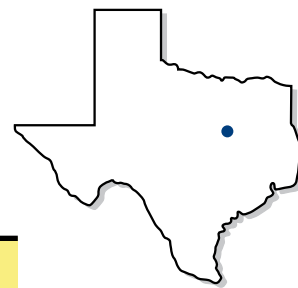


Baylor University

Waco, Texas

School of Education



2010 OVERALL TEACHER PREPARATION PROGRAM DESIGN

Much of the design of this institution's preparation program is very strong, notably the preparation of special education teacher candidates. However, some elements need improvement, particularly the content preparation of elementary teacher candidates and subject area preparation of middle school teacher candidates. Because some of the data that we collect is drawn from public sources, we always ask the institution to verify the accuracy and currency of what we have collected. Baylor University declined to review and comment.

Admission Standards

1. Admits teacher candidates with strong academic records ●

+ Rationale + Methodology + State findings

The standards for admission either into the institution or its teacher preparation program should select teacher candidates from only the top half of the college population.

Baylor University's high rating for this standard is based on its classification by U.S. News and World Report as a "more selective" institution in its admissions, ensuring that teacher candidates have sufficiently strong academic credentials.

Elementary Teacher Program

Strong
Textbook

2. Prepares teacher candidates to teach reading ●

a. Extent to which the science of reading is covered ●

+ Rationale + Methodology + State findings

The research-based content proven to be necessary for teaching all children to read should be clearly evident in course materials such as lecture topics, assignments and textbooks.

This institution does not fully meet this standard although there is good coverage of the science of reading in one of two courses and strong textbooks are used in both. All required textbooks address the science of reading.

b. Adherence to science of reading throughout coursework ●

+ Rationale + Methodology + State findings

All of an institution's required reading courses — not just some courses — should impart the research-based content that is necessary for teaching all children to read.

The institution meets this standard because both courses cover some of the necessary research-based content.

3. Prepares teacher candidates to teach mathematics ●

+ Rationale + Methodology + State findings

Teacher candidates, even those who excel in math, generally require three semesters of coursework in order to progress from a procedural to a conceptual understanding of the essential mathematics topics taught in the elementary grades.

The institution meets this standard because it requires a sufficient number of mathematics content courses and, although too much time is devoted to data analysis and probability, these courses generally cover the necessary topics.

Ratings: ● Meets standard ● Nearly meets standard ● Partly meets standard ● Meets a small part of standard ○ Fails to meet standard
? Data insufficient for a final rating ○ Data withheld despite request NA Not applicable 2011 Evaluation pending NR Not rated

4. Educates teacher candidates in the broad content areas relevant to elementary teaching ○

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

Because they cannot teach what they do not know, teacher candidates need to have a solid grasp of literature and composition; American history, world history, art history and music history; geography; and science.

The institution's Interdisciplinary Core Curriculum appears to ensure sufficient coverage in most of the essential content that elementary teachers need, but it need not be taken by teacher candidates. In the alternative, the institution does not meet this standard because neither the institution nor its teacher preparation program appear to ensure sufficient coverage in the world/American literature, world history, world geography, art history and music history content elementary teachers need. Our conclusion took into consideration music coursework designed specifically for teacher candidates.

5. Requires an area of concentration so that teacher candidates develop content expertise and have a second career option ○

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

Teacher candidates should develop some expertise outside of their professional studies, not only to enrich their own academic experience, but also to serve as a fallback major in the event that the student teaching experience goes poorly.

The institution does not meet this standard because we could find no evidence of any sort of subject matter concentration, save two English courses. Should a teacher candidate fail student teaching, she would face well more than an additional semester's work to be able to graduate under a non-education major.

6. Offers all required courses at least once a year ●

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

It must be possible to complete the requisite program in a timely manner.

The institution fully meets this standard because it offers all required courses each year.

7. Prepares teacher candidates for the profession ?

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

The well-documented ineffectiveness of first year teachers may be mitigated by professional preparation that includes coursework on classroom management, methods for teaching specific content and diverse learners, child development, assessment and data driven instruction, and how education policy challenges affect practice.

Because we could only gain access to course descriptions for this standard rather than syllabi, we did not rate this standard. However, we were able to complete an accurate count of the credit hours in professional coursework that the institution requires, and it appears to be slightly above typical counts. The institution requires 52 hours of professional coursework (not including a full year of clinical coursework), exceeding the generous upper bound of 50 credits that should be sufficient. Furthermore, in spite of this count, we believe we are able to identify key professional topics inadequately addressed in this highly field-based program, including 1) classroom management, 2) teaching learners with special needs, 3) child development, 4) assessment, and 5) education policy challenges.

8. Student teaching effectively prepares teacher candidates for the challenges of the classroom 2011

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

Although there are a number of characteristics that define a high quality student teaching program, at a minimum a full-time, full-semester clinical experience is necessary.

The institution meets this minimal standard as it offers a full semester of full-time student teaching.



Secondary Teacher Program

9. Prepares high school teacher candidates to teach their subject area(s) ●
- + Rationale + Methodology + State findings
- All children deserve to have teachers who are well versed in each and every one of the subjects they teach, regardless of teacher shortages.
While most of the course requirements in the certification areas for secondary teachers appear to be sound, the institution does not fully meet the standard because of an inadequate program design in social studies. Acknowledging that flawed state regulation is the principal culprit for the prevalence of poorly designed social studies preparation programs across the state, including here, the institution should not sanction a system that qualifies secondary teachers to teach multiple subject areas in social studies after having taken sufficient coursework in only one of these areas, history.
-
10. Prepares middle school teacher candidates to teach their subject area(s) ●
- + Rationale + Methodology + State findings
- All children deserve to have teachers who are well versed in each and every one of the subjects they teach, regardless of teacher shortages.
The institution only partially meets the standard because of a flawed program design for the "middle school subject specialist." The institution should not qualify a middle school teacher to teach science without requiring either a major in a science discipline or a combination of courses equivalent to a major that would include at least a minor in one discipline.
-
11. Offers all required courses (high school certification) at least once a year ●
- + Rationale + Methodology + State findings
- It must be possible to complete the requisite program in a timely manner.
The institution meets this standard because it offers all required courses each year.
-
12. Prepares high school teacher candidates for the profession ?
- + Rationale + Methodology + State findings
- The well-documented ineffectiveness of first year teachers may be mitigated by professional preparation that includes coursework on classroom management, methods for teaching specific content and diverse learners, adolescent development, assessment and data driven instruction, and how education policy challenges affect practice.
Because we could only gain access to course descriptions for this standard rather than syllabi, we did not rate this standard. However, we were able to complete an accurate count of the credit hours in professional coursework and it appears to be slightly above typical counts. The institution requires 31 hours of professional coursework (not including student teaching), exceeding the generous upper bound of 30 credits that should be sufficient for secondary teachers. Furthermore, in spite of these counts, this institution's highly field-based program may have key professional topics inadequately addressed in this sequence, including 1) classroom management, 2) teaching diverse learners, 3) adolescent development, 4) assessment, and 5) education policy challenges.
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13. Student teaching effectively prepares high school teacher candidates for the challenges of the classroom 2011
- + Rationale + Methodology + State findings
- Although there are a number of characteristics that define a high quality student teaching program, at a minimum a full-time, full-semester clinical experience is necessary.
The institution does not meet this minimal standard as it does not offer a full semester of full-time student teaching for secondary mathematics teacher candidates.

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 ? Data insufficient for a final rating ⊘ Data withheld despite request NA Not applicable 2011 Evaluation pending NR Not rated

Special Education Teacher Program



14. Prepares teacher candidates to teach early reading



[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

All special education teachers, regardless of whether they are teaching toddlers or teenagers, need coursework in the research-based strategies shown to dramatically reduce the number of children needing remediation in reading. *This institution fully meets the standard because its reading preparation for special education teacher candidates adds a course with a strong textbook and comprehensive coverage of the components of the science of reading to the two courses required of elementary teacher candidates.*

15. Prepares teacher candidates to teach elementary mathematics



[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

Special education teachers, regardless of whether they are teaching toddlers or teenagers, generally need three semesters of coursework in order to progress from a procedural to a conceptual understanding of fundamental mathematics topics. *The institution meets this standard because it requires a sufficient number of mathematics content courses and, although too much time is devoted to data analysis and probability, these courses generally cover the necessary topics.*

16. Offers all required courses at least once a year



[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

It must be possible to complete the requisite program in a timely manner. *The institution meets this standard because all required courses are offered each year.*

Outcomes

17. Systematically seeks and uses feedback on graduates from school districts



18. Utilizes available data systems to monitor performance of graduates



[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

Mirroring a similar commitment now found in K-12 education, higher education institutions must embrace data driven decision making and accountability in preparing teachers. *The institution does not meet these standards. In our survey of local school districts that hire the institution's graduates, the Waco Independent School District responded that the institution does not regularly request any data regarding the job performance of graduates or the performance of graduates' students.*

Institutional Features

19. Assigns faculty to teach in their area of expertise



[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

Only the most extreme examples of unsuitable assignments are noted, such as an instructor teaching both reading and mathematics methods. *The institution meets this standard as we could find no evidence of faculty being inappropriately assigned.*



20. Offers grade-span specific coursework as appropriate ●

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

A single class with curriculum addressing students from preschoolers to high school seniors cannot adequately prepare both elementary and secondary teacher candidates in areas such as classroom management or instructing students with disabilities. *The institution meets this standard as it appears that it designs separate classes for elementary and secondary candidates on topics benefiting from age-specific approaches.*

21. Ensures that teacher candidates are prepared to teach in a global society NR

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

The world has shrunk. Recognition of that fact should pervade the campus. *Because this standard is still in a developmental phase, we do not provide an institutional rating and our findings should only be viewed as exploratory. While foreign students do not comprise a significant proportion of the institution's student body, Baylor's teacher candidates are required to take foreign language if they have not reached second-level proficiency, world cultures and religions coursework, and can do four weeks of student teaching in Costa Rica or England.*

Exit Standards

Either state licensure standards are adequate or the institution sets a higher standard for program completion than licensure requires

If the state fails to establish rigorous licensure requirements, institutions are still obligated to ensure that their graduates meet high standards. For example, if the state does not require a licensure test that measures candidates' knowledge of every subject taught, institutions must fill this vacuum.

22. Elementary (EC-4/EC-6) ○

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

The institution does not meet this standard because it relies only on the state's licensing test, the TExES elementary generalist test, to determine if its elementary teacher candidates possess adequate knowledge of reading instruction, as well as content knowledge in four subject areas. This test is wholly inadequate—both because of its low level of rigor and the lack of separate cut-scores for each subject. Recognizing that action on the part of the state to remedy these deficiencies is needed, the institution could require a more meaningful test of reading instruction and insist that its teacher candidates pass assessments in each of four subject areas.

23. Middle School (Grades 4-8) ●

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

The institution meets this standard because it only qualifies middle school teacher candidates for certification in areas for which the TExES licensing tests appear to be adequate.

24. Secondary (Grades 8-12) ●

[+ Rationale](#) [+ Methodology](#) [+ State findings](#)

The institution does not fully meet this standard. Acknowledging that flawed state regulation is the principal culprit for the prevalence of poor design of secondary programs across the state, the institution should not qualify secondary teacher candidates to teach multiple subjects by means of a "composite subjects" certification (e.g., preparing a teacher to teach "science" instead of chemistry, biology, physics and/or earth science). The institution could remedy the state's regulatory deficiency by requiring candidates to pass content assessments in each subject for exit.

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