

# CANDIDATE COMPETENCY AT PROGRAM COMPLETION

## **DIVERSITY**

*(CAEP R1.1; INTASC 1, 2 & 3)*

Initial certification candidates at checkpoint (CP) 3 earned a mean score of **3.24** out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to **employ** instructional and curricular strategies that connect to the learners' personal and cultural characteristics.

A mean score of  
**3.24**  
out of 4

## **FAIRNESS & EQUITY**

*(CAEP R1.1; INTASC 1, 2 & 3)*

Initial certification candidates at CP 3 earned a mean score of **3.30** out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to **employ** practices that respect the individual rights and needs of all students.

A mean score of  
**3.30**  
out of 4

## **COLLABORATION**

*(CAEP R1.4; INTASC 10)*

Initial certification candidates at CP 3 earned a mean score of **3.18** out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to **employ** collaborative practices with institutional and community stakeholders.

A mean score of  
**3.18**  
out of 4

## **REFLECTIVE PRACTICE**

*(CAEP R1.4; INTASC 9)*

Initial certification candidates at CP 3 earned a mean score of **3.28** out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to **employ** critical reflection to objectively assess one's own performance to develop more effective professional practices.

A mean score of  
**3.28**  
out of 4