

Institution Name: Concordia University

County/District Number: 227505

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Program Type: University Undergraduate; Post Baccalaureate **Subtype:** University

Concordia University – Minimum Accountability Standards – TEC 21.045(a)

Standard	2014-2015	2015-2016	Statewide 2015-2016
Accreditation Status¹	Accredited - Warned	Accredited - Probation	94% Accredited
Indicator 1: Percent Completers Passing Certification Examinations²	85%	88%	96%
Indicator 2: Principal Appraisal of First Year Teachers³	78%	94%	75%
Indicator 3: Improvement in Student Achievement⁴	Not Applicable	Not Applicable	Not Applicable
Indicator 4: Frequency and Duration of Field Observations⁵	Greater than 95%	Greater than 95%	84% of EPPs greater than 95%
Indicator 4: Quality of Field Supervision⁶	93%	98%	95%
Indicator 5: Satisfaction of New Teachers⁷	Not Available	Not Available	Not Available

1. According to TEC §21.045 and §21.0451, accreditation status should be based on: (1) results of the certification examinations, (2) appraisals of first-year teachers, (3) achievement of students taught by beginning teachers, and (4) frequency, duration, and quality of structural guidance and ongoing support provided by field supervisors that prepared them while in the program, and (5) survey of new teachers. Accreditation status reports are available on the [consumer information page](#) of the TEA Web site.

2. Percentage of individuals that the program reported as completers who passed the certification examinations required for the certification they pursued. The statewide average is the average of the passing percentage for all the individual programs.

3. Percentage of Principal Survey respondents who reported on average that first-year teachers were “well prepared” or “sufficiently prepared” for their first year of teaching. The statewide average is the percentage of all first-year teachers rated “well prepared” or “sufficiently prepared” for their first year of teaching. More information on principal evaluations of new teachers is available in the [Program Provider Resources](#) page of the TEA website.

4. Data for this measure are under development. There is no standard for improvement in achievement at this time.

5. Percentage of candidates that received at least three 45-minute observations. The standard is that 95% of candidates meet this criterion.

6. Percentage of respondents who reported on average “Frequently” or “Always/Almost Always” on the field observation questions of the Exit Survey. The statewide average is the percentage of all respondents who reported on average “Frequently” or “Always/Almost Always” on the field observation questions of the Exit Survey. More information on the Exit Survey is available on the [Program Provider Resources](#) page of the TEA web site.

7. Satisfaction data from new teachers after their first year of teaching with a standard certificate. Data for this measure are under development.



Concordia University–Annual Performance Report Indicators – TEC 21.045(b)

Standard	2014-2015	2015-2016	Statewide 2015-2016
Acceptance Rate⁸	61%	45%	56%
Applied	536	605	78,431
Admitted⁹	328	274	44,035
Retained in Program¹⁰	565	63	80,287
Completed the Program¹¹	438	47	20,510
Number Fully Certified¹²	Not Applicable	37	19,470
Percent Fully Certified	Not Applicable	74%	93%
Number Employed Within a Year of Completion¹³	29	29	17,802
Percent Employed Within a Year of Completion	53%	48%	83%
Average Length of Probationary Certification (days)¹⁴	Not Applicable	589	401
Number Remaining in the Profession for 5 years¹⁵	12	1	10,849
Percent Remaining in the Profession for 5 years	92%	33%	73%
Candidates/Supervisor¹⁶	1:1	Not Applicable	Not Applicable

8. The percentage of program applicants who were admitted.

9. The number of candidates allowed to enter the educator preparation program.

10. The number of candidates who were admitted to the educator preparation program during the reporting year or previous years, but have not yet completed or left the program. AY 2014-2015 data reflects self-reporting of all candidates. AY 2015-2016 data includes teacher candidates only.

11. The number of candidates who completed the program requirements in a reporting year. AY 2014-2015 data reflects self-reporting of all candidates. AY 2015-2016 data includes teacher candidates only.

12. The number fully certified is the number of teacher completers from the AY 2014-2015 Finisher list who held a standard teacher certificate by August 31, 2016. The percent fully certified is the number fully certified divided by the number of teacher completers from the AY 2014-2015 finisher list, multiplied by 100. These data reported for the first time in AY 2015-2016.

13. Teacher candidates who completed their program in AY 2013-14 and were employed as a regular classroom teacher on the Fall 2014 or Fall 2015 Snapshot date are counted as employed. Candidates who held non-teaching positions, teaching positions outside Texas, in private or parochial schools, or in higher education are not counted as employed. Percent employed is the number employed as a regular classroom teachers on the Fall 2014 or Fall 2015 Snapshot date divided by the number of candidates who completed their program in AY 2013-2014. The statewide percentage is the percentage of all candidates obtaining initial standard teacher certification in AY 2014-2015 who were employed as a regular classroom teacher on the Fall 2014 or Fall 2015 Snapshot dates.”

14. For persons awarded their first probationary certificate in AY 2011-2012, this is the time between the effective date of their first probationary certificate and the effective date of their standard certificate if awarded before August 31, 2016. These data were reported for the first time in AY 2015-2016.

15. Completers who were issued initial, standard teacher certificates in AY 2010-2011, were employed as regular classroom teachers in AY 2011-2012, and were employed as regular classroom teachers in the Fall 2015 Snapshot are counted as retained.

16. The ratio of candidates placed as clinical or intern teachers by each educator preparation program, to the number of supervisors. TEA modified the ASEP data system to more accurately capture these data beginning in AY 2016-2017. This will be reported again in 2018.

Concordia University – Consumer Information – TEC §21.0452(b)

Standard	2014-2015	2015-2016	Statewide 2015-2016
Candidates’ Overall GPA¹⁷	3.12	3.10	3.18
Average GPA in Subject Area¹⁸	3.46	3.34	3.37
Incoming Class GPA¹⁹	3.14	3.13	3.22
Candidates’ Average SAT²⁰	1883	Not Applicable	1002
Candidates’ Average ACT²⁰	24	Not Applicable	19
Candidate’s Average GRE²⁰	Not Applicable	Not Applicable	241
Prepared to Teach Students with Disabilities²¹	76%	100%	81%
Prepared to Teach English Language Learners²¹	81%	100%	85%
Prepared to Integrate Technology into Teaching²¹	96%	100%	90%
Prepared to Use Technology to Collect, Manage and Analyze Data²¹	91%	94%	89%
Candidate/Supervisor Fall Semester²²	Not Applicable	Not Applicable	Not Applicable
Candidate/Supervisor Spring Semester²²	Not Applicable	Not Applicable	Not Applicable
Pass Rate – All Candidates, All Tests²³	66%	71%	72%

17. Average GPA on all college or university coursework that candidates took before entering the program as reported by the educator preparation program. The statewide average is the average of program averages.

18. The average GPA candidates earned on content courses in the certification field as reported by the educator preparation program. The statewide average is the average of program averages.

19. The average of candidate GPAs that programs reported using to make admission determinations, as reported by the educator preparation program. The incoming class GPA will differ from the candidates’ overall GPA because programs may admit candidates on the strength of their last 60 hours of coursework rather than on their overall academic record (TEC §21.0441(a)(1)(B)). The statewide average is the average of program averages.

20. Data is reported by the educator preparation program. Programs do not report these data if the assessment is not used for admission. The statewide average is the average of program averages.

21. Percentage of Principal Survey respondents who reported on average that the candidates were “well prepared” or “sufficiently prepared” with the requisite skills. The statewide values are the percentage of all candidates rated “well prepared” or “sufficiently prepared” with the requisite skills.

22. Reporting candidate/supervisor ratios by semester was required by HB 2205, effective September 1, 2015. Data will not be reported on this measure until 2018.

23. For all tests that the program approved, the percentage of test attempts that the candidates passed between September 1, 2015 and August 31, 2016. The statewide result is the percentage of all test attempts that the candidates passed.