

CAEP Annual Data Measures Indicators 2024-2025			
	Arkansas EPPs	UAPB Traditional	UAPB Alternative
Measure 1: Enrollment Growth (3 Yr Avg)	14.90%	125.80%	225.00%
Measure 2: Completion Rate (3 Yr Avg)	75%	53%	75%
Measure 3: State Licensure Rate	80%	58%	52%
Measure 4: Praxis Data Rate (1st Attempt)	65.50%	23.50%	23.50%
Measure 5: Employment Rate (3 Yr Avg)	68.30%	52.50%	100%
Measure 6: Supervisor Survey	77.60%	85.70%	100%
Measure 7: Completer Survey	78.80%	81.80%	83.30%
Measure 8: Completer Impact & Effectiveness	43%	44%	33%

**Overview**

The University of Arkansas at Pine Bluff (UAPB) Educator Preparation Provider (EPP) demonstrates a commitment to preparing effective educators who positively impact P–12 student learning. Using multiple measures aligned with CAEP and Arkansas Department of Education (ADE) indicators, UAPB systematically collects and analyzes data to inform continuous improvement across Traditional and Alternative licensure pathways. UAPB uses disaggregated data across all CAEP and ADE indicators to guide decision-making and program enhancement. Strengths identified in licensure outcomes, employer satisfaction, and completer impact validate UAPB’s preparation model. Areas for improvement, including Alternative program completion and employment outcomes, are addressed through data-driven action plans, faculty review, and stakeholder collaboration. The following narrative summarizes candidate performance, program outcomes, and impact evidence for Academic Year 2024–2025.

**Recruitment and Enrollment:  
CAEP Standard 3 – Candidate Quality, Recruitment, and Selectivity**

Indicator	Traditional	Alternative	Arkansas EPP
<b>Measure 1: Enrollment Growth (3-Year Avg)</b>	125%	225%	14.9

UAPB monitors enrollment trends as indicators of recruitment effectiveness and of the program's responsiveness to state workforce needs. Over the three-year average reporting period, the Traditional pathway demonstrated modest enrollment growth (125%), while the Alternative pathway showed substantially higher growth (225%). Both pathways exceeded Arkansas EPPs' average growth; the Alternative program's growth reflects UAPB's strategic focus on recruiting career changers and candidates in high-need areas. These trends inform ongoing recruitment initiatives, including partnerships with regional school districts, targeted marketing, and flexible delivery models designed to broaden access while maintaining program quality.

**Candidate Progression & Completion:  
CAEP Standard 1 – Content and Pedagogical Knowledge**

Indicator	Traditional	Alternative	Arkansas EPP
<b>Measure 2: Completion Rate (3-Year Avg)</b>	53%	75%	75%

Candidate completion rates are used to evaluate program coherence, academic support, and advising effectiveness. UAPB's Alternative programs achieved a three-year average completion rate of 75%, matching the Arkansas EPP benchmark. The Traditional pathway reported a completion rate of 53%, reflecting the unique challenges faced by traditional candidates in balancing employment and licensure requirements. The EPP uses these data to implement targeted supports, including enhanced advising, academic monitoring, and early intervention for at-risk candidates, consistent with CAEP expectations for continuous improvement.

**Licensure & Content Knowledge:  
CAEP Standard 1 & ADE Licensure Performance**

Indicator	Traditional	Alternative	Arkansas EPP
<b>Measure 3: State Licensure Rate</b>	58%	52%	80%
<b>Measure 4: Praxis First Attempt Pass Rate</b>	23.5%	23.5%	65.5%

Licensure outcomes provide evidence of candidate mastery of content and pedagogical knowledge. Traditional program candidates demonstrated strong performance, with an 58% state licensure rate and a 23.5% Praxis first-attempt pass rate—both below Arkansas EPP averages. Faculty and program leaders review licensure and Praxis data annually to inform curriculum alignment, assessment preparation, and targeted remediation, ensuring candidates are well prepared to meet licensure standards.

**Employment Outcomes:  
CAEP Standard 4 – Program Impact**

Indicator	Traditional	Alternative	Arkansas EPP
<b>Measure 5: Employment Rate (3-Year Avg)</b>	52.5%	100%	68.3%

Employment data indicate the effectiveness of program-district alignment and candidate readiness for the workforce. UAPB’s three-year average employment rate was 52.5% for Traditional completers and 100% for Alternative completers. While the Traditional are below the reported Arkansas EPP aggregate, they provide actionable evidence to strengthen placement partnerships and track completer employment. The EPP uses employment outcomes to guide collaboration with local school districts and to enhance career placement supports for candidates.

**Employer, Completer, & Impact Evidence:  
CAEP Standard 4 – Employer and Completer Satisfaction**

Indicator	Traditional	Alternative	Arkansas EPP
<b>Measure 6: Supervisor Survey</b>	85.7%	100%	77.6%
<b>Measure 7: Completer Survey</b>	81.8%	83.3%	78.8%
<b>Measure 8: Completer Impact &amp; Effectiveness</b>	44%	33%	43%

UAPB collects stakeholder feedback through supervisor and completer surveys to evaluate program effectiveness and completer readiness. Supervisor survey results indicate strong employer satisfaction, particularly for Alternative program completers (100%), with Traditional program supervisors also reporting positive perceptions (85.7%). Completer survey results similarly demonstrate high levels of satisfaction across both pathways, with scores near or exceeding statewide averages.

Measures of completer impact and effectiveness provide direct evidence of P–12 impact, a core requirement of CAEP Standard 4. UAPB reported impact scores of 44% (Traditional) and 33% (Alternative), exceeding the Arkansas EPP aggregate (43%) with our Traditional benchmark. These results suggest that UAPB completers positively contribute to student learning and instructional effectiveness in their placement schools.

Collectively, these data demonstrate that the University of Arkansas at Pine Bluff EPP meets CAEP expectations for candidate quality, program effectiveness, and P–12 impact. Through systematic data analysis and continuous improvement processes, UAPB remains committed to preparing effective educators who serve Arkansas schools and communities.