Key assessments used in addition to the TExES indicating that the Unit's candidates in initial teacher preparation programs demonstrate the content knowledge delineated by professional, state, and institutional standards include GPA, Professional Development and Appraisal System (PDAS), *TrueOutcoems* electronic portfolio, as well as graduate and employer surveys.

GPA is collected for the major or area of concentration at the first transition point, admission to the program. Candidates must complete all core curriculum requirements with a minimum overall 2.50 grade point average with a grade of "C" or higher in English and Mathematics. The professional GPA is calculated from all of the courses in the professional core noted by an education (ED) prefix. Consequently, because the coursework with the ED prefix includes the domains of content knowledge, the average major GPA is consistently above 2.50 indicating strength across all program areas.

An evaluation of the candidate's GPA in the Major Content Area occurs at transition point II. The minimum GPA required for candidates' Major is 2.50 on a 4-point scale. Candidates who do not satisfy this requirement are denied admission into Student Teaching and advised of a course of action in order to correct any deficiencies or, in extreme cases, advised out of the program. Analysis of transition point II indicates that 91.5% of our students' average Major GPA are consistently 3.00 or higher. In order to continue in the program, Initial candidates are monitored throughout their programs of study and are required to maintain a grade point average of 2.50 in both professional education courses and content area.

The Professional Development and Appraisal System (PDAS) is the State's approved instrument for appraising its teachers and identifying areas in need of improvement. This instrument is used by the Unit to assess teacher candidates' performance during student teaching. Domains II and VII are the principal domains that address Content Knowledge. Analysis of these PDAS domains from fall semester 2005 to fall semester 2007 indicate that over 95% of the Unit's initial candidates scored 3.5 or above on a scale of 4.00. These scores suggest that our candidates' content knowledge falls within the Target area.

TrueOutcomes, an electronic data management system was implemented by the Unit in the spring semester 2008. *TrueOutcomes* allows candidates to keep a record of completed artifacts, the courses they have completed, create a Professional Electronic Portfolio (PEP), and plan future courses to help them meet their career goals. The PEP provides the faculty member a copy of the candidate's work. It is comprehensive in nature and addresses institutional, state, SPA, and NCATE standards identified within the candidate's program area of study.

The PEP contains student-generated artifacts directly aligned with the program area for review by the faculty. Faculty members review the PEPs and identify areas of improvement for the student and area(s) for program improvement determined by "Closing the Loop." This process ensures the quality or our graduates. PEP artifacts are graded using rubrics that faculty members have developed for each artifact. In addition, the PEPs are accessible throughout their academic careers' and into their professional career. Artifacts included in the PEPs include

candidates' experiences, written and oral work, videos of candidates teaching and their reflections, as well as evidence of their professional interactions.

Although implemented in spring 2008, the artifacts entered and evaluated for the spring and summer semesters have provided some preliminary data for analysis. Planned to start in the spring 2009 semester, the Arts and Science programs do not yet require teacher education candidates to submit Artifacts in *TrueOutcomes*. Nevertheless, approximately 1,000 students in initial have submitted artifacts for the spring and summer semesters that relate to Content Knowledge. Analysis of these artifacts indicate that over 95% of the Unit's initial candidates scored 3.5 or above on a scale of 4.0.

Education graduates were surveyed to determine their opinion about their preparation in the areas of Content Area, Content Knowledge and Skills, Professional and Pedagogical Knowledge, their ability to help all students learn, preparation related to Knowledge and skills in their Field, and their ability to create positive environments for student learning. The return rate for the initial level graduates was approximately 98%. The mean for Content Knowledge is approximately 2.6 with a mode of 3.0 with an N return of 33. The survey results suggest that our candidates at the initial level perceive their preparation for content knowledge as between acceptable and excellent

Surveys were also sent to employers to evaluate our graduates' performance on the job about their preparation in Content Area, Content Knowledge and Skills, Professional and Pedagogical Knowledge, their ability to help all students learn, Preparation related to Knowledge and skills in their Field, and their ability to create positive environments for student learning. Approximately 350 surveys were mailed to area schools with a return rate of 10%. The low return rate was a result of number of schools receiving the survey did not have any of our graduates employed on their campus at that time. With a mean for Content Knowledge of approximately 2.4 and a mode of 2.0 results of the employer survey suggest that our candidates are rated by employers as acceptable or above in the area of Content Knowledge.

Candidates Overall PDAS Mean Scores by Programs

PROGRAM	FALL 2005		SPRING 2006		FALL 2006		SPRING 2007		FALL 2007	
	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean
BILINGUAL EC-4	-	-		-	1	3.98	-		1	2.92
GENERALIST EC-4	19	3.84	12	3.84	18	3.78	7	3.85	16	3.87
GENERALIST 4-8	-	-		-	2	4.00	3	3.84	-	-
ELA/READING 4-8	1	3.82	10	3.67	4	3.79	9	3.76	5	3.69
MATHEMATICS 4-8	2	3.87	4	3.78	2	4.00	2	3.98	1	4.00
SPECIAL EDUCATION EC-12	-	-	3	3.71	8	3.48	-	-	3	3.15
ELA/READING 8-12	-	-	1	3.80	-	-	-	-	1	2.05
PHYSICAL EDUCATION EC-12	-	-	1	3.49	-	-	-	-	-	-
SCIENCE 4-8	1	3.86	1	3.86	1	4.00	3	3.87	-	-
SOCIAL STUDIES 4-8	-	-	1	3.72	1	4.00	1	2.94	3	3.89
MUSIC EC-12	-	-	-	-	1	3.60	2	3.93	2	3.93
TOTAL	23	3.84	33	3.75	38	3.75	27	3.80	33	3.68