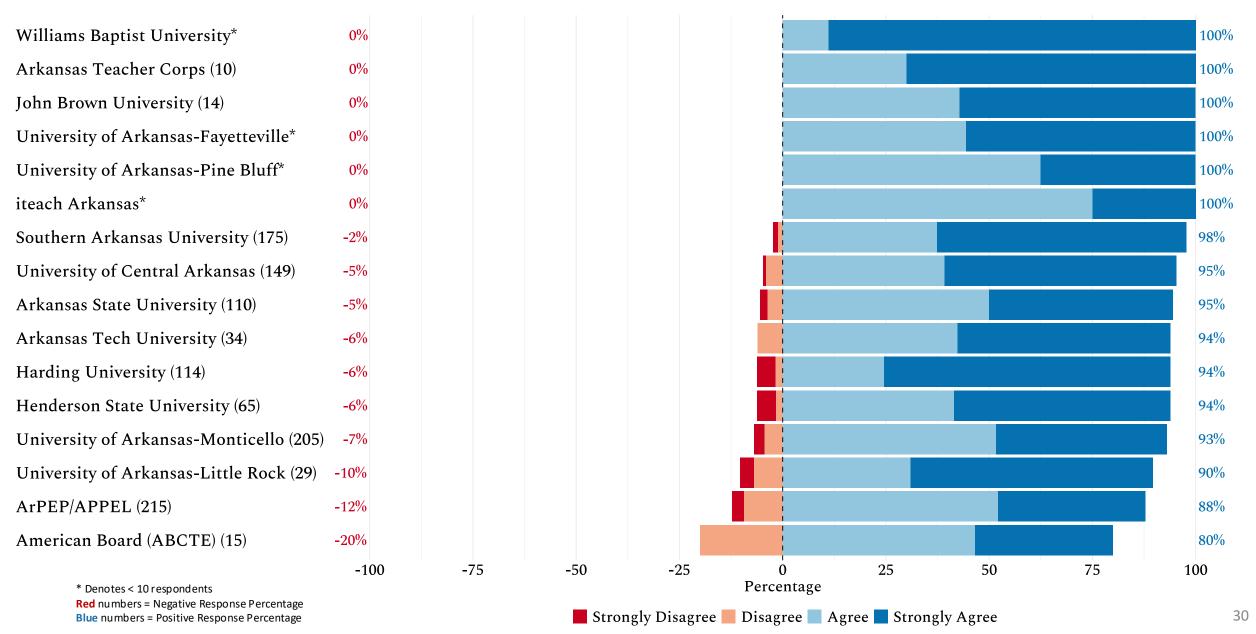
## TESS Domain 1 – Statement 1, Alternative EPPs My EPP prepared me to demonstrate knowledge of content and pedagogy.



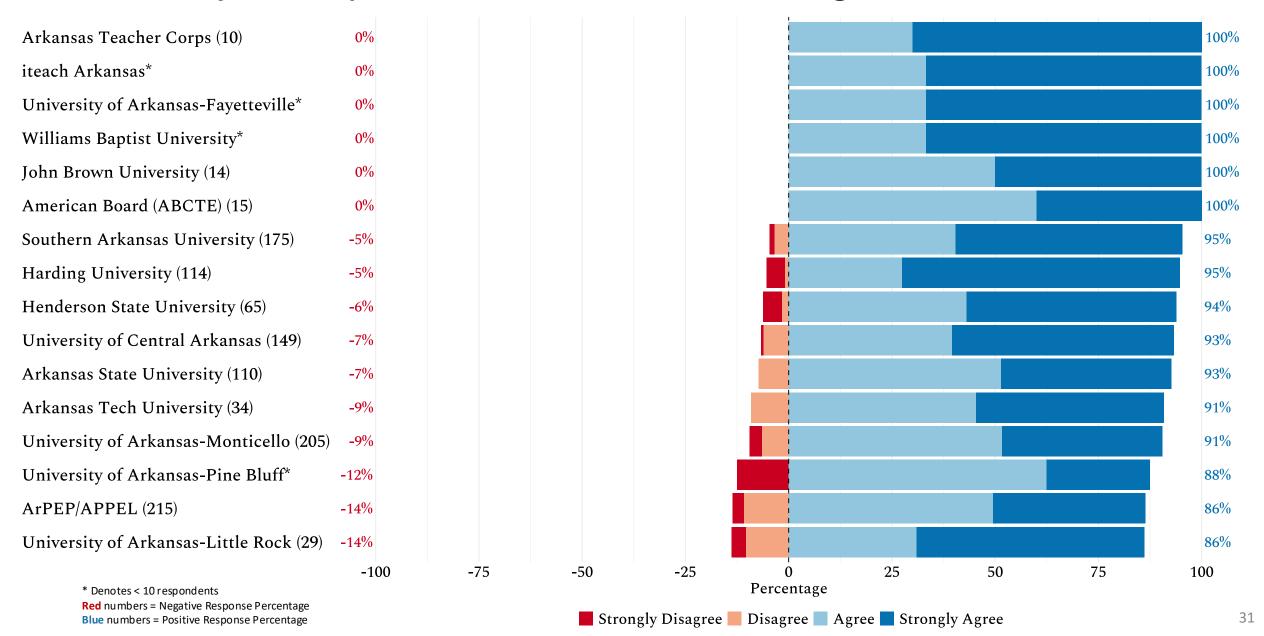
## TESS Domain 1 – Statement 2, Alternative EPPs My EPP prepared me to demonstrate knowledge of students.



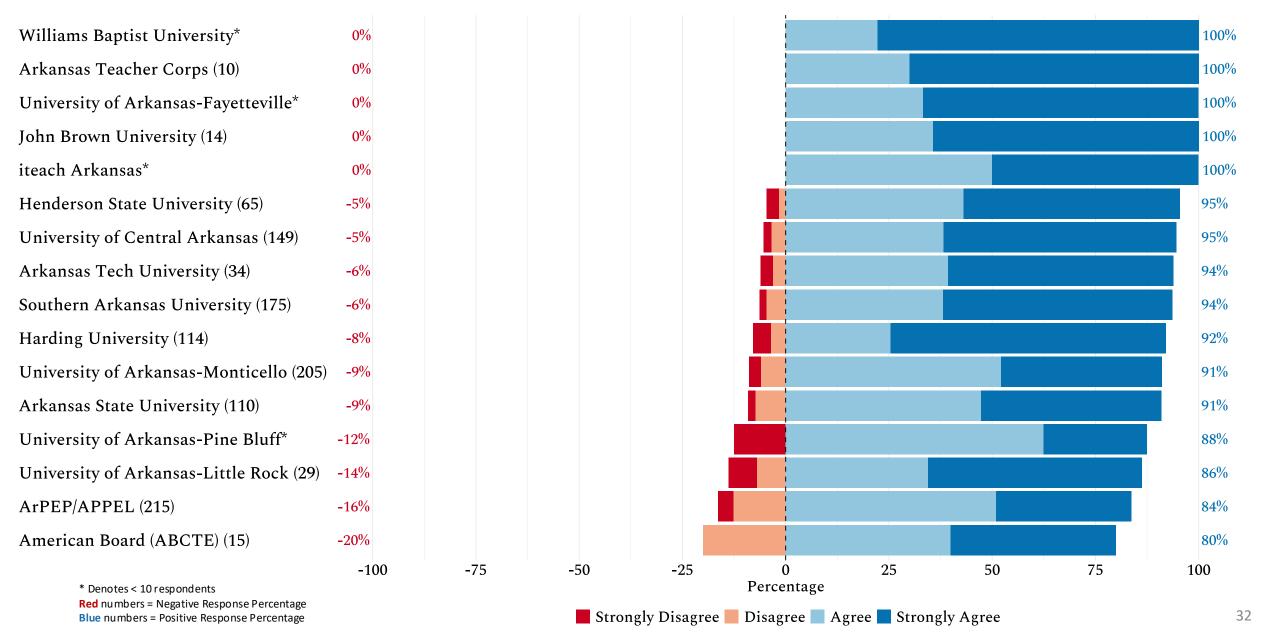
## TESS Domain 1 – Statement 3, Alternative EPPs My EPP Prepared me to set instructional outcomes.



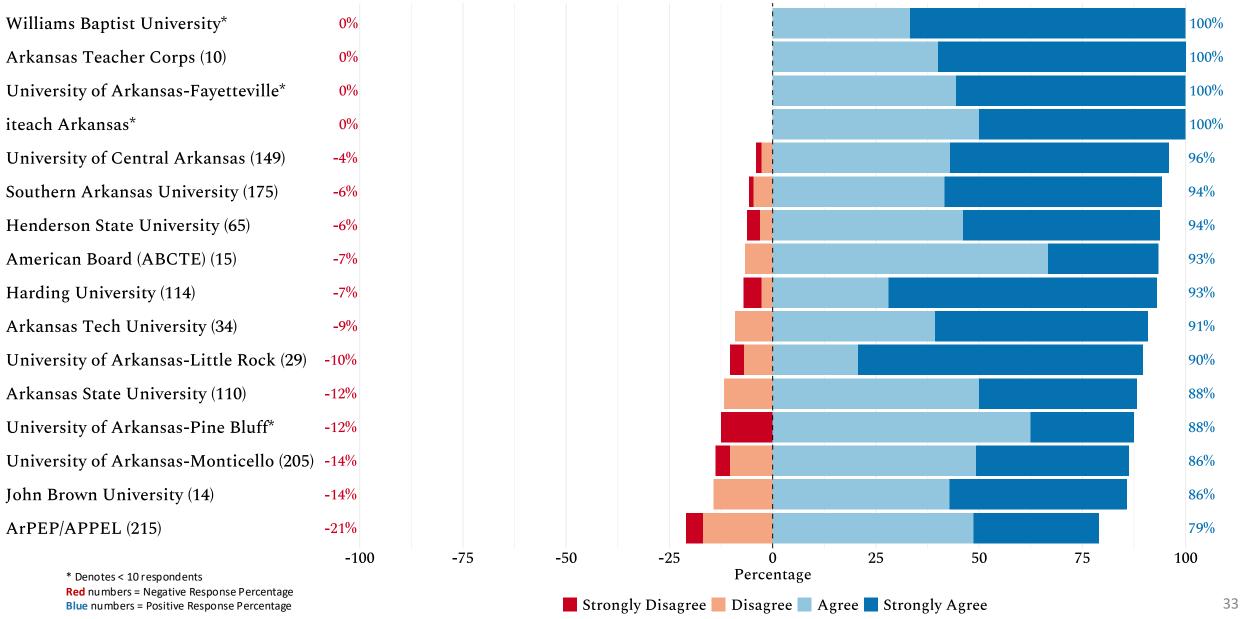
## TESS Domain 1 – Statement 4, Alternative EPPs My EPP Prepared me to demonstrate knowledge of resources.



## TESS Domain 1 – Statement 5, Alternative EPPs My EPP Prepared me to design coherent instruction.



#### TESS Domain 1 – Statement 6, Alternative EPPs My EPP Prepared me to design student assessments.

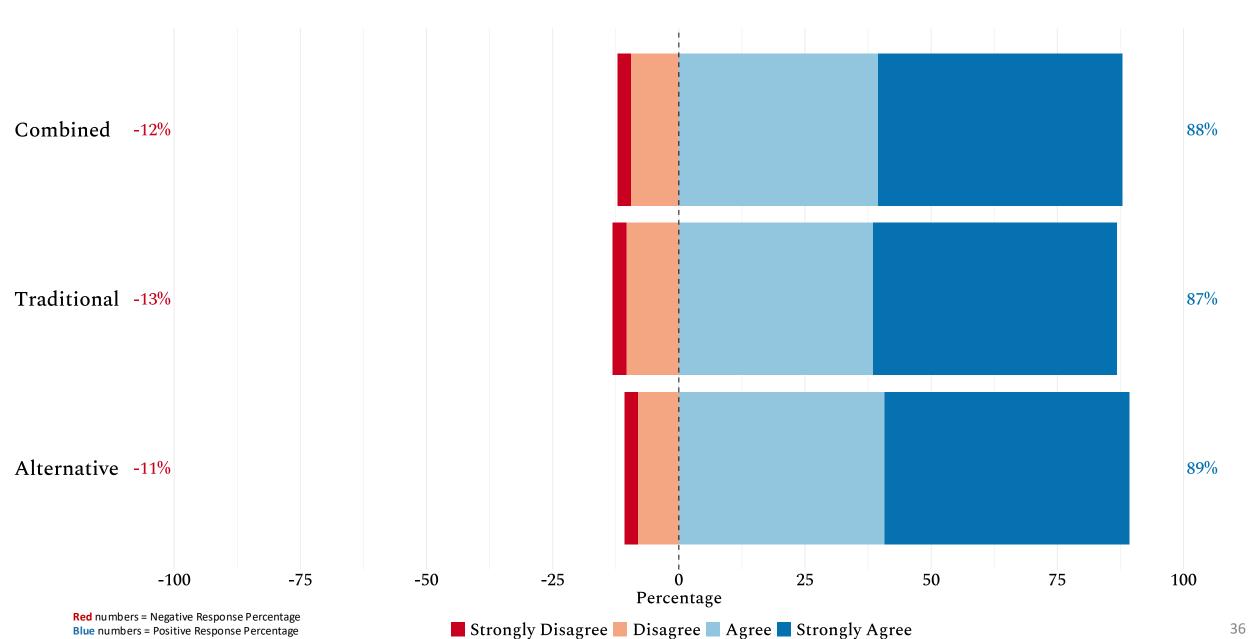


#### **TESS Domain 2: Classroom Environment**

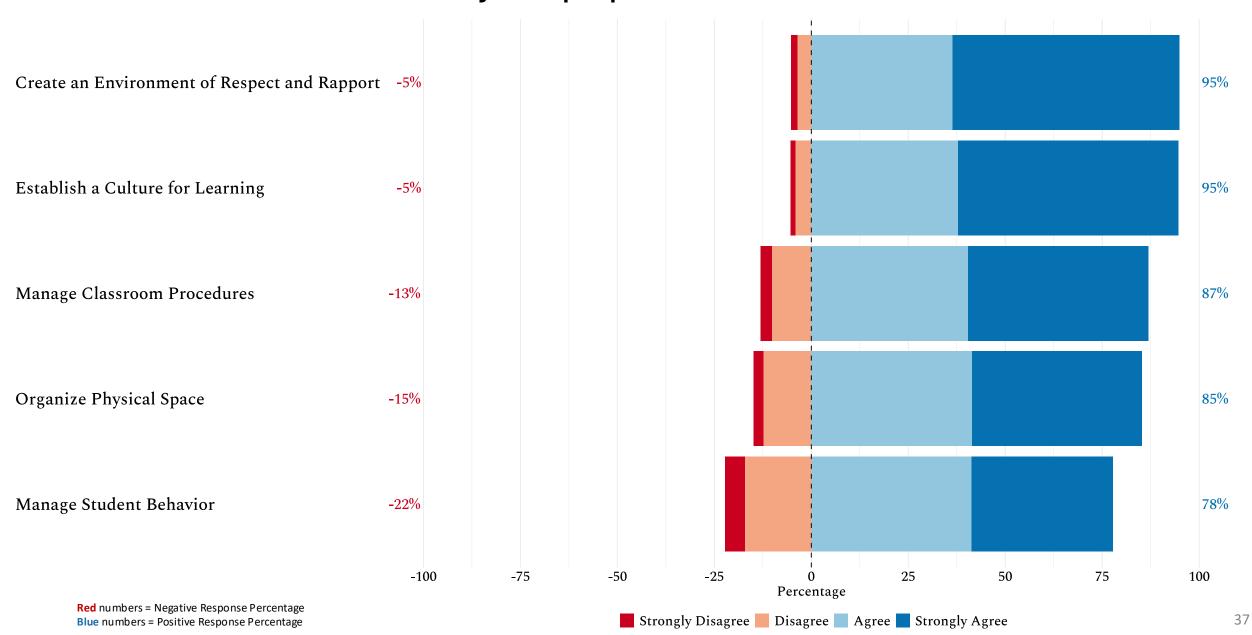
# For **TESS Domain 2**, we asked completers how well their EPP prepared them to:

- 1. Create an environment of respect and rapport
- 2. Establish a culture for learning
- 3. Manage classroom procedures
- 4. Manage student behavior
- 5. Organize physical space

#### TESS Domain 2 – Overall Averages

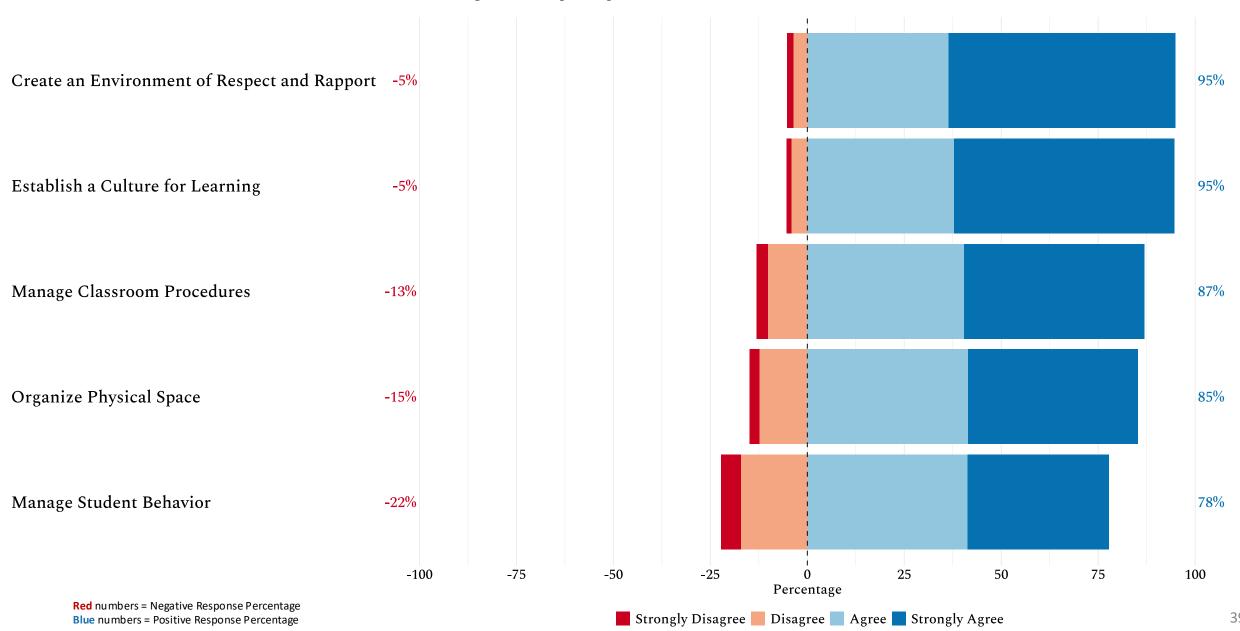


# TESS Domain 2 - Statement Averages My EPP prepared me to:

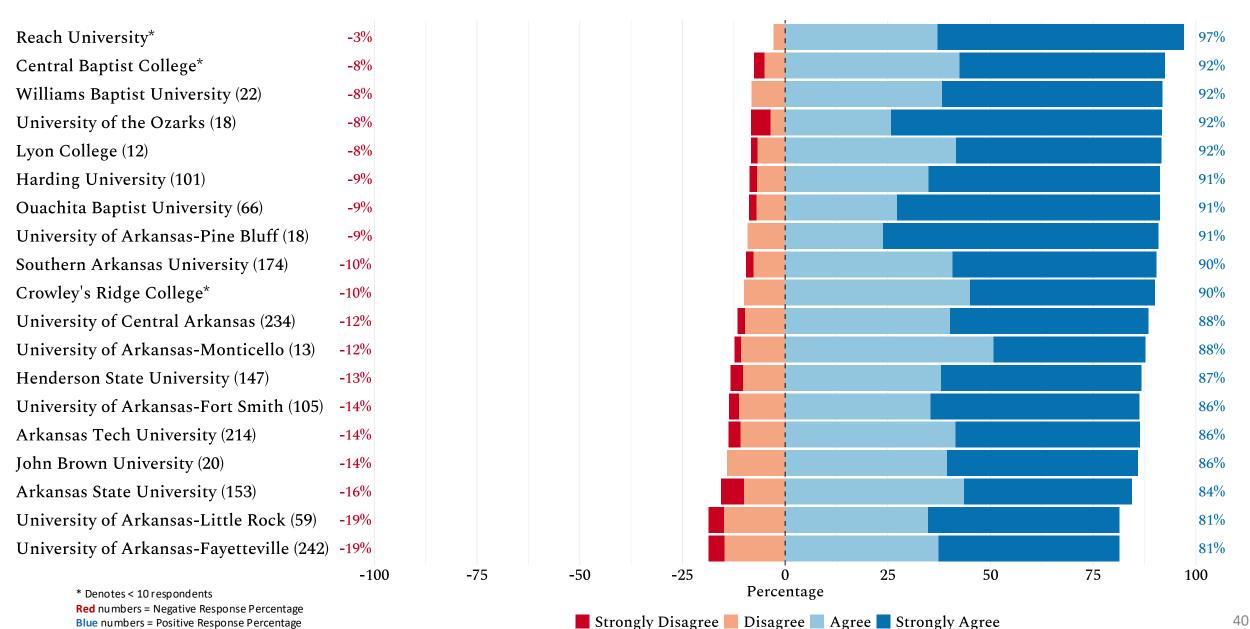


### **TESS Domain 2: Traditional EPPs**

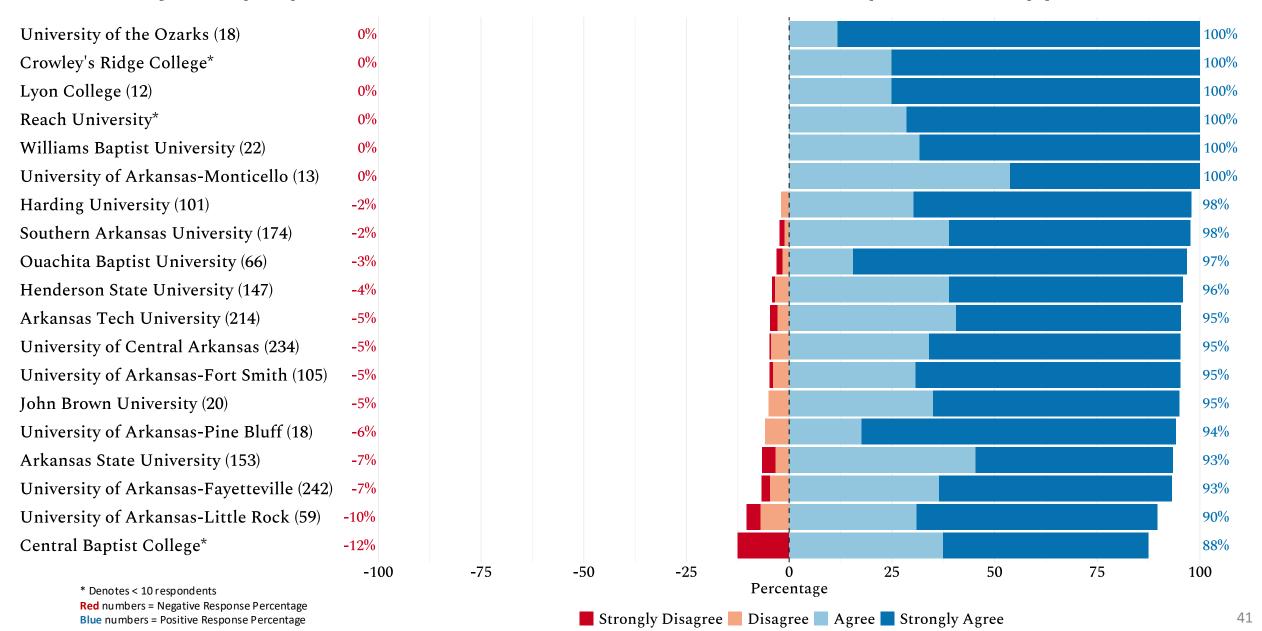
## TESS Domain 2 – Traditional EPP Statement Averages My EPP prepared me to:



#### TESS Domain 2 – Traditional EPP Averages



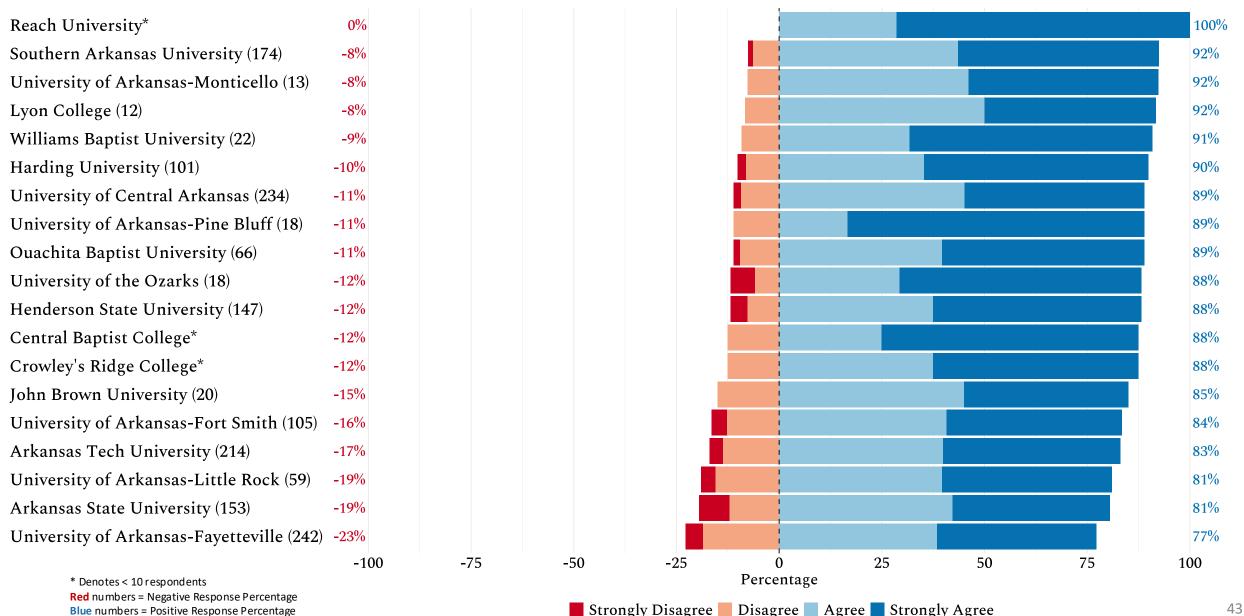
# TESS Domain 2 – Statement 1, Traditional EPPs My EPP prepared me to create an environment of respect and rapport.



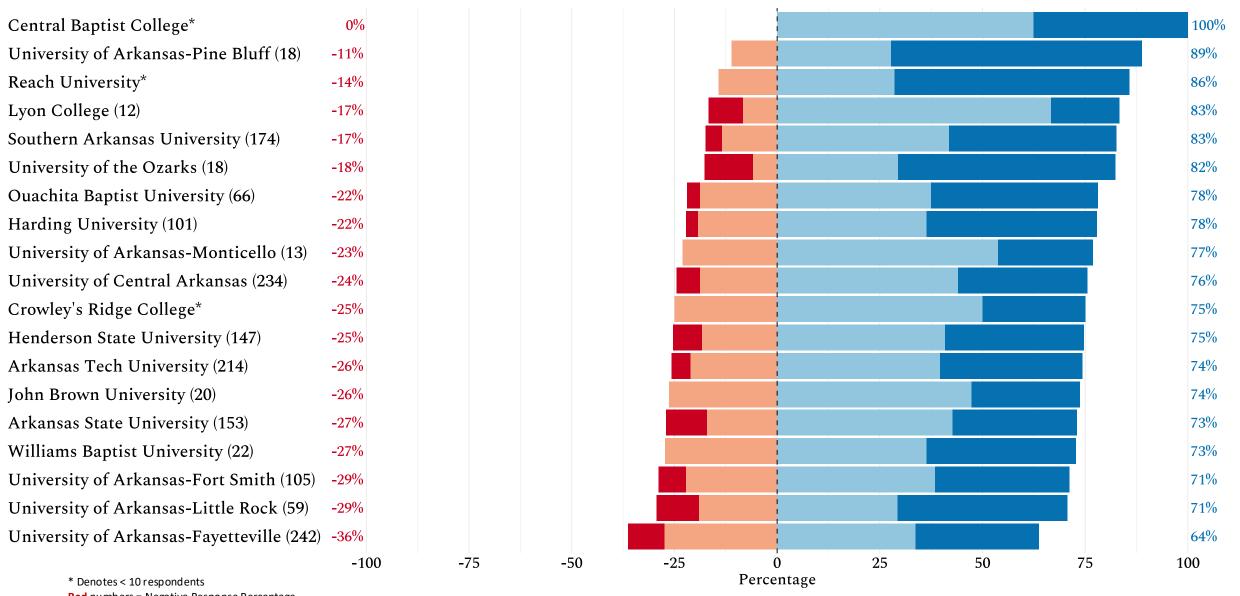
#### TESS Domain 2 – Statement 2, Traditional EPPs My EPP prepared me to establish a culture for learning.



#### TESS Domain 2 – Statement 3, Traditional EPPs My EPP prepared me to manage classroom procedures.

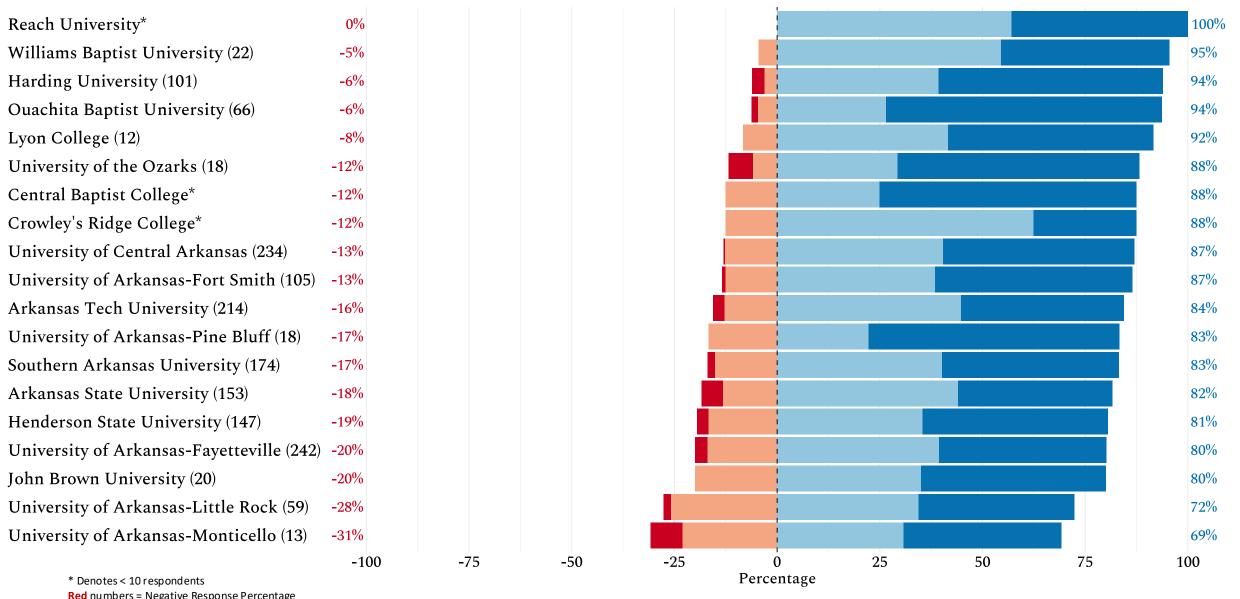


## TESS Domain 2 – Statement 4, Traditional EPPs My EPP prepared me to manage student behavior.



Strongly Disagree Disagree Agree Strongly Agree

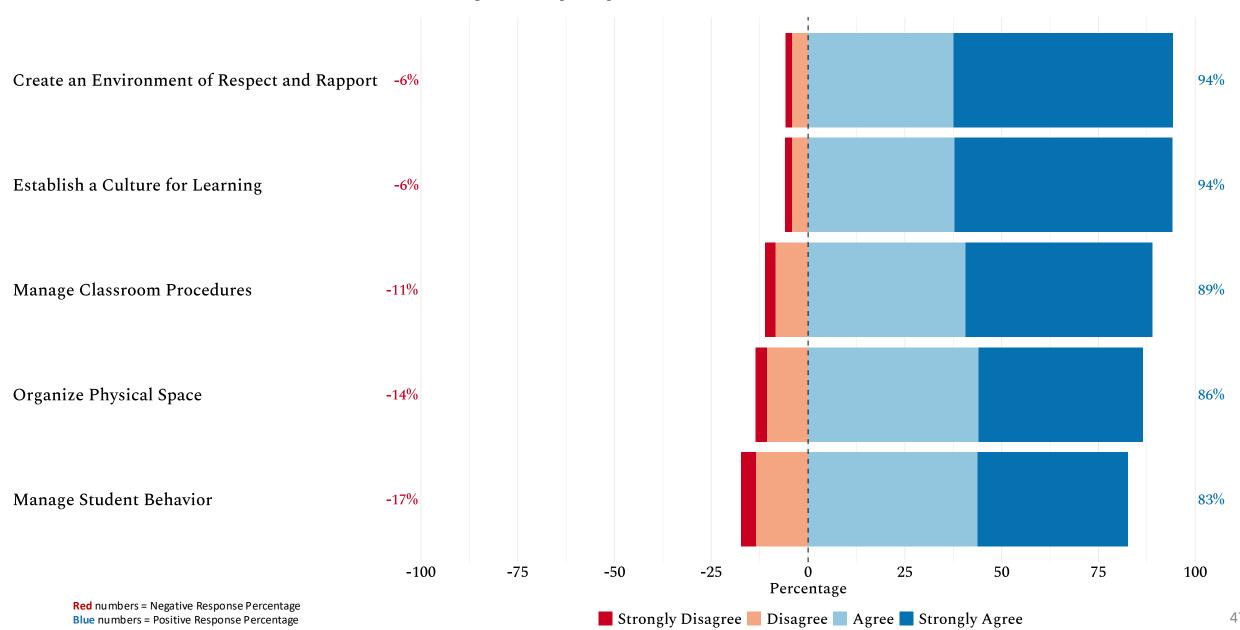
## TESS Domain 2 – Statement 5, Traditional EPPs My EPP prepared me to organize physical space.



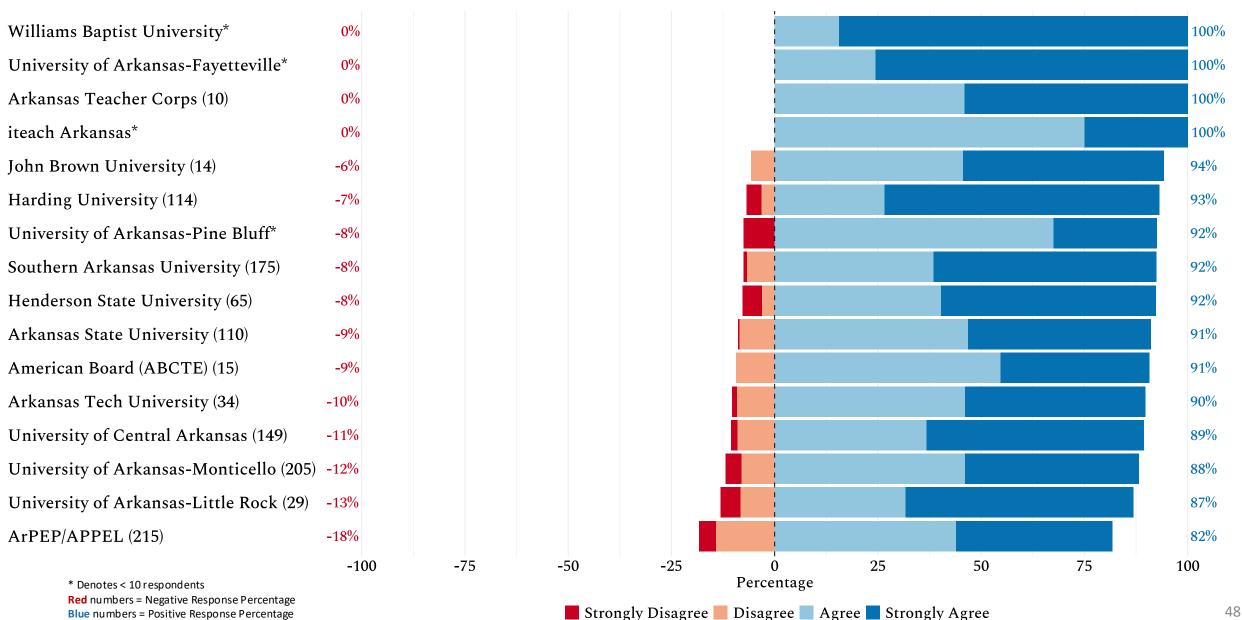
Strongly Disagree Disagree Agree Strongly Agree

### **TESS Domain 2: Alternative EPPs**

# TESS Domain 2 – Alternative EPP Statement Averages My EPP prepared me to:

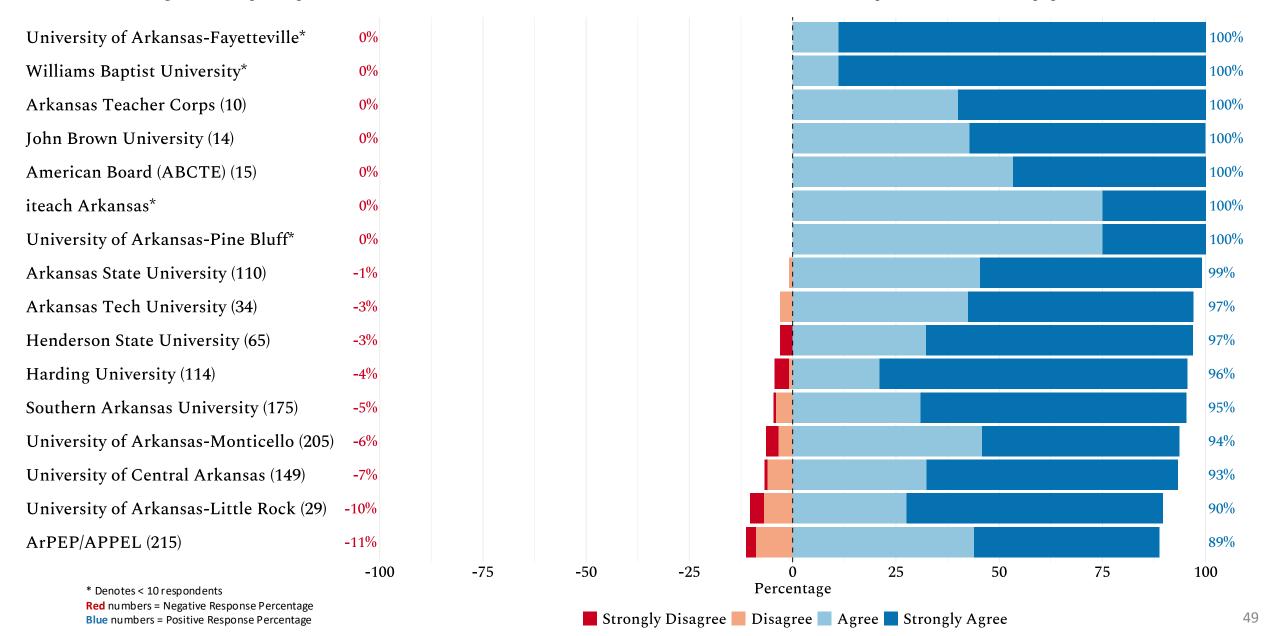


#### TESS Domain 2 – Alternative EPP Averages

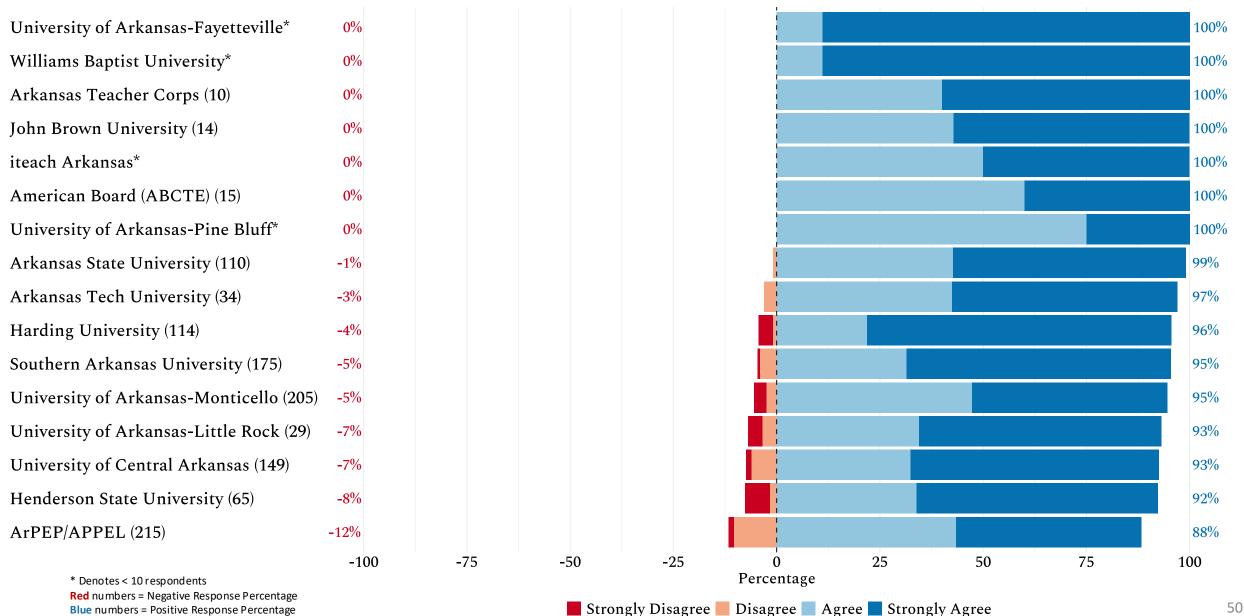


**Blue** numbers = Positive Response Percentage

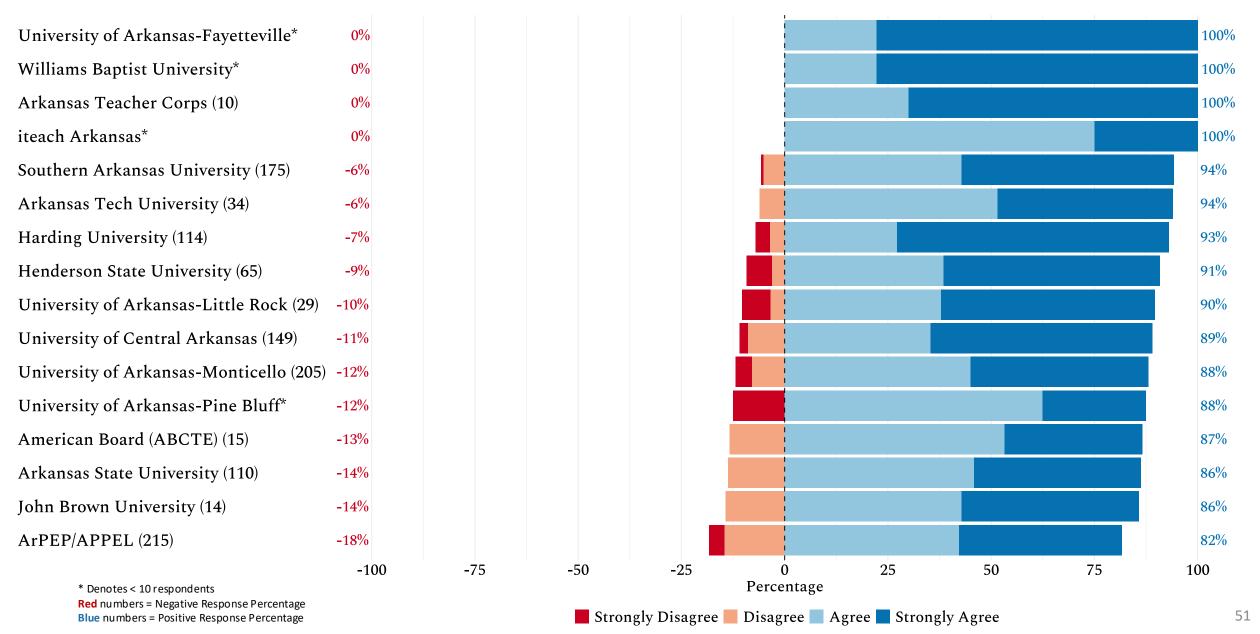
# TESS Domain 2 – Statement 1, Alternative EPPs My EPP prepared me to create an environment of respect and rapport.



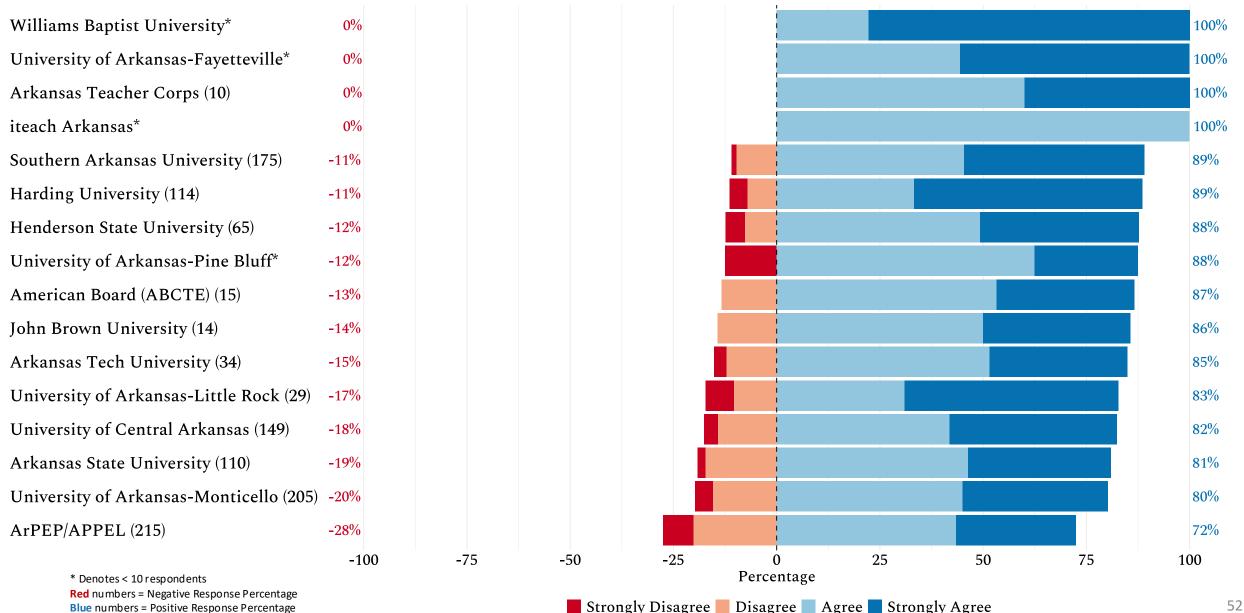
#### TESS Domain 2 – Statement 2, Alternative EPPs My EPP prepared me to establish a culture for learning.



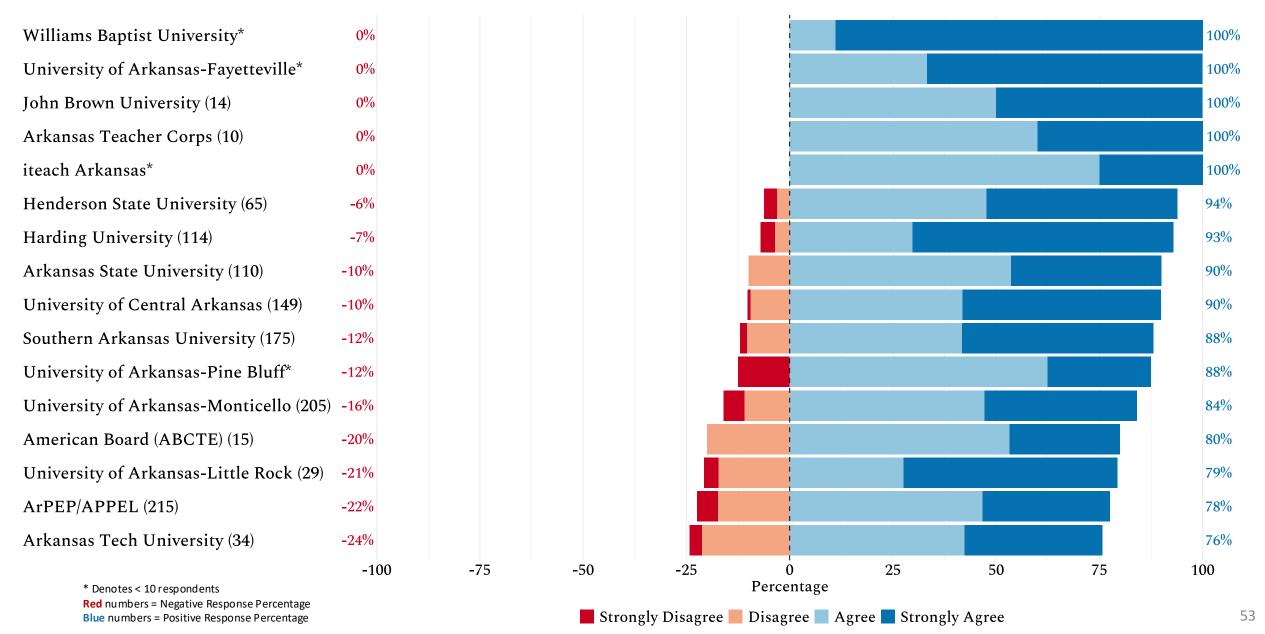
# TESS Domain 2 – Statement 3, Alternative EPPs My EPP prepared me to manage classroom procedures.



#### TESS Domain 2 – Statement 4, Alternative EPPs My EPP prepared me to manage student behavior.



# TESS Domain 2 – Statement 5, Alternative EPPs My EPP prepared me to organize physical space.

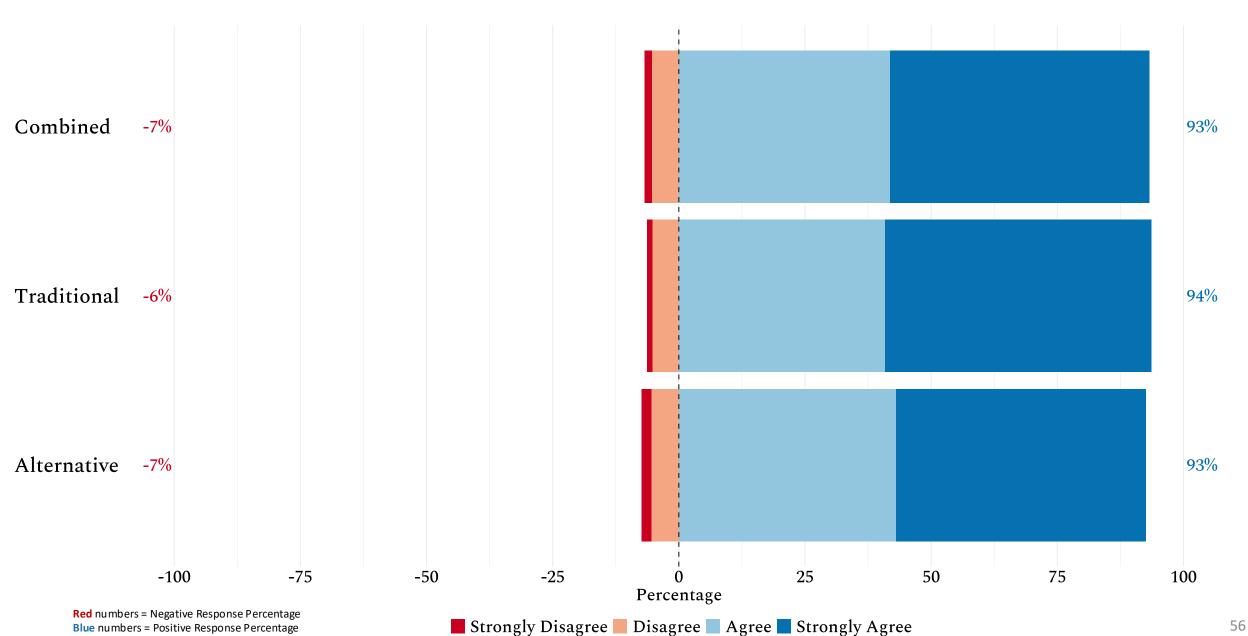


### **TESS Domain 3: Instruction**

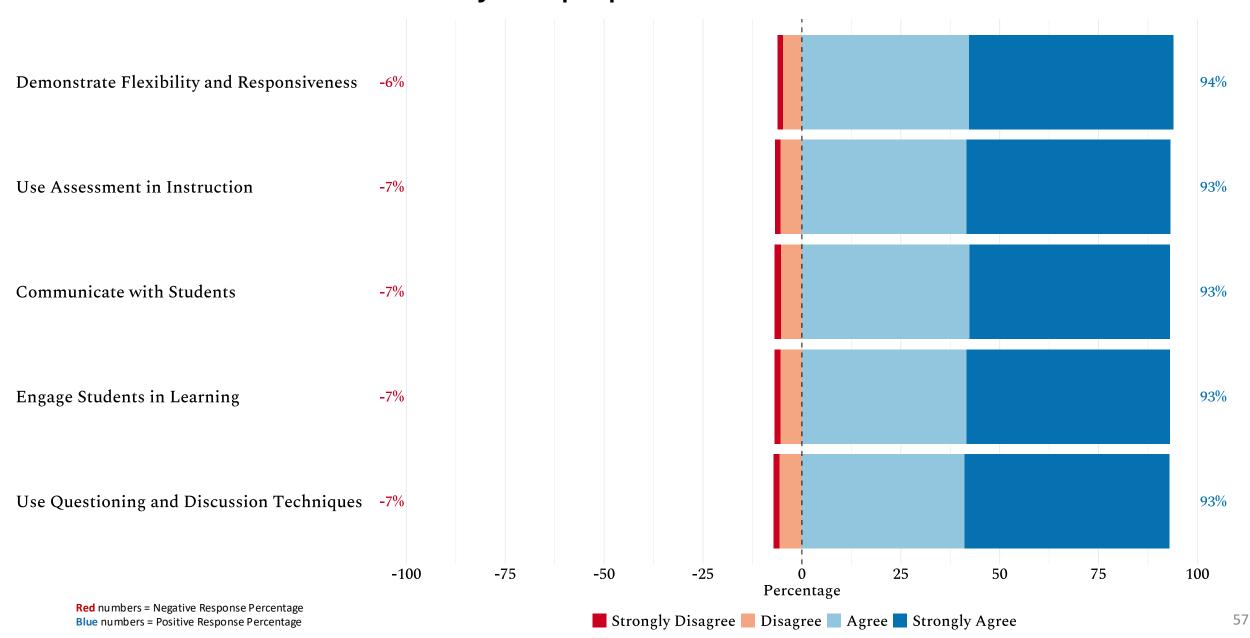
# For **TESS Domain 3**, we asked completers how well their EPP prepared them to:

- 1. Communicate with students
- 2. Use questioning and discussion techniques
- 3. Engage students in learning
- 4. Use assessment in instruction
- 5. Demonstrate flexibility and responsiveness

#### TESS Domain 3 – Overall Averages

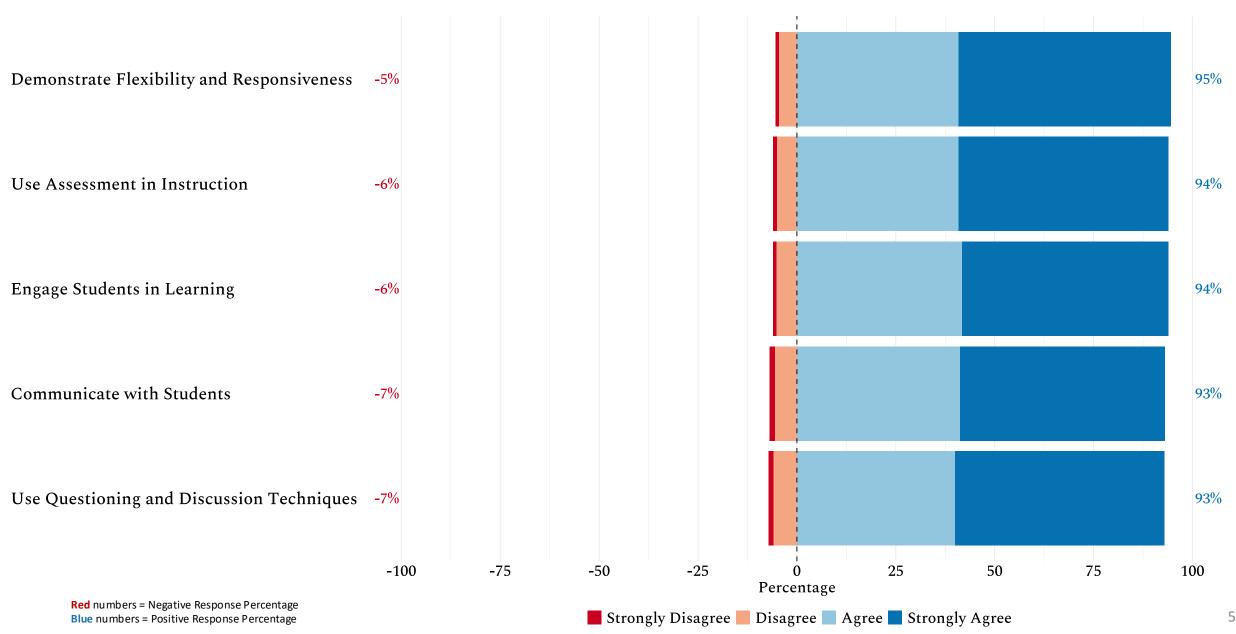


# TESS Domain 3 - Statement Averages My EPP prepared me to:

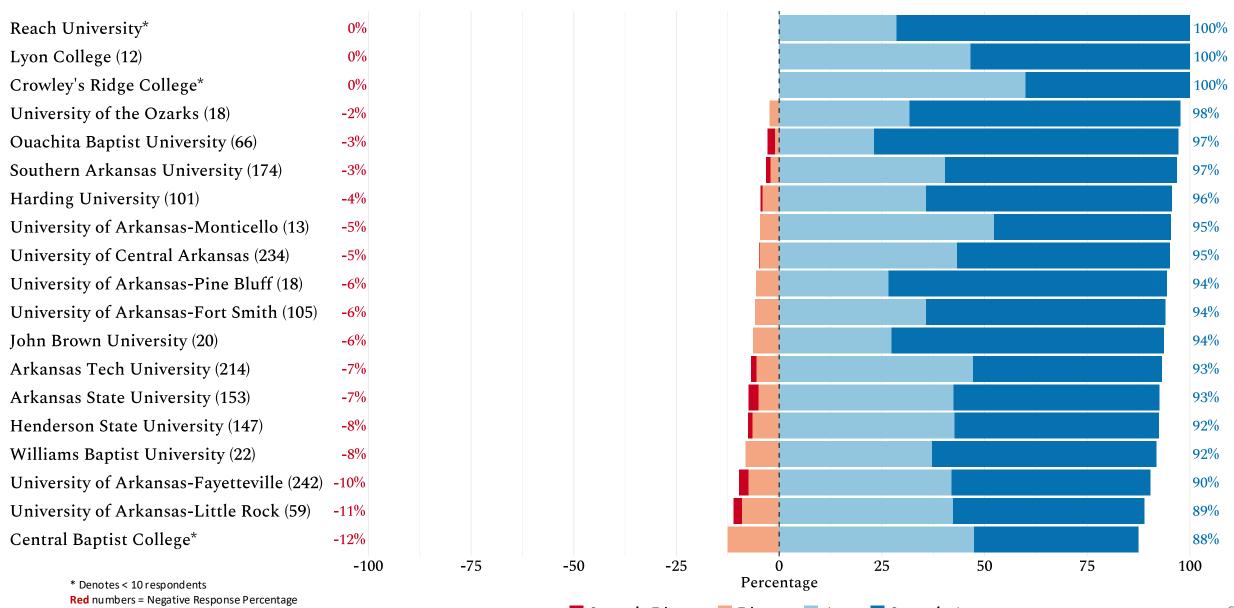


### **TESS Domain 3: Traditional EPPs**

# TESS Domain 3 – Traditional EPP Statement Averages My EPP prepared me to:

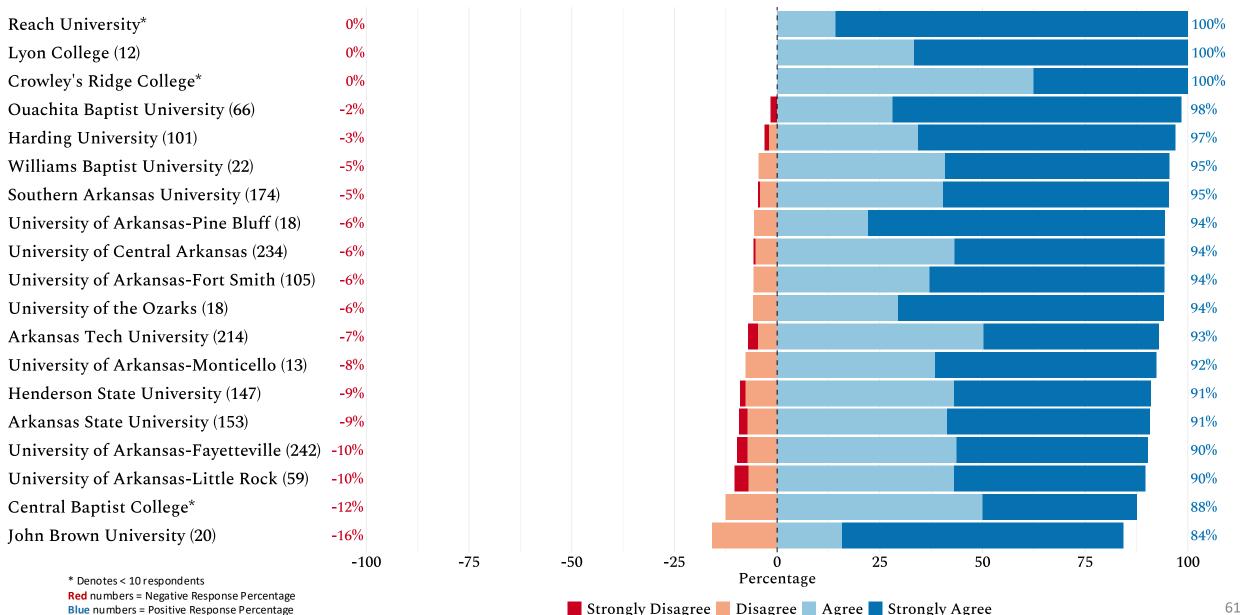


#### TESS Domain 3 – Traditional EPP Averages

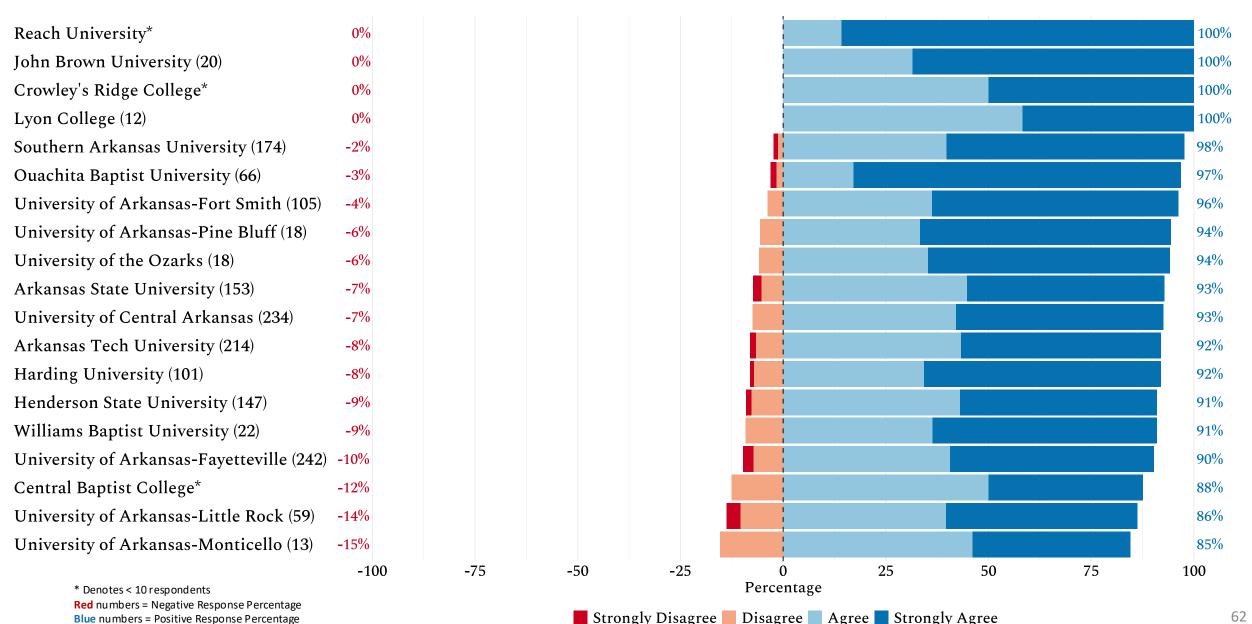


**Blue** numbers = Positive Response Percentage

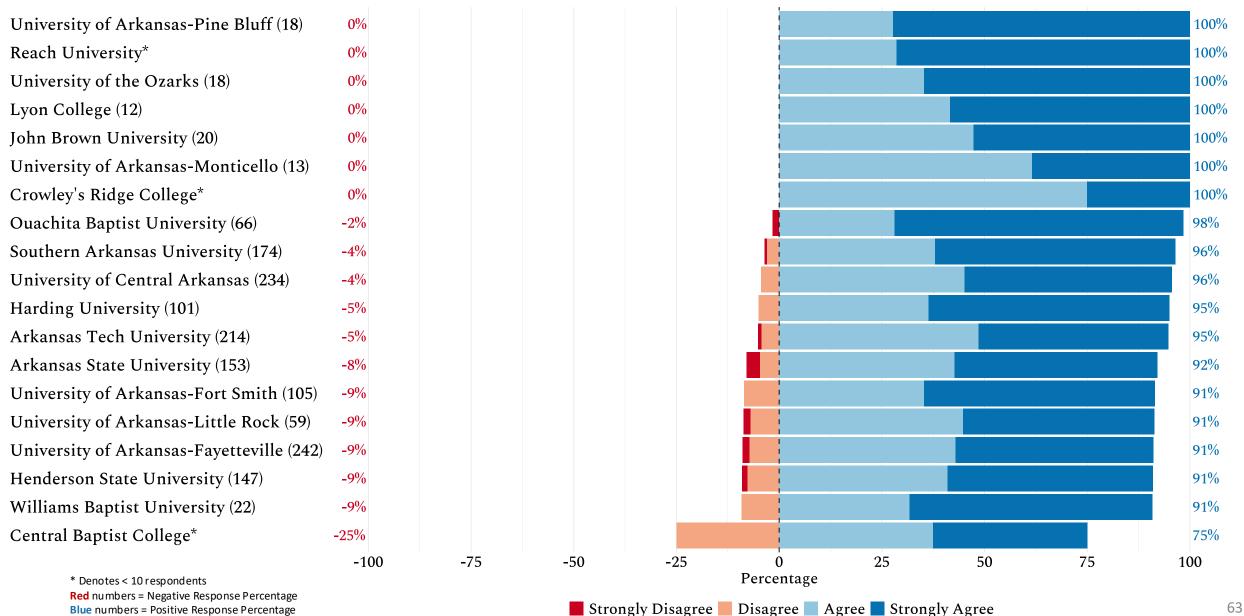
#### TESS Domain 3 – Statement 1, Traditional EPPs My EPP prepared me to communicate with students.



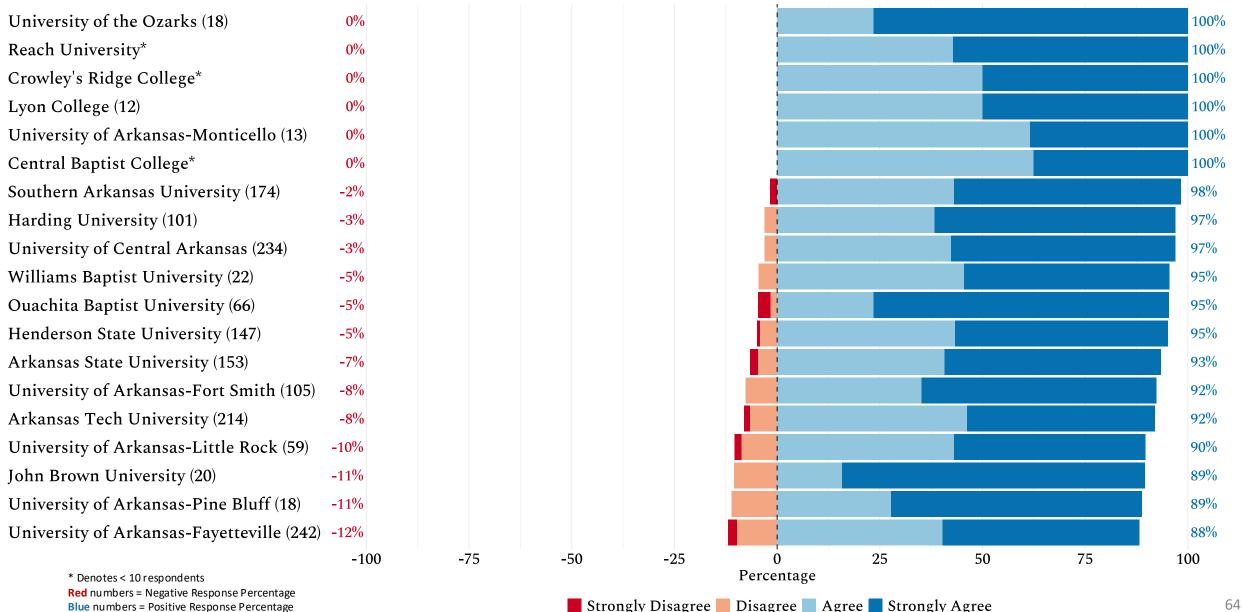
#### TESS Domain 3 – Statement 2, Traditional EPPs My EPP prepared me to use questioning and discussion techniques.



#### TESS Domain 3 – Statement 3, Traditional EPPs My EPP prepared me to engage students in learning.

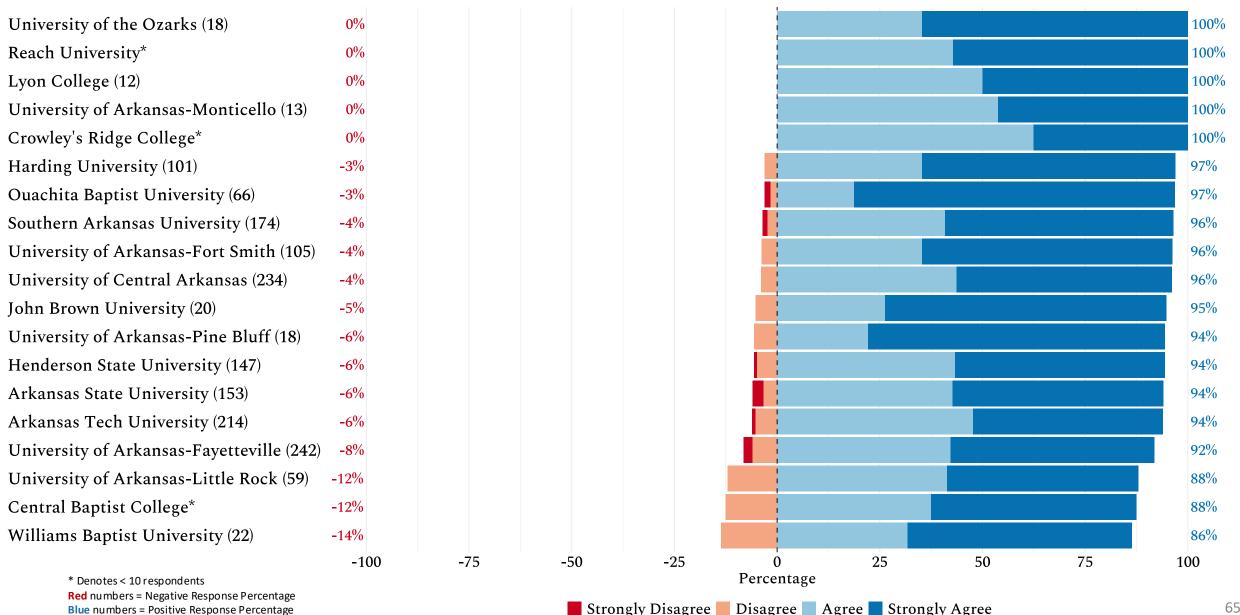


#### TESS Domain 3 – Statement 4, Traditional EPPs My EPP prepared me to use assessment in instruction.



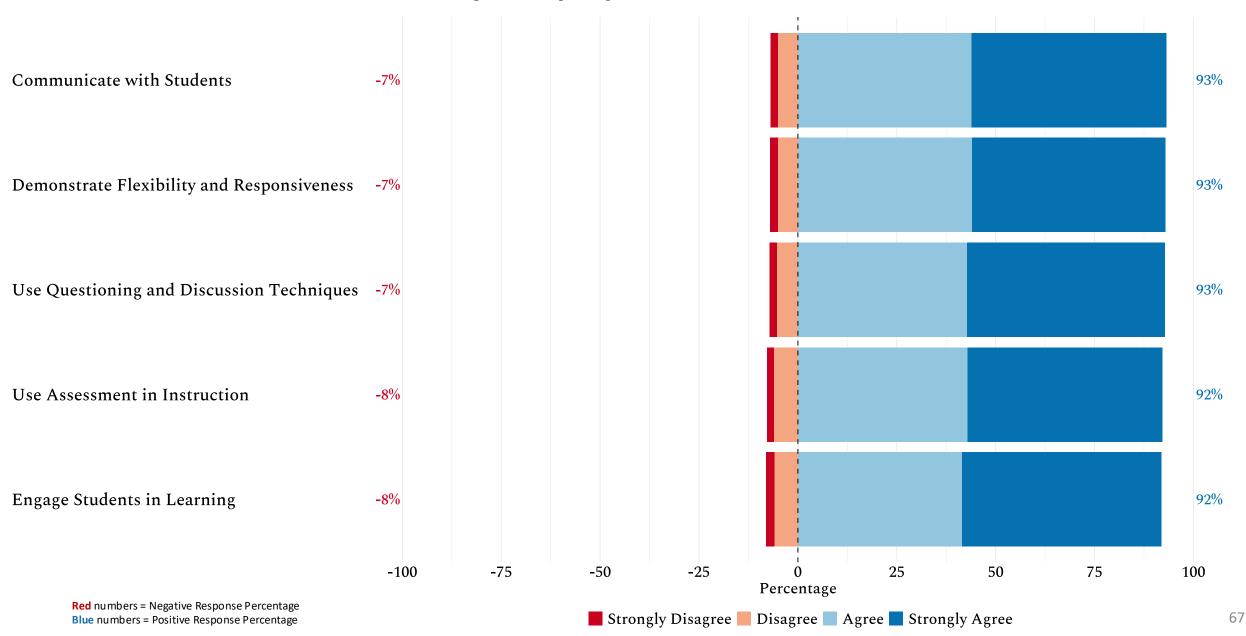
**Blue** numbers = Positive Response Percentage

#### TESS Domain 3 – Statement 5, Traditional EPPs My EPP prepared me to demonstrate flexibility and responsiveness.

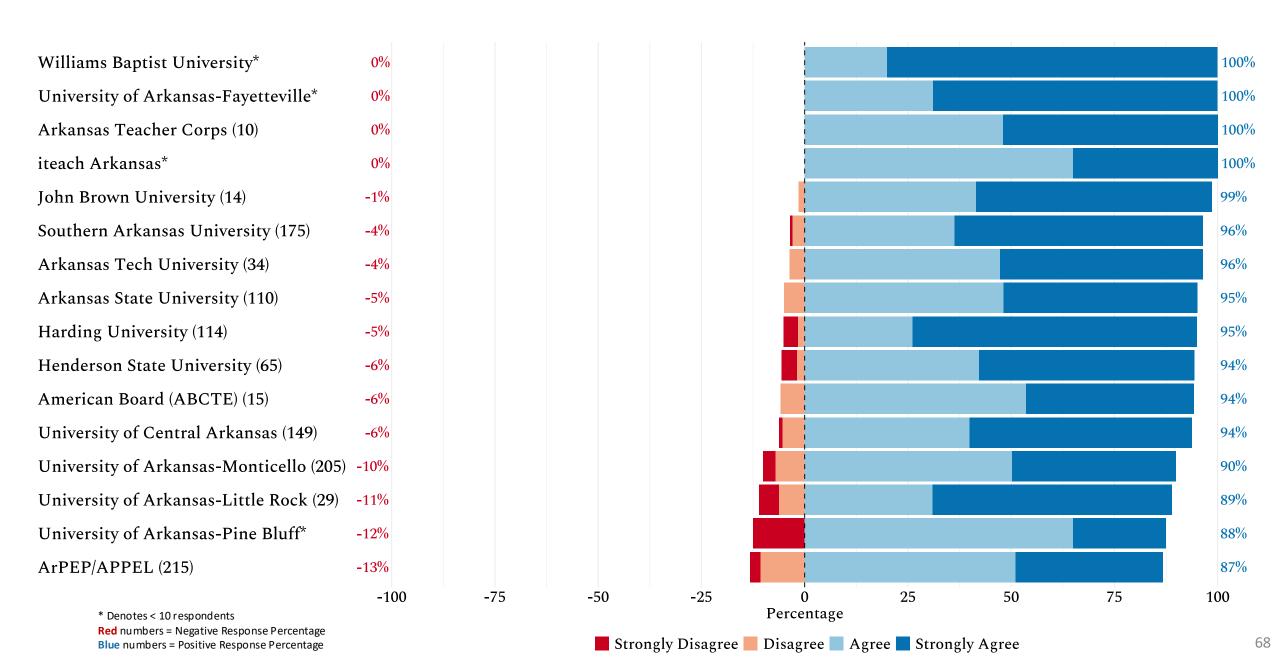


### **TESS Domain 3: Alternative EPPs**

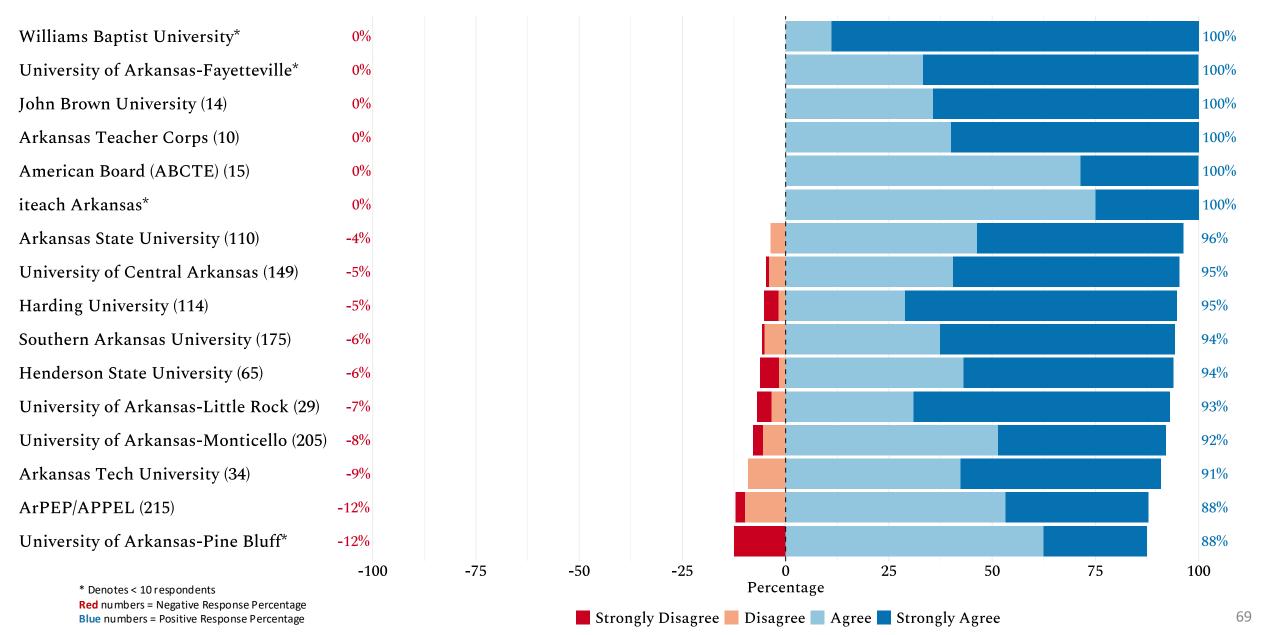
# TESS Domain 3 – Alternative EPP Statement Averages My EPP prepared me to:



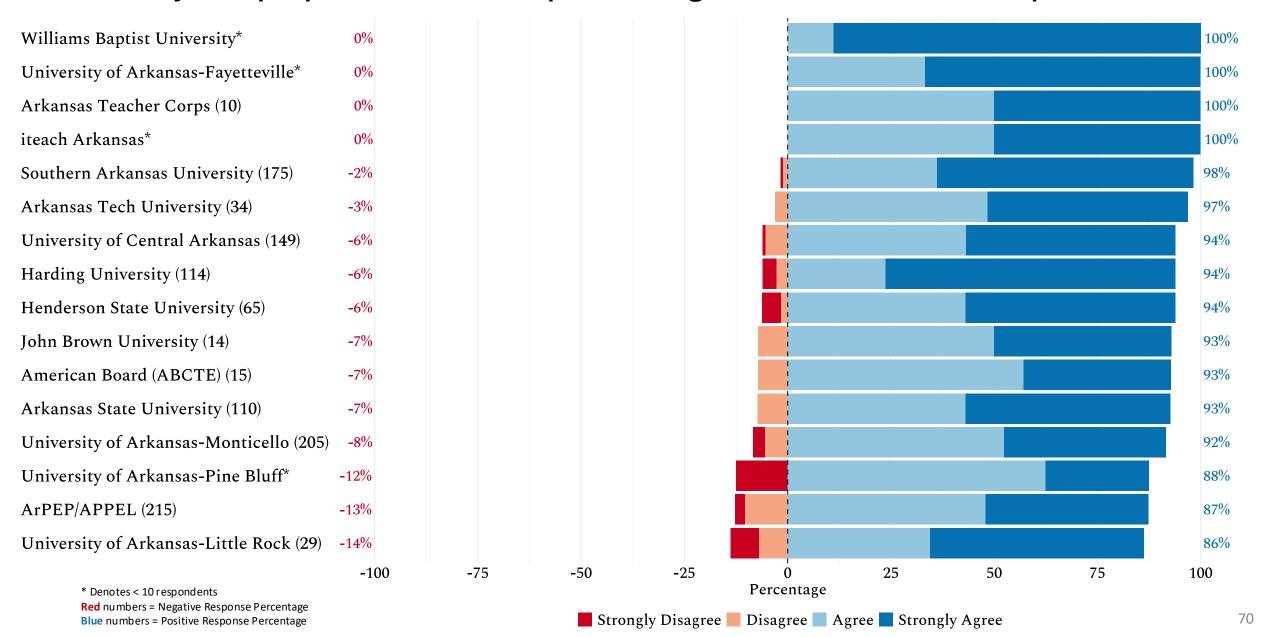
#### TESS Domain 3 – Alternative EPP Averages



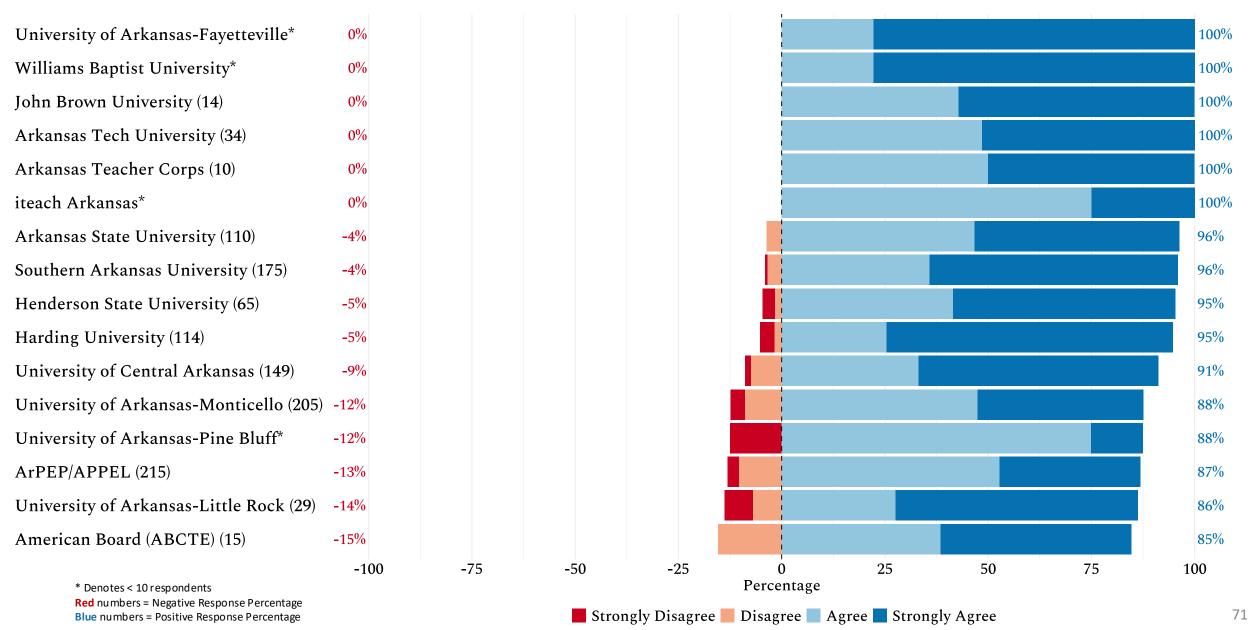
# TESS Domain 3 – Statement 1, Alternative EPPs My EPP prepared me to communicate with students.



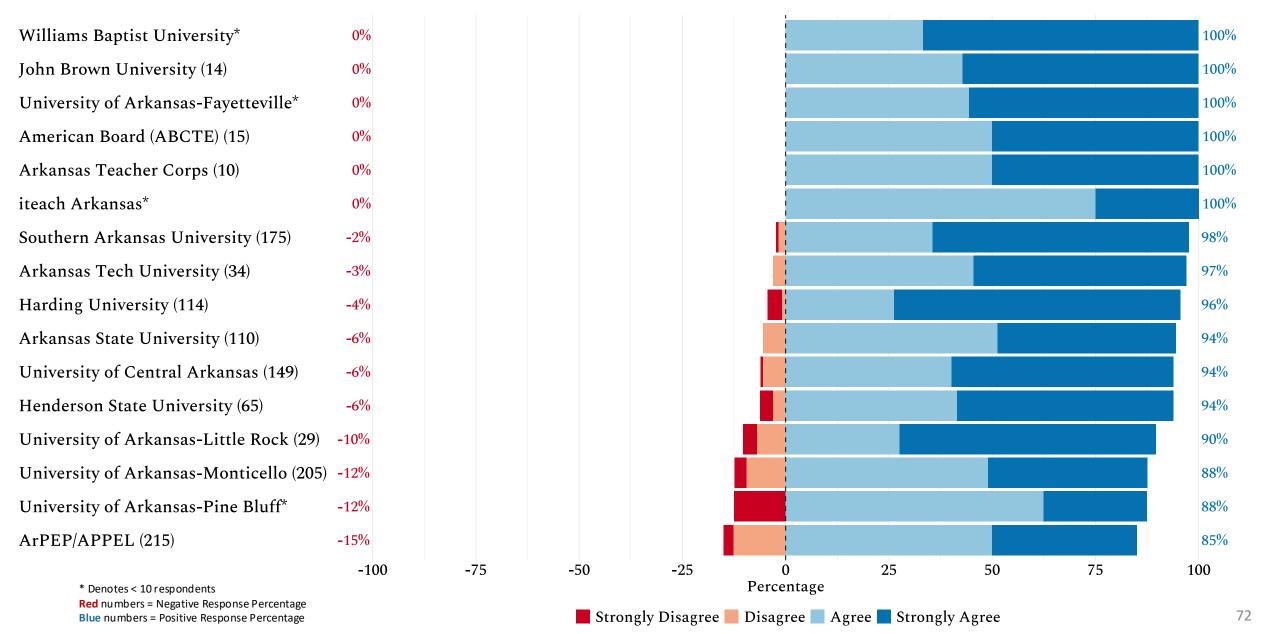
## TESS Domain 3 – Statement 2, Alternative EPPs My EPP prepared me to use questioning and discussion techniques.



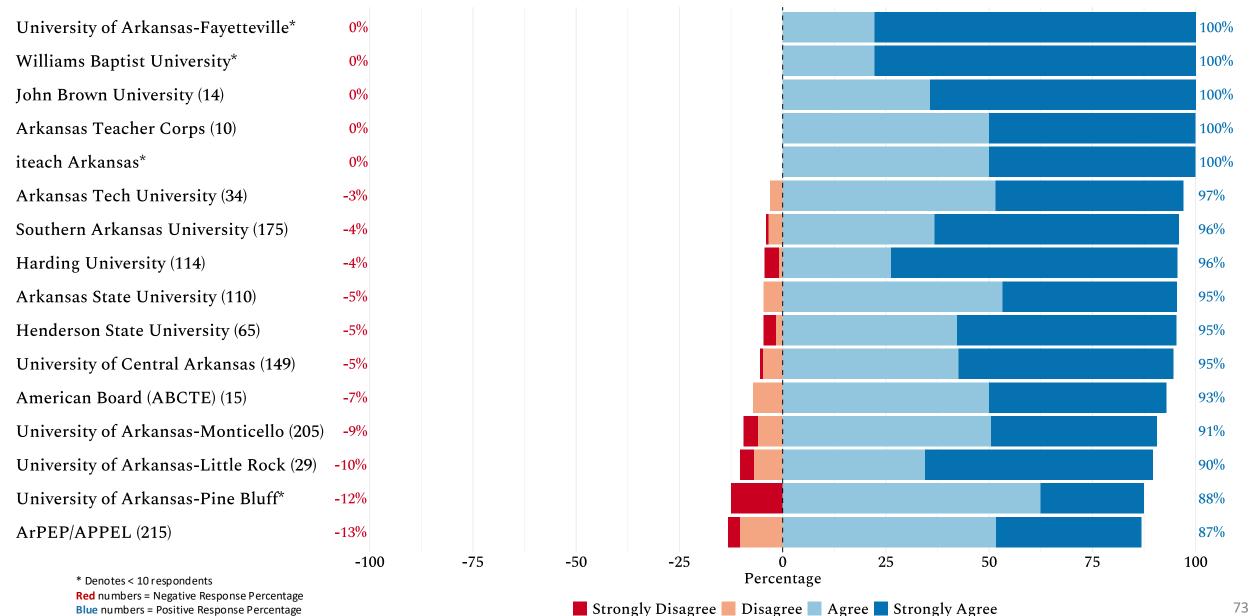
# TESS Domain 3 – Statement 3, Alternative EPPs My EPP prepared me to engage students in learning.



# TESS Domain 3 – Statement 4, Alternative EPPs My EPP prepared me to use assessment in instruction.



### TESS Domain 3 – Statement 5, Alternative EPPs My EPP prepared me to demonstrate flexibility and responsiveness.

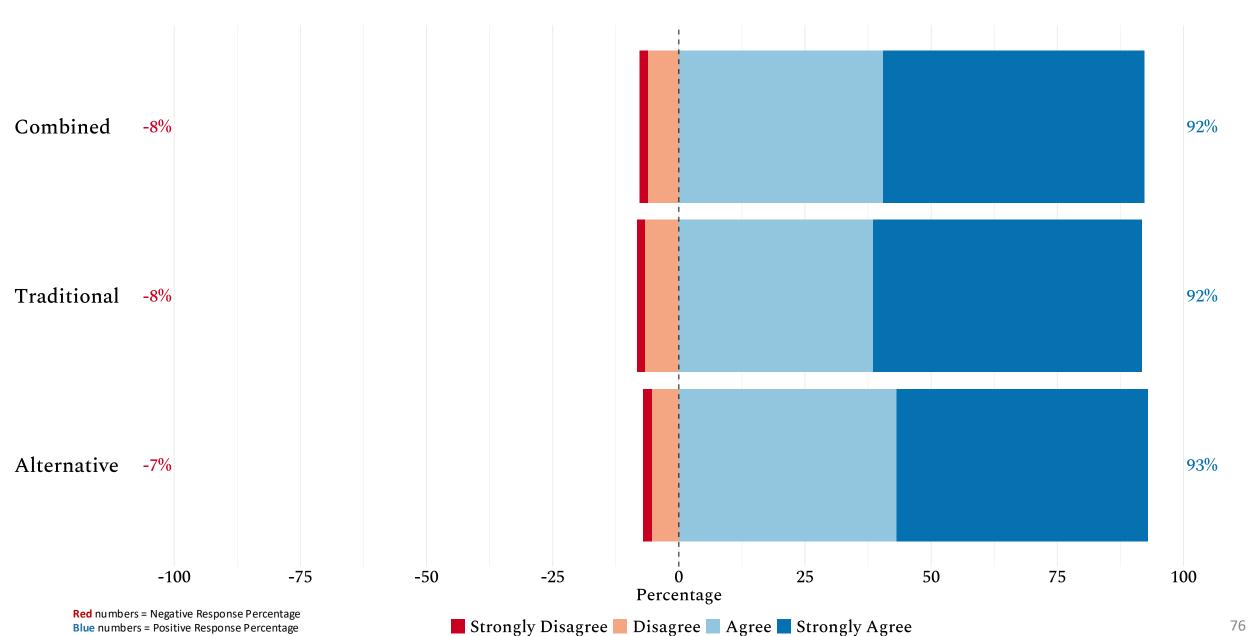


# TESS Domain 4: Professional Responsibilities

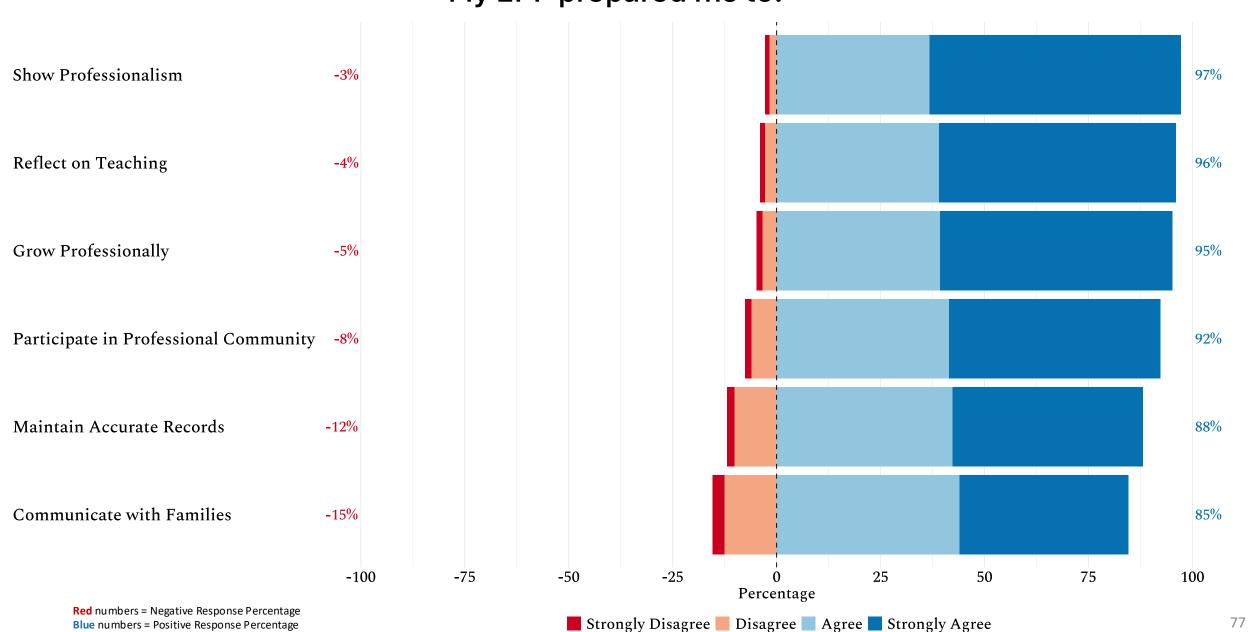
# For **TESS Domain 4**, we asked completers how well their EPP prepared them to:

- 1. Reflect on teaching
- 2. Maintain accurate records
- 3. Communicate with families
- 4. Participate in professional community
- 5. Grow professionally
- 6. Show professionalism

#### TESS Domain 4 – Overall Averages

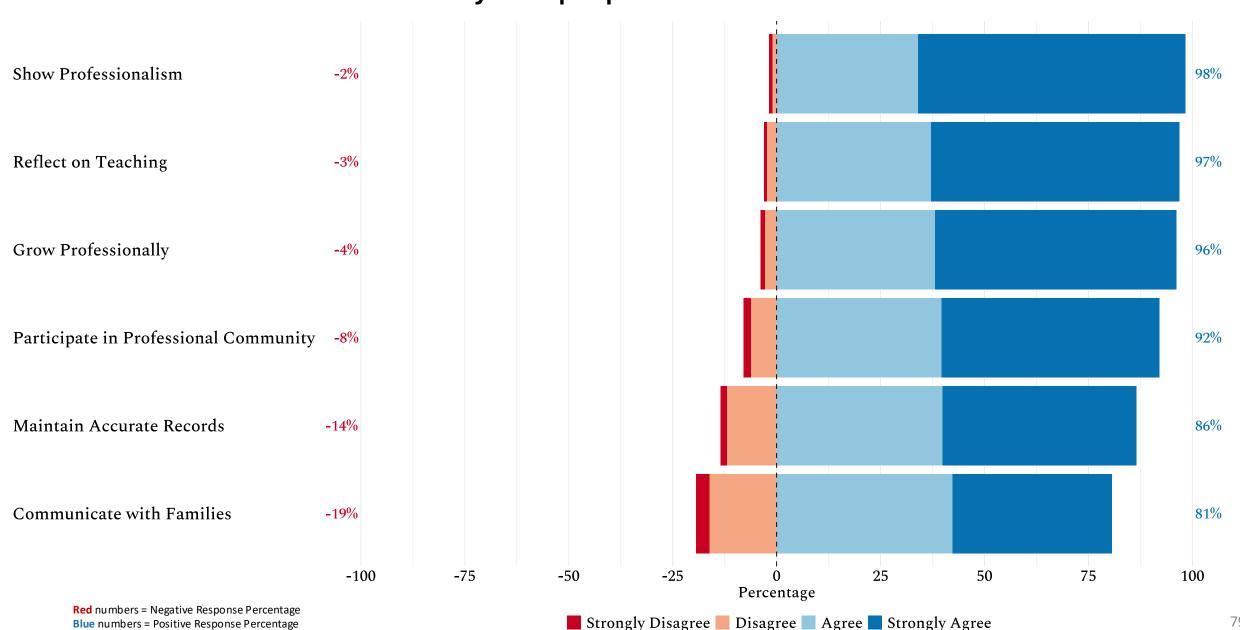


# TESS Domain 4 - Statement Averages My EPP prepared me to:

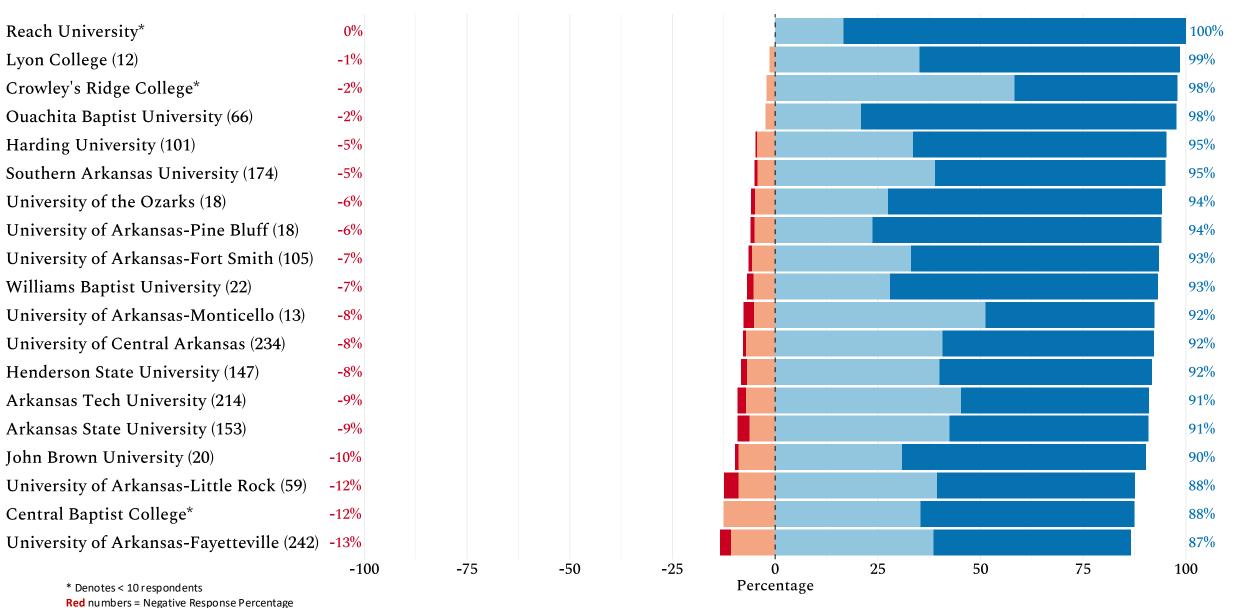


### **TESS Domain 4: Traditional EPPs**

### TESS Domain 4 – Traditional EPP Statement Averages My EPP prepared me to:



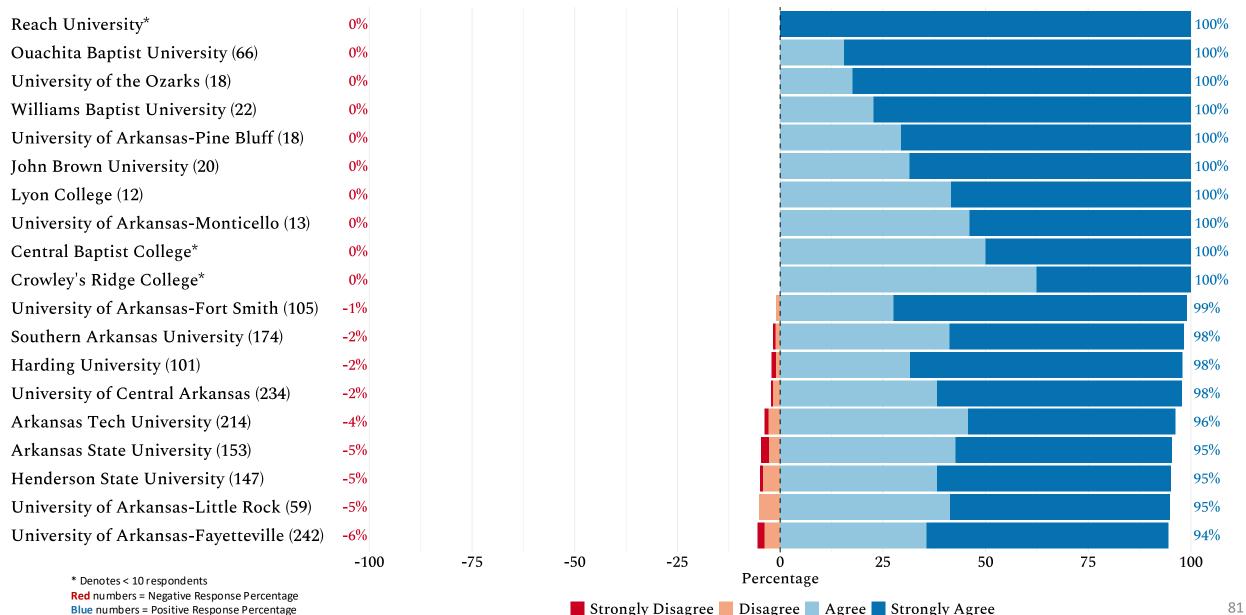
#### TESS Domain 4 - Traditional EPP Averages



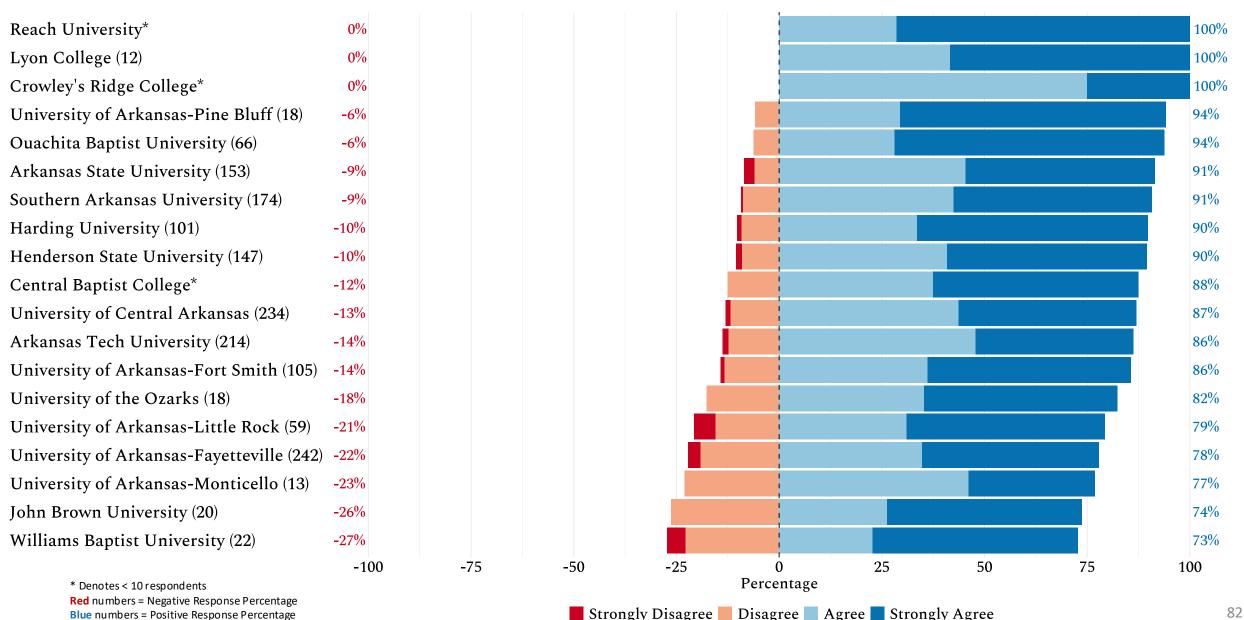
**Blue** numbers = Positive Response Percentage

Strongly Disagree Disagree Agree Strongly Agree

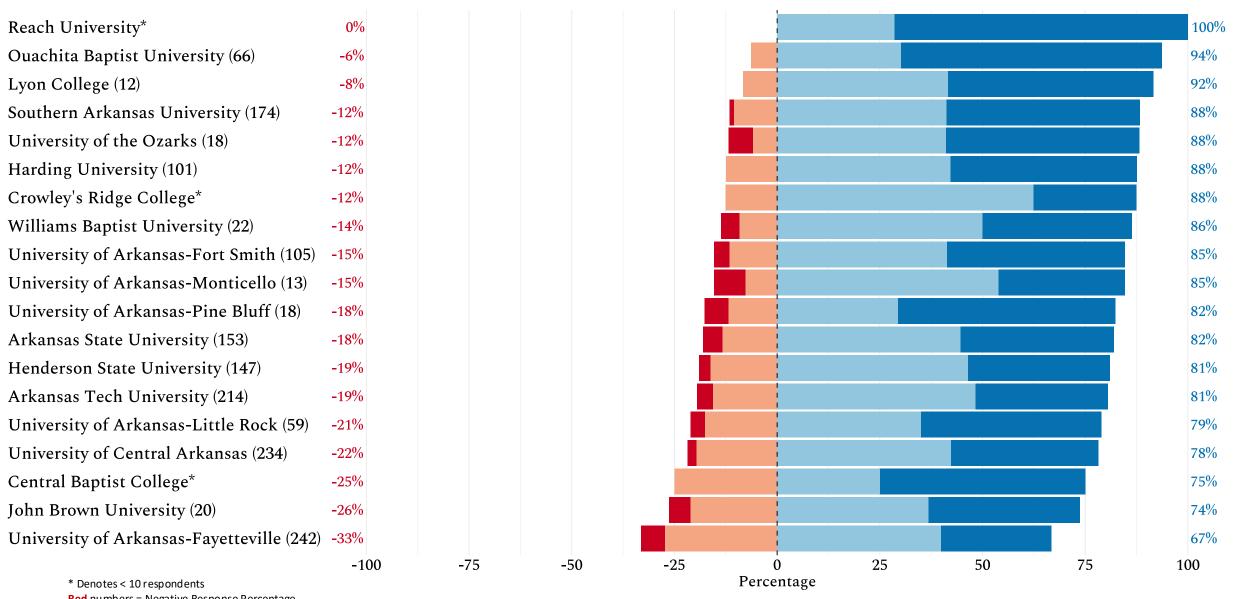
### TESS Domain 4 – Statement 1, Traditional EPPs My EPP prepared me to reflect on teaching.



### TESS Domain 4 – Statement 2, Traditional EPPs My EPP prepared me to maintain accurate records.

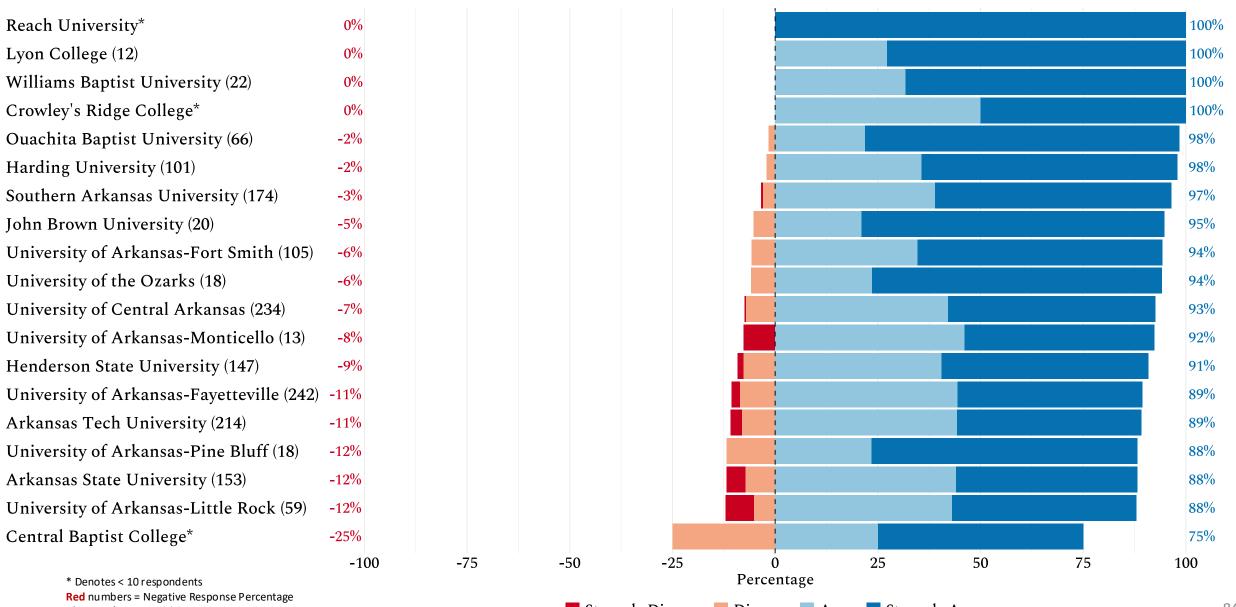


# TESS Domain 4 – Statement 3, Traditional EPPs My EPP prepared me to communicate with families.

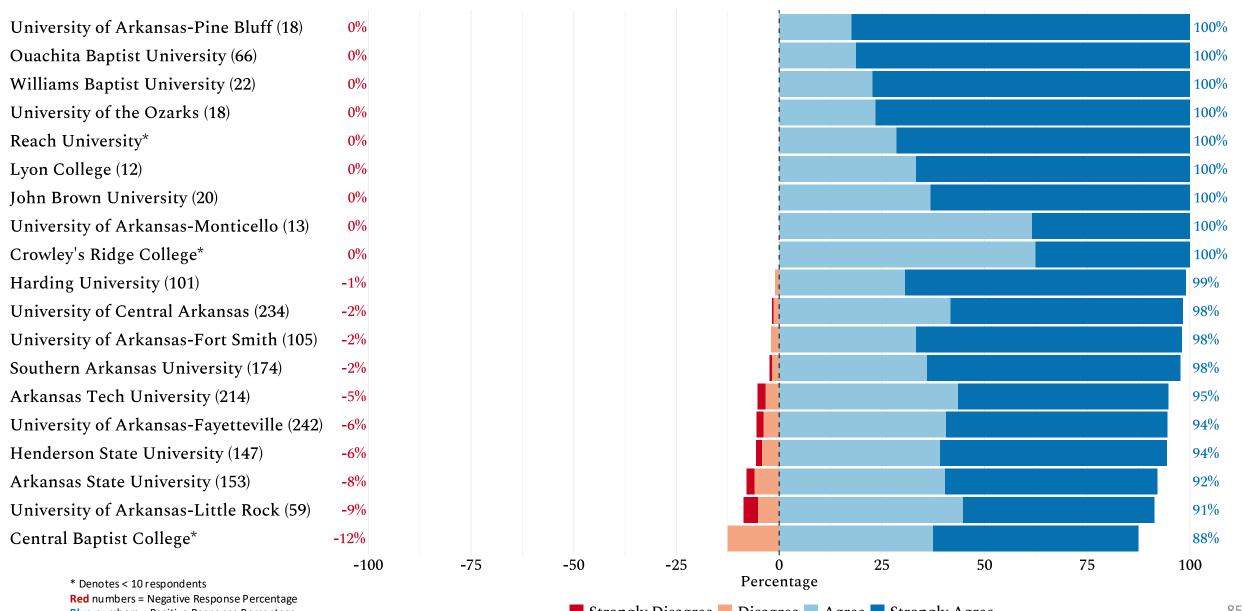


Strongly Disagree Disagree Agree Strongly Agree

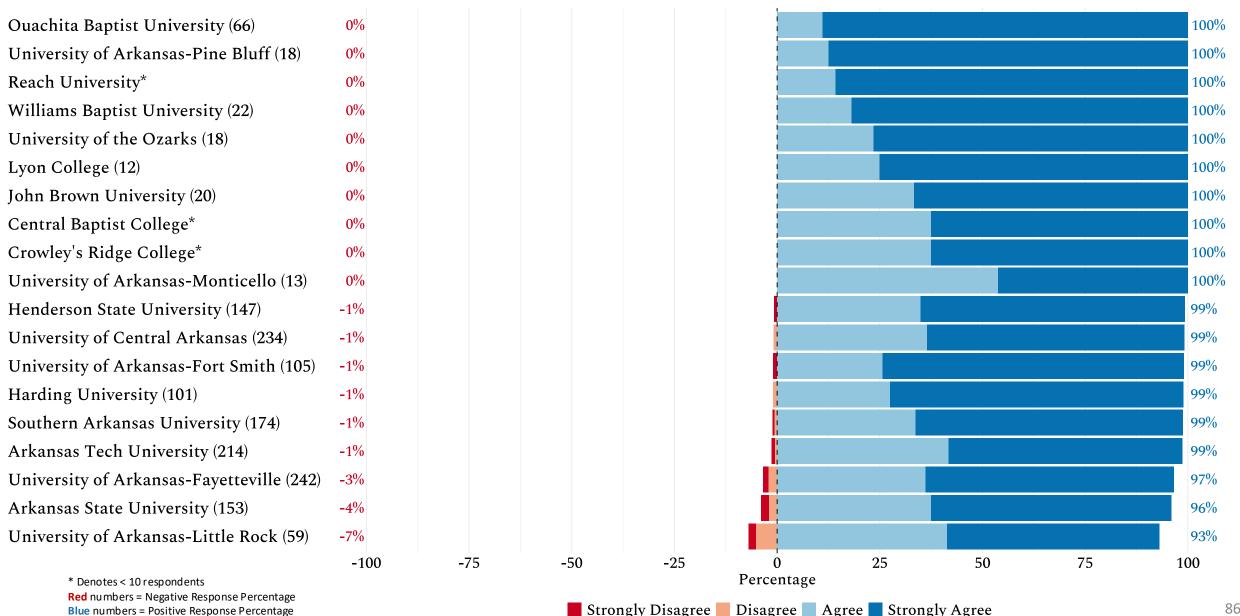
### TESS Domain 4 – Statement 4, Traditional EPPs My EPP prepared me to participate in professional community.



### TESS Domain 4 – Statement 5, Traditional EPPs My EPP prepared me to grow professionally.

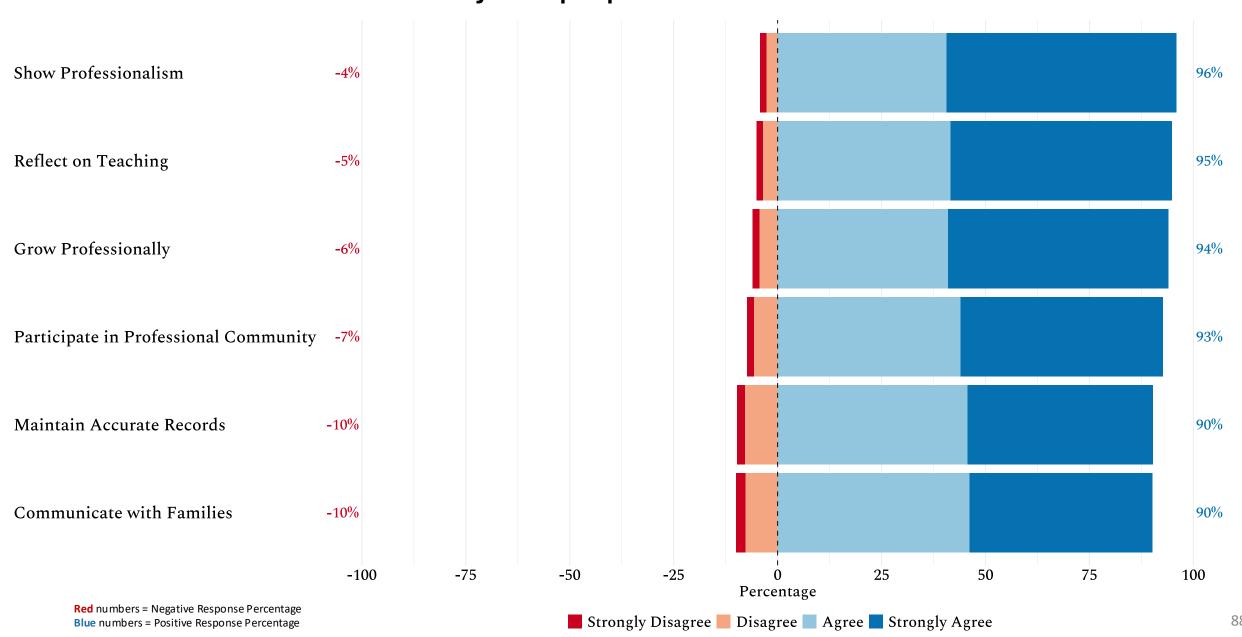


### TESS Domain 4 – Statement 6, Traditional EPPs My EPP prepared me to show professionalism.

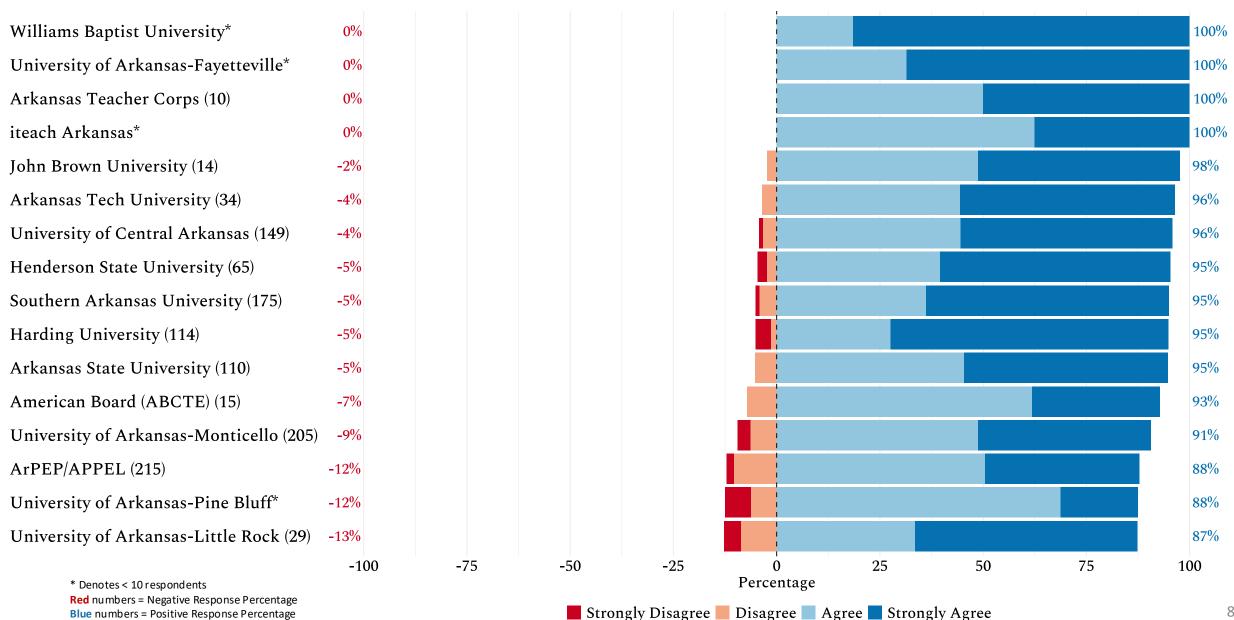


### **TESS Domain 4: Alternative EPPs**

# TESS Domain 4 – Alternative EPP Statement Averages My EPP prepared me to:

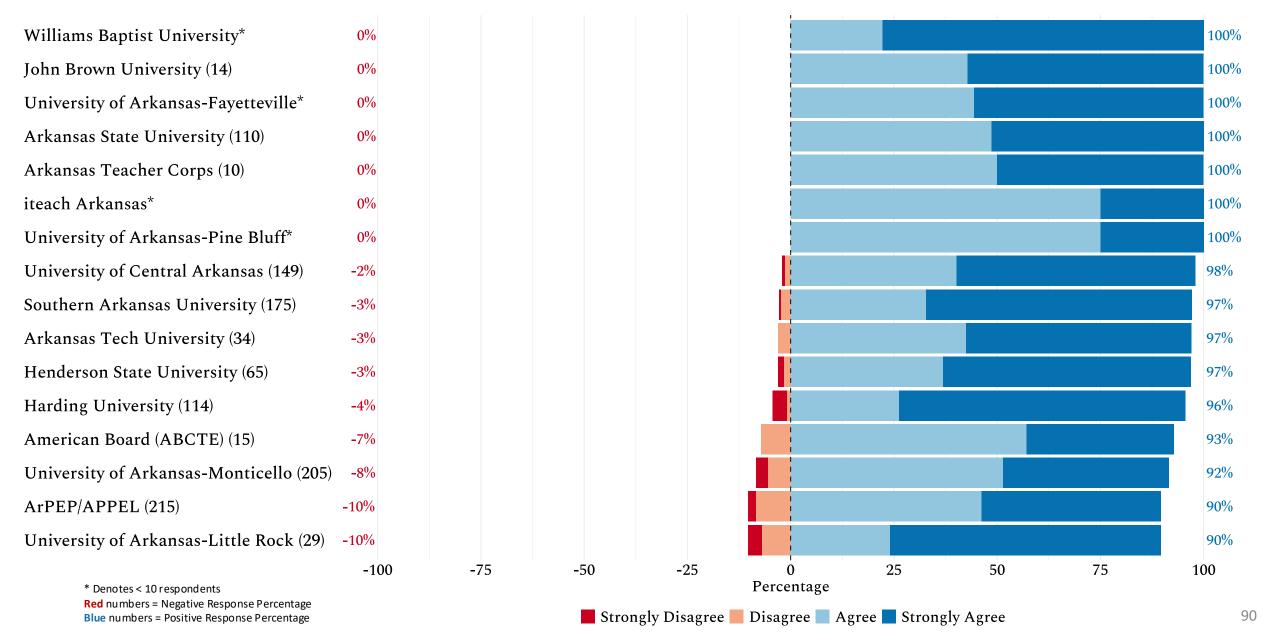


#### TESS Domain 4 – Alternative EPP Averages

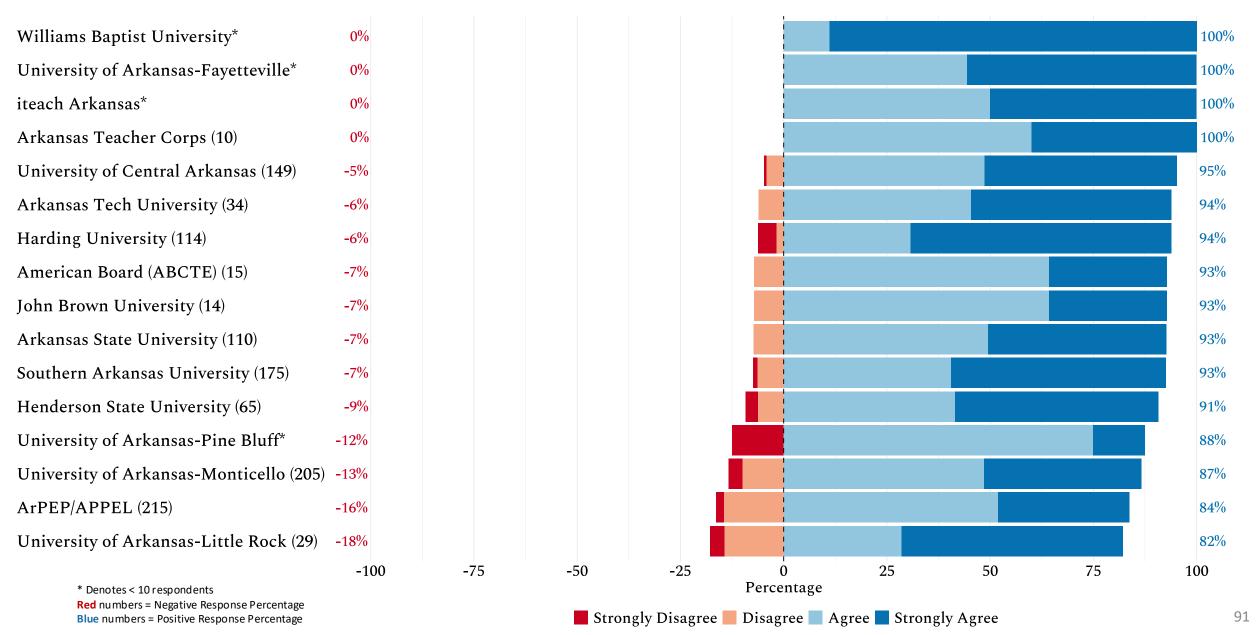


**Blue** numbers = Positive Response Percentage

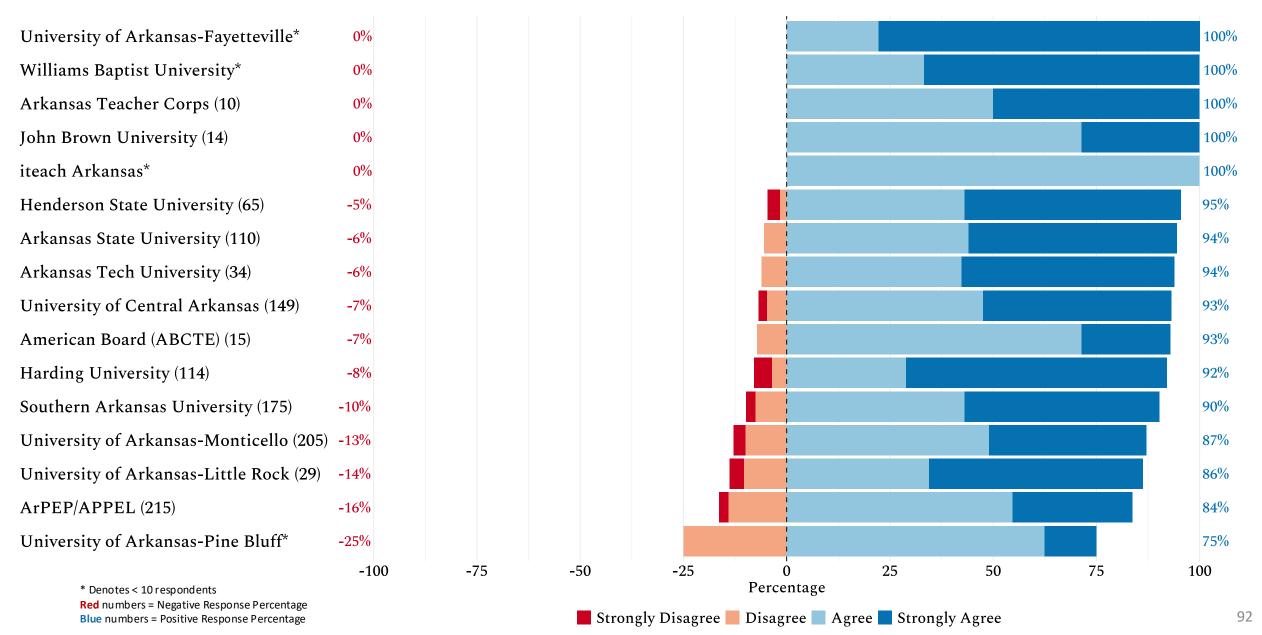
# TESS Domain 4 – Statement 1, Alternative EPPs My EPP prepared me to reflect on teaching.



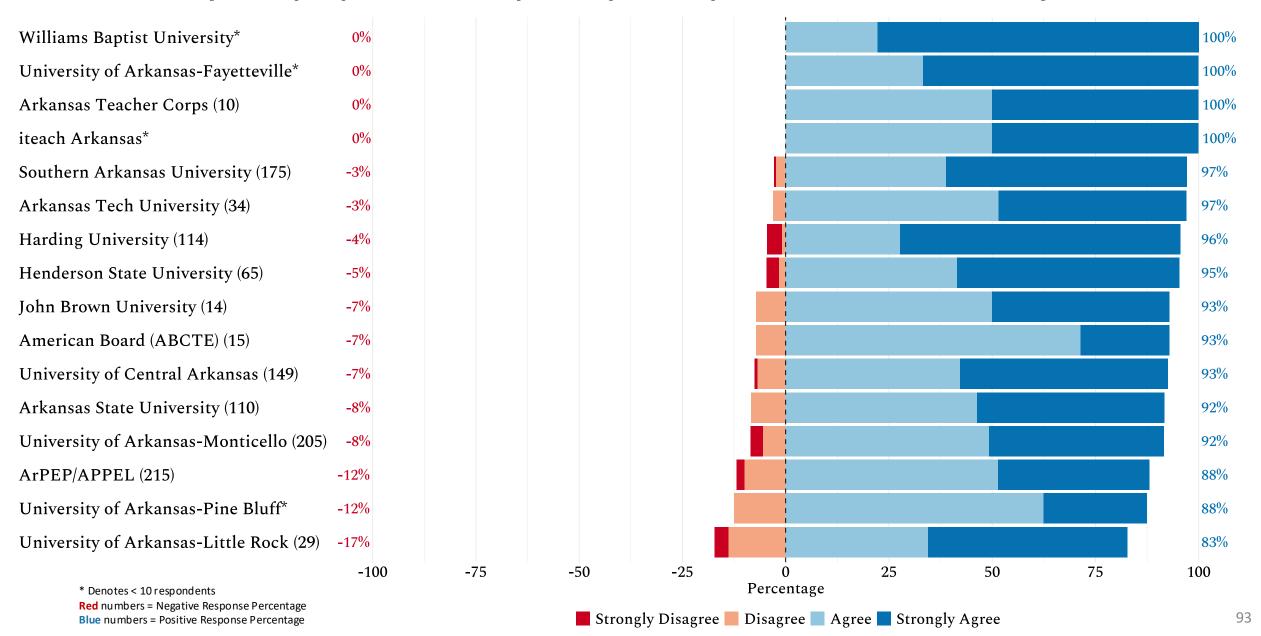
# TESS Domain 4 – Statement 2, Alternative EPPs My EPP prepared me to maintain accurate records.



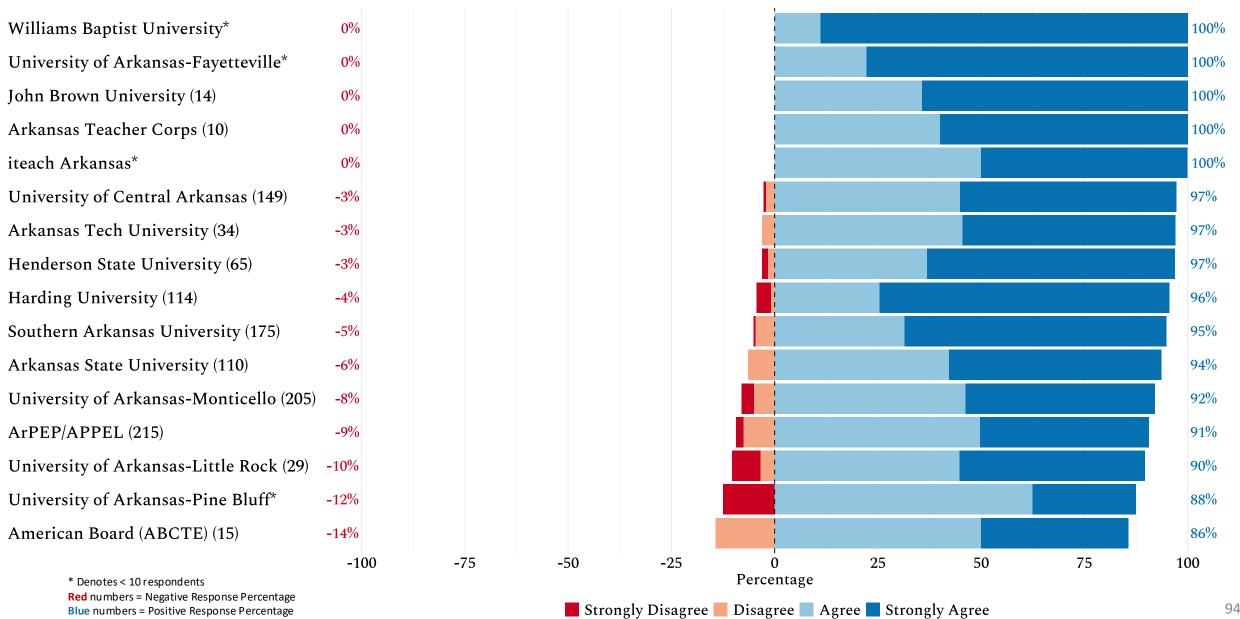
# TESS Domain 4 – Statement 3, Alternative EPPs My EPP prepared me to communicate with families.



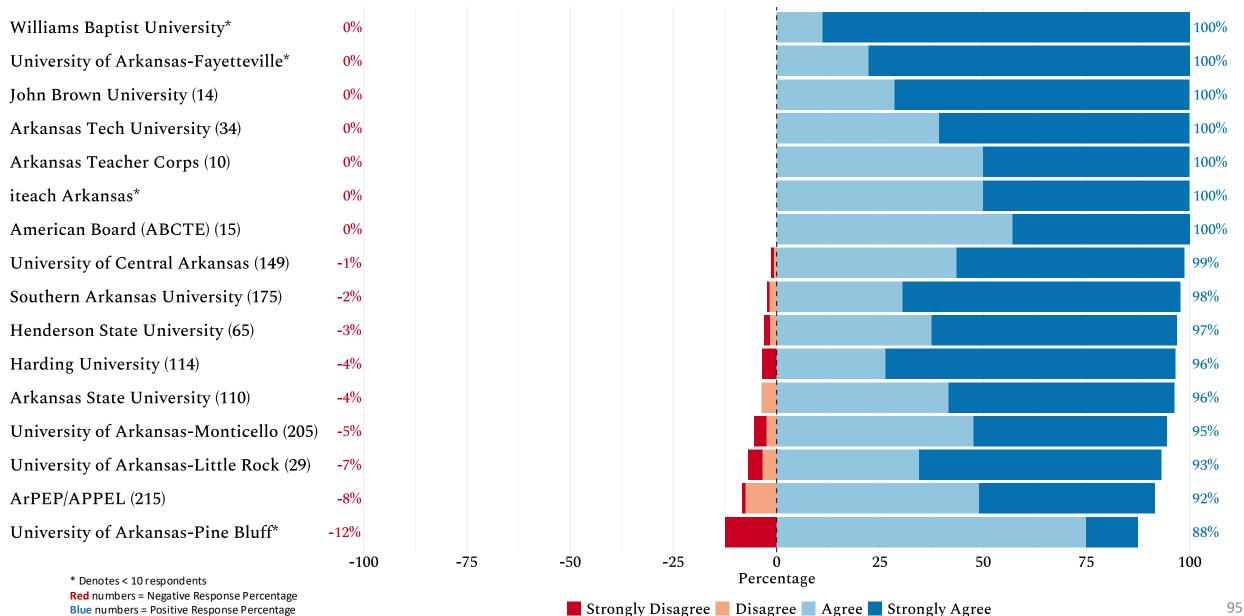
# TESS Domain 4 – Statement 4, Alternative EPPs My EPP prepared me to participate in professional community.



### TESS Domain 4 – Statement 5, Alternative EPPs My EPP prepared me to grow professionally.



### TESS Domain 4 – Statement 6, Alternative EPPs My EPP prepared me to show professionalism.



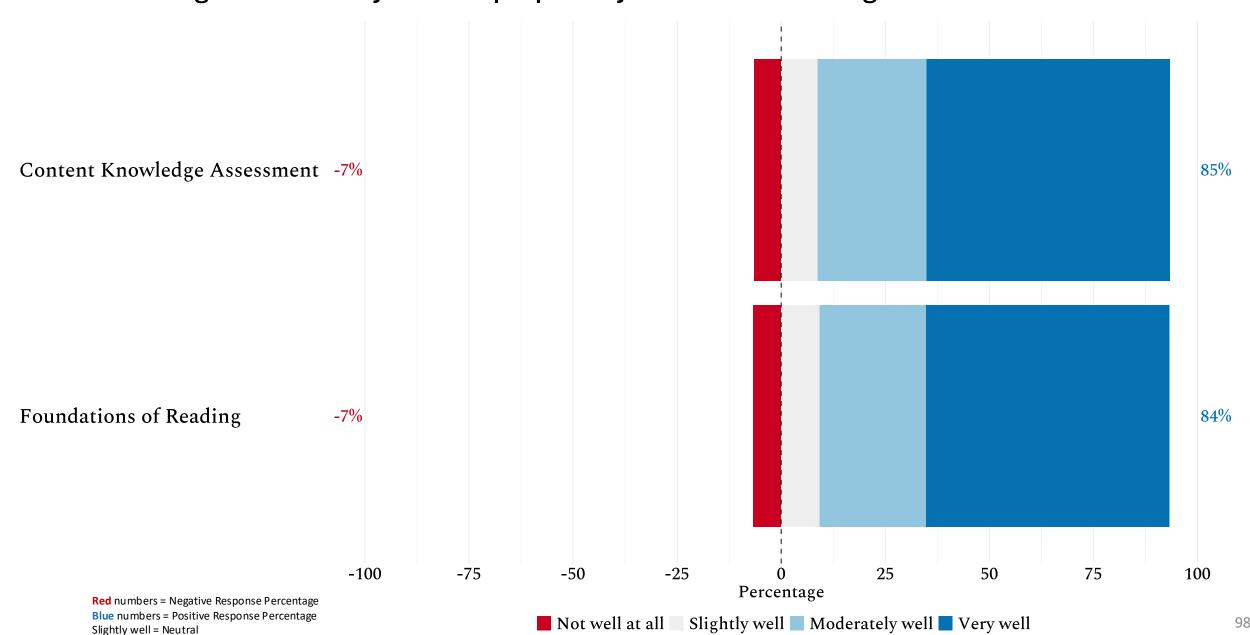
### **Licensure Exams**

We asked completers how well their EPP prepared them for the following licensure exams:

- 1. Content knowledge assessment
- 2. Foundations of Reading

#### Licensure Exams - Question Averages

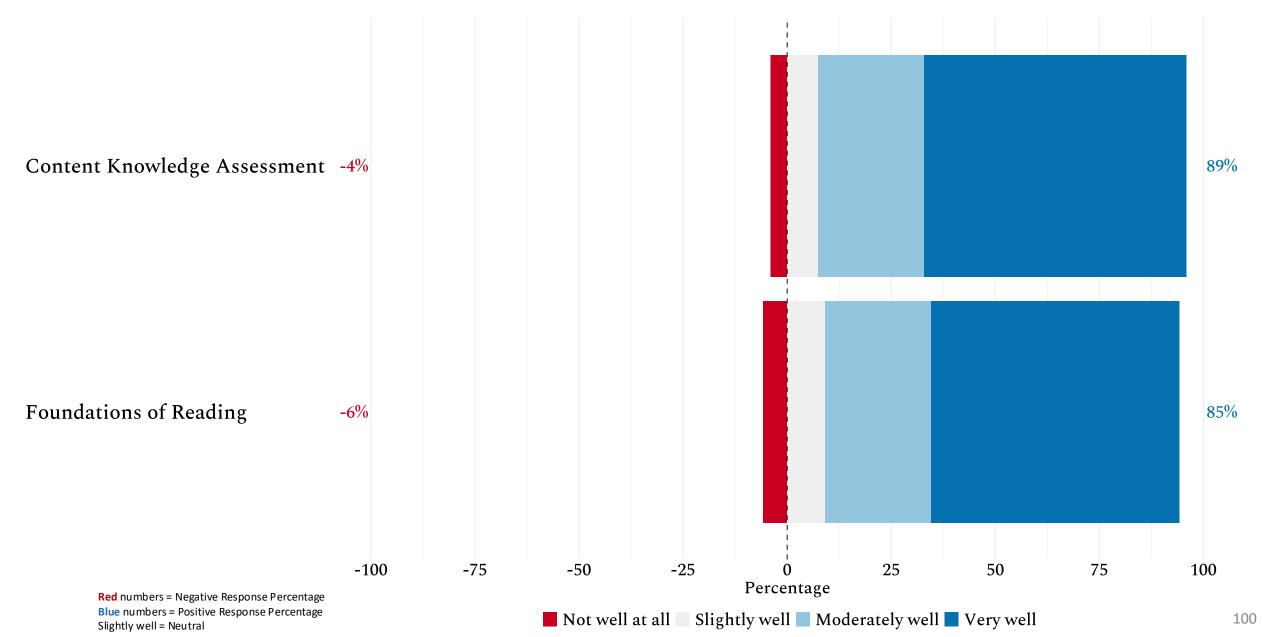
Rate the degree to which your EPP prepared you for the following licensure assessments:



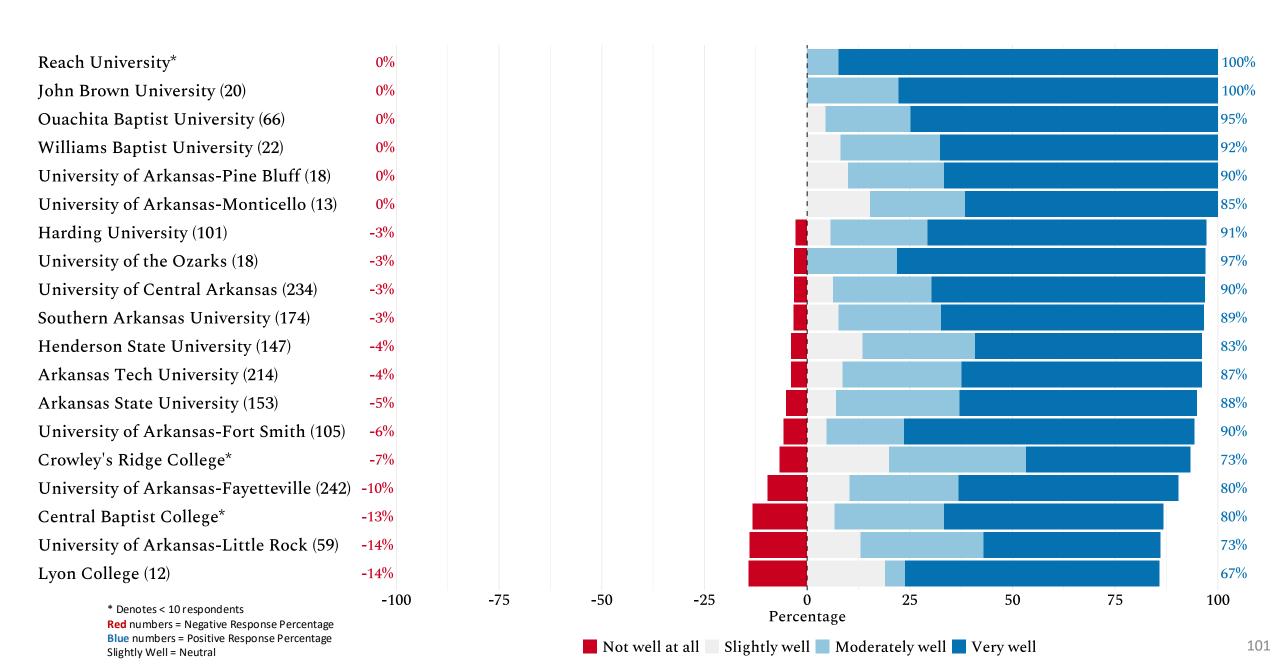
### **Licensure Exams: Traditional EPPs**

### Licensure Exams – Traditional EPP Statement Averages

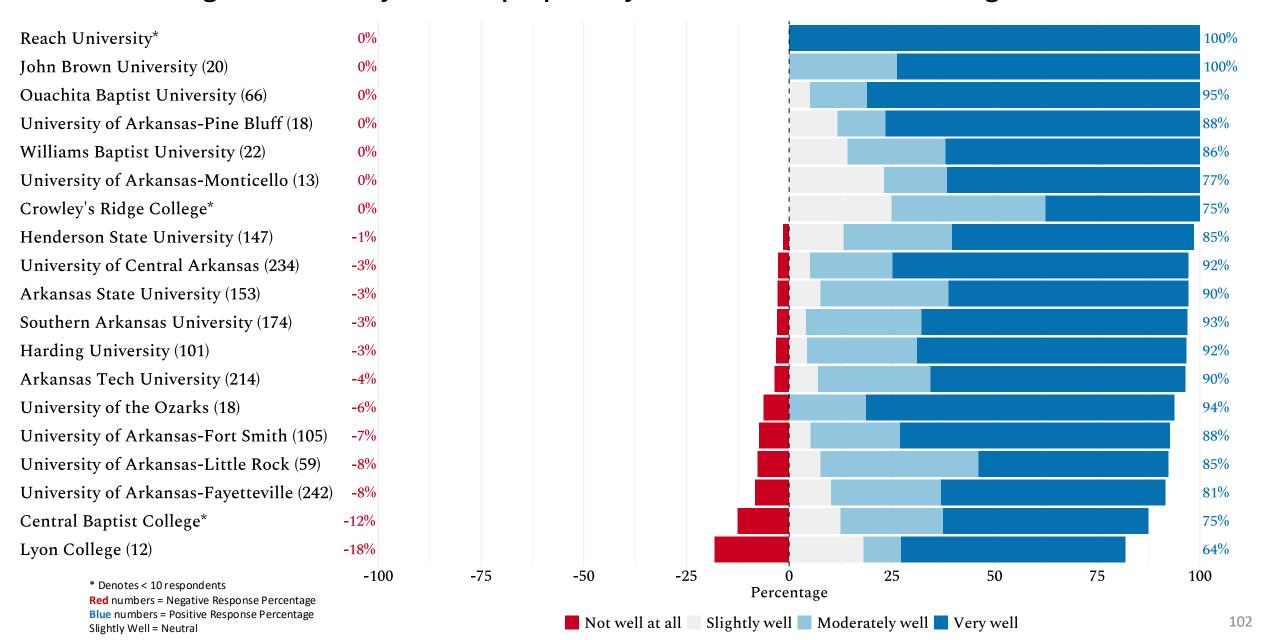
Rate the degree to which your EPP prepared you for following licensure assessments:



#### Licensure Exams - Traditional EPP Averages

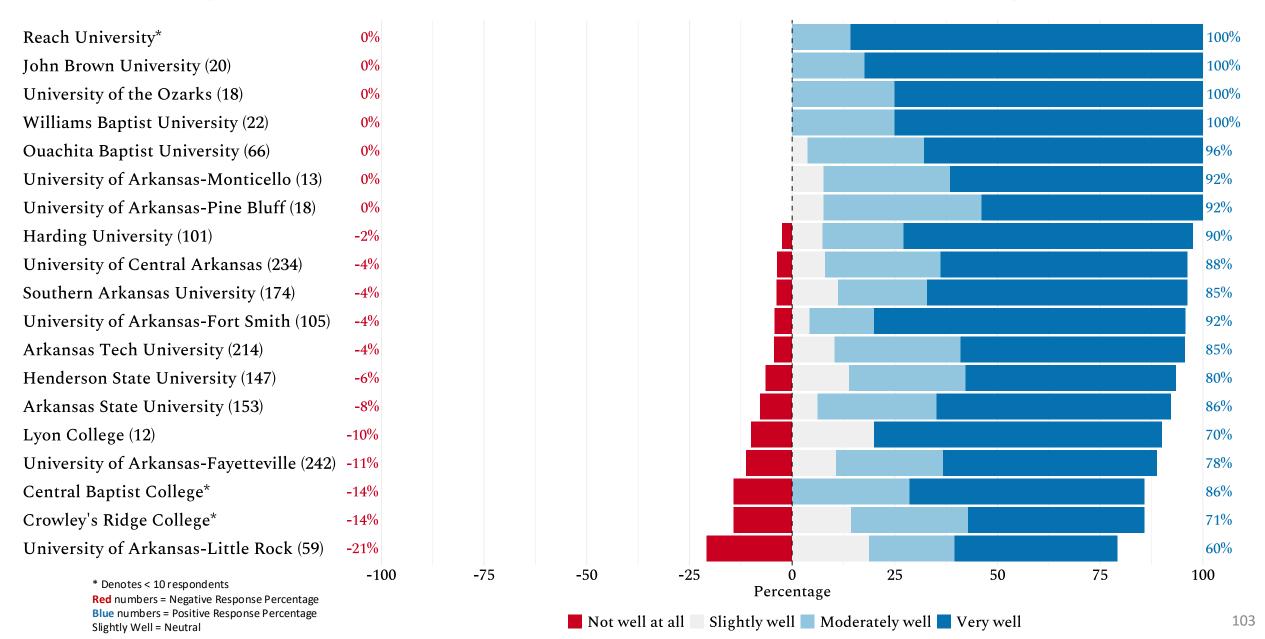


### Licensure Exams – Content Knowledge Assessment, Traditional EPPs Rate the degree to which your EPP prepared you for the content knowledge assessment.



### Licensure Exams – Foundations of Reading, Traditional EPPs

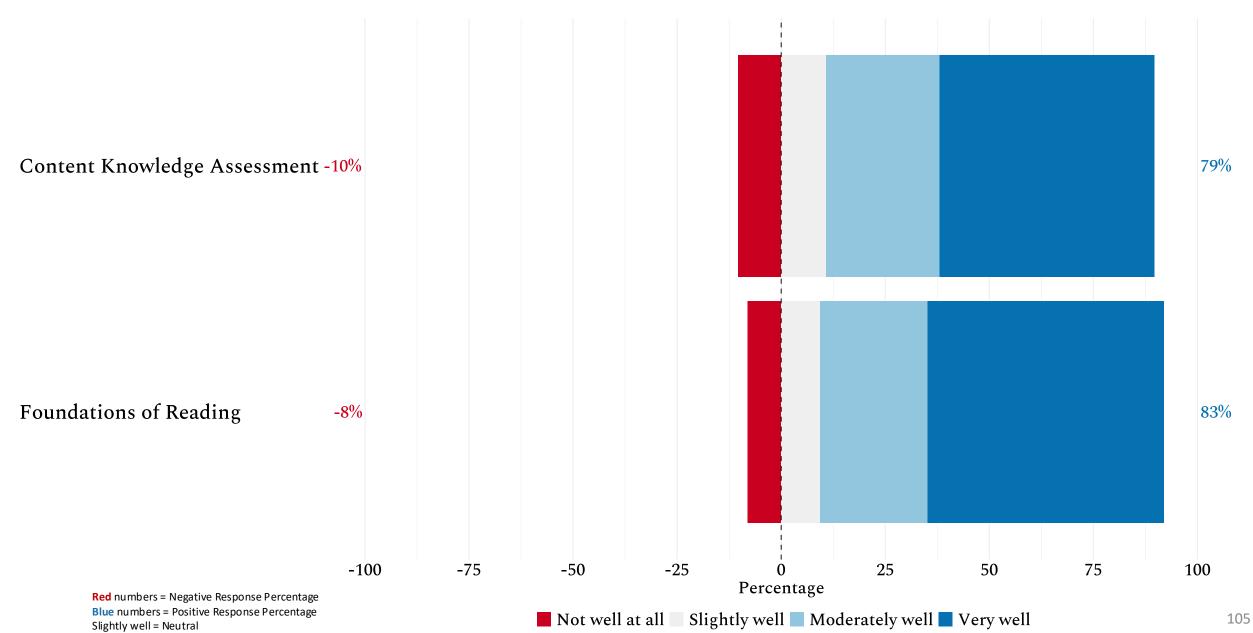
Rate the degree to which your EPP prepared you for the foundations of reading assessment.



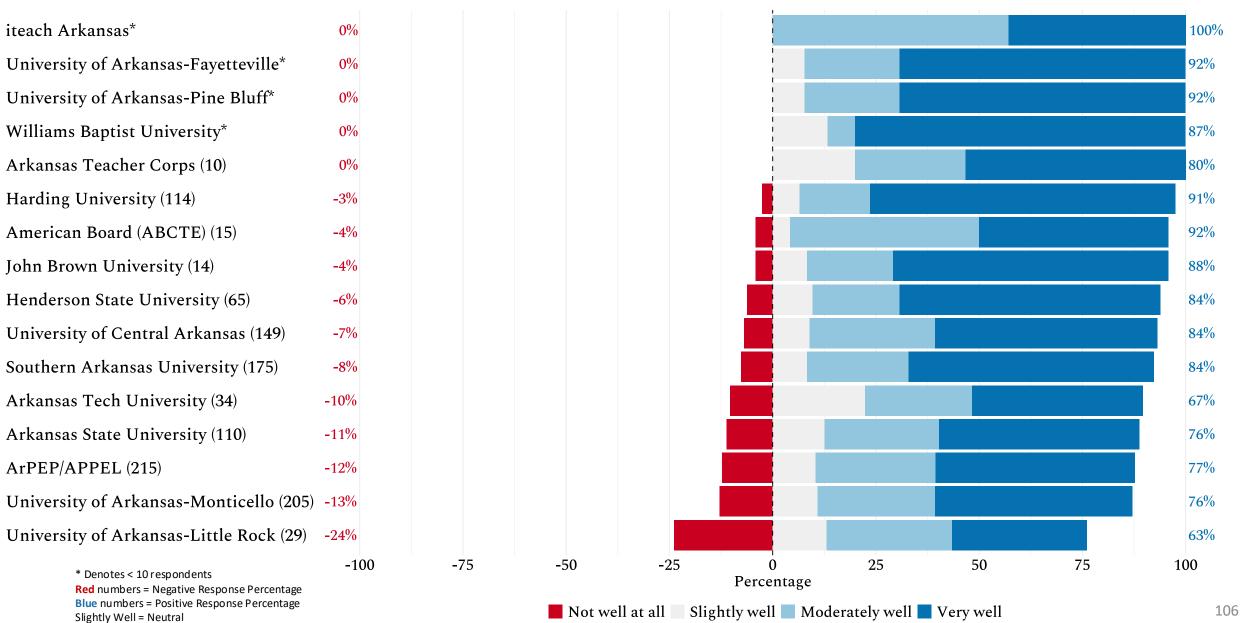
### **Licensure Exams: Alternative EPPs**

#### Licensure Exams – Alternative EPP Statement Averages

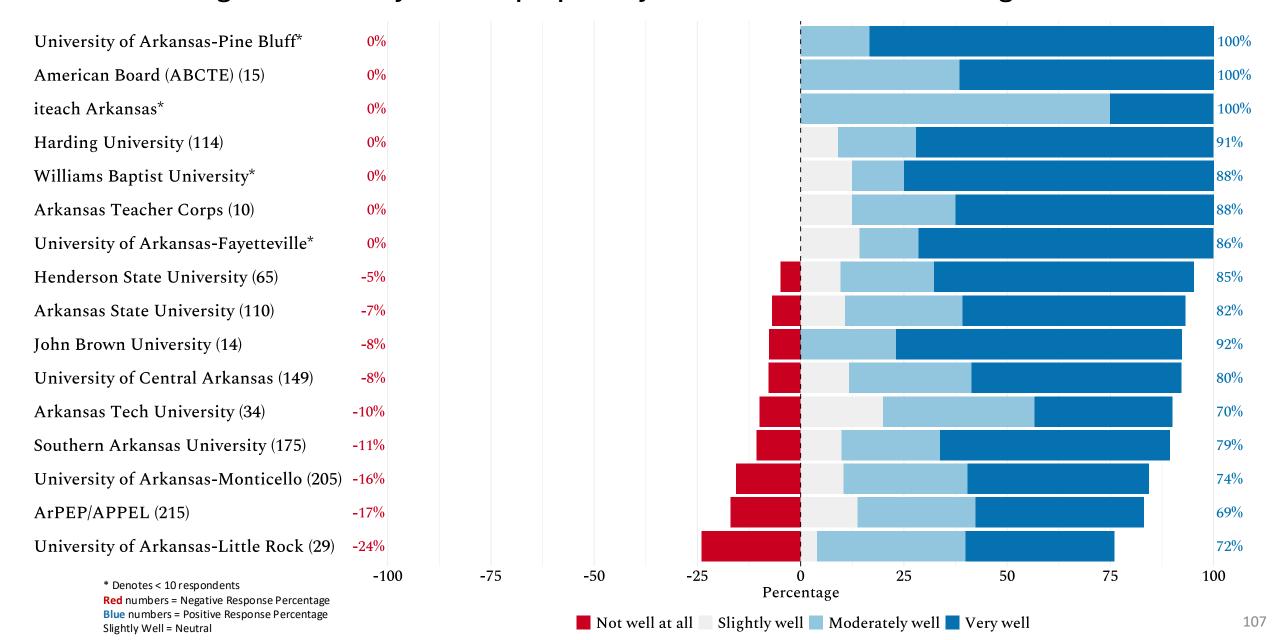
Rate the degree to which your EPP prepared you for following licensure assessments:



#### Licensure Exams – Alternative EPP Averages

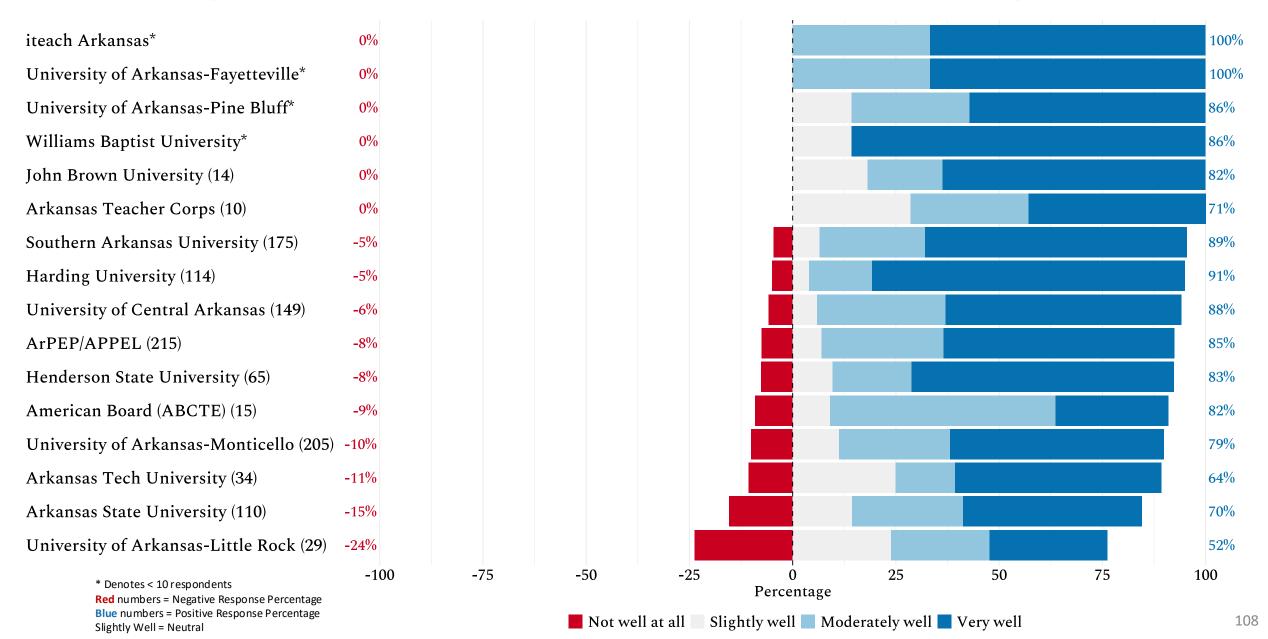


### Licensure Exams – Content Knowledge Assessment, Alternative EPPs Rate the degree to which your EPP prepared you for the content knowledge assessment.



### Licensure Exams – Foundations of Reading, Alternative EPPs

Rate the degree to which your EPP prepared you for the foundations of reading assessment.

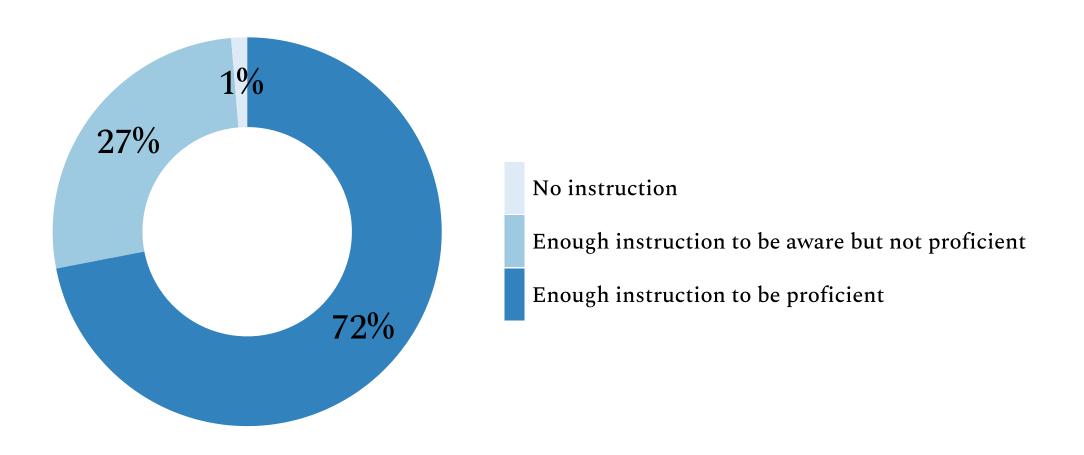


#### Science of Reading:

Respondents only include Elementary (K-6) and SPED (K-12) completers in 2023 and 2024.

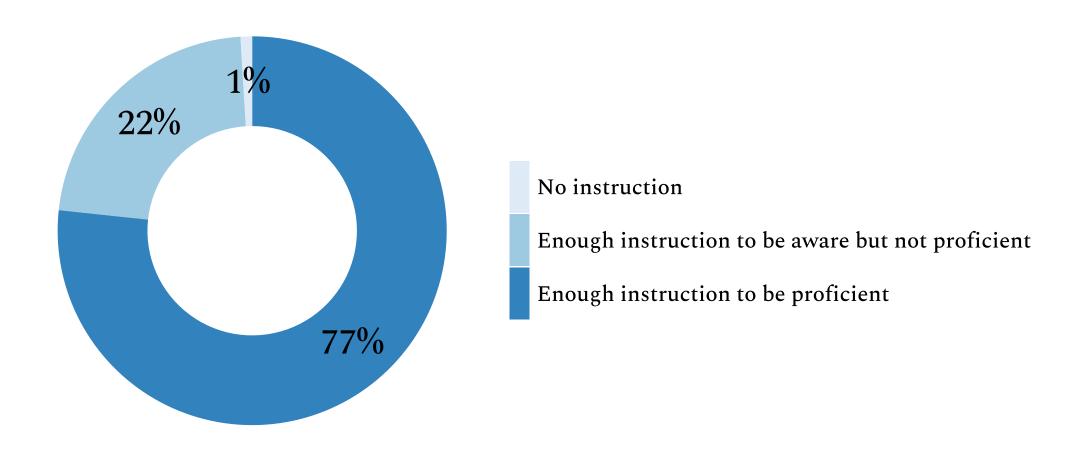
#### Science of Reading Instruction – Overall Average

My educator preparation program provided \_\_\_\_\_\_ in the knowledge and practices of scientific reading instruction.



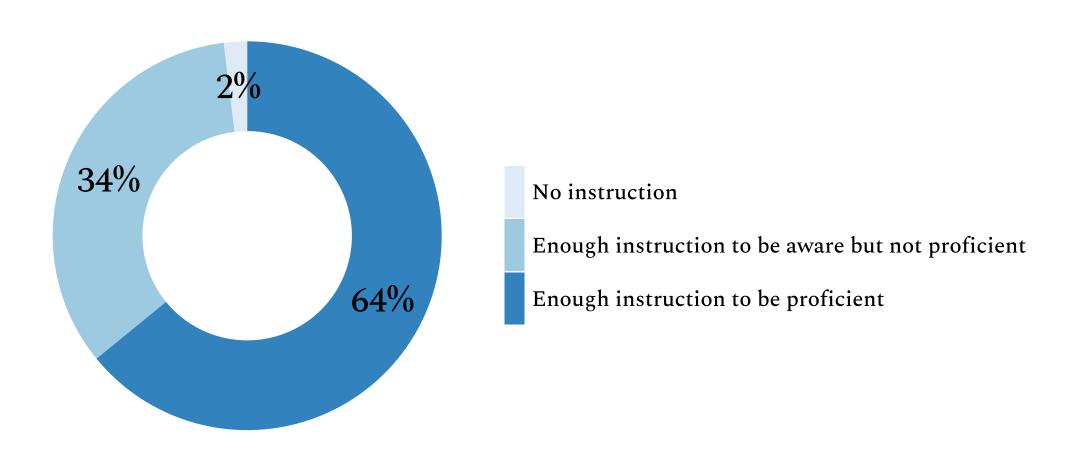
#### Science of Reading Instruction – Traditional EPP Average

My educator preparation program provided \_\_\_\_\_\_ in the knowledge and practices of scientific reading instruction.



#### Science of Reading Instruction – Alternative EPP Average

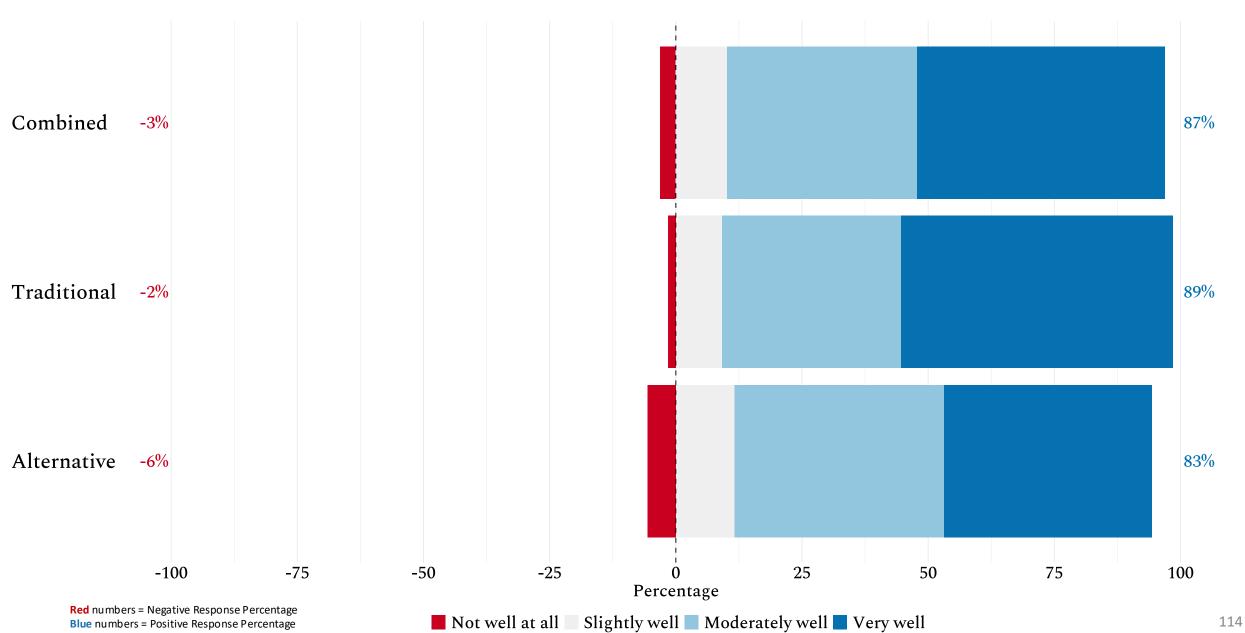
My educator preparation program provided \_\_\_\_\_\_ in the knowledge and practices of scientific reading instruction.



# We asked Elementary (K-6) and SPED (K-12) completers how well their EPP prepared them to provide high-quality instruction in the following areas:

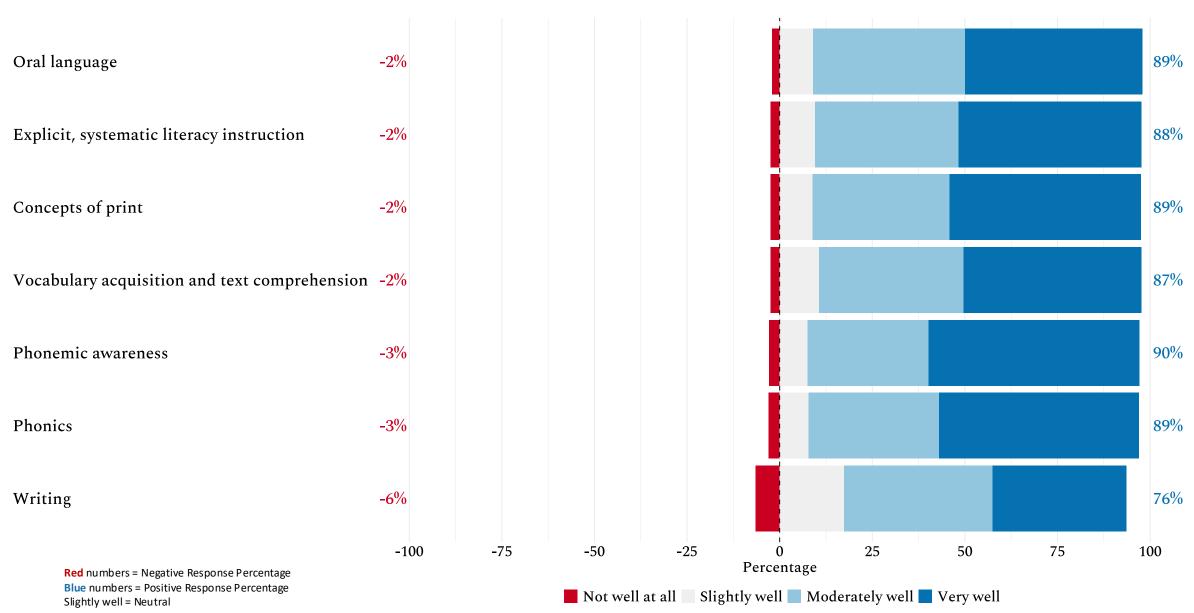
- 1. Oral language
- 2. Concepts of print
- 3. Phonemic awareness
- 4. Phonics
- 5. Explicit, systematic literacy instruction
- 6. Vocabulary acquisition and text comprehension
- 7. Writing

#### Science of Reading Instructional Preparation – Overall Averages

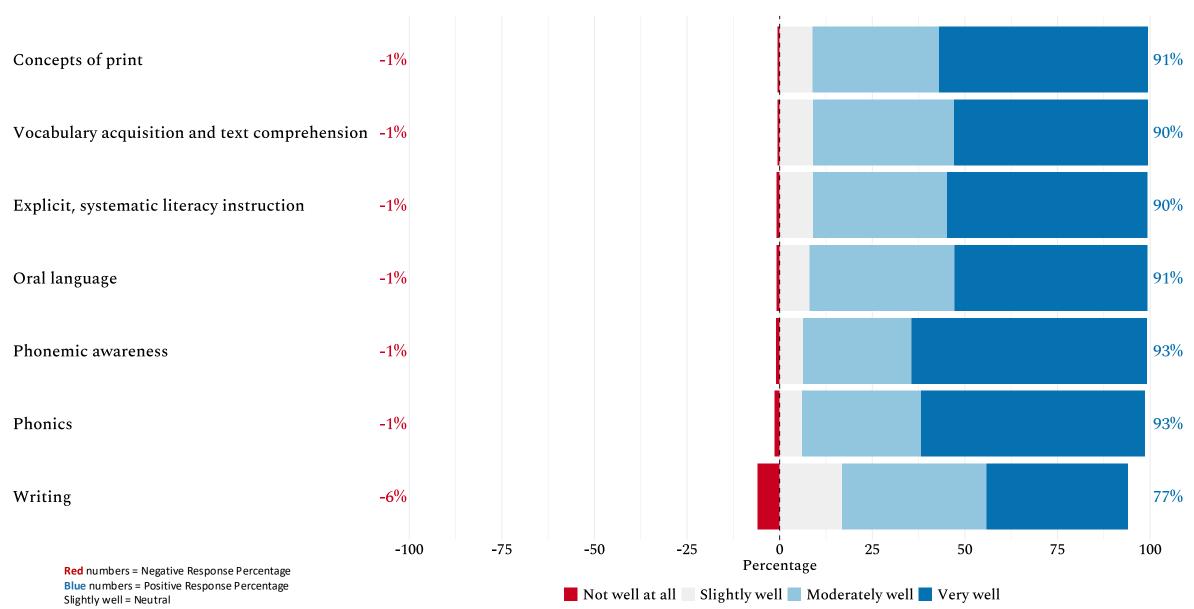


#### Science of Reading Instructional Preparation - Question Averages

Rate the degree to which your educator preparation program prepared you to provide high-quality instruction in the following:

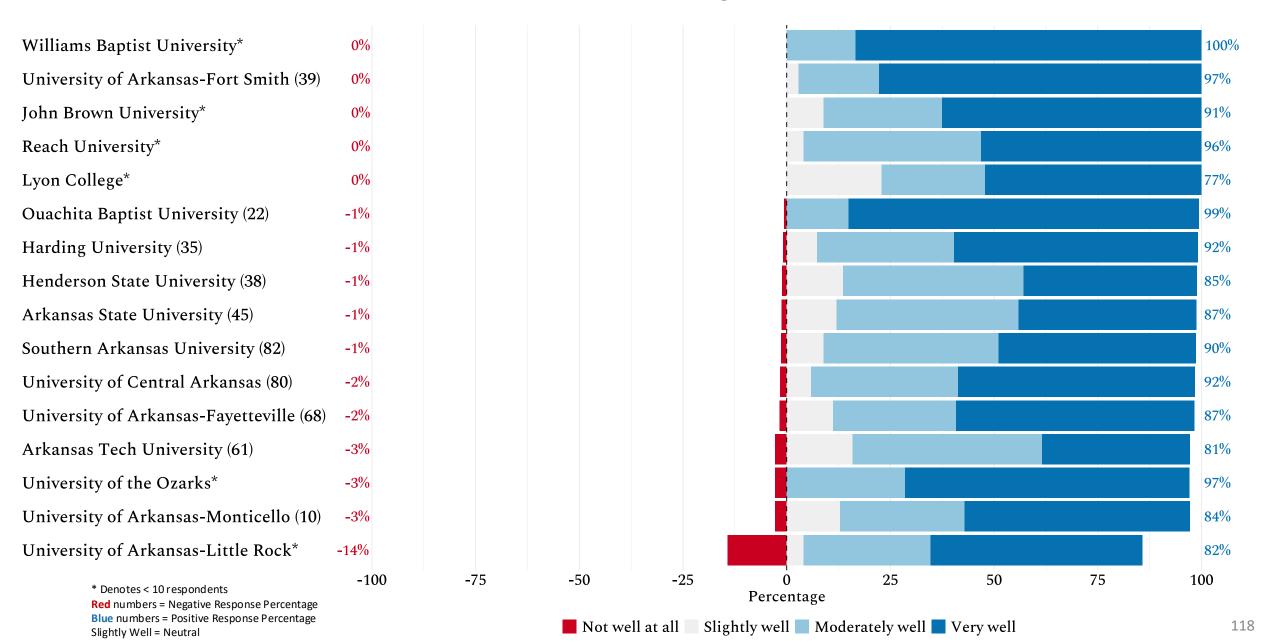


Rate the degree to which your educator preparation program prepared you to provide high-quality instruction in the following:

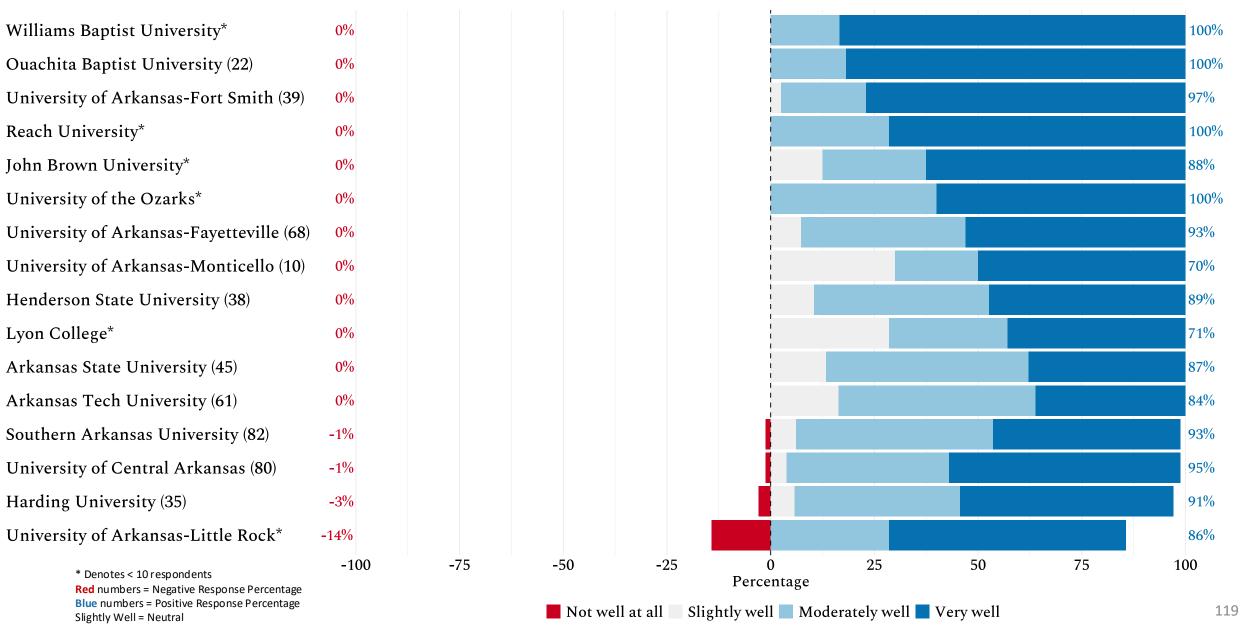


#### Science of Reading Instructional Preparation

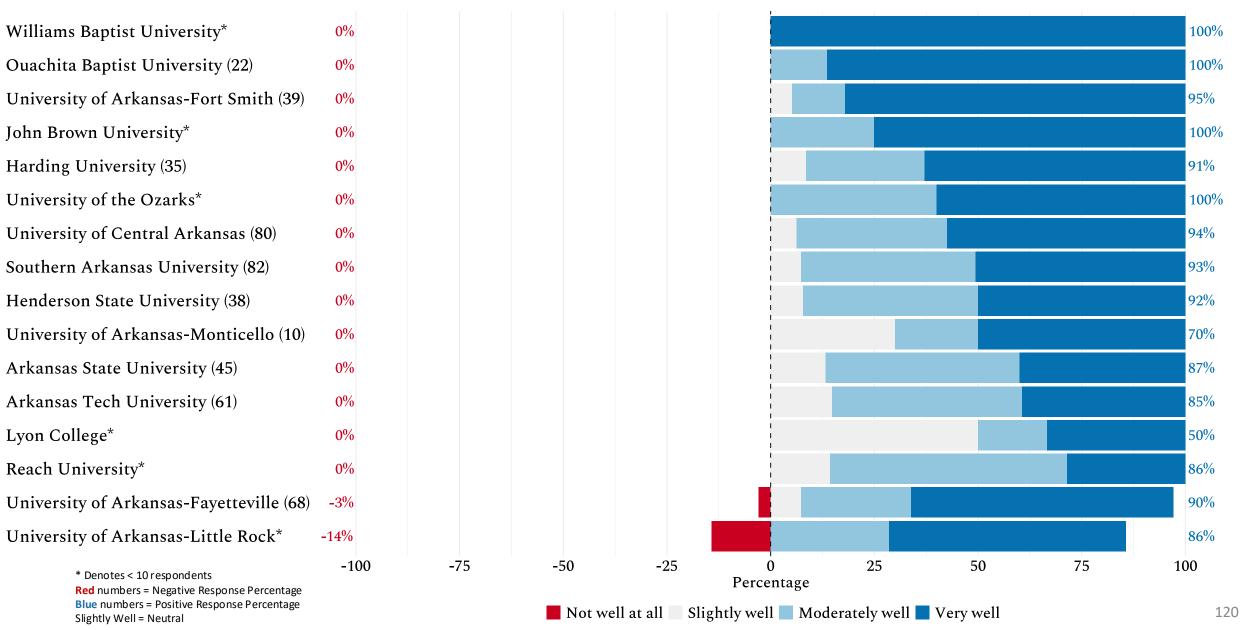
#### **Traditional EPP Averages**



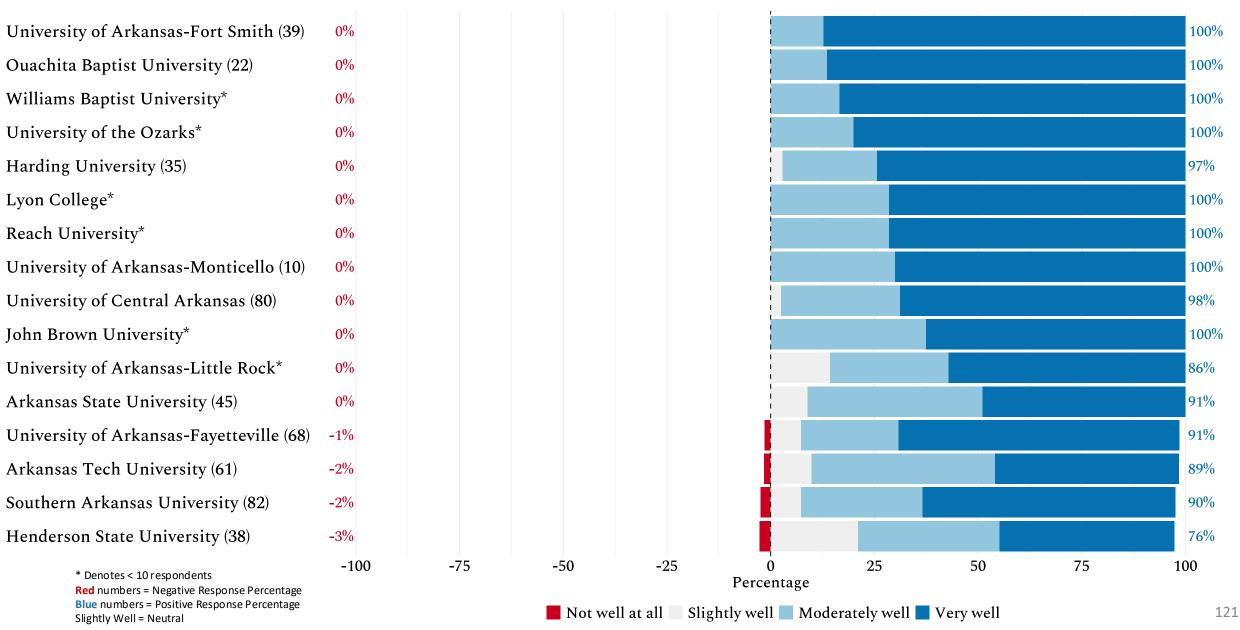
Rate the degree to which your EPP prepared you to provide high-quality instruction in oral language.



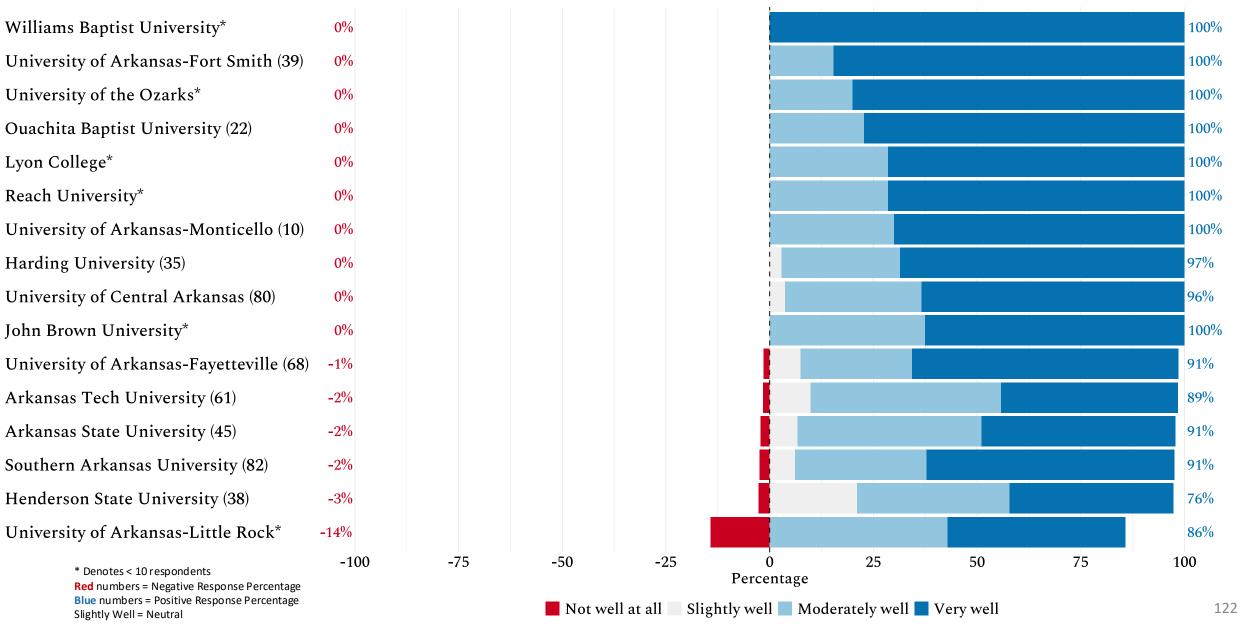
Rate the degree to which your EPP prepared you to provide high-quality instruction in concepts of print.



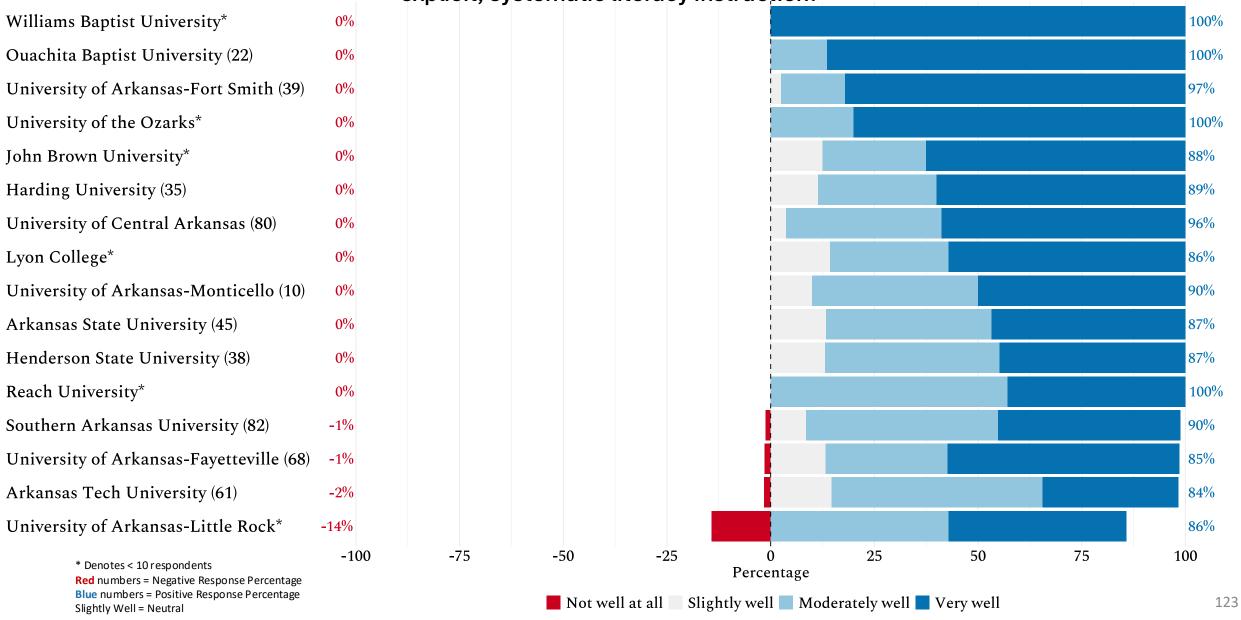
Rate the degree to which your EPP prepared you to provide high-quality instruction in phonemic awareness.



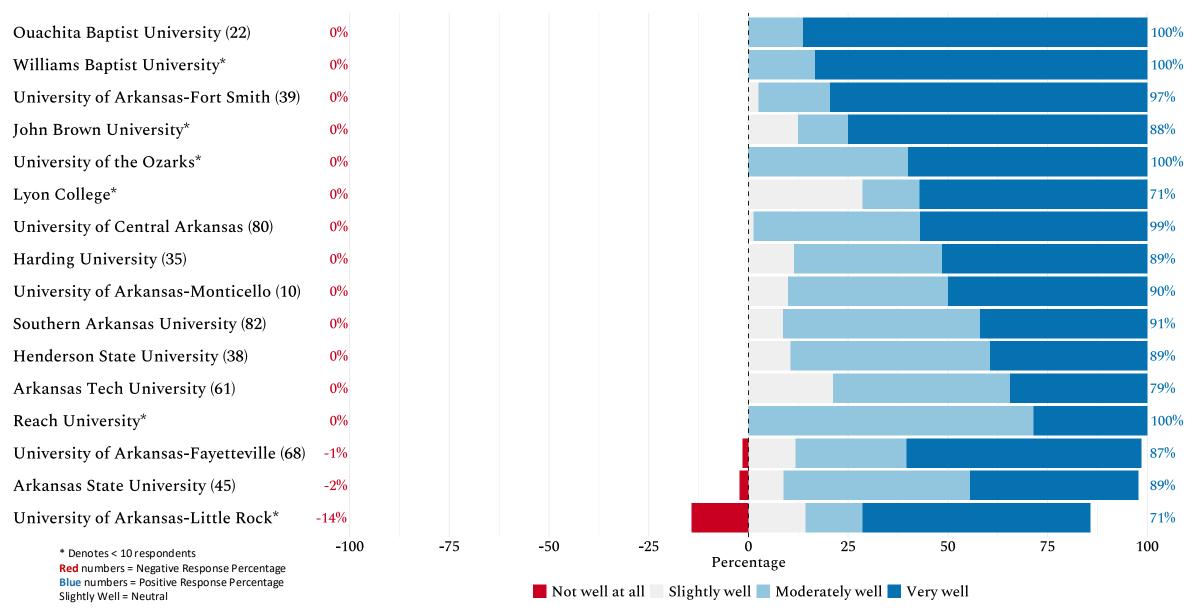
Rate the degree to which your EPP prepared you to provide high-quality instruction in phonics.



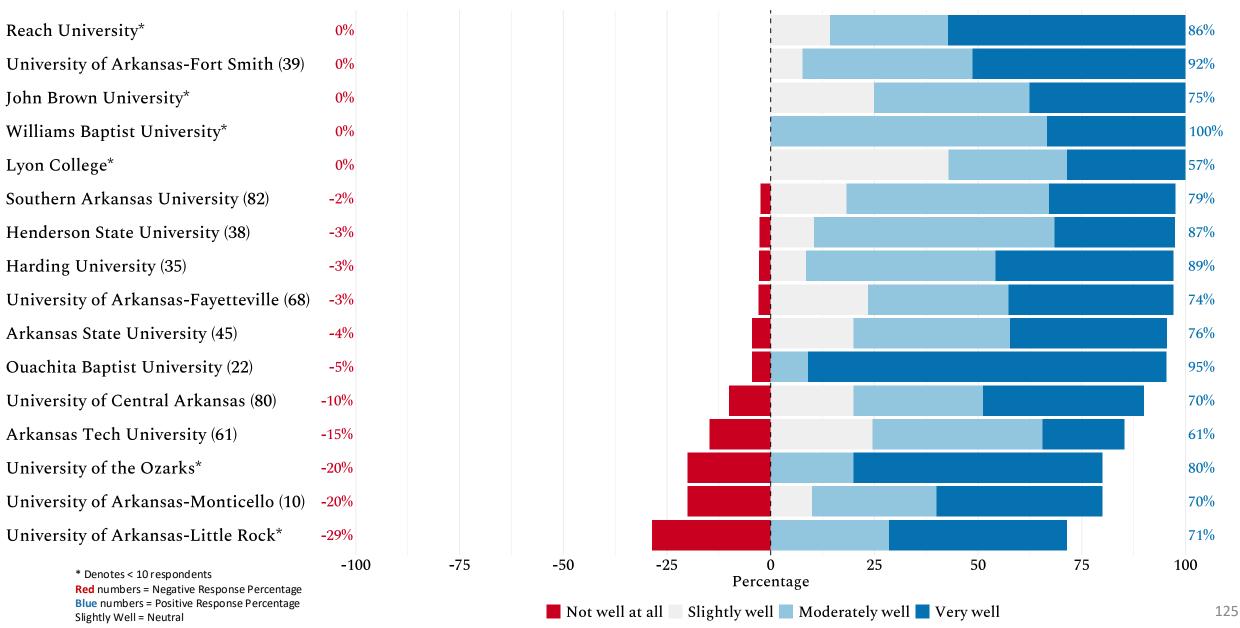
Rate the degree to which your EPP prepared you to provide high-quality instruction in explicit, systematic literacy instruction.



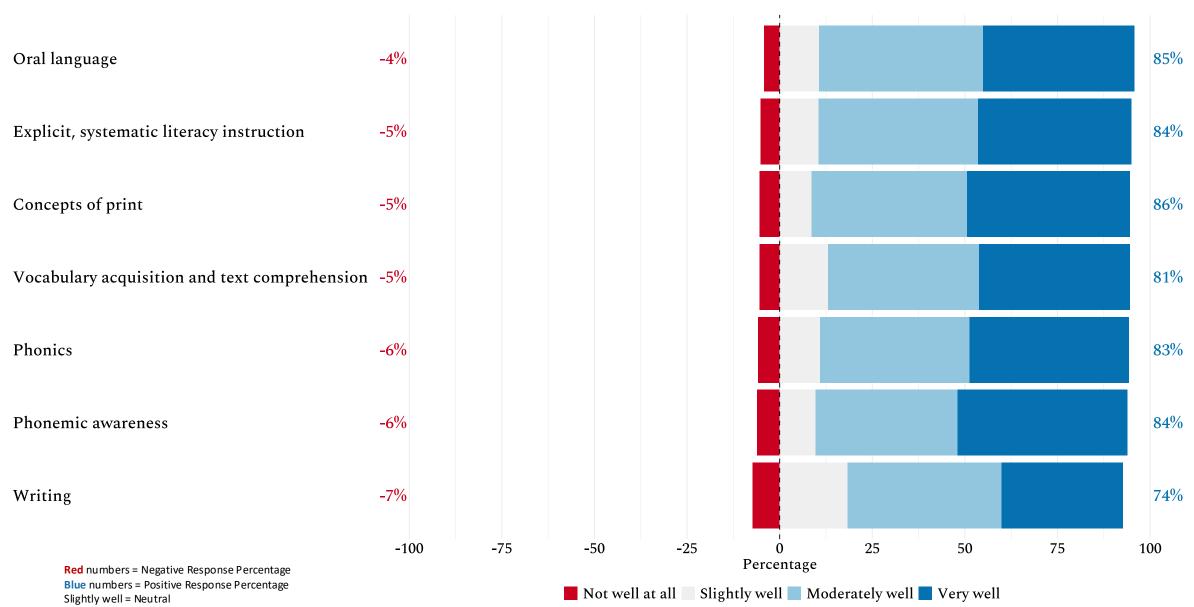
Rate the degree to which your EPP prepared you to provide high-quality instruction in vocabulary acquisition and text comprehension.



Rate the degree to which your EPP prepared you to provide high-quality instruction in writing.

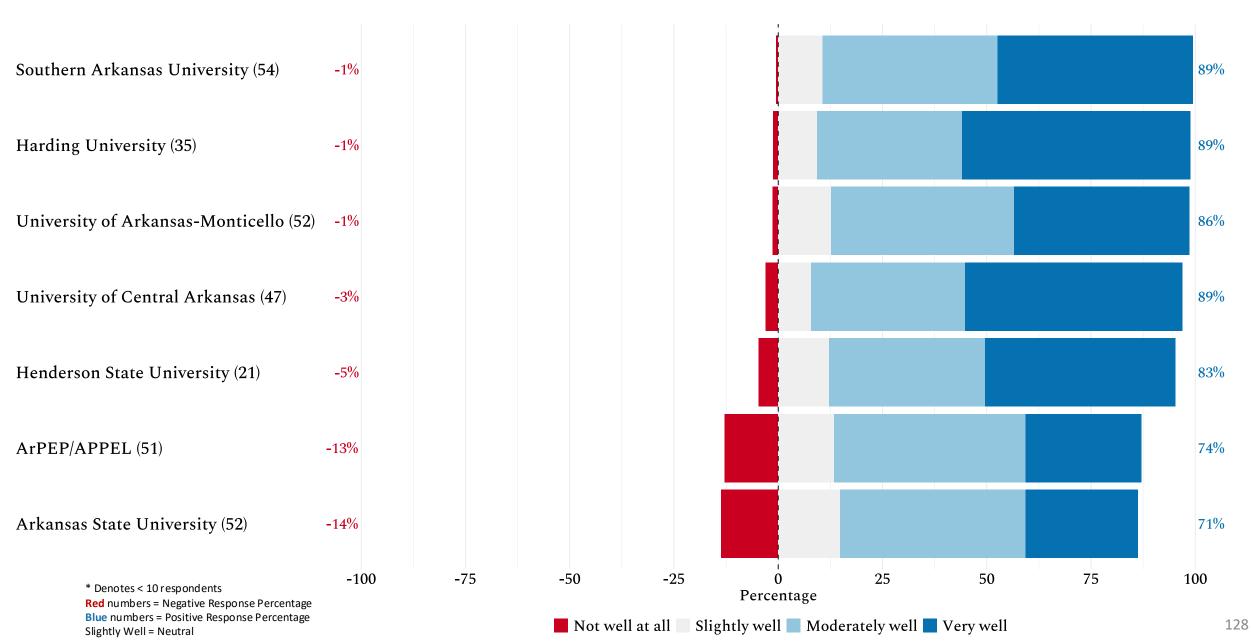


Rate the degree to which your educator preparation program prepared you to provide high-quality instruction in the following:

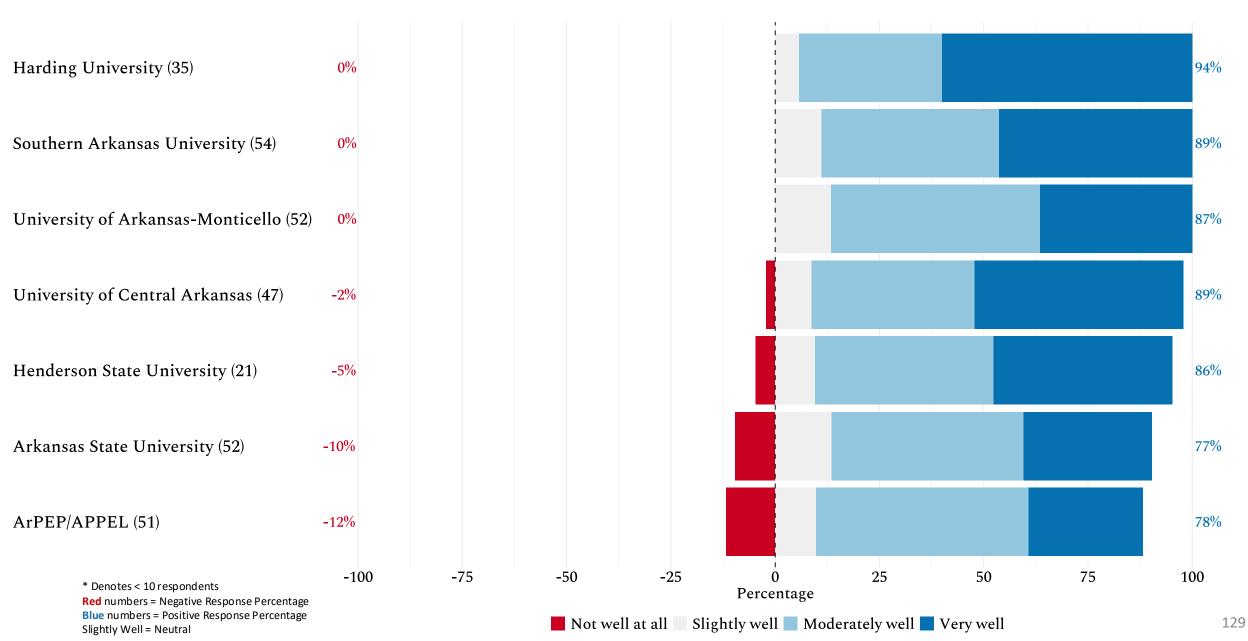


#### Science of Reading Instructional Preparation

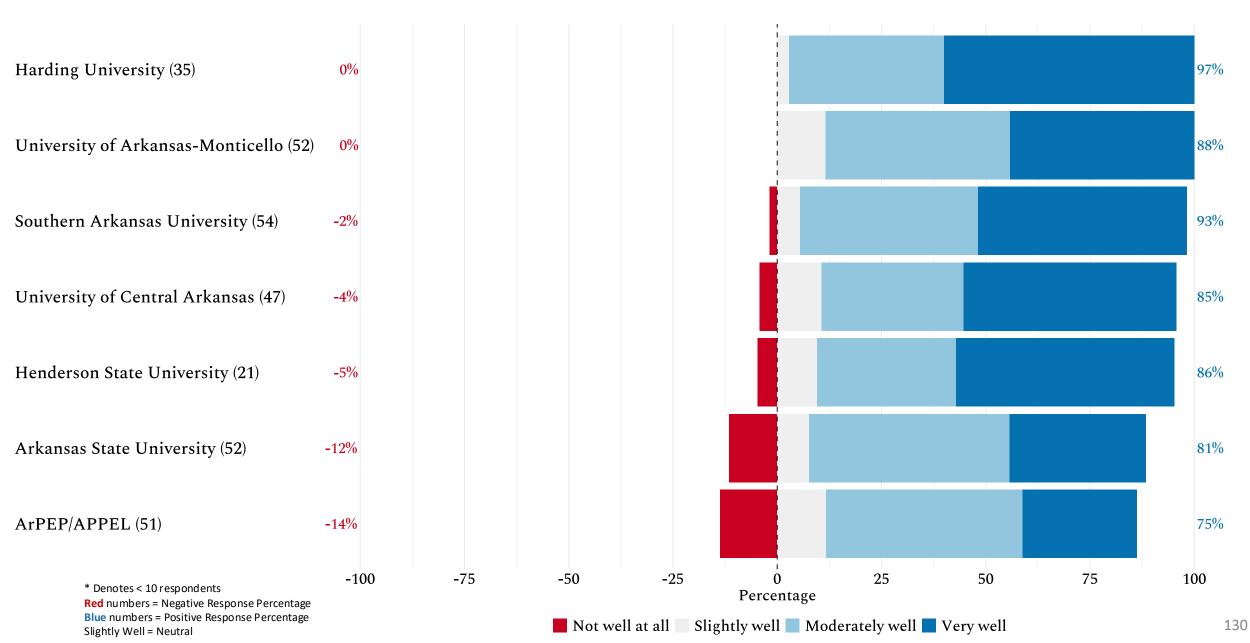
#### **Alternative EPP Averages**



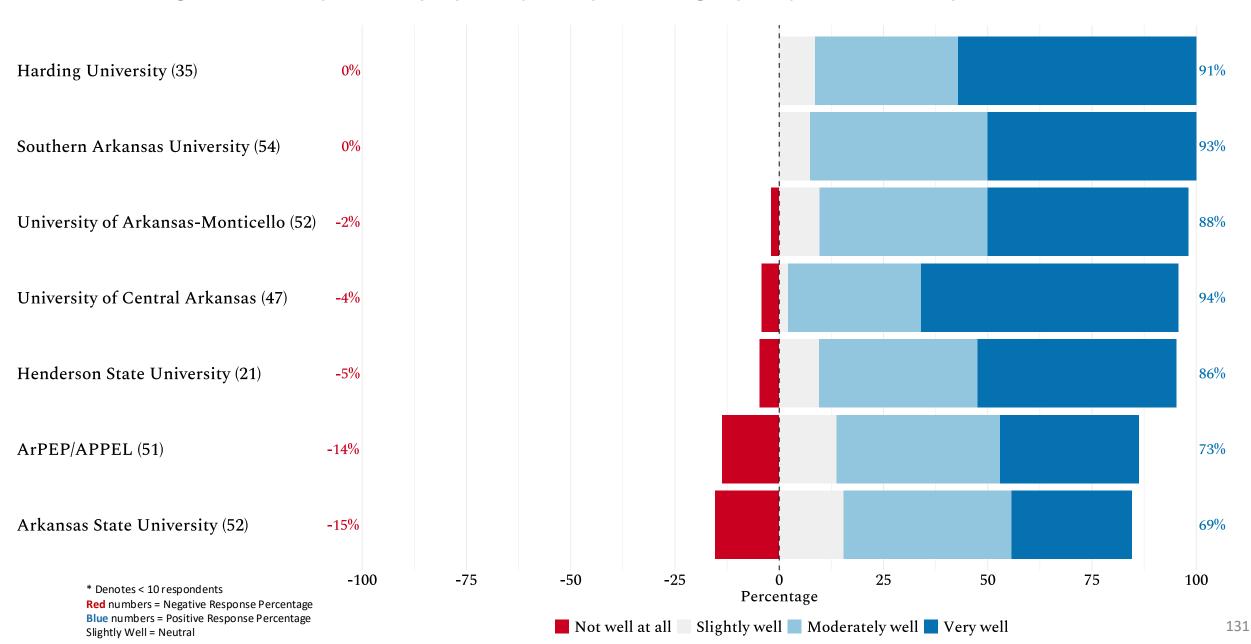
Rate the degree to which your EPP prepared you to provide high-quality instruction in oral language.



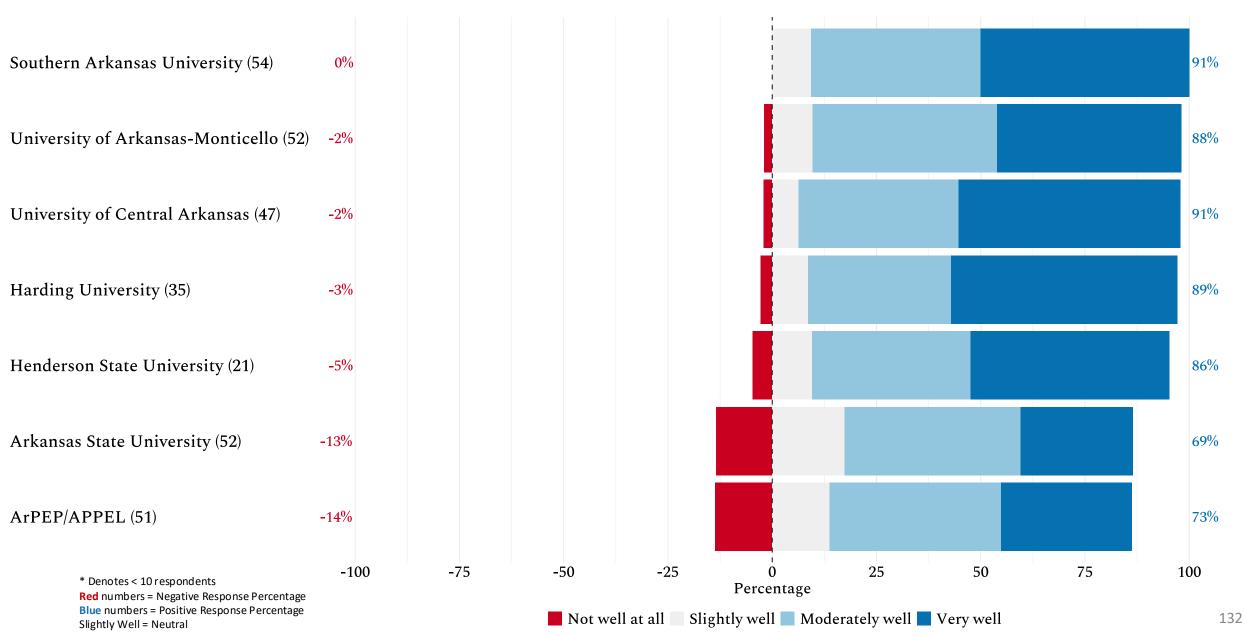
Rate the degree to which your EPP prepared you to provide high-quality instruction in concepts of print.



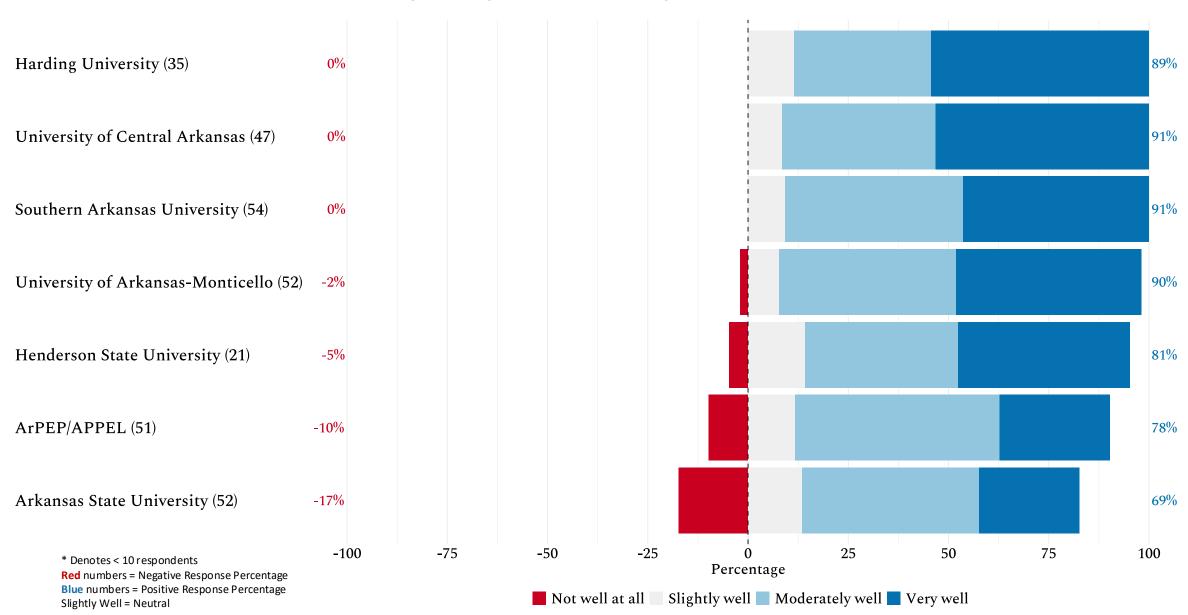
Rate the degree to which your EPP prepared you to provide high-quality instruction in phonemic awareness.



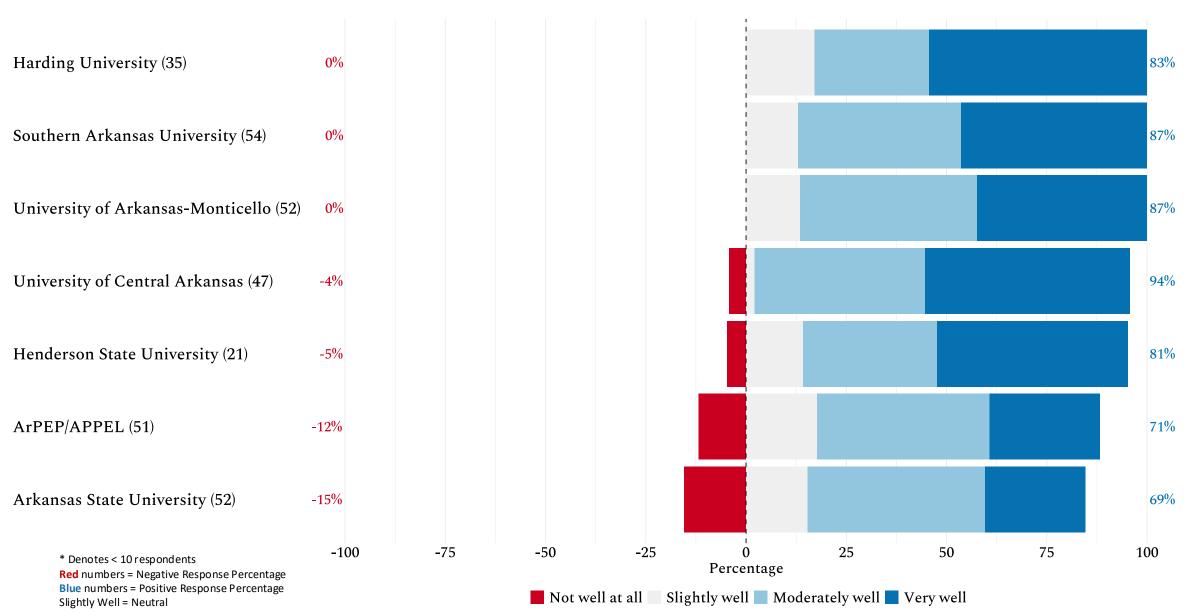
Rate the degree to which your EPP prepared you to provide high-quality instruction in phonics.



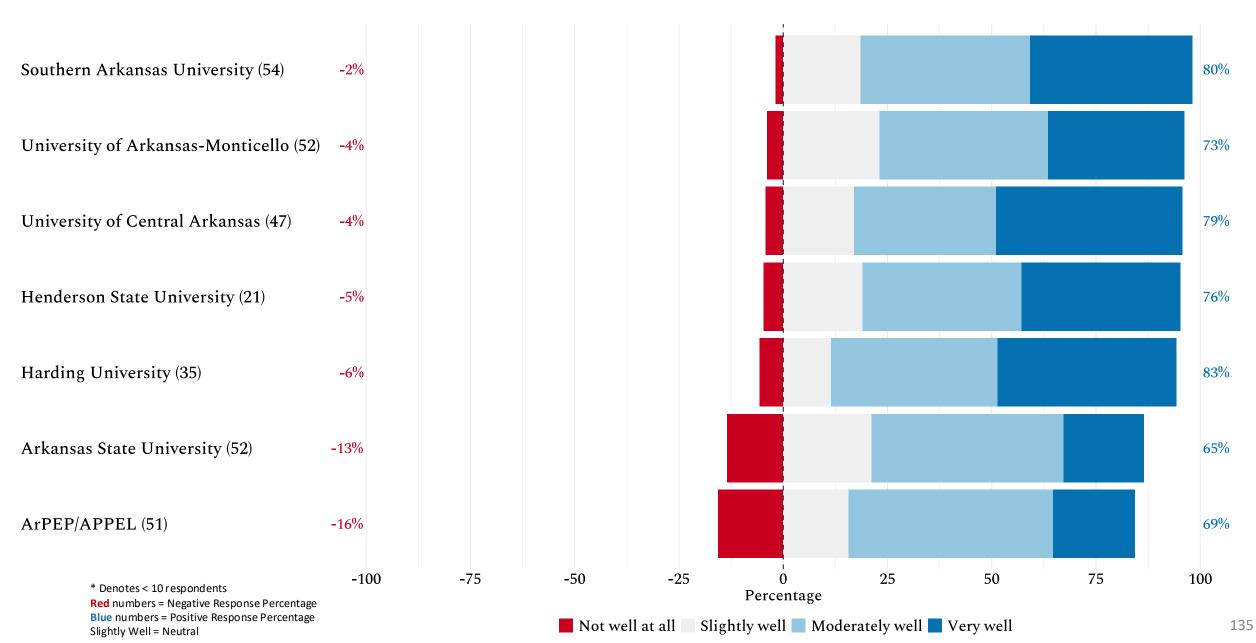
Rate the degree to which your EPP prepared you to provide high-quality instruction in explicit, systematic literacy instruction.



Rate the degree to which your EPP prepared you to provide high-quality instruction in vocabulary acquisition and text comprehension.



Rate the degree to which your EPP prepared you to provide high-quality instruction in writing.

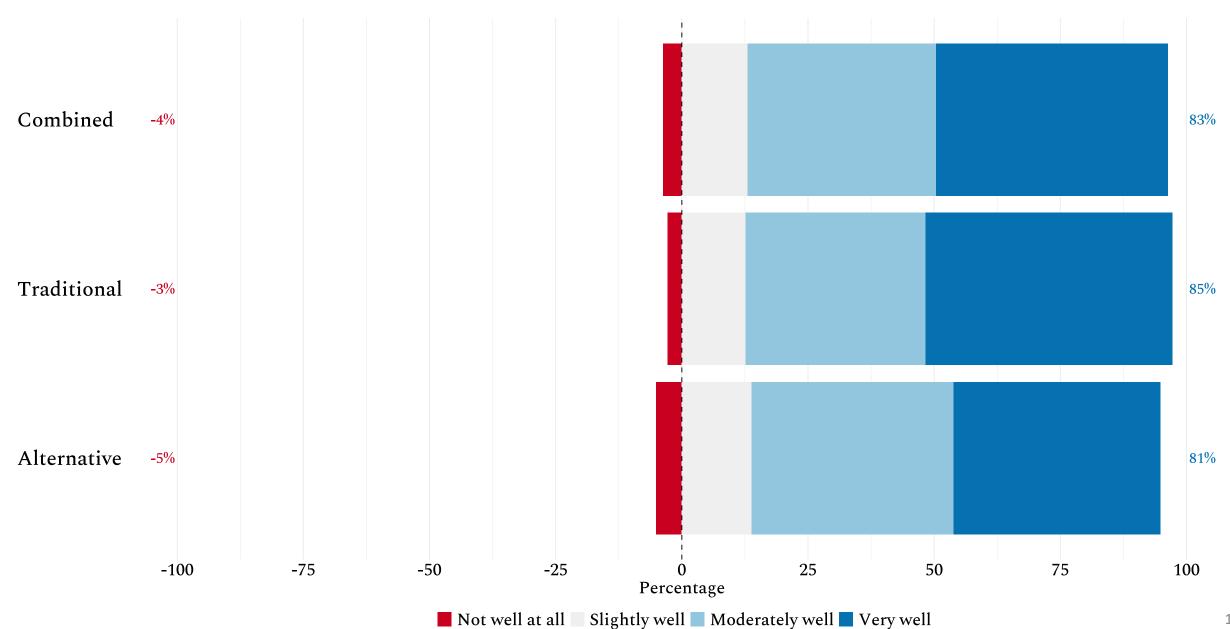


# Science of Reading Diagnostics and Support

# We asked Elementary (K-6) and SPED (K-12) completers how well their EPP prepared them to:

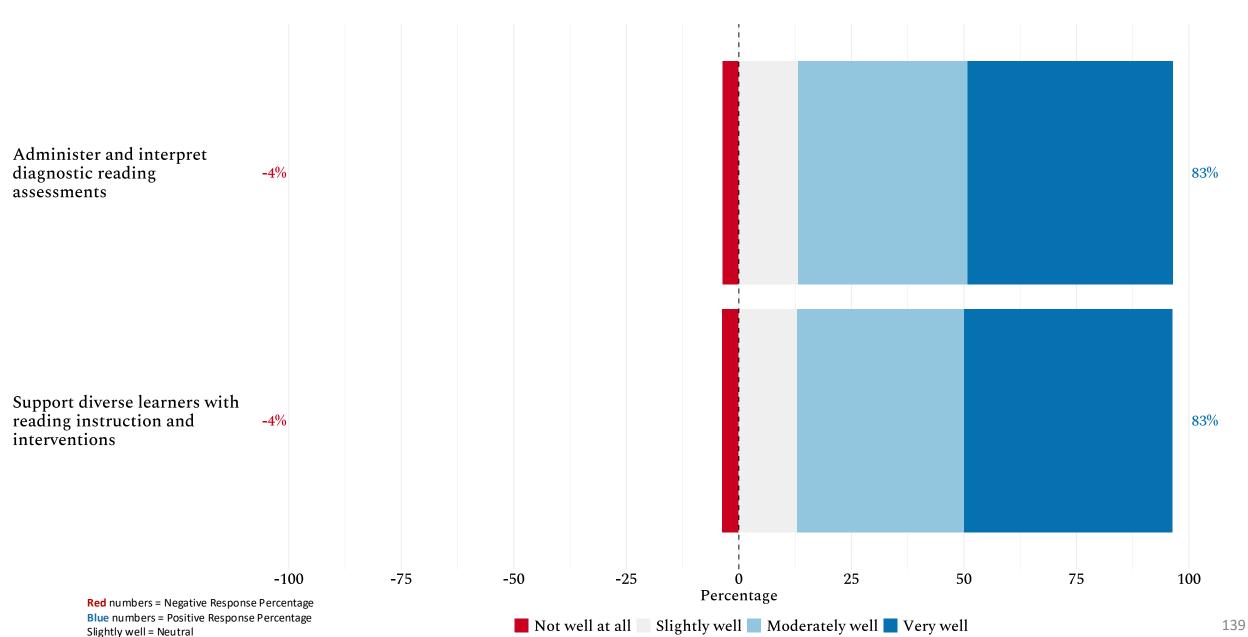
- 1. Administer and interpret diagnostic reading assessments for phonemic awareness, phonics, and oral reading fluency.
- 2. Support diverse learners (e.g., neurodiversity, linguistically diverse, gifted and talented, etc.) with reading instruction and interventions.

#### Science of Reading Diagnostics and Support – Overall Averages

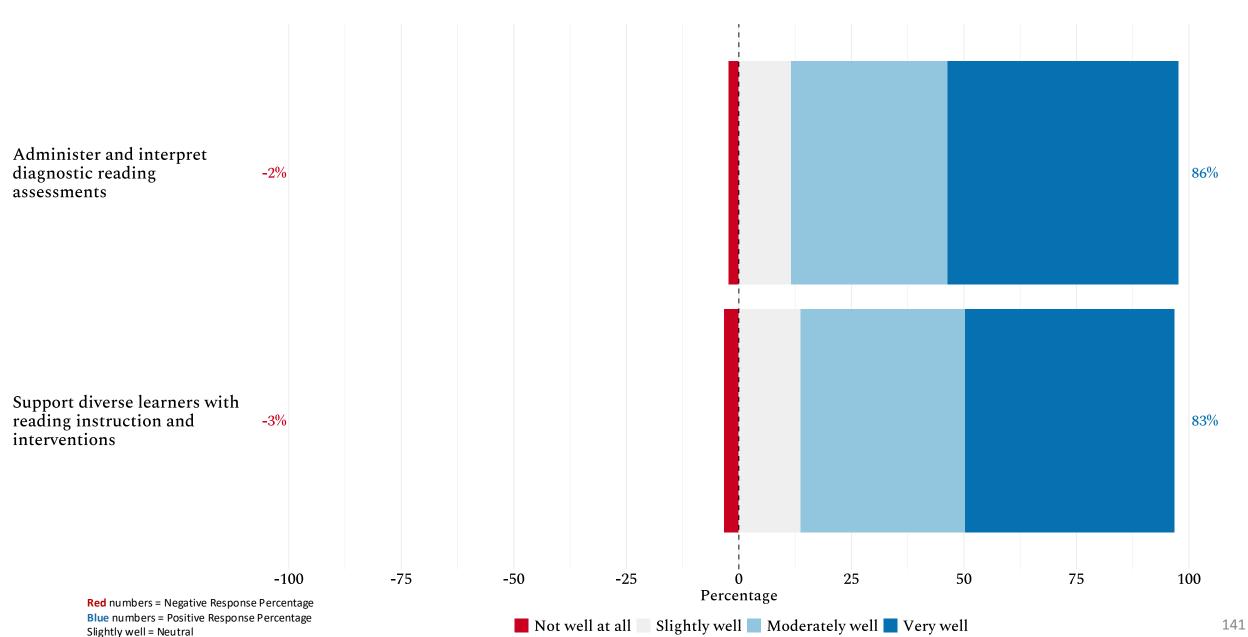


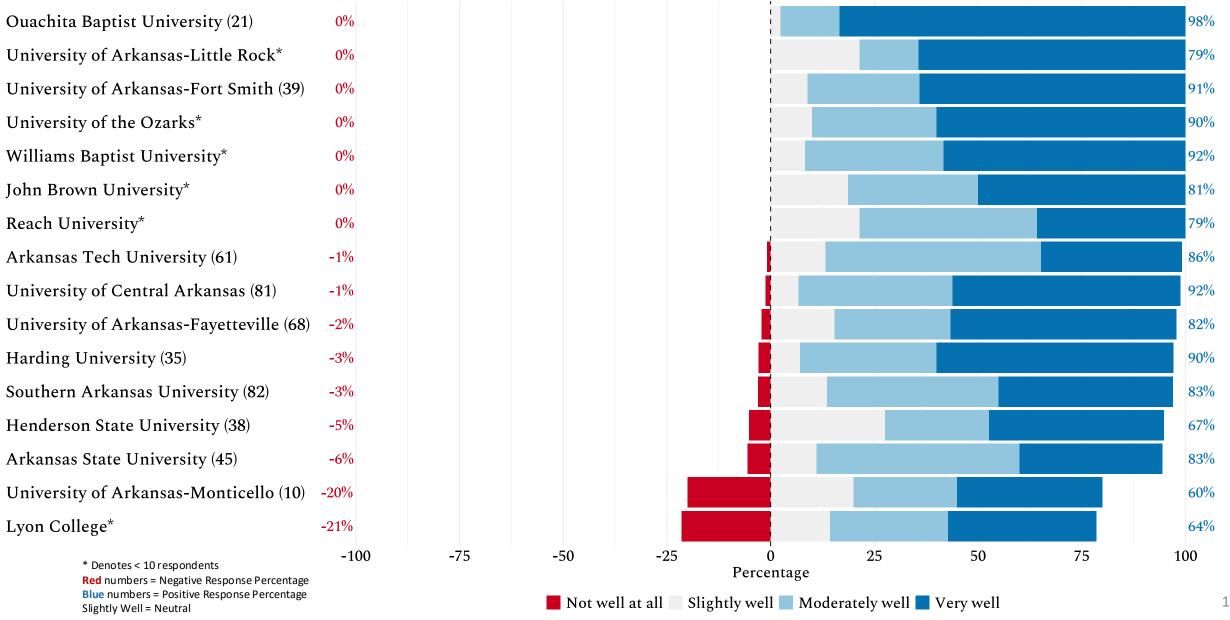
#### Science of Reading Diagnostics and Support - Question Averages

Rate the degree to which your educator preparation prepared you to:

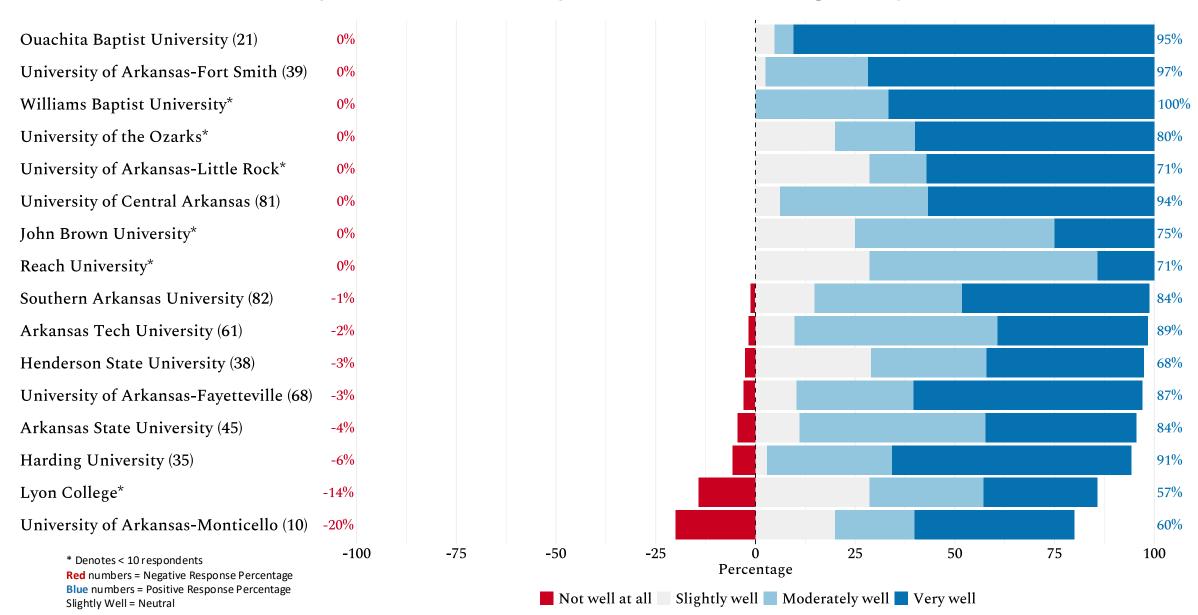


Rate the degree to which your EPP prepared you to:

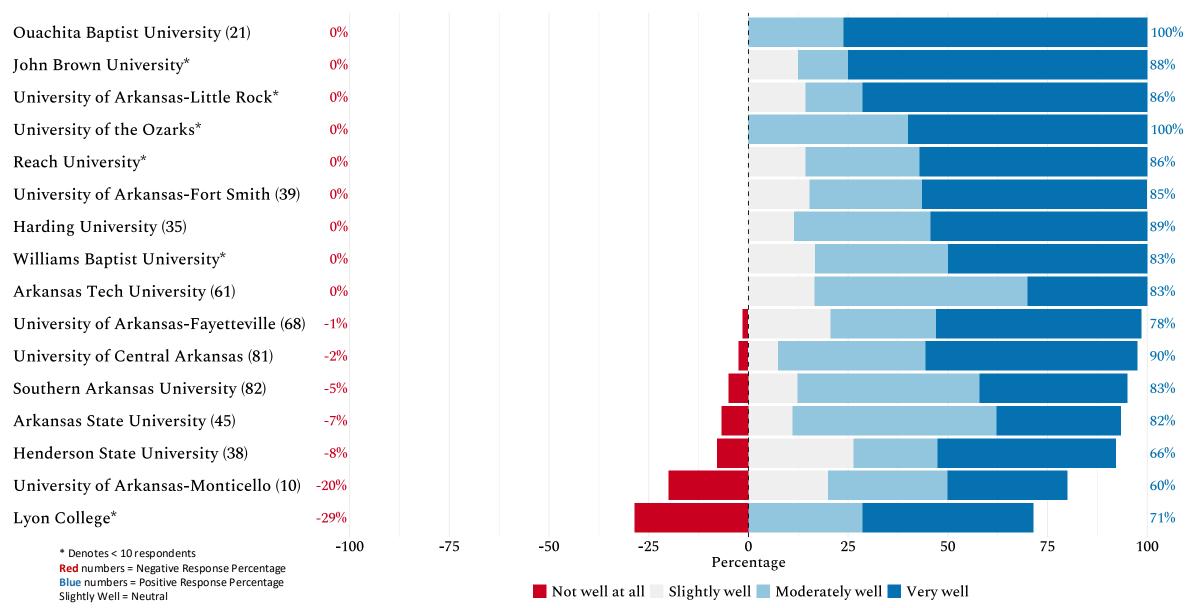




Rate the degree to which your EPP prepared you to administer and interpret diagnostic reading assessments for phonemic awareness, phonics, and oral reading fluency.



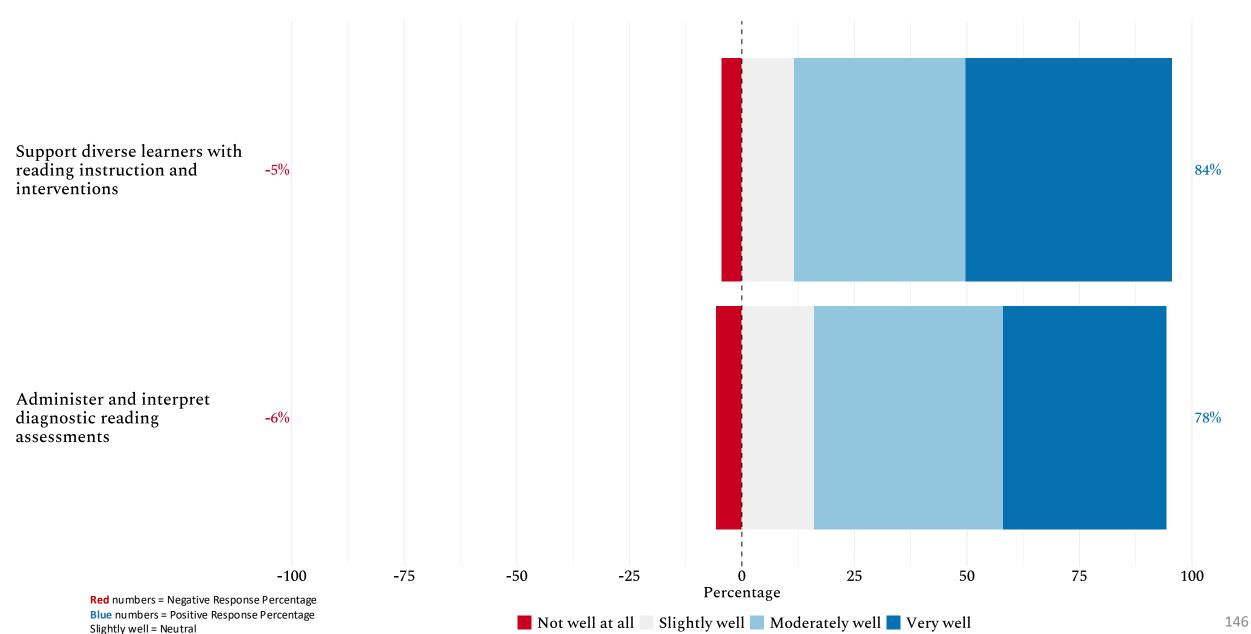
Rate the degree to which your EPP prepared you to support diverse learners (e.g., neurodiversity, linguistically diverse, gifted and talented, etc.) with reading instruction and interventions.



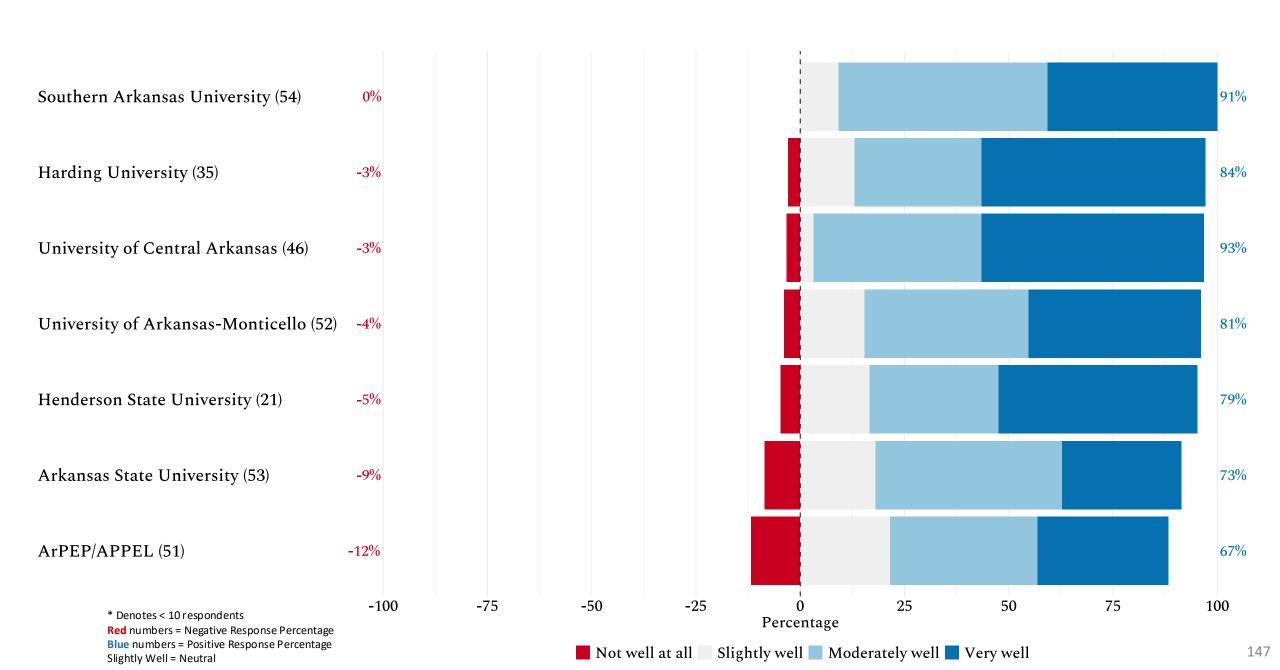
### Science of Reading Diagnostics and Support: **Alternative EPPs**

#### Science of Reading Diagnostics and Support – Alternative EPP Averages

Rate the degree to which your EPP prepared you to:

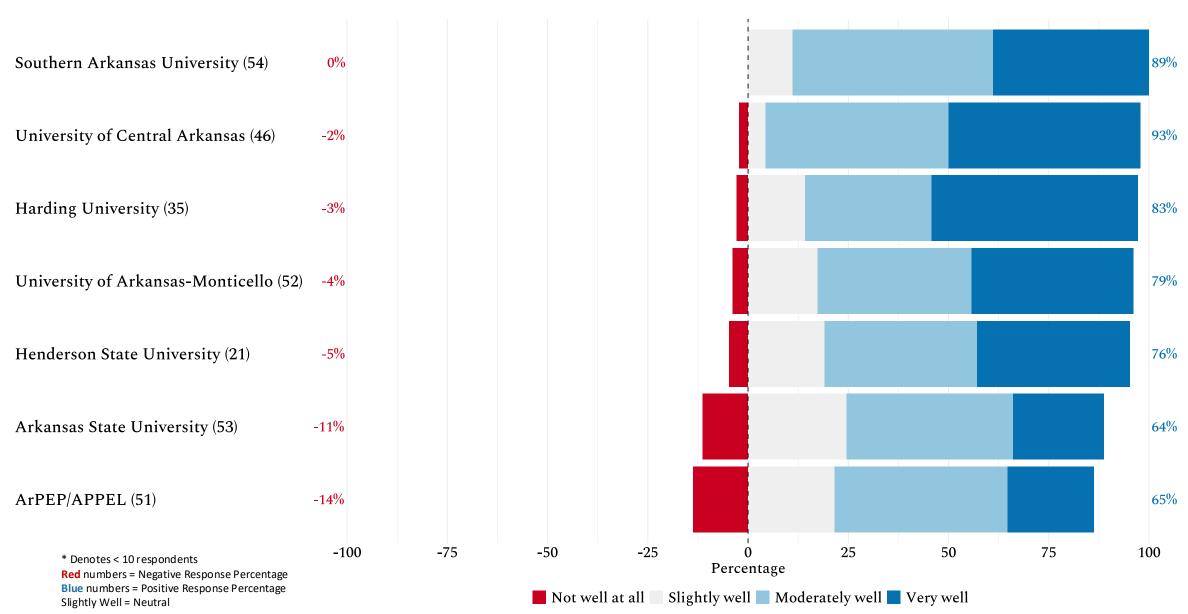


#### Science of Reading Diagnostics and Support – Alternative EPP Averages



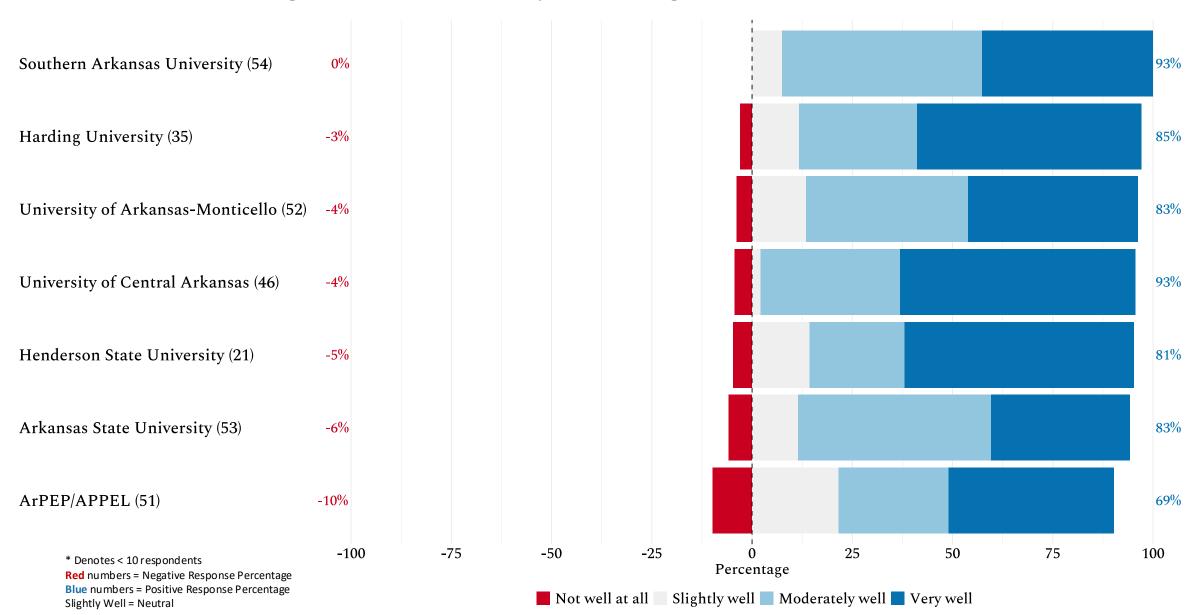
#### Science of Reading Diagnostics and Support – Traditional EPP Averages

Rate the degree to which your EPP prepared you to administer and interpret diagnostic reading assessments for phonemic awareness, phonics, and oral reading fluency.



#### Science of Reading Diagnostics and Support – Alternative EPP Averages

Rate the degree to which your EPP prepared you to support diverse learners (e.g., neurodiversity, linguistically diverse, gifted and talented, etc.) with reading instruction and interventions.



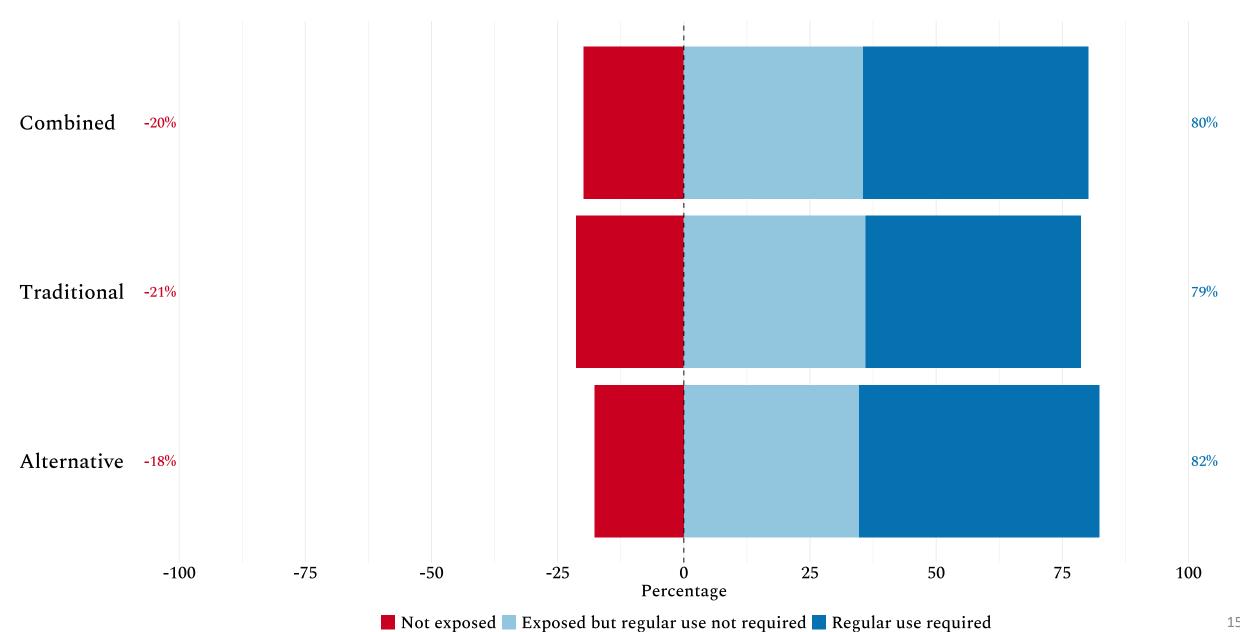
### High Quality Instructional Materials (HQIM):

Respondents only include 2023 and 2024 completers.

# We asked completers to rate the degree to which their educator preparation program exposed them to:

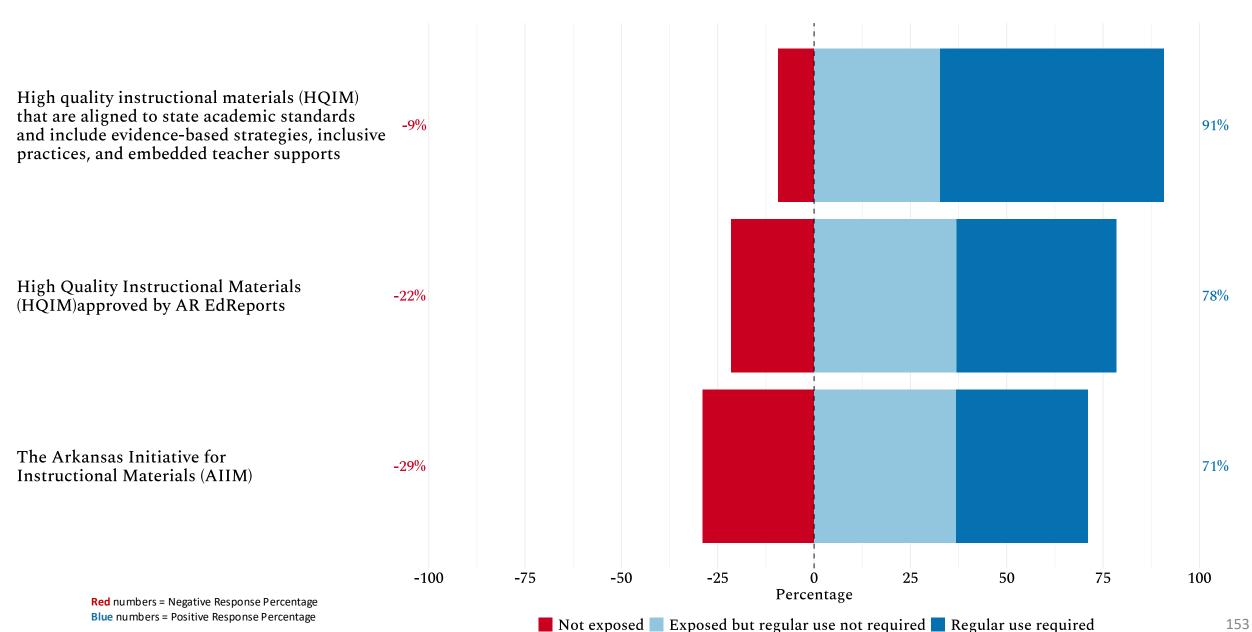
- 1. High quality instructional materials (HQIM) that are aligned to state academic standards and include evidence-based strategies, inclusive practices, and embedded teacher supports.
- 2. The Arkansas Initiative for Instructional Materials (AIIM).
- 3. High Quality Instructional Materials (HQIM) approved by AR EdReports.

#### High Quality Instructional Materials (HQIM) - Overall Averages



#### High Quality Instructional Materials (HQIM) - Question Averages

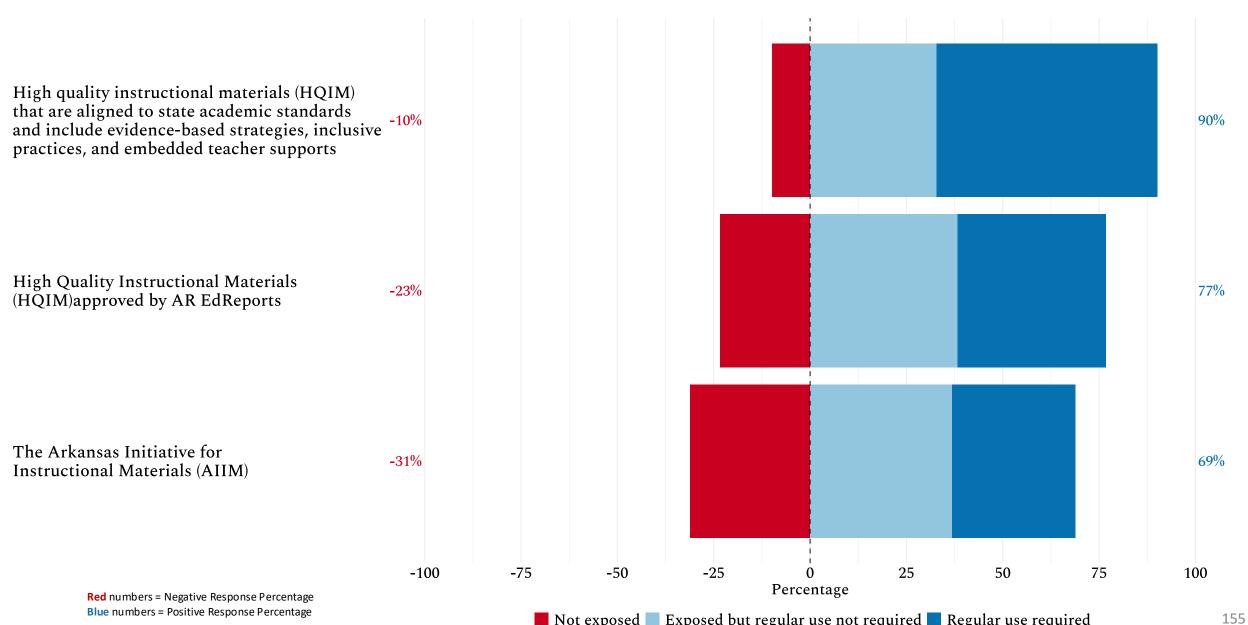
Rate the degree to which your educator preparation program exposed you to:



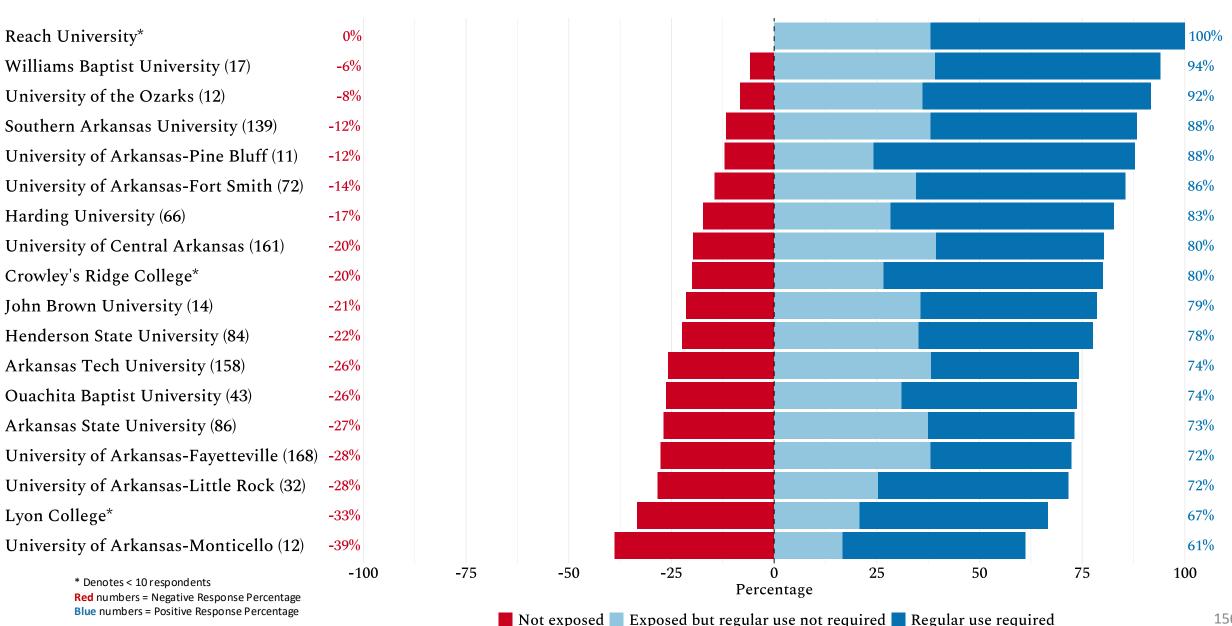
### High Quality Instructional Materials (HQIM): **Traditional EPPs**

#### High Quality Instructional Materials (HQIM) – Traditional EPP Averages

Rate the degree to which your EPP exposed you to:

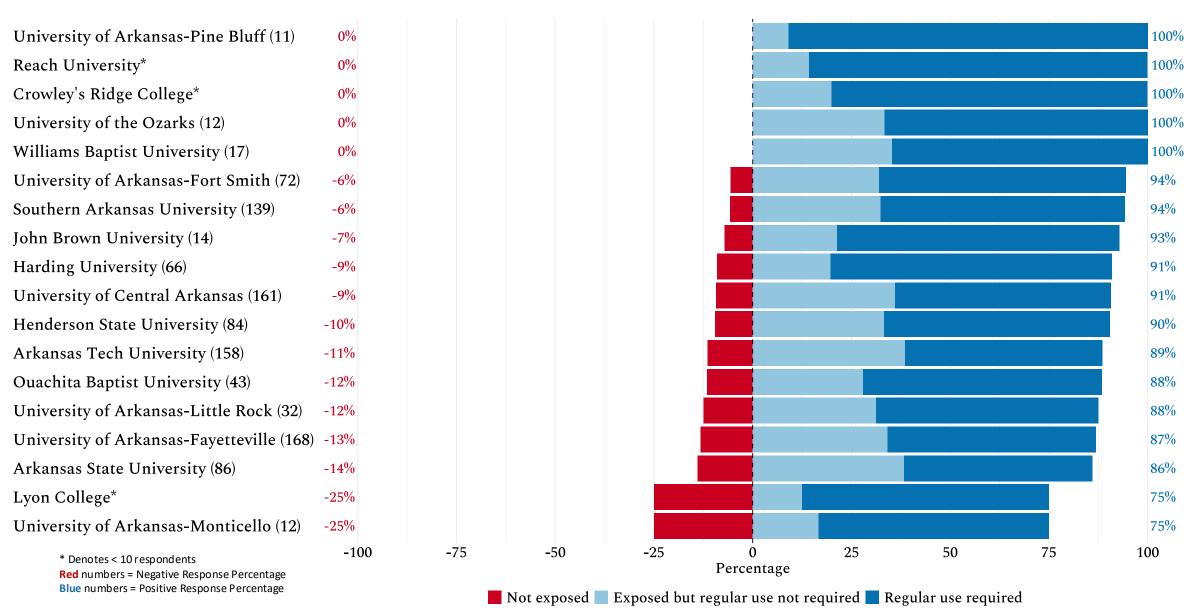


#### High Quality Instructional Materials (HQIM) – Traditional EPP Averages



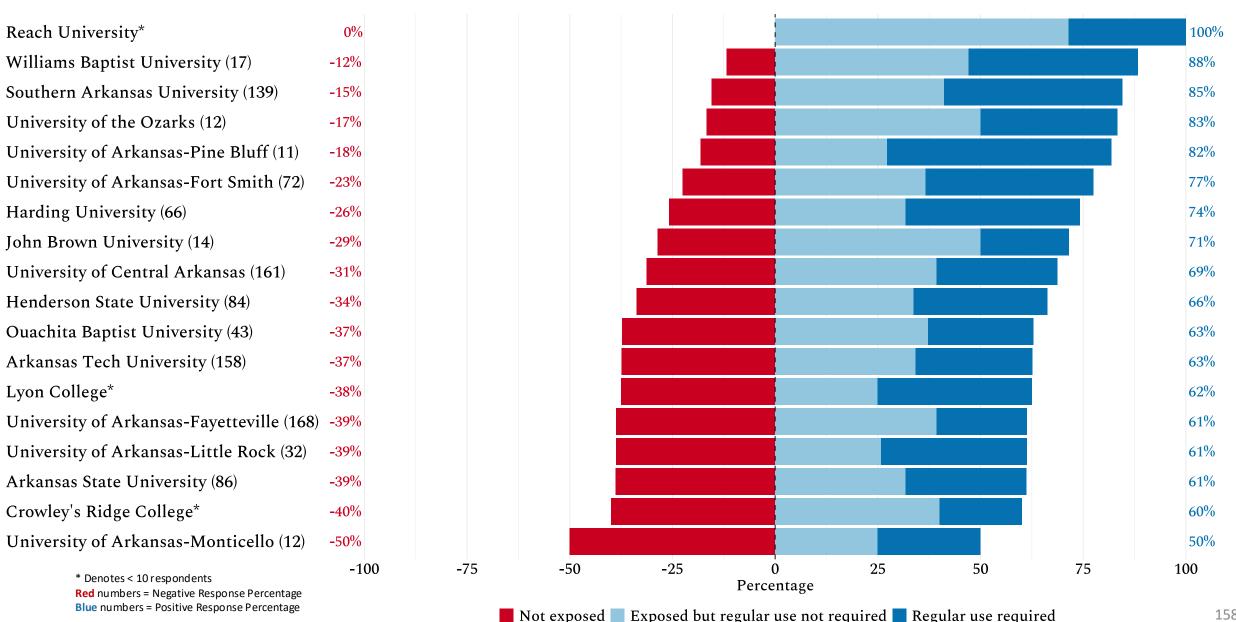
#### High Quality Instructional Materials (HQIM) – Traditional EPPs

Rate the degree to which your EPP exposed you to high-quality instructional materials (HQIM) that are aligned to state academic standards and include evidence-based strategies, inclusive practices, and embedded teacher supports.



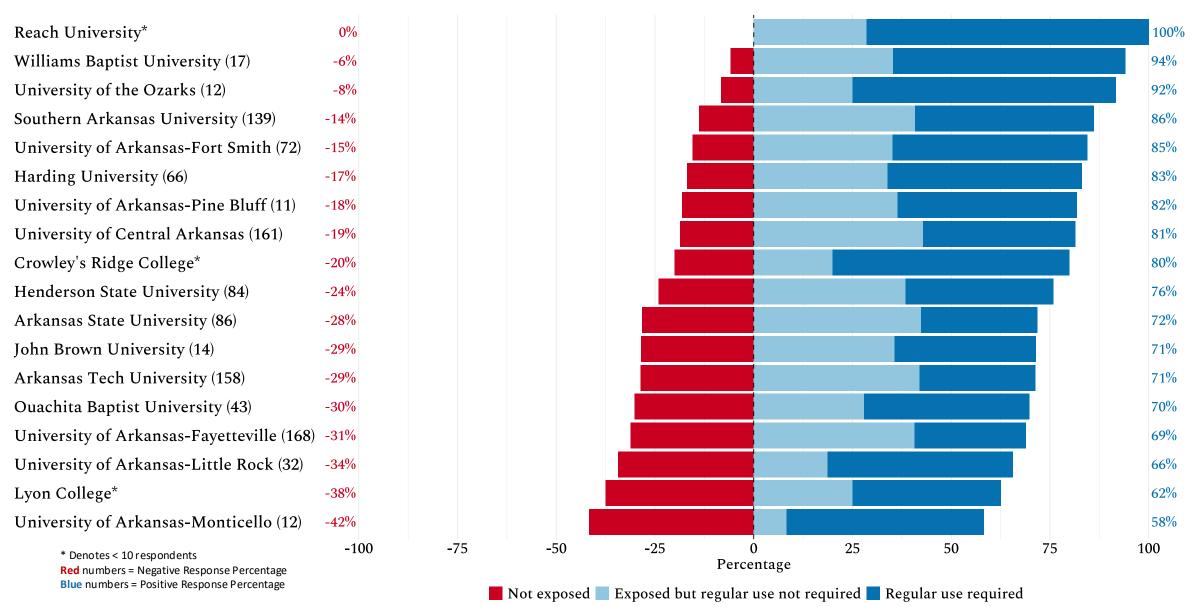
#### High Quality Instructional Materials (HQIM) – Traditional EPPs

Rate the degree to which your EPP exposed you to The Arkansas Initiative for Instructional Materials (AIIM).



#### High Quality Instructional Materials (HQIM) – Traditional EPPs

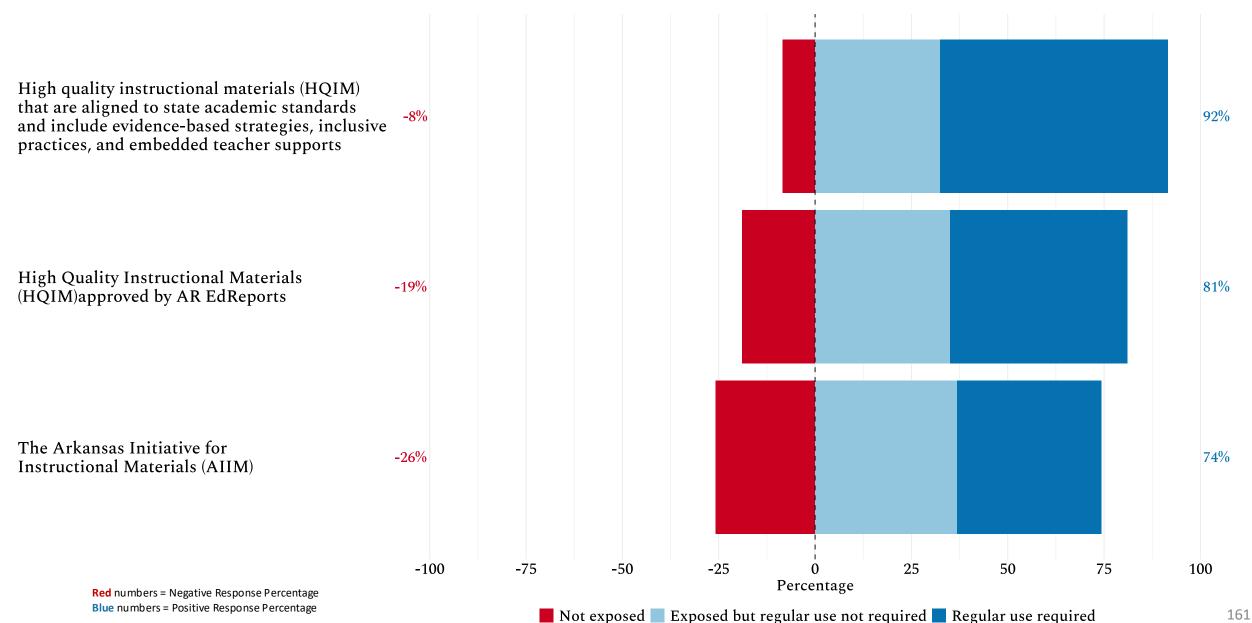
Rate the degree to which your EPP exposed you to High Quality Instructional Materials (HQIM) approved by AR EdReports.



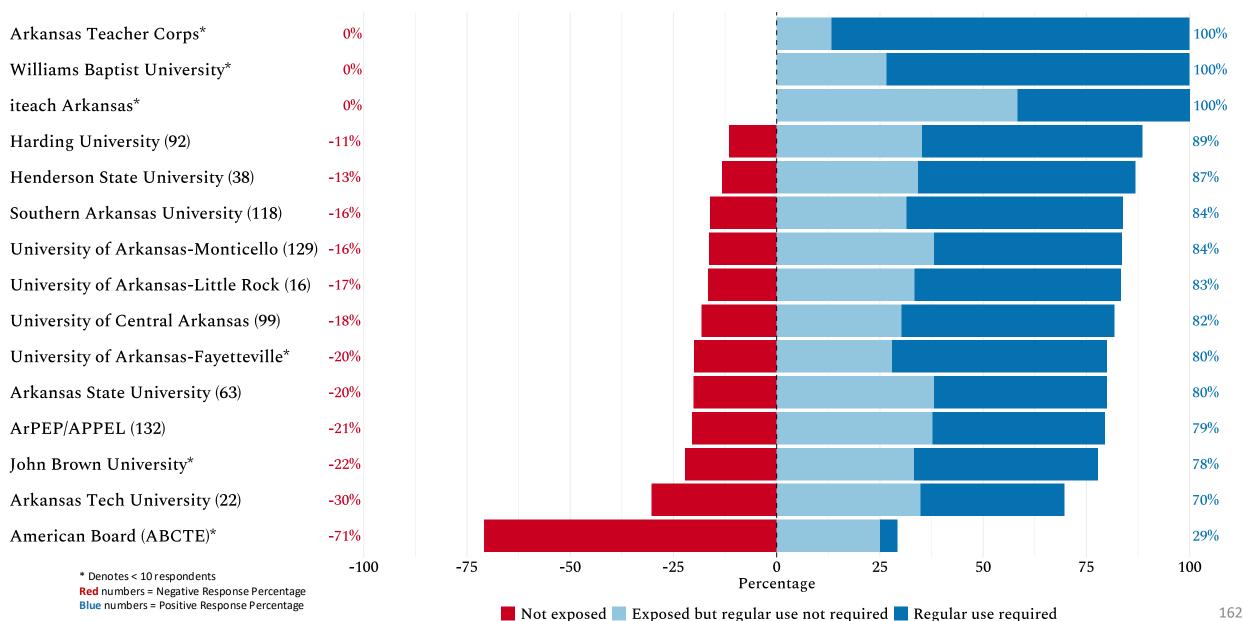
### High Quality Instructional Materials (HQIM): **Alternative EPPs**

#### High Quality Instructional Materials (HQIM) – Alternative EPP Averages

Rate the degree to which your EPP exposed you to:

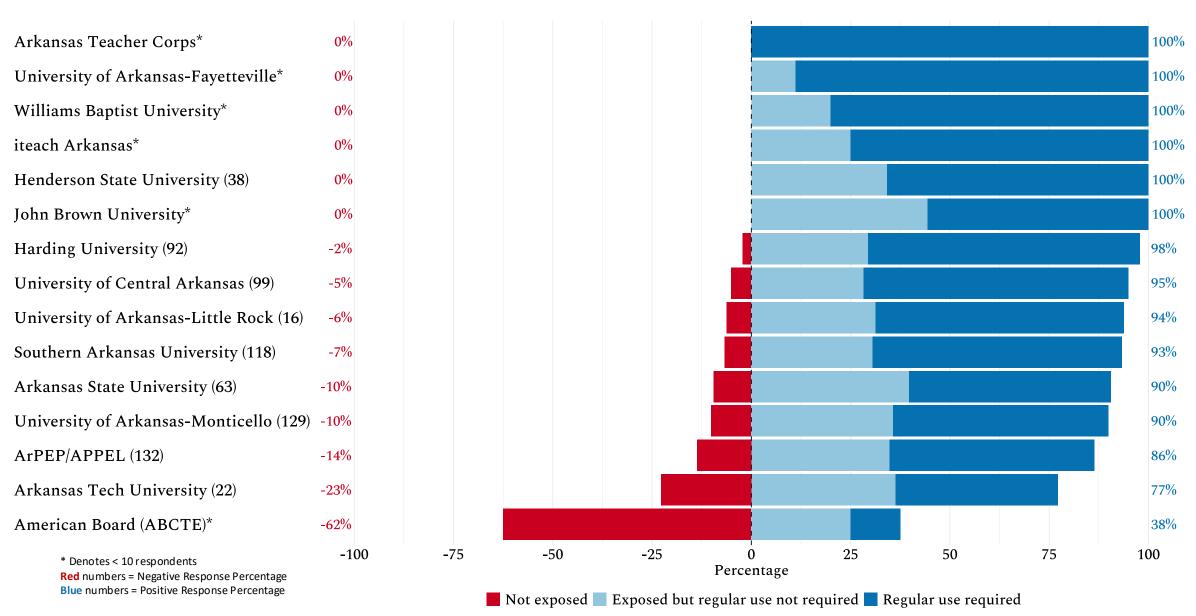


#### High Quality Instructional Materials (HQIM) - Traditional EPP Averages



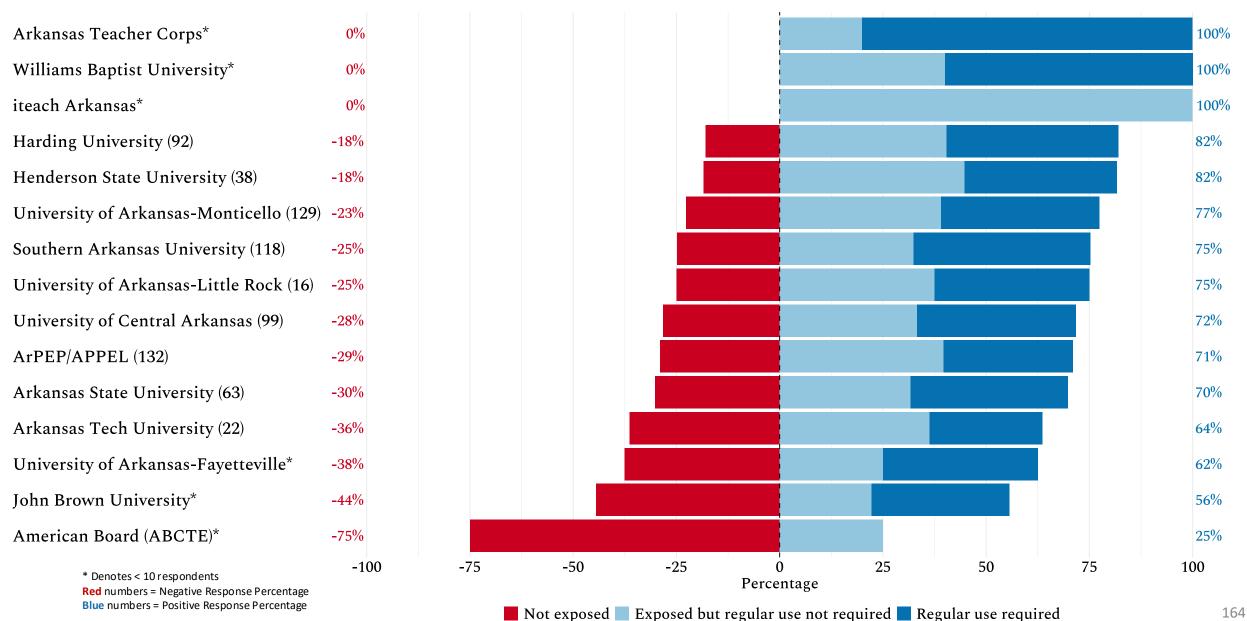
#### High Quality Instructional Materials (HQIM) – Alternative EPPs

Rate the degree to which your EPP exposed you to high-quality instructional materials (HQIM) that are aligned to state academic standards and include evidence-based strategies, inclusive practices, and embedded teacher supports.



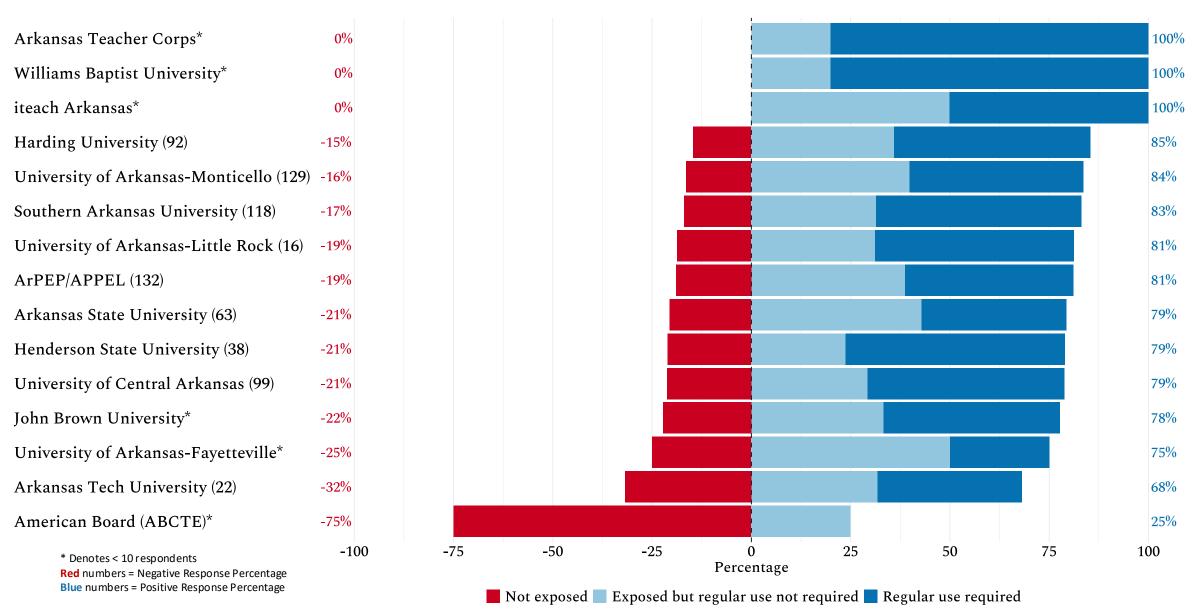
#### High Quality Instructional Materials (HQIM) – Alternative EPPs

Rate the degree to which your EPP exposed you to The Arkansas Initiative for Instructional Materials (AIIM).



#### High Quality Instructional Materials (HQIM) – Alternative EPPs

Rate the degree to which your EPP exposed you to High Quality Instructional Materials (HQIM) approved by AR EdReports.



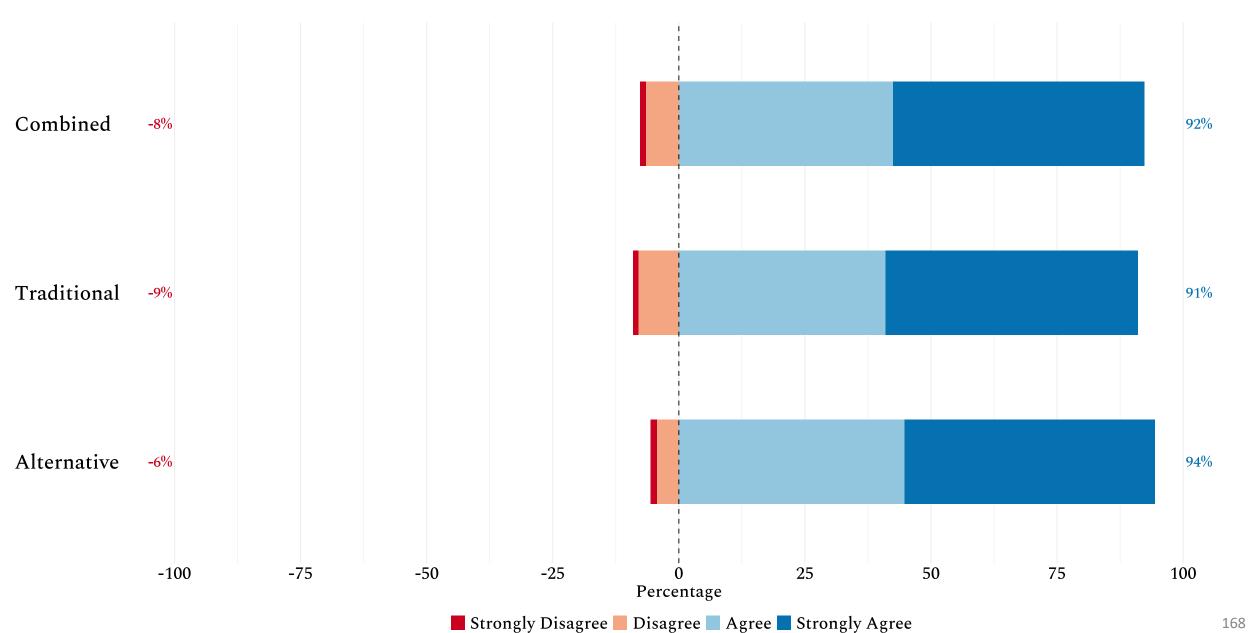
### **Ethical Training Coursework**

Respondents only include 2024 Completers

# We asked completers to rate the degree to which their educator preparation program:

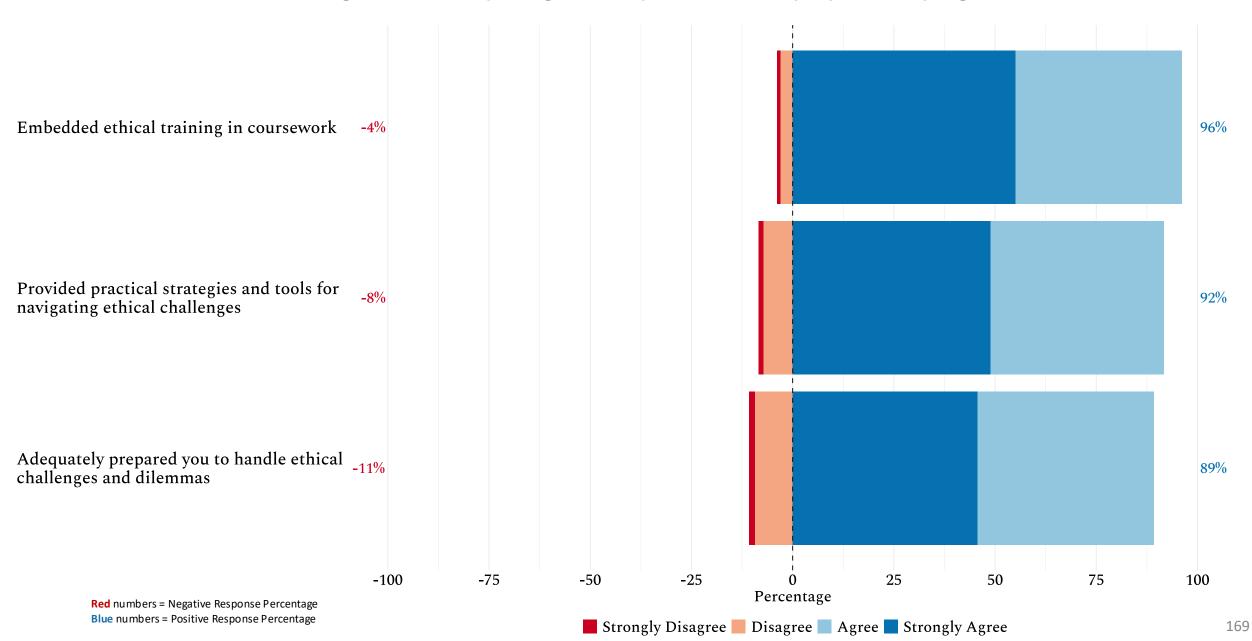
- 1. Embedded ethical training in coursework.
- 2. Provided practical strategies and tools for navigating ethical challenges.
- 3. Adequately prepared you to handle ethical challenges and dilemmas.

#### **Ethical Training Coursework- Overall Averages**



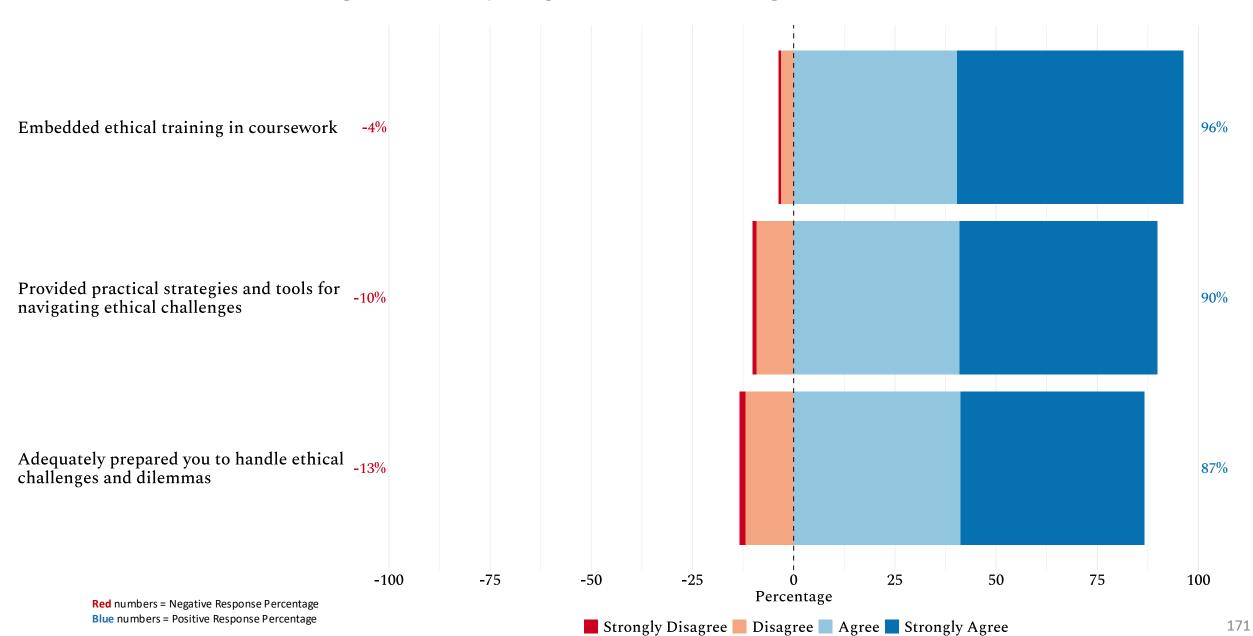
#### **Ethical Training Coursework - Question Averages**

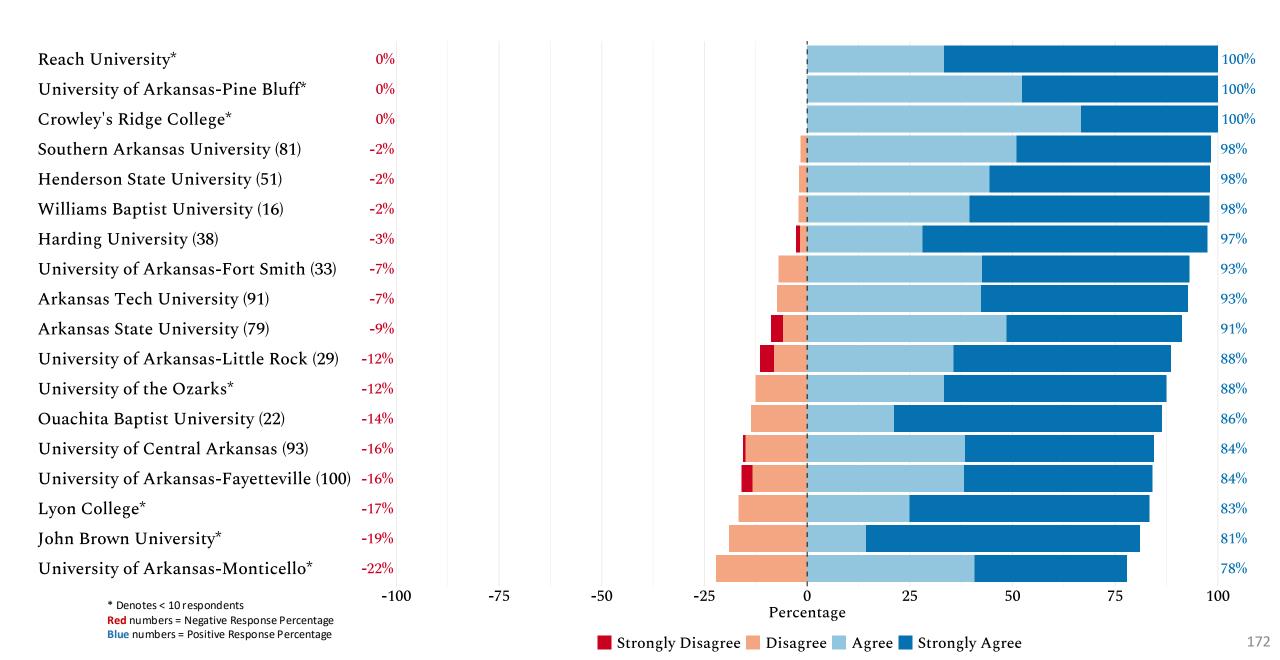
Rate the degree to which you agree that your educator preparation program:



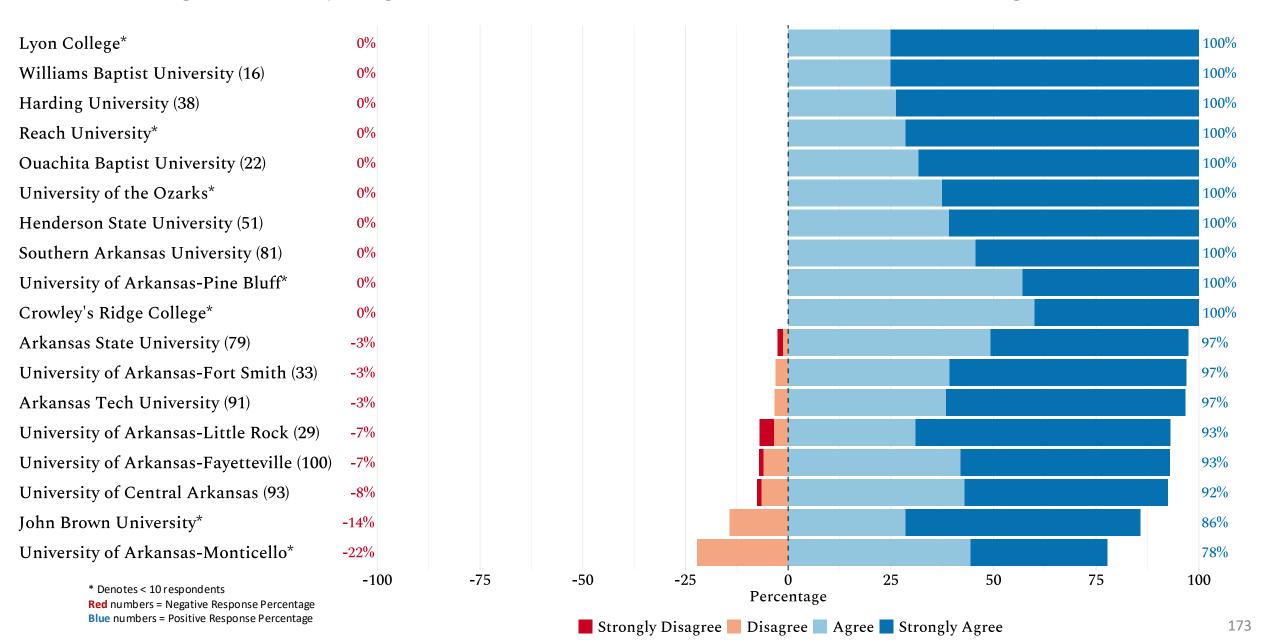
## Ethical Training Coursework: **Traditional EPPs**

Rate the degree to which you agree with the following statements: Your EPP:

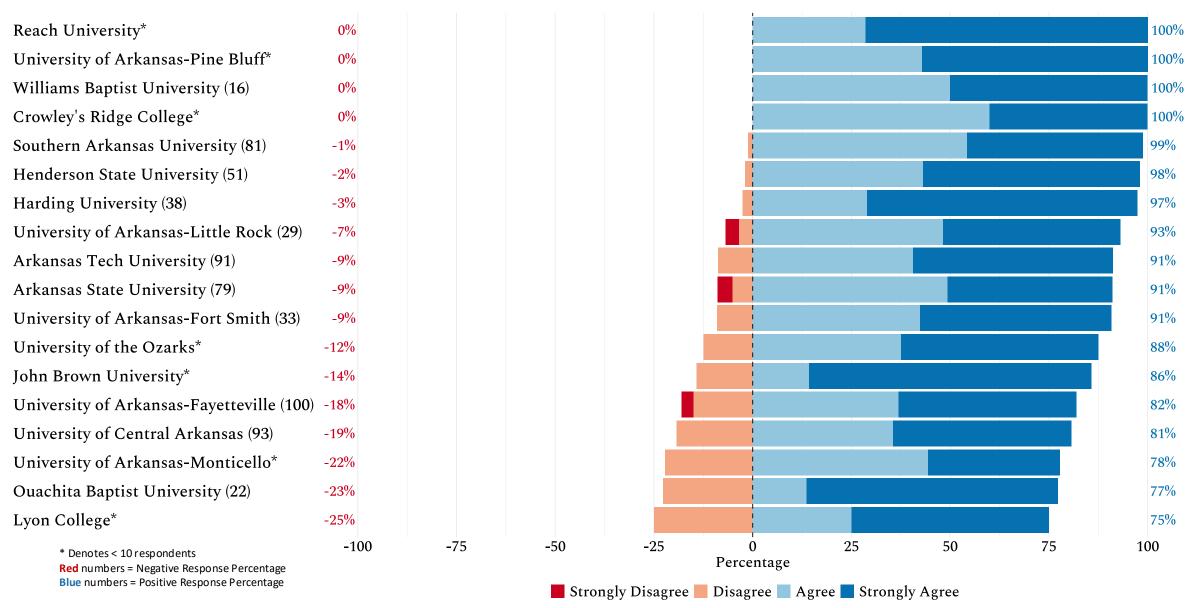




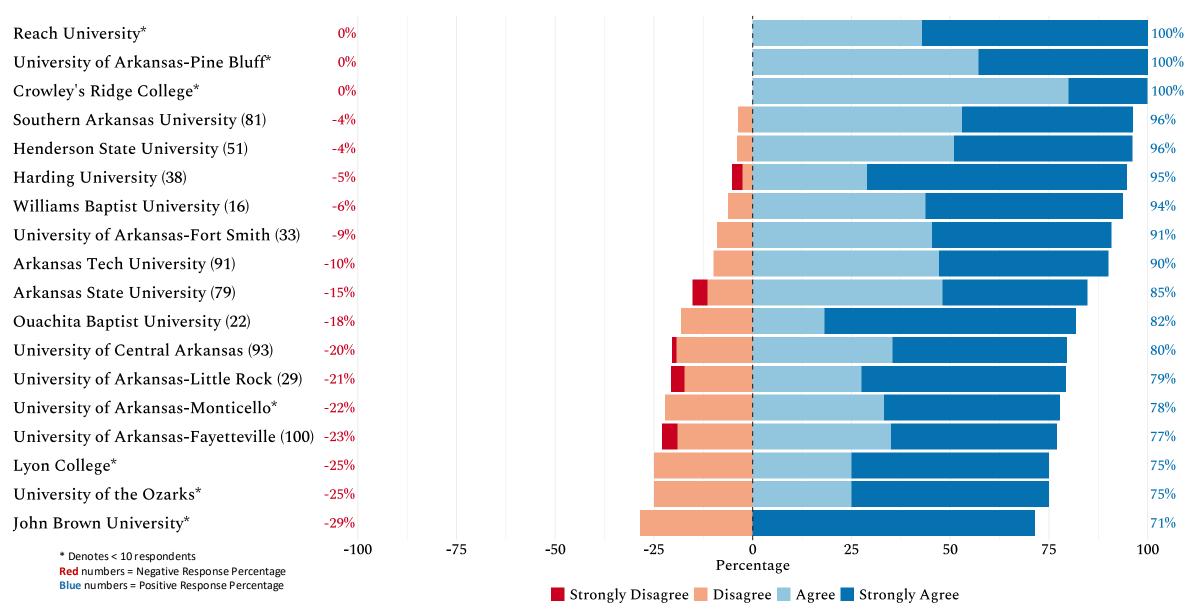
Rate the degree to which you agree with the statement: Your EPP embedded ethical training in coursework.



Rate the degree to which you agree with the statement: Your EPP provided practical strategies and tools for navigating ethical challenges.

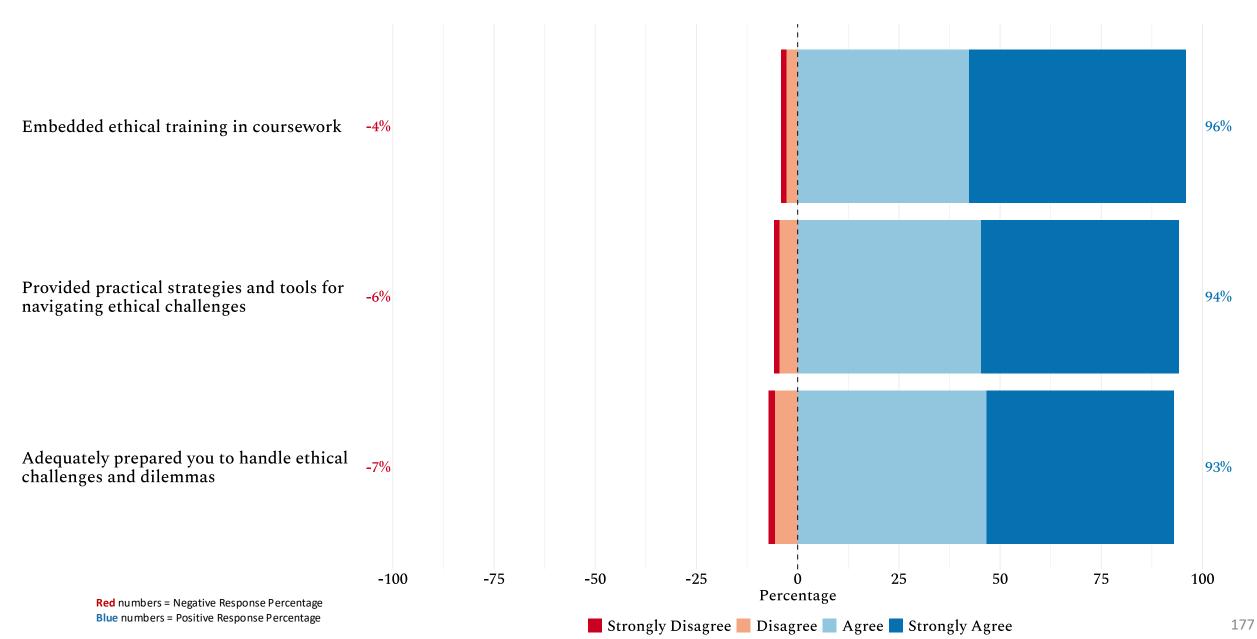


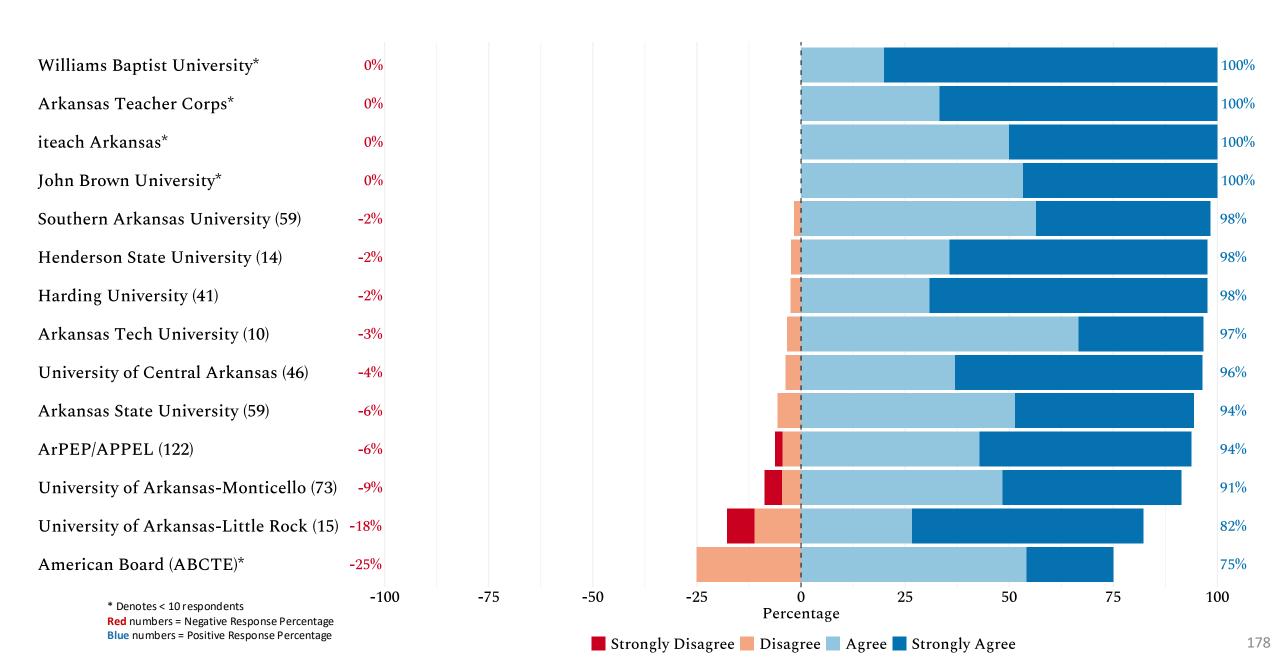
Rate the degree to which you agree with the statement: Your EPP adequately prepared you to handle ethical challenges and dilemmas.



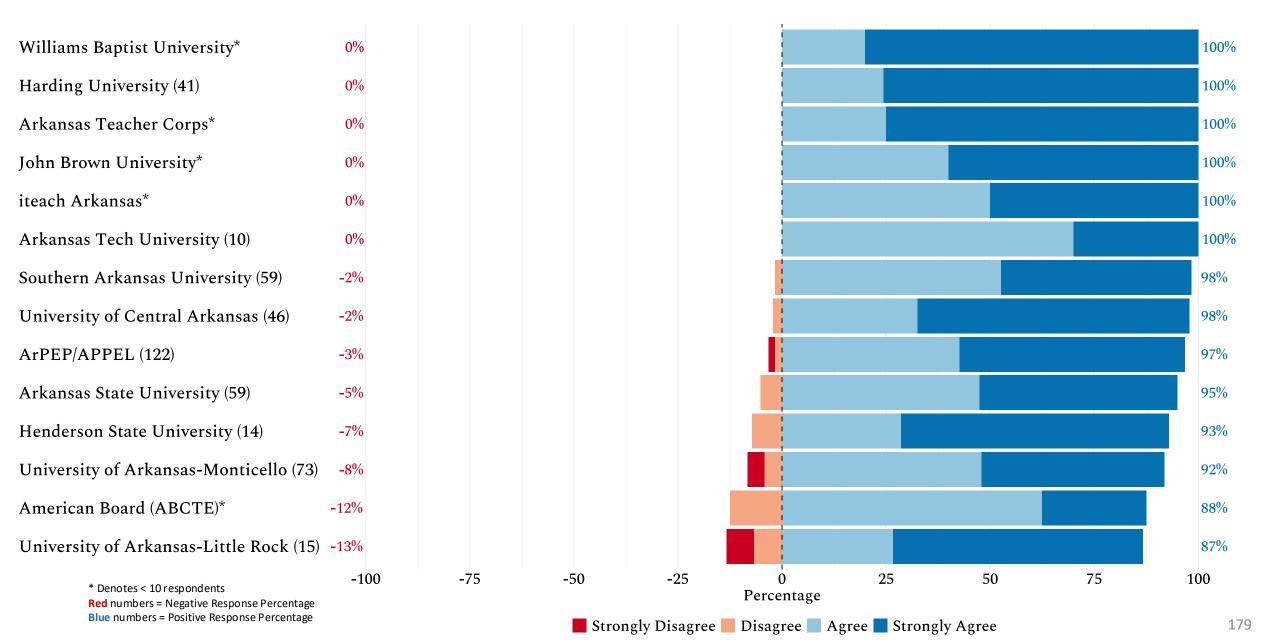
## Ethical Training Coursework: **Alternative EPPs**

Rate the degree to which you agree with the following statements: Your EPP:

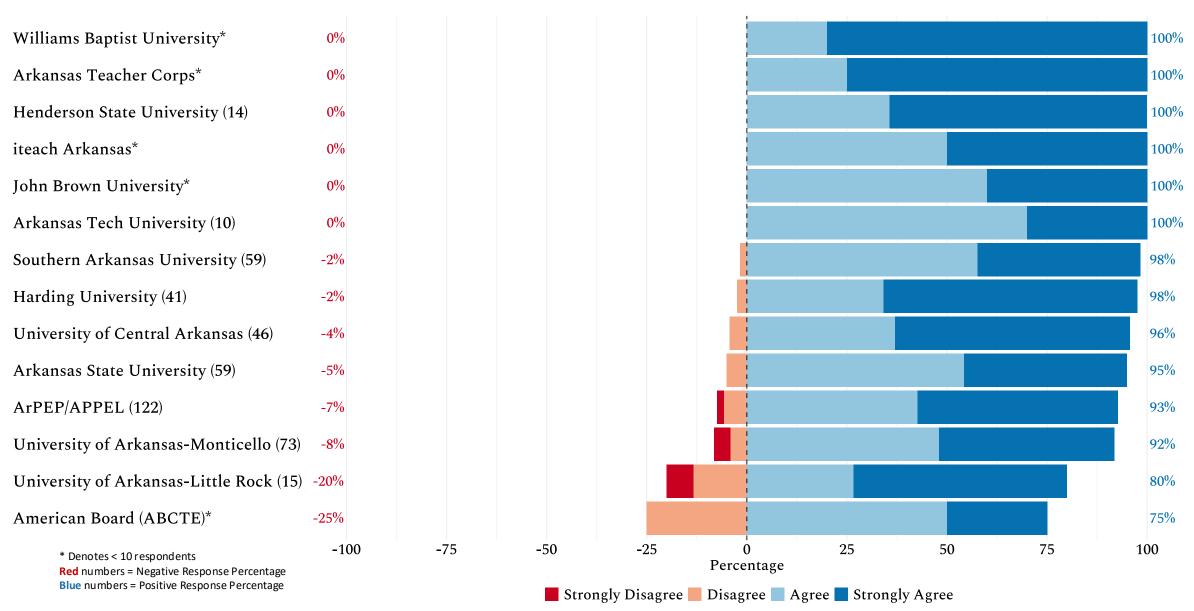




Rate the degree to which you agree with the statement: Your EPP embedded ethical training in coursework.



Rate the degree to which you agree with the statement: Your EPP provided practical strategies and tools for navigating ethical challenges.



Rate the degree to which you agree with the statement: Your EPP adequately prepared you to handle ethical challenges and dilemmas.

