

CAEP Accountability Measures 2025

Measure 1: Completer effectiveness and Impact on P-12 learning and development (Component R4.1)

HEDI Ratings One Year Post Graduation for Graduates of Initial Programs, 2022-2023								
Degree Level	IRP Program Code	Program Name	Percent Developing	Percent Effective	Percent Highly Effective	Percent Ineffective	Total Number of HEDI Ratings	Number of Graduates
Bachelor's	25938	Spanish Teacher, Grades 7-12	*	*	*	*	2*	7
	25940	Biology Teacher, Grades 7-12	*	*	*	*	1*	3
	31964	History (Teacher Education)	*	*	*	*	1*	7
Master's	2188	Counselor Education	*	*	*	*	2*	26
	25776	Early Childhood Education with Bilingual Extension	*	*	*	*	1*	16
	25780	Early Childhood Education	*	*	*	*	5*	19
	25784	Teaching English to Speakers of Other Languages	0%	100%	0%	0%	7	11
	25790	Science Teacher, Grades 7-12 (Alternative Transitional B Certification)	*	*	*	*	0*	1
	25791	Science Teacher, Grades 7-12	*	*	*	*	3*	3
	25793	Social Studies Teacher, Grades 7-12 (Alternative Transitional B Certification)	*	*	*	*	1*	1
	25794	Social Studies Teacher, Grades 7-12	*	*	*	*	1*	5
	25797	Elementary Education with Bilingual Extension	0%	83%	17%	0%	6	11
	25800	Elementary Education	*	*	*	*	4*	17
	25803	English Teacher, Grades 7-12	17%	67%	17%	0%	6	13
	25812	Special Education Teacher, Grades 1-6	0%	78%	22%	0%	9	18
	25815	Special Education Teacher, Birth - 2	0%	73%	27%	0%	11	27
	25816	Speech-Language Pathology w/ Biling Ext	*	*	*	*	0*	26
	25819	Speech-Language Pathology	*	*	*	*	0*	18
	25824	Music Teacher, All Grades	*	*	*	*	5*	14
	25826	Mathematics Teacher, Grades 7-12 (Alternative Transitional B Certification)	*	*	*	*	0*	1
	25827	Mathematics Teacher, Grades 7-12	*	*	*	*	2*	6
	25829	Special Education Teacher, Grades 7-12	*	*	*	*	2*	4
	25830	Special Education Teacher, Grades 7-12 (Alternative Transitional B Certification)	0%	95%	5%	0%	75	88
	25951	Health Pre K-12 Teacher	0%	86%	14%	0%	7	18
	25953	Art Teacher, All Grades	*	*	*	*	0*	2
	33999	Spanish Teaching 7-12	*	*	*	*	2*	5
38077	Social Studies Education, Grades 7-12	*	*	*	*	2*	3	
38541	Organizational Leadership	*	*	*	*	1*	41	
Advanced certificate	25822	Music Education, Grades K-12	*	*	*	*	0*	1
	27026	Teaching English to Speakers of Other Languages	*	*	*	*	1*	1
	27816	English Teacher, Grades 7-12	*	*	*	*	0*	1
	27817	Mathematics Teacher, Grades 7-12	*	*	*	*	1*	1
	27819	Social Studies Teacher, Grades 7-12	*	*	*	*	0*	2
	28063	Teaching Languages Other Than English, Grades 7-12	*	*	*	*	1*	1
	33773	Bilingual Pupil Personnel Services	*	*	*	*	0*	11
	34776	Middle Childhood Extension, Grades 5-6	*	*	*	*	1*	3
	35675	Special Education Teacher, Birth - Grade 2	*	*	*	*	3*	9
	35676	Special Education Teacher, Grades 1-6	*	*	*	*	1*	2
	35677	Special Education Teacher, Grades 7-12	*	*	*	*	2*	4
	39592	Health Education	0%	94%	6%	0%	32	47
	40619	Bilingual Ed. Ext. (BE) CR-ITI Grades 5 - 12	*	*	*	*	4*	5
	41093	Bilingual Ed. Ext. (BE) CR-ITI Grades B - 6	*	*	*	*	1*	9
42305	Bilingual Extension, Grades 5-12	*	*	*	*	2*	3	

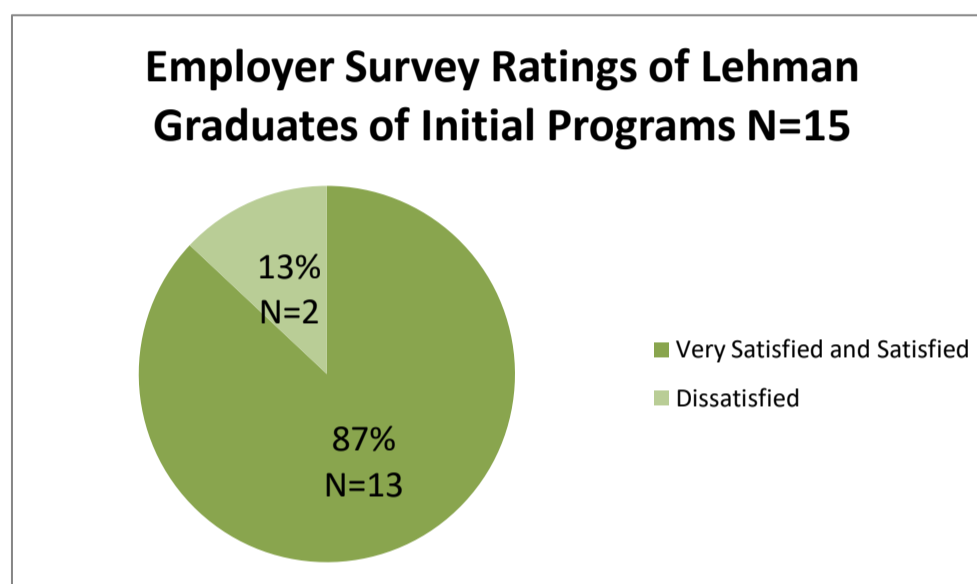
HEDI Ratings One Year Post Graduation for Graduates of Advanced Programs, 2022-2023								
Degree Level	IRP Program Code	Program Name	Percent Developing	Percent Effective	Percent Highly Effective	Percent Ineffective	Total Number of HEDI Ratings	Number of Graduates
Advanced certificate	41930	Literacy for Middle Childhood and Adolescence	*	*	*	*	0*	1
	41932	Literacy for Early Childhood and Childhood Education	*	*	*	*	0*	1
Master's	25806	Reading Teacher, Grades 5-12	*	*	*	*	1*	1
	25809	Reading Teacher, Birth - Grade 6	0%	100%	0%	0%	6	8
	36464	Literacy Teacher, Birth-Grade 6 and Special Education Grades 1-6	*	*	*	*	0*	1
	31470	Education Administration as School Building Leader	*	*	*	*	5*	15

** - According to Engage NY, HEDI Ratings (Highly Effective, Effective, Developing, and Ineffective) are given during a series of two observations, one of which must be unannounced. The Measure of Teacher Practice (MOTP) score which contains 8 components of the Danielson Framework as shown in table. An individual component rating is given for each observable evidence and shared on an Annual Professional Performance Review (APPR) Teacher Observation Report. Finally, the MOTP score is converted into a HEDI rating. HEDI rating constitute both an instrument for teaching Effectiveness and Impact on Student learning. Danielson Items in Domains 2 and 3 are all measures on the Impact on Student Learning and make up 85% of the MOTP. This represents the best independently mined data on the impact on student learning since principals are specially well trained to evaluate teachers using Danielson, which is the basis for New York City DOE Criteria for New Teacher Readiness (CNTR), also aligned with Lehman College Student Teacher Evaluation Form (STEF).

Measure 2: Satisfaction of employers and stakeholder involvement (Components R4.2, R5.3 and RA4.1)

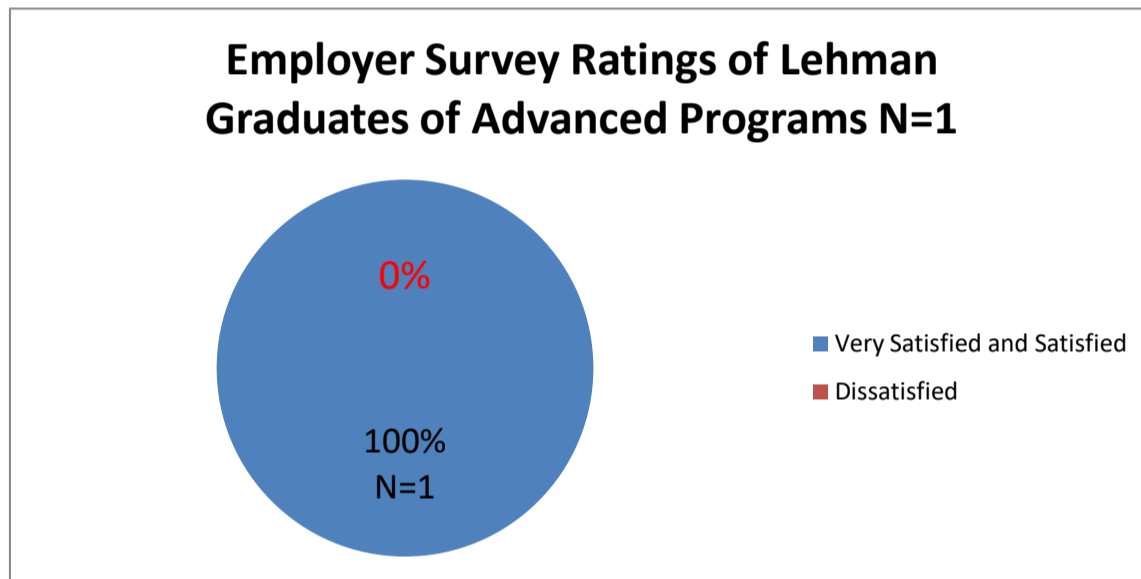
Employer Survey Ratings of Lehman Graduates of Initial Programs, 2022-2023					
Satisfied and Very Satisfied		Very Dissatisfied		Total C	Total %
N	%	N	%		
13	87%	2	13%	15	100%

Summary: Employer Survey administered in 2025 to principals of DOE schools where our graduates (AY: 2022-2023) are working revealed that approximately 87% of principals are either "Satisfied" or "Very Satisfied" with our graduates from initial programs working in their schools.



Employer Survey Ratings of Lehman Graduates of Advanced Programs, 2022-2023					
Satisfied and Very Satisfied		Very Dissatisfied		Total C	Total %
N	%	N	%		
1	100%	0	0%	1	100%

Summary: Employer Survey administered in 2025 to principals of DOE schools where our graduates (AY: 2022-2023) are working revealed that approximately 100% of principals are either "Satisfied" or "Very Satisfied" with our graduates from advanced programs working in their schools.



Measure 3: Candidate competency at program completion (Component R3.3, RA3.4)

Years to Completion for Graduates of Initial and Advanced Programs, 2023-2024

	Init./Advcd					
	Initial		Advanced		Total #	Total %
Years at Lehman	#	%	#	%		
0-1 Year	13	3%		0%	13	3%
1-2 Years	111	27%	5	24%	116	27%
2-3 Years	59	14%	2	10%	61	14%
3-4 Years	61	15%	4	19%	65	15%
4-5 Years	61	15%	1	5%	62	14%
5-6 Years	42	10%	3	14%	45	10%
6-7 Years	35	9%		0%	35	8%
7-8 Years	12	3%	2	10%	14	3%
8-9 Years	6	1%	1	5%	7	2%
9-10 Years	3	1%	2	10%	5	1%
10 Years Plus	7	2%	1	5%	8	2%
Grand Total	410	100%	21	100%	431	100%

Notes: Data gathered from 2023-2024 Title II Report. Advanced Programs include the Master's degree programs in Educational Leadership and Literacy Studies.

*Notes: Of the total 500 completers in the School of Education, there were **431 teacher education completers** in SOE programs from 2023-2024 AY. Graduates from Counselor Education (29) and Organizational Leadership (40) were excluded from this analysis.*

Measure 3: Candidate competency at program completion (Component R3.3, RA3.4)

Certification Rate for 2023-2024 Graduates of Initial and Advanced Programs

Certified/Not Certified						
	Certified		Not Certified		Total #	Total %
Advanced/Initial	#	%	#	%		
Advanced	18	86%	3	14%	21	100%
Initial	242	59%	168	41%	410	100%
Grand Total	260	60%	171	40%	431	100%

*Note 1: Notes: Of the total 500 completers in the School of Education, there were **431 teacher education completers** in SOE programs from 2023-2024 AY. Graduates from Counselor Education (29) and Organizational Leadership (40) were excluded from this analysis.*

Note 2: Data gathered from the 2023-2024 Title II Report.

Note 3: Certification areas include initial, additional and professional certifications.

Note 4: There were 17 teacher candidates from Initial Programs who had "Pending" applications with NYS Teach.

Measure 4: Ability of completers to be hired in education positions for which they have prepared						
Milestones for Graduates from Initial Programs, 2022-2023 AY						
Working in NYCPS (Y/N)	(All)					
Graduate from SOE Program (Y/N)	Yes					
Advanced/Initial Programs	Initial					
	Milestone					
	More than 3 Years		Less than 3 Years		Total Count	Total %
Programs	Count	%	Count	%		
Bilingual Education Extension ITI Clinically	4	80%	1	20%	5	100%
Bilingual Extension	1	100%		0%	1	100%
Bilingual Extension, 5-12 ACB	2	100%		0%	2	100%
Childhood Education Graduate		0%	10	100%	10	100%
Counselor Education	4	31%	9	69%	13	100%
Early Childhood		0%	6	100%	6	100%
English Education G		0%	6	100%	6	100%
Foreign Language G		0%	3	100%	3	100%
Foreign Language UG		0%	3	100%	3	100%
Health Education	35	81%	8	19%	43	100%
History/Social Studies UG		0%	2	100%	2	100%
Math Education G	1	33%	2	67%	3	100%
Music	1	17%	5	83%	6	100%
Organizational Leadership	1	100%		0%	1	100%
Science Education G		0%	2	100%	2	100%
Science Education Teaching Fellows G	1	100%		0%	1	100%
Science Education UG		0%	1	100%	1	100%
Social Studies Education G	1	50%	1	50%	2	100%
Special Ed. Adolescent	2	67%	1	33%	3	100%
Special Ed. Adolescent Teaching Fellows	3	4%	72	96%	75	100%
Special Ed. Childhood	1	10%	9	90%	10	100%
Special Ed. Early Childhood	1	6%	15	94%	16	100%
Special Education Adolescents	2	100%		0%	2	100%
Special Education Middle Childhood	1	50%	1	50%	2	100%
Teaching Speech & Language Disabilities		0%	15	100%	15	100%
TESOL	4	40%	6	60%	10	100%
Grand Total	65	27%	178	73%	243	100%

Milestones for Graduates from Advanced Programs, 2022-2023 AY						
Working in NYCPS (Y/N)	(All)					
Graduate from SOE Program (Y/N)	Yes					
Advanced/Initial Programs	Advanced					
	Milestone					
	More than 3 Years		Less than 3 Years		Total Count	Total %
Programs	Count	%	Count	%		
Educational Leadership	7	88%	1	13%	8	100%
Literacy	5	71%	2	29%	7	100%
Grand Total	12	80%	3	20%	15	100%

Note 1: Dataset includes graduates from School of Education Educator Preparation programs for June 1, 2022, September 1, 2022 and February 1, 2023, employed during the 2022-2023 academic year at the NYCPS. Approximately 258 graduates were working in the New York City Department of Education (NYCDOE). Of these, 243 were from Initial Programs and 15 were from Advanced Programs. Advanced Programs include the Master's degree programs in Educational Leadership and Literacy Studies.

Note 2: Data only includes graduates working within the 5 boroughs of NYC and excludes graduates who may be working within other NYS counties. State-wide data is not available.