DIVERSITY (RA1.1 DATA ANALYSIS, DATA LITERACY)
Advanced certification Masters (MA) 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 use research and apply instructional and curricular strategies that connect to the learners’ personal and cultural characteristics.

FAIRNESS & EQUITY (RA1.1 DATA ANALYSIS, DATA LITERACY)
MA candidates at 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 use research and apply practices that respect the individual rights and needs of all students.

COLLABORATION (RA1.1 COLLABORATIVE ACTIVITIES)
MA candidates at CP 3 earned a mean score of 3.14 out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to engage purposefully with institutional and community stakeholders using research-based practices.

REFLECTIVE PRACTICE (RA1.1 PROFESSIONAL DISPOSITIONS, LAWS & LEARNING)
MA candidates at 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 analyze research-based practices to enhance critical reflection of one’s professional practices.
CANDIDATE COMPETENCY AT PROGRAM COMPLETION

**DIVERSITY**
(RA1.1 DATA ANALYSIS, DATA LITERACY)
Advanced certification Educational Specialist (EDS) candidates at checkpoint (CP) 3 earned a mean score of 3.50 out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to create differentiated experiences based on curricular content, and/or professional standards that connect to the learners’ personal and cultural characteristics.

**FAIRNESS & EQUITY**
(RA1.1 DATA ANALYSIS, DATA LITERACY)
EDS candidates at CP 3 earned a mean score of 3.44 out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to create social justice practices that support the individual rights and needs of all students.

**COLLABORATION**
(RA1.1 COLLABORATIVE ACTIVITIES)
EDS candidates at CP 3 earned a mean score of 3.54 out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to solve educational problems with institutional and community stakeholders.

**REFLECTIVE PRACTICE**
(RA1.1 PROFESSIONAL DISPOSITIONS, LAWS & LEARNING)
EDS candidates at CP 3 earned a mean score of 3.54 out of 4, exceeding the target expectation (3 out of 4). This score indicates that candidates, on average, have demonstrated the ability to create dialogue and opportunities for critical reflection among colleagues and other stakeholders to improve one’s own professional practices.