Measure 3 Candidate competency at completion

Portfolio 2022-2023 & 2023-2024

The portfolio measures candidates' development on competencies aligned to the [Virginia Uniform Performance Standards](#) (VUPS) and [InTASC](#) standards. The portfolio is a summative assessment and occurs at the end of the candidates' student teaching experience, although candidates use artifacts from across their time in the program to demonstrate each competency. The expectation is that candidates score a 3.0, the target rating of "Proficient," on the portfolio rubric.

The electronic professional portfolio provides a framework for Randolph College Teacher Education candidates and faculty to monitor and support candidates' growth and proficiency in the skills and disposition demonstrated throughout the program. The portfolio is a required component completed during the student teaching experience that provides substantial evidence of candidates' level of mastery related to the VUPS and InTASC standards.

Use of Data

The electronic portfolio supports candidates' documentation of their professional growth, and the intention was to support the job search and interview process, however, candidates report no one reviews their portfolio as part of the interview process. Candidates choose their own artifacts of their teaching philosophy, resume, teaching reflections, sample lesson plans, student work samples, and sample teaching videos recorded during student teaching. The portfolio rubric requires candidates to tag artifacts with appropriate InTASC.

Instrument Development

In the spring of 2018, the faculty identified a need to review the portfolio grading rubric and develop a weighted scoring system to give credit to more complex areas and tasks. Candidates reported that many of the required components of the portfolio required more work compared to other components. For example, section II which is aligned to the InTASC standards and requires artifacts related to the learner and learning, learning differences, learning environments, content knowledge, application of content, assessment, planning and instruction and instructional strategies reflected important teaching requirements compare to organization of the portfolio, or supporting documents (resume, philosophy, reflections, and plans) and should be weighted differently.

This is our last year using this instrument for scoring and evaluation. We have officially partnered   with the company Watermark (https://pages.watermarkinsights.com) for the 2024-2025 cohort and beyond.

Scoring Procedure

Each portfolio is scored by assigned faculty members using the EPP portfolio rubric. Scoring in section I includes the following scale: 1 = Unacceptable 2 = Incomplete 3 = Proficient or 4 = Exemplary. Section II includes a scoring system up to 4 points for each category; each category is weighted x2. Item 10 is weighted x1 = 60 total points in the final scoring. In this section candidates include artifacts that were graded or reviewed in an EDUC course. For each completer's portfolio the rubric percentage score was calculated.

Validity Evidence

Faculty members and Advisory Committee members reviewed the rubric criteria against the aligned standards. We reviewed relevance, importance in evaluating the criteria, and clarity of the rubric items. We recognize the need to apply a validity index and will use Lawshe's (1975) content validity method.

Reliability Evidence

All candidates enrolled in student teaching and the corresponding reflective seminar submit an electronic portfolio. Faculty score each portfolio according to the scoring process outlined in the sections above and use the standardized rubric.

2022-2023 & 2023-2024 Portfolio Performance

The target score for the portfolio rubric was set at 80%. The mean grade for the entire cohort was 94% with 89% of the candidates' scores 93% also exceeding the target score. The portfolio grades for the cluster areas are reported below. Each licensure cluster area exceeded the target score.

Table 1

Portfolio Performance Data for Licensure Categories 2022-2023 & 2023-2024

Licensure Cluster Area	n	Mean % Grade	STDEV
Special Education	2	99%	1.4
Elementary preK-6 (M.A.T)	2	85%	21.2
Secondary Education (M.A.T.)	5	95.6%	1.34

Comparing the 2022-2023 & 2023-2024 portfolio scores to the previous year 2021-2022, the licensure cluster for special education K-12 increased by 13.5% while the elementary education

mean score decreased by 3.9%. A mean decrease of 1.6% was recorded for the secondary education cluster.

Disaggregated data related to the InTASC standards are not provided in this analysis due to the small sample size. Our goal was to gain an overall understanding of the sections of the portfolio in need of additional support. Recognizing the sample size is small, there is little variation in candidates' understanding of content knowledge, planning and instruction, and multimedia inclusion as seen reported in the SDEV.

Conclusion

In reviewing the portfolio data for the Licensure Cluster Areas, we observe notable trends in the performance of candidates across different educational specializations.

Special Education: With a mean percentage grade of 99% and a standard deviation of 1.4, candidates in this area demonstrate exceptional proficiency and consistency in their assessments. This high level of achievement reflects the rigorous preparation and dedication required to excel in special education, underscoring the importance of specialized training in meeting diverse student needs.

Elementary PreK-6 (M.A.T): The mean percentage grade for this cluster is 85%, accompanied by a standard deviation of 21.2. While this average indicates a solid understanding of elementary education principles, the higher standard deviation suggests a wider range of performance among candidates. This variability may point to differing levels of preparedness or experience, highlighting the need for targeted support and resources to enhance overall candidate performance in this area.

Secondary Education (M.A.T.): Candidates in the Secondary Education cluster achieved a mean percentage grade of 95.6% with a standard deviation of 1.34, indicating both high performance and a strong level of consistency. This suggests that the training and curriculum for secondary education are effectively equipping candidates with the necessary skills and knowledge to succeed in their teaching careers.

Overall, the data reflects a strong foundation across the licensure areas, with particular strengths in Special Education and Secondary Education. However, the variability in the Elementary PreK-6 cluster highlights an opportunity for further development and support. Moving forward, it will be essential to analyze these trends in greater depth to ensure that all candidates receive the guidance they need to achieve their full potential in their respective fields.

Improvement Strategies

Contracting with Watermark (https://pages.watermarkinsights.com), a company known for its educational assessment and portfolio management solutions, can significantly enhance the quality and effectiveness of student teaching electronic portfolios. A pilot group was introduced in the Summer of 2024 with the 2025 cohort being the first full group to implement this new software.

Improvement strategies that leverage Watermark's tools and resources:

1. Utilize Watermark's Portfolio Management System

   - Centralized Platform: Use Watermark's platform to create a centralized, user-friendly electronic portfolio. This will allow for easy organization and access to all portfolio components, ensuring a professional presentation.

   - Template Utilization: Take advantage of pre-designed templates offered by Watermark to ensure that your portfolio is visually appealing and adheres to best practices in portfolio design.

2. Align with Assessment Standards

   - Standard Mapping: Use Watermark's tools to map your portfolio artifacts to specific nTASC standards. This will help demonstrate how your experiences align with the competencies expected of educators.

   - Assessment Integration: Incorporate assessment data and feedback from Watermark's evaluation tools to provide evidence of student learning and your effectiveness as a teacher.

3. Incorporate Reflective Practice

   - Reflection Tools: Utilize Watermark's reflection tools to document your teaching experiences and insights. This can help you articulate your growth and areas for improvement in alignment with nTASC standards.

   - Guided Reflection Prompts: Use guided prompts provided by Watermark to facilitate deeper reflection on your teaching practices, encouraging critical thinking about your instructional strategies and student outcomes.

4. Showcase Evidence of Student Learning

   - Artifact Collection: Use Watermark's portfolio features to systematically collect and organize artifacts that demonstrate student learning, such as lesson plans, assessments, and student work samples.

   - Data Visualization: Leverage Watermark's data visualization tools to present assessment results and student progress in a clear and impactful way, making it easier for reviewers to understand your impact on student learning.

5. Engage in Continuous Improvement

   - Feedback Mechanisms: Implement feedback mechanisms through Watermark's platform to gather input from mentors, peers, and supervisors. This can help you identify strengths and areas for growth in your teaching practice.

   - Professional Development Tracking: Use Watermark to track your professional development activities and link them to specific nTASC standards, demonstrating your commitment to lifelong learning.

6. Enhance Collaboration and Communication

   - **Collaborative Features**: Utilize Watermark's collaborative features to work with peers and mentors on shared projects or reflections. This can foster a sense of community and support among student teachers.

   - Communication Tools: Take advantage of communication tools within Watermark to facilitate discussions with mentors and supervisors about your portfolio and teaching experiences.

7. Incorporate Multimedia Elements

   - Video and Audio Integration: Use Watermark's capabilities to embed video or audio clips of your teaching practice, allowing you to showcase your instructional techniques and classroom management skills.

   - Interactive Elements: Include interactive elements, such as hyperlinks to external resources or embedded documents, to enhance engagement and provide a richer experience for viewers.

8. Set Clear Goals and Action Plans

   - Goal Setting Features: Use Watermark's goal-setting features to establish specific, measurable goals for your teaching practice. This can help you stay focused on your professional development and align your portfolio with nTASC standards.

   - Action Plans: Develop action plans within the Watermark platform to outline steps you will take to achieve your goals, ensuring accountability and progress tracking.

9. User-Friendly Design and Accessibility

   - Accessibility Features: Ensure that your electronic portfolio is accessible to all users by utilizing Watermark's accessibility features, making it easy for reviewers to navigate and engage with your content.

   - Mobile Compatibility: Ensure that your portfolio is mobile-friendly, allowing for easy access on various devices, which is a feature supported by Watermark's platform.

By implementing these strategies in conjunction with Watermark's tools and resources, student teachers can create a comprehensive and effective electronic portfolio that not only showcases their skills and experiences but also aligns with nTASC standards, ultimately enhancing their readiness for a successful teaching career.