	Outcome Measures
1. Impact on P-12 learning and development (Component 4.1)	5. Graduation Rates (initial & advanced levels)
2. Indicators of teaching effectiveness (Component 4.2)	6. Ability of completers to meet licensing (certification) and any additional state requirements; Title II (initial & advanced levels)
3. Satisfaction of employers and employment milestones (Components 4.3 | A.4.1)	7. Ability of completers to be hired in education positions for which they have prepared (initial & advanced levels)
4. Satisfaction of completers (Components 4.4 | A.4.2)	8. Student loan default rates and other consumer information (initial & advanced levels)

Impact Measures (CAEP Standard 4)

1. Impact on P-12 learning and development

The EPP demonstrates through multiple measures that completers contribute to expected levels of student learning growth. The initial set of names of completers and associated employers was gathered from the Teaching, Learning and Curriculum Department at Andrews University. Additionally, in collaboration with the Office of Education at the North American Division of Seventh-day Adventists, further details were gathered for the following school years: 2016-2017. Specifically, the data obtained were names of completers, years taught, schools of employment, and subjects taught during those years. These names with their associated components were checked against university records as a reliability check and confirmed.

Multiple measures using available ITBS scores in various subject areas (i.e., composite scores and subject areas in Science, Mathematics, Language Arts, and Social Studies) (Link to Evidence

Table 1a

Number of Participants per Institution and Year for Co

Table 1e

Number of Participants per Institution and Year for Social Studies ITBS Score Calculations

School Name	Years			
	2014	2015	2016	2017
ACA Raleigh	0	0	6	10
Alpine Christian	0	7	2	0
First Flint Elementary	4	6	7	4

Table 2

Change in students of completers score in ITBS measure as NCE Mean and NP Median for years between 2014 and 2017 by Composite, Science, Language-arts, and Mathematics.

Outcome	Comparison's years	N	NCE with computation Mean		Cohen's D	NP Rank with computation Median	
Composite	2014-2015	33	40.67	42.03	0.18	34.00	35.00
	2015-2016	21	39.62	38.19	0.16	45.00	28.00
	2016-2017	51	45.08	45.75	0.09	43.00	40.00
Science	2014-2015	33	42.45	48.76	0.43*	39.00	49.00
	2015-2016	36	51.36	53.08	0.14	53.00	48.00
	2016-2017	89	51.24	50.73	0.04	49.00	45.00
Language-Arts	2014-2015	33	43.06	40.94	0.21	37.00	25.00
	2015-2016	23	48.09	45.04	0.29	50.00 -	46.00
	2016-2017	65	51.31	52.08	0.08	53.00	57.00
Mathematics	2014-2015	39	39.92	39.77	0.01	34.00	35.00
	2015-2016	30	46.10	45.87	0.03	43.50	42.50
	2016-2017	75	43.57	44.64	0.12	38.00	39.00
Social Studies	2014-2015	33	47.09	45.36	0.13	40.00	33.00
	2015-2016	15	39.07	44.60	0.30	30.00	38.00
	2016-2017	55	46.91	49.07	0.16	42.0	47.00

*T-test value sig <.05