

2016-2017

# IHE Bachelor Performance Report

## Livingstone College

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## Public Schools of North Carolina

State Board of Education

Department of Public Instruction

### Overview of the Institution

Livingstone College is a private, coeducational, liberal arts college with a strong commitment to quality instruction. It was founded by the African Methodist Episcopal Zion (AMEZ) Church in 1879. The institution attracts students from many states within the United States, Canada, the Caribbean and Africa. The College has a solid liberal arts curriculum that teaches students how to think critically and reflectively, analyze, interpret and impart an understanding of history and culture. The College is an institution where academic pursuit and community service are integral components of the higher education process. Consequently, the curriculum, which includes an

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appropriate knowledge base for professional and career oriented programs, is also infused with opportunities to provide service to the institution, the community, and throughout the nation and global society; as well as opportunities for interdisciplinary learning. Livingstone College is dedicated to preparing students to assume positions of leadership in their chosen professions. For over one hundred and thirty-seven years the College has nurtured a special spirit that inspires its graduates to make important contributions to the community and the nation, to seek rewarding careers, and to build meaningful lives for themselves and others. The Teacher Education Unit has a clearly defined mission appropriate to collegiate education as well as its own specific educational role. The mission of the Teacher Education Program is to develop Servant Leaders as Professional Educators who serve, lead, and teach according to student cognitive, psychomotor, and affective learning styles. The goal is to provide an instructional learning environment in professional and specialty area courses and field experiences that prepare candidates with a strong foundation in theory, practice, clinical application, knowledge, and technology skills for the 21st century.

### **Special Characteristics**

Livingstone College's Teacher Preparation Program is committed to the success of the candidate as a servant-leader and professional educator with skills, abilities, and dispositions to teach 21st century students. The program encourages strong academic performance and leadership that emphasizes community service, decision-making, and critical thinking. The institution pursues program diversity, innovative courses of study, enhancement of academic options, global education, and honors programs for students, while advocating effective teaching strategies and the use of best practices. Dedicated faculty provide small classes and low student/faculty ratios in all professional level classes and collaborate with students to achieve scholarly learning experiences and creative endeavors. Practical application of classroom theory is required through internships, field experiences, cooperative education, community service, and experimental learning throughout the sequence of courses. Diversity is achieved through opportunities for students to develop a full appreciation of the African American heritage while increasing their awareness and appreciation of various other cultures. The College is dedicated to preparing students to assume positions of leadership in their chosen professions. The Teacher Education

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Unit collaborates with local school practitioners through program development, curriculum changes, resource, and service on committees and boards. The Unit continues to offer gratis consultation to local teachers and schools in developing instructional strategies, systematically exploring strategies to improve teacher preparation and teachers, parents, and school-community relations. Students use their knowledge and skills working in classrooms and conducting tutorial programs in reading and mathematics. Education majors work with summer Bridge and Upward Bound youth as tutors. To ensure that technological competencies are addressed, professional development sessions and course alignment have taken place within the program and with Liberal Arts faculty as well. Technological competencies are infused into courses through PowerPoint or Excel lesson presentations, projects, Blackboard assignments and training in Smart classrooms that have been installed across the campus. Teacher Education faculty participated in and provided teaching strategies for assessment, reading, and technology workshops on campus. Teacher Education faculty also provided leadership in developing the institutions SAC-Quality Enhancement Plan, and revising the General Education Curriculum.

**Program Areas and Levels Offered**

Livingstone College is approved to offer undergraduate programs in Early Childhood (B-K), Elementary Education (K-6), Middle Grades Social Studies (6-8), Secondary Mathematics, and English (9-12), and Music (K-12). Livingstone College offers "Evening and Weekend College" for working adults who aspire to complete a teacher preparation program in an accelerated format. The program is designed to complement the busy schedules of non-traditional adult learners.

**Pathways Offered (Place an ‘X’ under each of the options listed below that your IHE Provides)**

Traditional	RALC	Lateral Entry
X		X

**Brief Summary of faculty service to the public schools.**

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Teacher Education faculty members met with local school administrators to develop field placement partnerships and collaborative agreements. Faculty served on school system sub-committees designed to address the challenge of closing the achievement gap between racial majority and minority groups, collaborated with school leaders on effective research-based practices to consider as a means to enhance the lines of communication between students' home environment and the school environment; visited schools and participated in staff meetings to share research perspectives on making classrooms an engaging experience. Special Olympics activities are provided and supported by faculty and students. Teacher Education faculty participated in the Reading Day event on the lawn which involved school children from the community in reading activities and games; they also participated in a partnering school book fair and delivered books to the K&3 grade classes. One faculty member annually serves on the Teacher-of-the-Year selection committee.

For the 2016-2017 report, briefly describe your current efforts or future plans to respond to the recent legislative provisions below.

**All candidates are prepared to use digital and other instructional technologies to provide high-quality, integrated digital teaching and learning to all students.**

As part of the General Education Curriculum Student Learning Outcomes, all Livingstone students are required to “demonstrate computer literacy” by successfully completing CIS 130: Computers in Society, or testing out of the class. Additionally, Teacher Education majors must also successfully complete EDU337: Utilizing Technology to Improve Learning (K-12), or ECE439: EC/ECE Methods and Materials (B-K). These courses ensure that skills needed to teach students in the P-12 setting are appropriate for the grade level, and are mastered prior to students beginning their student teaching semesters. In addition, the curriculum for Teacher Education requires learning activities to utilize technology throughout the preparation of all candidates in the program. Finally, the capstone project, an e-Portfolio that documents Methods and Student Teaching experiences, includes lessons, assessments, and projects that showcase teaching strategies, including integration of technology in the classroom. The Faculty Technology Committee provides tutoring for all faculties who need assistance in staying abreast

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of the updates in technology, and the Institution provides training in PLATO, Blackboard, and Smartboard platforms.

**Assess elementary and special education: general curriculum candidates prior to licensure to determine that they possess the requisite knowledge in scientifically based reading and mathematics instruction that is aligned with the State Board's expectations. *Describe your efforts for ensuring candidates are prepared for the new Foundations of Reading and General Curriculum licensure exams effective October 1, 2014.***

Foundations of Reading and Licensure require the knowledge and skills to teach reading. Preparation of candidates to teach reading skills is ensured by providing instruction through curriculum content. Birth – Kindergarten majors are required to complete Phonological Awareness and Foundations of Teaching Reading, in addition to the Methods and Children’s Literature courses. Elementary Education major’s curriculum includes the following courses, Foundations of Teaching Reading, Reading in the Content Area, Reading Diagnosis and Practicum. The application of skills and a knowledge base are demonstrated and applied in the methods and student teaching semesters. The clinical teacher provides an in-depth and guided application for candidates. Mathematics instruction begins with successfully completion of College Algebra I and II; then Methods of Teaching Mathematics and Sciences in the Elementary School or Mathematical Methods for grades 9-12. Students spend one semester in the classroom during Methods semester observing, collaborating, and being trained by the teacher in all subject areas, then one full semester as a Student Teacher, being supervised by the classroom teacher. Candidates are evaluated on their abilities to plan, implement and assess the subject areas to be taught.

**Candidates (preparing to teach in elementary schools) are prepared to apply formative and summative assessments within the school and classroom setting through technology-based assessment systems available in North Carolina schools that measure and predict expected student improvement.**

Candidates’ knowledge base and skills related to assessment are introduced, reinforced, and mastered in the curriculum. The courses used to achieve this are Child Growth and Development, Educational Psychology; Educational Curriculum, Measurement, and Assessment. These courses focus candidates’ attention on expectations during each growth period, developmentally appropriate assessment tools and practices from observations to standardized testing; administering, interpreting, using data for instructional design and implementation through a

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sequential process, and using results to improve instruction and teaching strategies. Candidates are provided theory as well as practice in assessing the performance of students. In addition, candidates are required to demonstrate the utilization of data collected on the performance of students to guide their instructional decisions in the classroom. Teacher Education majors learn to use technology to both administer assessments and also to collect and analyze data, then use technology-assisted software to tutor students.

**Candidates (preparing to teach in elementary schools) are prepared to integrate arts education across the curriculum.**

Candidates develop and demonstrate their knowledge and skills to effectively integrate all content areas. Specific emphases for integration of art have the foundations in the five credit hour course, Integrating Art, Music and Physical Education in the Elementary Curriculum, as well as Teaching Language Arts and Social Studies in the Elementary Curriculum, another five credit hour class. These courses emphasize creative activities for students and provide opportunities to enhance the development of students' abilities to use multimedia and sensory medium in all educational experiences. In addition, candidates are required to demonstrate strategies that encourage the use of critical thinking and implementation of art throughout the curriculum.

**Explain how your program(s) and unit conduct self-study.**

Livingstone College endeavors to maintain a culture of assessment and self-study is an essential part of that endeavor. Each Unit on campus (Academics, Business and Finance, Athletics, Student Affairs, Safety and Security, Human Resources) is required to set goals and reflect back on how well those goals were achieved. Each Unit and its components (including Teacher Education), completes a Formative Semi-Annual Assessment, an Annual Assessment, an annual Close the Loop Report; and for the Academic Affairs Unit, an annual Degree Assessment. These self-study assessments are designed to force a reflective look at the unit, and the individual components of the unit, from differing perspectives to provide a comprehensive picture of how well the unit is performing in relation to the stated mission, goals, and objectives. Each year the

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Teacher Education Department reviews syllabi for content and clarity to ensure the course outcomes not only align with the program mission and goals, but also that assessments are aligned, relevant, and demonstrate the performance students need to be successful in the classroom. Textbook adoptions are studied every three years to ensure content is aligned with the core knowledge and skills to meet the professional standards of the degree. The Teacher Education Council reviews handbooks and manuals to ensure they reflect the Institution mission and Strategic Plan; are up to date, and accurately portray the mission of the Teacher Education program. *The Field Placement Handbook*, *The Cooperating Teacher Handbook*, and *The Student Teacher Handbook* are in process of review and updating fall 2017. Teacher Education faculty use the results of self-study assessment to change curricula, update syllabi, make book adoptions, and design study strategies for the Praxis and Pearson assessments. .

**Provide a description of field experiences to occur every semester including a full semester in a low performing school prior to student teaching.**

Field experiences are required in each Teacher Education course; additionally, students have required “theory into practice” assignments, or reflections that must be completed. Initially students begin with 10 required observation hours for each 200 level class; Students observe the class, the pupils, and the role of the teacher. These observations are completed in various schools to ensure the pre-candidates observe the diverse populations and socio-economic groups in the schools within the Rowan Salisbury School District. Students in 300 level courses begin to participate, under the guidance of the cooperating Teacher; for example reading a story, or working with one student or a small group. Then, in the Methods classes, candidates are more actively involved with students, but still under supervision. Finally, in Student Teaching – working and planning with the Cooperating Teacher, the candidate eventually assumes full teaching responsibility for the class.

**How many weeks are required at your institution for clinical student teaching?**

Clinical student teaching requires 16 weeks of field placement in the classroom under the supervision of the cooperating teacher.

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**How will student teaching be scheduled to allow for experiences to occur at both the beginning and end of the school year?**

The experiences are expanded over two semester - (1) Methods Semester (beginning) and (2) Student Teaching (Ending) equal 32 weeks.

**Does your program require teacher candidates to pass all tests required by the North Carolina State Board of Education before recommendation for licensure?**

Yes.

**I. SCHOOL/COLLEGE/DEPARTMENT OF EDUCATION (SCDE) INITIATIVES**

**A. Direct and Ongoing Involvement with/and Service to the Public Schools**

LEAs/Schools with whom the Institution Has Formal Collaborative Plans	North Rowan Elementary, Hanford Elementary, Woodrow Wilson Elementary, Isenberg Elementary, Shives Elementary, and Hurley Elementary Schools Rowan Salisbury, Charlotte Mecklenburg and Iredell Statesville School Systems
Start and End Dates	August 2016-May 2017
Priorities Identified in Collaboration with LEAs/Schools	Field Placement Experiences, Credentials of Clinical Faculty and Support for Student Performance and Achievement
Number of Participants	4
Activities and/or Programs Implemented to Address the Priorities	End of Grade Testing, Training, Teacher of the Year Committee, Literacy Activities
Summary of the Outcome of the Activities and/or Programs	Two persons were trained for end of grade proctors One person served on the Teacher of The Year Selection Three faculty and eight students participated in the Literacy Day activities.

LEAs/Schools with whom the Institution Has Formal Collaborative Plans	North Rowan Elementary, Hanford Elementary, Woodrow Wilson Elementary, Isenberg Elementary, Shives Elementary, and Hurley Elementary Schools Rowan Salisbury, Charlotte Mecklenburg and Iredell Statesville School Systems
Start and End Dates	August 2016-May 2017

Priorities Identified in Collaboration with LEAs/Schools	Increase Clinical Faculty, Assessment of Candidates Performance during Field Experiences
Number of Participants	7
Activities and/or Programs Implemented to Address the Priorities	Overview of the North Carolina Standards for Teacher Performance Continued collaboration with Administrators regarding the dispositions of Candidates during their Field experiences
Summary of the Outcome of the Activities and/or Programs	Administrators Assessment revealed that candidates' knowledge and dispositions were at a proficient level.

## II. CHARACTERISTICS OF STUDENTS

### A. Headcount of students formally admitted to and enrolled in programs leading to licensure.

Full-Time				
	Male		Female	
Undergraduate	American Indian/Alaskan Native		American Indian/Alaskan Native	0
	Asian/Pacific Islander		Asian/Pacific Islander	0
	Black, Not Hispanic Origin		Black, Not Hispanic Origin	4
	Hispanic		Hispanic	0
	White, Not Hispanic Origin		White, Not Hispanic Origin	1
	Other		Other	0
	Total		Total	5
Licensure-Only	American Indian/Alaskan Native		American Indian/Alaskan Native	0
	Asian/Pacific Islander		Asian/Pacific Islander	0
	Black, Not Hispanic Origin		Black, Not Hispanic Origin	1
	Hispanic		Hispanic	0
	White, Not Hispanic Origin		White, Not Hispanic Origin	0
	Other		Other	0
	Total		Total	1

### B. Program Completers and License Completers (reported by IHE).

Program Area	Baccalaureate Degree		Undergraduate Licensure Only	
	PC	LC	PC	LC
<b>PC Completed program but has not applied for or is not eligible to apply for a license</b>				
<b>LC Completed program and applied for license</b>				
Prekindergarten				
Elementary	1	1		
MG				

Secondary				
Special Subjects				
EC				
VocEd				
Special Services				
Total	1	1	0	0

**C. Undergraduate program completers in NC Schools within one year of program completion.**

2015-2016		Student Teachers	Percent Licensed	Percent Employed
Bachelor	Livingstone	1	100	0
Bachelor	State	3,276	84	63

**D. Top10 LEAs employing teachers affiliated with this college/university. Population from which this data is drawn represents teachers employed in NC in 2016-2017.**

LEA	Number of Teachers
Charlotte-Mecklenburg Schools	34
Rowan-Salisbury Schools	26
Winston Salem/Forsyth County Schools	6
Guilford County Schools	6

**E. Quality of students admitted to programs during report year.**

Measure	Baccalaureate
MEAN SAT Total	*
MEAN SAT-Math	*
MEAN SAT-Verbal	*
MEAN ACT Composite	*
MEAN ACT-Math	*
MEAN ACT-English	*
MEAN PPST-Combined	*
MEAN PPST-Reading	*
MEAN PPST-Writing	*
MEAN PPST-Math	*
MEAN CORE-Combined	495.2
MEAN CORE-Reading	*
MEAN CORE-Writing	*
MEAN CORE-Math	*
MEAN GPA	3.55

Comment or Explanation:

\* Less than five scores reported

**F. Scores of student teachers on professional and content area examinations.**

Specialty Area/Professional Knowledge	2015-2016 Student Teacher Licensure Pass Rate	
	Number Taking Test	Percent Passing
Elementary (grades K-6)	1	*
Institution Summary	1	*

\* To protect confidentiality of student records, mean scores based on fewer than five test takers were not printed.

**G. Lateral Entry/Provisionally Licensed Teachers: Refers to individuals from your IHE employed by public schools on lateral entry or provisional licenses.**

Program Area	Number of Issued Program of Study Leading to Licensure	Number Enrolled in One or More Courses Leading to Licensure
Prekindergarten (B-K)	1	0
Elementary (K-6)	0	3
Middle Grades (6-9)	0	0
Secondary (9-12)	0	0
Special Subject Areas (K-12)	0	0
Exceptional Children (K-12)	0	0
<b>Total</b>	1	3

Comment or Explanation: Two students recommended for Provisional Licensure (Spring 2017)

**H. Time from admission into professional teacher education program until program completion**

Full Time						
	3 or fewer semesters	4 semesters	5 semesters	6 semesters	7 semesters	8 semesters
Baccalaureate degree	1	2	0	0	0	0
U Licensure Only	0	0	0	0	0	0
Part Time						
	3 or fewer semesters	4 semesters	5 semesters	6 semesters	7 semesters	8 semesters
Baccalaureate degree	0	0	0	1	0	0
U Licensure Only	0	0	0	0	0	0

Comment or Explanation:

### I. Teacher Education Faculty

Appointed full-time in professional education	Appointed part-time in professional education, full-time in institution	Appointed part-time in professional education, not otherwise employed by institution
3	1	1

### J. Teacher Effectiveness

Teacher Effectiveness						
<p>This section includes a summary of data collected through the North Carolina Educator Evaluation System (NCEES) for beginning teachers prepared by this institution. North Carolina defines a beginning teacher as one who is in the first three years of teaching and holds a Standard Professional 1 license. The evaluation standards identify the knowledge, skills, and dispositions expected of teachers. School administrators rate the level at which teachers meet standards 1-5 as they move from ratings of “developing” to “distinguished.” Effective 2010–2011, at the end of their third year beginning teachers must be rated “proficient” on standards 1-5 on the most recent Teacher Summary Rating Form in order to be eligible for the Standard Professional 2 License. Performance on standard 6 is determined by a student growth value as calculated by the statewide growth model for educator effectiveness. The ratings for standard 6 are “does not meet expected growth”, “meets expected growth”, and “exceeds expected growth.” New teachers are more likely to be rated lower on the evaluation standards as they are still learning and developing new skills and knowledge. Additional information about the North Carolina Educator Evaluation System is available at <a href="http://www.ncpublicschools.org/effectiveness-model/ncees/">http://www.ncpublicschools.org/effectiveness-model/ncees/</a>. Institutions with fewer than five beginning teachers evaluated during the 2016-2017 school year are reported as N/A. Additional information about Educator Effectiveness is available at: <a href="http://www.ncpublicschools.org/effectiveness-model/ncees/">http://www.ncpublicschools.org/effectiveness-model/ncees/</a></p>						
<b>Standard One: Teachers Demonstrate Leadership</b>						
	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished	Sample Size
Inst. Level:	n/a	n/a	n/a	n/a	n/a	<10
State Level:	.1	2.9	67	28.4	1.6	6973
<b>Standard Two: Teachers Establish a Respectful Environment for a Diverse Population of Students</b>						
	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished	Sample Size
Inst. Level:	n/a	n/a	n/a	n/a	n/a	<10
State Level:	.1	2.9	59.5	35.7	1.8	6915
<b>Standard Three: Teachers Know the Content They Teach</b>						
	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished	Sample Size
Inst. Level:	n/a	n/a	n/a	n/a	n/a	<10
State Level:	0	3.6	71.5	23.7	1.3	6915
<b>Standard Four: Teachers Facilitate Learning for Their Students</b>						
	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished	Sample Size
Inst. Level:	n/a	n/a	n/a	n/a	n/a	<10
State Level:	.1	4.1	66.2	28.7	1.0	6973
<b>Standard Five: Teachers Reflect on Their Practice</b>						
	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished	Sample Size
Inst. Level:	n/a	n/a	n/a	n/a	n/a	<10
State Level:	0	2.8	69.3	26.2	1.7	6915
<b>Standard Six: Teachers Contribute to the Academic Success of Students</b>						
	Does Not Meet	Meets	Exceeds	Sample Size		

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	Expected Growth	Expected Growth	Expected Growth			
Inst. Level:	n/a	n/a	n/a	<10		
State Level:	20	64.5	15.6	5021		