

ARM 3 Candidate Competency at Completion

Analysis of Candidate Competency at Completion

Analysis of the Measure 3 data charts indicates that both Traditional and Alternate Route candidates at Jackson State University demonstrate strong overall competency at program completion, with consistent performance across key measures including the Teacher Intern Assessment Instrument (TIAI), Dispositions, Impact on Student Learning (IoSL), and cumulative GPA. Across all three years, Dispositions emerge as the strongest area, reflecting candidates' professionalism and readiness to work effectively in school settings, while GPA remains high and stable, indicating solid academic preparation. In contrast, IoSL scores are consistently the lowest across both routes, suggesting that while candidates possess the necessary knowledge and skills, their ability to translate these into measurable P–12 student learning outcomes is still developing.

Year-over-year trends show moderate variability in the Traditional Route, with declines in TIAI and Dispositions from 2022–2023 to 2023–2024 followed by partial recovery in 2024–2025, while IoSL scores remain relatively stable. In comparison, the Alternate Route demonstrates a clearer pattern of continuous improvement, with increases across TIAI, Dispositions, IoSL, and GPA over time. By the most recent year, Alternate Route candidates outperform Traditional Route candidates in several areas, particularly in Dispositions, IoSL, and GPA. Additionally, score ranges across measures indicate some variability in candidate performance, highlighting the presence of both high-performing candidates and those who may benefit from additional support.

Overall, the data suggest that the program is effectively preparing candidates in terms of academic achievement and professional dispositions, with evidence of growth, particularly among Alternate Route completers. However, the consistently lower IoSL scores point to a need for targeted program improvements focused on strengthening candidates' capacity to impact student learning outcomes. These findings support a conclusion that the program is stable and improving, while also identifying a clear opportunity to enhance practice-based experiences and instructional effectiveness aligned with CAEP expectations for candidate competency at completion.

3 Year Traditional Route Completer Data

N=59 Traditional Completers 2024-2025			
TIAI Average / Range	Disposition Average / Range	IoSL Average / Range	Mean Cumulative GPA
2.41 / 1.83 – 3.0	2.69 / 2.0 – 3.0	2.21 / 1.83 – 2.66	3.34 / 2.75 – 3.70
N=52 Traditional Completers 2023-2024			
TIAI Average / Range	Disposition Average / Range	IoSL Average / Range	Mean Cumulative GPA
2.29 / 1.92 – 3.0	2.47 / 2.0 – 3.0	2.10 / 1.75 - 2.70	3.36 / 2.82 – 3.88
N=44 Traditional Completers 2022-2023			
TIAI Average / Range	Disposition Average / Range	IoSL Average / Range	Cumulative GPA
2.66 / 2.0 – 2.96	2.80 / 2.39 – 3.0	2.15 / 1.64 - 2.70	3.38 / 2.8 – 3.93

3 Year Alternate Route Completer Data

N=35 Alternate Route Completers 2024-2025			
TIAI Average / Range	Disposition Average / Range	IoSL Average / Range	Cumulative GPA
2.60 / 2.16 -3.0	2.85 / 2.14 -3.0	2.30 / 1.86 – 3.0	3.70 / 3.10 – 4.0
N=104 Alternate Route Completers 2023-2024			
TIAI Average / Range	Disposition Average / Range	IoSL Average / Range	Cumulative GPA
2.35 / 1.85 – 3.0	2.75 / 1.86 – 3.0	2.11/ 1.71 - 2.50	3.58 / 3.05 – 4.0
N=94 Alternate Route Completers 2022-2023			
TIAI Average / Range	Disposition Average / Range	IoSL Average / Range	Cumulative GPA
2.51 / 1.48 – 2.96	2.61 / 2.0 – 3.0	2.07 / 1.70- 2.80	3.59 / 2.62 – 4.0