



STANDARD 3

CANDIDATE QUALITY, RECRUITMENT, & SELECTIVITY

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A Recruitment plan for the EPP had been in place since 2014. (3.1 Recruitment plan). During this time different efforts have been made to attract highly qualified candidates into the teaching profession. However, the EPP recruit through the University of Puerto Rico Ponce Admission's Office, hence, candidates must comply with the minimum admission index (IMIS) established for each department (3.1.2 IMIS). UPRP Academic Senate approves the IMIS which is subject to revision every year. Various initiatives take place from the Admissions office and the EPP. Activities such as Career Night, Open House and Expos provided opportunities for recruiting students from different backgrounds and settings. Prospect candidates are personally informed about admissions, requirements and additional information related to the program of studies, curriculum, job opportunities, and other important data. At the Open Houses each year EPP faculty receive students that are interested in the Bachelor's degree, transfer programs and certifications in various areas of specialty. During the Orientation students are given a questionnaire about the recruitment process, how they know about our program and how satisfied they are with it. (see 3.1.3. Recruitment process and activities EPP). Also, visits to several schools from various geographic areas of Puerto Rico, mostly in the southern area are schedule by the Admission Department.

Data from 2016-2019 shows all admitted student's information disaggregated by sex, IMIS, and GPA. Three Cycles of data include 2016-2017 with averages and IMIS (see 3.2.1 2016-2017 enrollment data) and 2017-2019 with GPA scores and averages for verbal and Math state test (see 3.2.2 and 3.2.3 enrollment data). Average GPA for the 2017-2019 groups of candidates is 3.62, which meet the CAEP minimum GPA of 3.0. Performance on state normed administered assessment is in the top 50% for all test takers of the selected assessment. All admitted students are Hispanics.

UPRP EPP uses the student academic abilities as the main indicator for entering the program. Each semester during the counseling period, students met with the director who monitors its progress by analyzing grades, courses and personal interests. A retention plan (see 3.3.1 Retention Plan) and a Follow Up Protocol (see 3.3.2 Follow up Protocol) are in place to ensure candidates keep up with the program. EPP monitors candidates progress at multiple points (see 2.2.1 Transition points). Candidates dispositions are assessing with the clinical experiences instruments like the Formative Evaluation Instrument (FEI), the Teacher work Sample (TWS) the Field Experiences Instrument and the Special Academic Project. (see 3.3.3 InTASC dispositions alignment).

UPRP EPP monitors candidates' progression from admission through completion of the program in various measured ways. A structured Unit Assessment Plan is in place to measure candidates' performance, use its results to improve the learning of its candidates and the effectiveness of the Program and provide data to comply with state and national standards. (see 3.4.1 Assessment Plan and 3.4.2 , 3 cycles of data)

A comprehensive analysis of the candidate courses, grades and requirements are indispensable for both, the admission to the Clinical Practice and for taking the Teachers State test (PCMAS), therefore, in each semester counseling meeting, students' progression is discussed and evaluate in order to meet the requirements to complete the program. An analysis of data from candidates' performance on content Knowledge and pedagogical skills can be bound in Standards 1, tables 1.1.2c., 1.1.2f, 1.2.3, and 1.1.4. For integration of technology see 1.5.1.

In order to comply with laws governing the education and public policy, foundational and methodology courses include professional standards and educational policies of the PRDE and federal laws. In the first-day meeting with candidates on clinical practice the regulations and laws of the profession are reviewed and discussed. Before completing the application for the State Test, candidates are presented with a EPP prepared try out exercise, mainly about ethics, local and national laws and policies (see 3.6 Try Outs) Assessments instruments include items regarding code of ethics and applicable laws.