

II. University and Teacher Education Trends

**C. UNIVERSITY AND TEACHER
PRODUCTION REPORTS**

SECTION C: University and Teacher Production Reports

Section C provides data on the university production trends, university teacher and certificate production, as well as data regarding other producers of teachers in the PZPI.

C.1: Five-Year University Production Trends.

This report shows five-year trend data (FY2004-2008) regarding university enrollment, degrees awarded and the number of teachers produced. Production ratios were calculated for two different populations. First, a ratio of total teacher production was calculated by dividing the total number of teachers produced by the total number of baccalaureate degrees awarded. Second a ratio of undergraduate teacher production ratio was calculated by dividing the number of traditional undergraduates obtaining certification by the total number of baccalaureate degrees awarded.

C.2: Teacher Production Trends for University Completers.

This analysis provides the total number of teachers produced from 1998 through 2008. Teacher production is defined as the total number of individuals (unduplicated) receiving initial teacher certification from a program during the complete academic year (fiscal year) from September 1st through August 31st. Thus, the 2008 production counts include all individuals from a program who obtained certification from September 1, 2007 through August 31, 2008.

It is important to note that certification cohorts are not graduation cohorts. A program typically graduates more individuals than those who actually obtain certification in that year. Individuals often graduate and obtain certification in a subsequent academic year. Certification data are based upon when the individual initially applies for certification. For example, a person can complete a program in AY 2003, yet decide not to obtain certification until AY 2006. Such an individual would be included in the 2006 certification cohort rather than the 2003 certification cohort. TEA generally uses the date of the initial application as the date of certification.

C.3: Other Producers of Teachers in the Proximal Zone of Professional Impact.

This report shows the ten-year production trends for other suppliers of teachers in the same PZPI as the target university sorted from highest to lowest producer.

C.4: Initial Certification Production by Level.

This analysis shows initial certificate production broken down by level over a ten-year period (1999-2008). The number of certificates is greater than the number of teachers produced since many teachers obtain more than one certificate. A 10-year and 5-year average certificate production is calculated. When possible a 5-year change is calculated. An asterisk (*) in the 5-year change column indicates the inability to calculate a 5-year change. The 5-year average for selected certificates is plotted in a table below the chart.

C.5: Teacher Production by Race/Ethnicity.

This analysis provides the number and percentages of individuals obtaining certification by race/ethnicity for FY1998 through FY2008. See C.2 for further information about certification year. The race/ethnicity of the individual is self-reported.

Five-Year University Production Trends

2004-2008

Angelo State University

University Production						
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	5-Year Inc/Dec
Enrollment						
Total ¹	6,033	6,130	6,140	6,211	6,185	2.5 %
Undergraduate	5,465	5,569	5,589	5,729	5,718	4.6 %
Masters	425	424	437	422	378	-11.1 %
Degrees Awarded						
Total ²	1,043	1,046	1,039	969	998	-4.3 %
Bachelors (from Colleges of Arts & Sciences)	822	849	791	760	785	-4.5 %
Mathematics	15	15	20	8	17	13.3 %
Biological Science	34	28	35	38	34	0.0 %
Physical Science	14	12	8	12	14	0.0 %
Masters	145	126	157	137	143	-1.4 %
Teachers Produced						
Total ³	236	233	194	180	174	-26.3 %
ACP Certified	0	0	0	0	0	0.0 %
Post-Baccalaureate Certified	25	10	14	23	10	-60.0 %
Traditional Undergraduate Certified	211	223	180	157	164	-22.3 %
Production Ratios						
Total Teacher Production ⁴	28.7 %	27.4 %	24.5 %	23.7 %	22.2 %	
Undergraduate Teacher Production ⁵	25.7 %	26.3 %	22.8 %	20.7 %	20.9 %	

¹ Total enrollment also includes doctoral level students.

² Total degrees awarded also includes doctoral level degrees.

³ Program numbers may not add up to Total because of missing data.

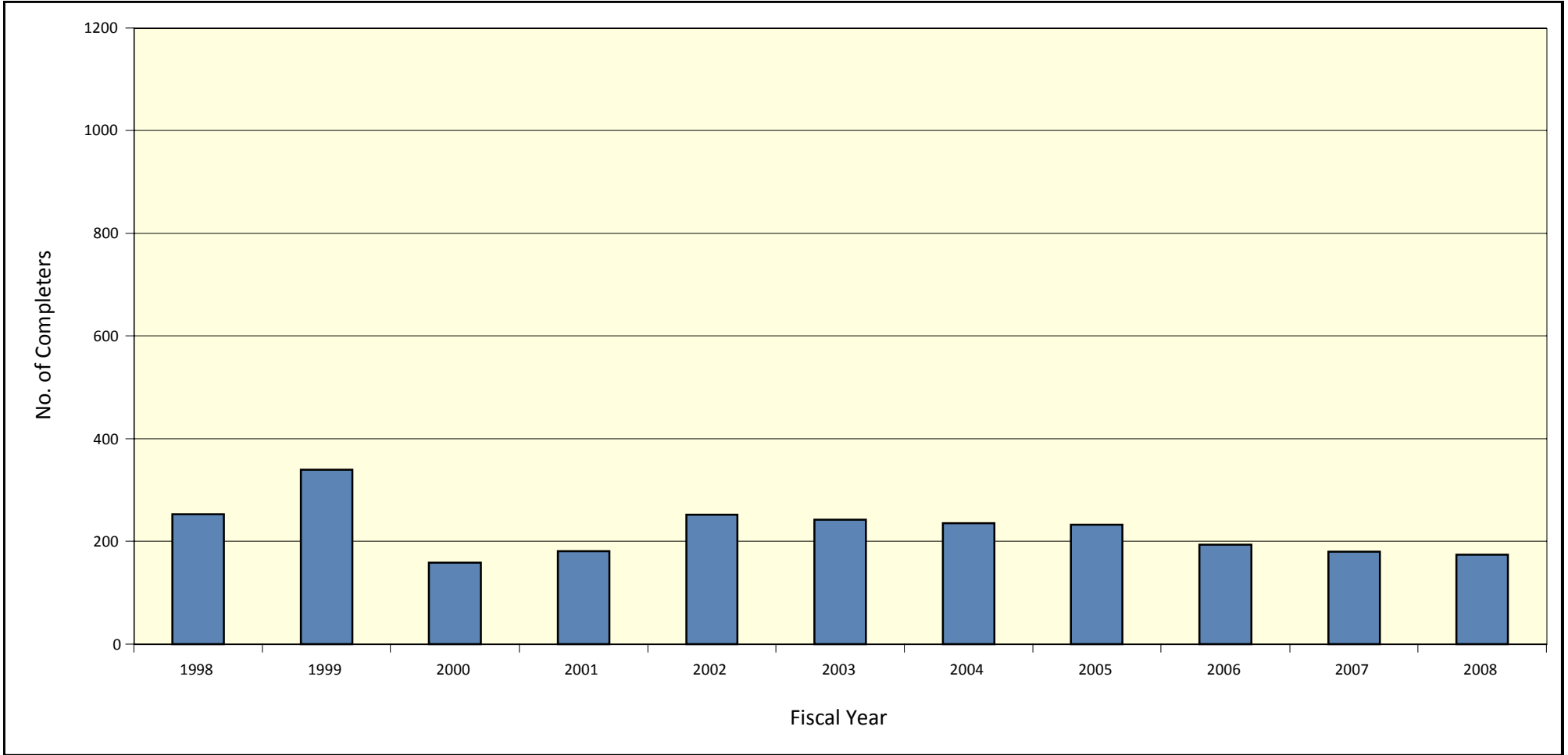
⁴ Total number of teachers produced divided by the total number of baccalaureate degrees awarded.

⁵ Total number of traditional undergraduates certified divided by the total number of bacc. degrees awarded.

Teacher Production Trends for University Completers¹

FY 1998-2008²

Angelo State University



Fiscal Year											Total	1-Year	5-Year
1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008		Change	Change
												2007-2008	2003-2008
253	340	159	181	252	242	236	233	194	180	174	2,444	-3.3%	-28.1%

¹ Number of university completers is the unduplicated number of individuals obtaining certification.

² Certificate year equals fiscal year (September 1 - August 31).

Other Producers of Teachers in the Proximal Zone of Professional Impact¹

FY 1998-2008²

Angelo State University

Production Entity	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total
Angelo State University	253	340	159	181	252	242	236	233	194	180	174	2,444
Region 15 Education Service Center	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	253	340	159	181	252	242	236	233	194	180	174	2,444

1 Number of university completers is the unduplicated number of individuals obtaining certification.

2 Certificate year equals fiscal year (September 1 - August 31).

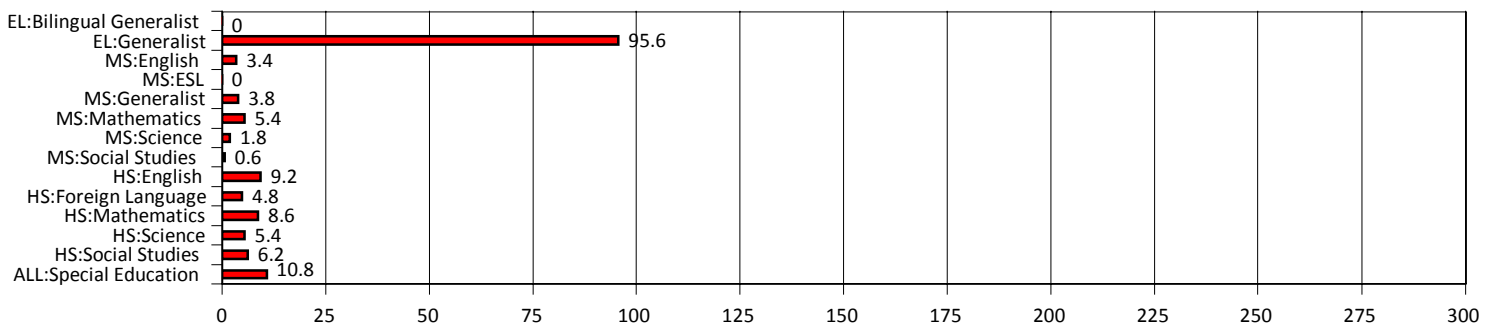
Initial Certification Production by Level ¹

FY 1999-2008 ²

Angelo State University

Certificate	Fiscal Year										10-Year Average	5-Year Average	5-Year Change
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	1999-2008	2004-2008	2003-2008
ELEMENTARY (EC-4)													
Bilingual Generalist	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
ESL ³	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
Generalist	0	0	0	0	4	94	118	97	83	86	48.2	95.6	2050.0%
Special Education ³	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
SUBTOTAL	0	0	0	0	4	94	118	97	83	86	48.2	95.6	2050.0%
MIDDLE SCHOOL (4-8)													
Bilingual Generalist	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
English	0	0	0	0	0	2	2	5	5	3	1.7	3.4	0.0%
ESL ³	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
Generalist	0	0	0	0	0	6	0	3	6	4	1.9	3.8	0.0%
Mathematics	0	0	0	0	0	3	8	7	4	5	2.7	5.4	0.0%
Science	0	0	0	0	0	1	1	1	3	3	0.9	1.8	0.0%
Social Studies	0	0	0	0	0	0	1	1	1	0	0.3	0.6	0.0%
SUBTOTAL	0	0	0	0	0	12	12	17	19	15	7.5	15.0	0.0%
HIGH SCHOOL (6-12 and 8-12)													
Bilingual Generalist	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
Career & Tech Education ⁴	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
English	36	8	9	15	11	13	8	6	10	9	12.5	9.2	-18.2%
ESL ³	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
Fine Arts	3	1	3	4	3	3	6	3	1	0	2.7	2.6	-100.0%
Foreign Language	14	2	5	10	12	7	4	3	6	4	6.7	4.8	-66.7%
Mathematics	19	7	7	15	11	7	14	9	5	8	10.2	8.6	-27.3%
PE/Health	85	31	36	50	32	33	37	8	0	0	31.2	15.6	-100.0%
Science	45	11	12	14	18	8	7	4	5	3	12.7	5.4	-83.3%
Social Studies	27	9	13	14	13	8	6	5	5	7	10.7	6.2	-46.2%
Special Education ³	7	4	5	10	7	5	0	0	0	0	3.8	1.0	-100.0%
SUBTOTAL	236	73	90	132	107	84	82	38	32	31	90.5	53.4	-71.0%
ALL LEVEL (K-12)													
ESL ³	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
Fine Arts	13	3	5	6	3	8	7	1	6	10	6.2	6.4	233.3%
Foreign Language	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
PE/Health	1	1	0	0	2	10	22	42	39	31	14.8	28.8	1450.0%
Special Education	0	0	0	0	0	7	7	14	10	16	5.4	10.8	0.0%
SUBTOTAL	14	4	5	6	5	25	36	57	55	57	26.4	46.0	1040.0%
OTHER SUPPLEMENTALS													
Bilingual Generalist	0	0	0	0	0	0	0	0	0	0	0.0	0.0	0.0%
ESL	5	1	1	0	2	0	0	0	0	0	0.9	0.0	-100.0%
Special Education	0	0	0	0	0	0	1	7	2	1	1.1	2.2	0.0%
SUBTOTAL	5	1	1	0	2	0	1	7	2	1	2.0	2.2	-50.0%
TOTAL	255	78	96	138	118	215	249	216	191	190	174.6	212.2	-11.6%

5-Year Average Certificate Production



1 Individual candidates may receive multiple certificates.

2 Certificate year equals fiscal year (Sept. 1 - Aug. 31).

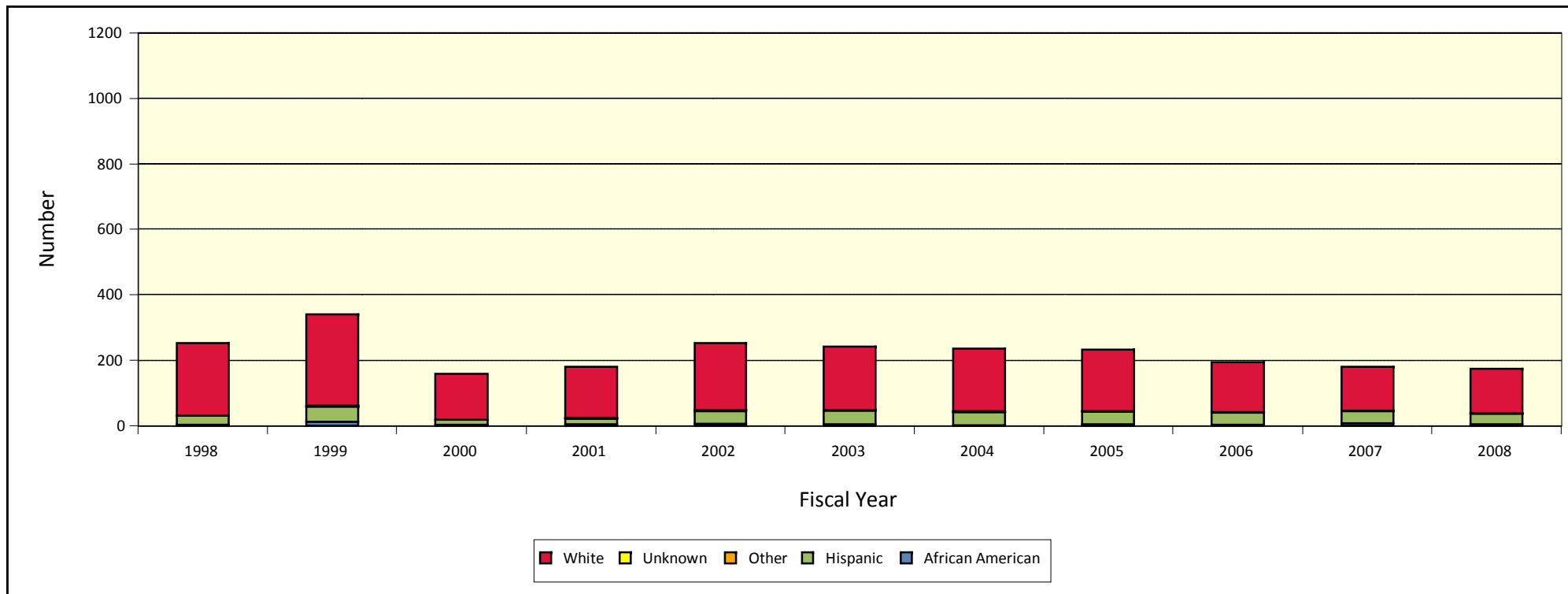
3 For this analysis, endorsement and supplemental certificates are reported separately.

4 Career and technical education includes the following certificates: Ag sciences and technology, health science technology, marketing education, trade and industrial education.

Teacher Production by Race/Ethnicity¹

FY 1998-2008²

Angelo State University



	Fiscal Year											3-Year Change	5-Year Change
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2005-2008	2003-2008
African American	3	13	3	5	6	4	2	5	3	7	5	0	1
Hispanic	28	46	16	16	39	42	40	38	37	38	32	-6	-10
Other	0	2	0	1	2	2	1	1	0	0	1	0	-1
Unknown	0	0	0	2	1	0	2	1	2	1	1	0	1
White	222	279	140	157	204	194	191	188	152	134	135	-53	-59
TOTAL	253	340	159	181	252	242	236	233	194	180	174		

1 Race/ethnicity is self-reported.

2 Certification year equals fiscal year (September 1 - August 31).

D. PROFESSIONAL IMPACT TREND REPORTS

SECTION D: Professional Impact Trend Reports

Section D includes information regarding teacher supply and demand, employment, district hiring patterns of teachers, concentration of university completers in the PZPI, as well as teacher retention and attrition data for the 2004 certification cohort.

D.1 a-c: Teacher Supply and Demand in the Proximal Zone of Professional Impact.

This section consists of three charts comparing the demand by subject area for new high, middle, and elementary teachers in the PZPI to the supply of new teachers provided by a preparation program. Supply is defined as the number of newly-hired teacher Full Time Equivalents (FTEs) in the PZPI who obtained certification from the preparation program in the preceding year (FY2007). Demand is defined as the number of newly-hired teacher Full Time Equivalents (FTEs) employed in the PZPI in 2007-2008. A supply/demand ratio was calculated to represent the impact of university teacher production in the PZPI. The data capture teachers new to the PZPI as well as any teacher increase due to increased student enrollment. Newly-hired teacher FTEs could come from a number of sources including teacher preparation programs, the reserve pool of teachers, out-of-state transfers, or teachers transferring in from another zone in Texas.

D.2: Percentage of Newly-Certified Teachers Employed Inside and Outside the Proximal Zone of Professional Impact.

This analysis shows where the target university's newly certified teachers are employed. In the Zone refers to the 75-mile impact area of the PZPI.

D.3: District Hiring Patterns of University-Prepared Teachers in the Proximal Zone of Professional Impact.

Two charts provide information about the highest employing districts of the university's teachers. The first chart provides information regarding teachers newly-certified in 2007-2008. The second chart shows all university-prepared teachers employed by a district from 1994-2008. See Attachment 3 to view full hiring pattern report.

D.4 a-c: Concentration of University Completers in the Proximal Zone of Professional Impact by Level.

This analysis provides information about the percentage of Full Time Equivalents (FTEs) employed in a school within the PZPI by level from the target preparation program since 1995. The first four columns provide the name of the district, campus code, campus name and percent of school students classified as economically disadvantaged respectively. The "# School FTEs" column shows the total number of FTEs for all teachers of record in the school. The "# Univ FTEs" column provides the total number of FTEs employed at that school that obtained certification from the target preparation program from 1995 through 2007. The "% Univ FTEs" column is the percentage of teacher FTEs at the school from the target preparation program.

D.5: Comparison of Teacher Retention Trends.

D.5.a: Five-Year Retention Rates for the Certification Cohort of 2004. This table and corresponding graphic displays the 5-year teacher retention rates for the individuals in the 2003-2004 certification cohort who became employed in a Texas public school in the 2004-2005 academic year. To be included in the analysis, an individual must have obtained an initial certificate in FY2004, become employed in a Texas public school in 2004-2005 with no teaching experience prior to 2004-2005. The retention rate for 2005 is always 100% in each analysis because the analysis starts with all cohort members employed in Texas public schools in the 2004-05 academic year. In this data analysis "All CREATE" refers to all university-based teacher education programs. "Non-CREATE Programs" refer to certification programs from providers other than CREATE.

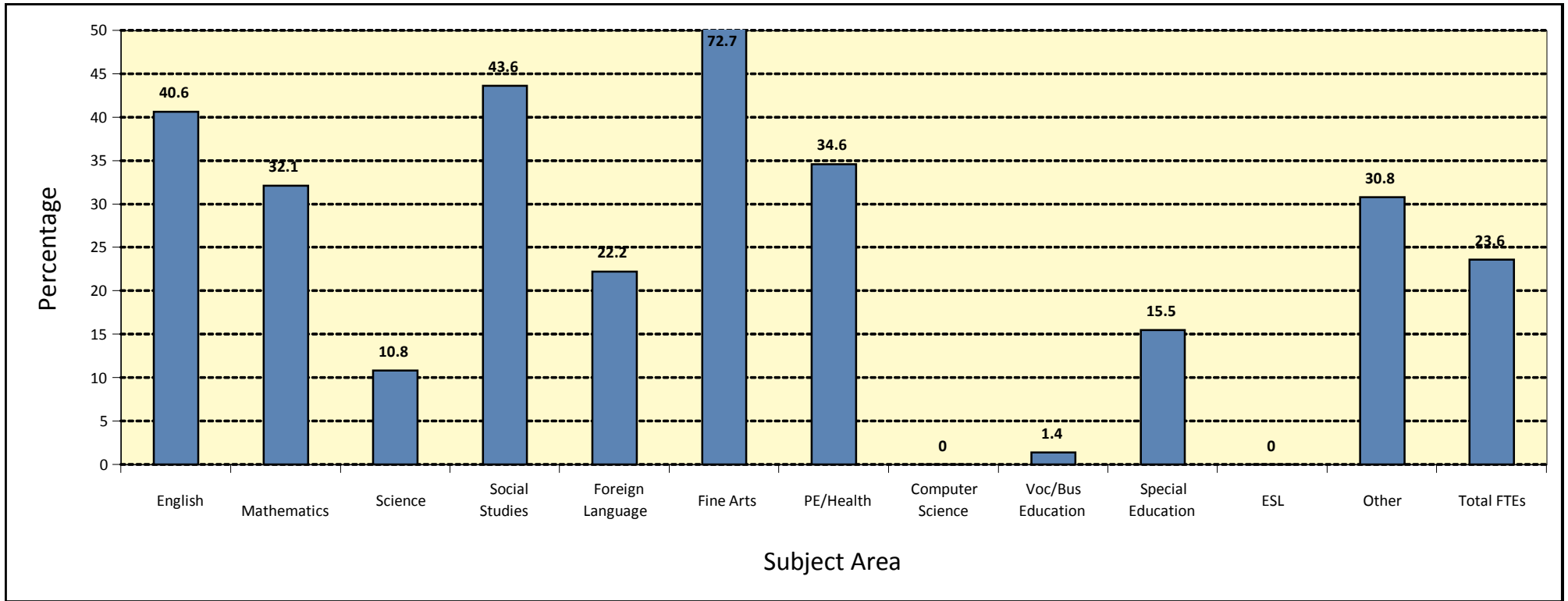
D.5.b-d: University-Prepared Teacher Retention Compared to Retention of Other Teacher Preparation Providers by Level. These analyses further augment the 5-year retention trends by showing retention rates and 5-year attrition rates by school level. Numbers less than 10 will not be graphically represented.

Teacher Supply and Demand in the Proximal Zone of Professional Impact

High Schools

Angelo State University

Percentage of Teacher FTE Demand in 2007-2008 Met by University Supply in 2006-2007



Subject Area	English	Mathe- matics	Science	Social Studies	Foreign Language	Fine Arts	PE / Health	Computer Science	Voc / Bus Education	Special Education	Bilingual / ESL	Other Assign	Total FTEs
Supply (2007) ¹	2.8	0.9	0.9	1.7	0.8	0.8	0.9	0.0	0.1	1.3	0.0	0.8	11.1
Demand(2008) ²	6.9	2.8	8.3	3.9	3.6	1.1	2.6	0.0	6.9	8.4	0.1	2.6	47.1
Supply/Demand	40.6%	32.1%	10.8%	43.6%	22.2%	72.7%	34.6%	0.0%	1.4%	15.5%	0.0%	30.8%	23.6%

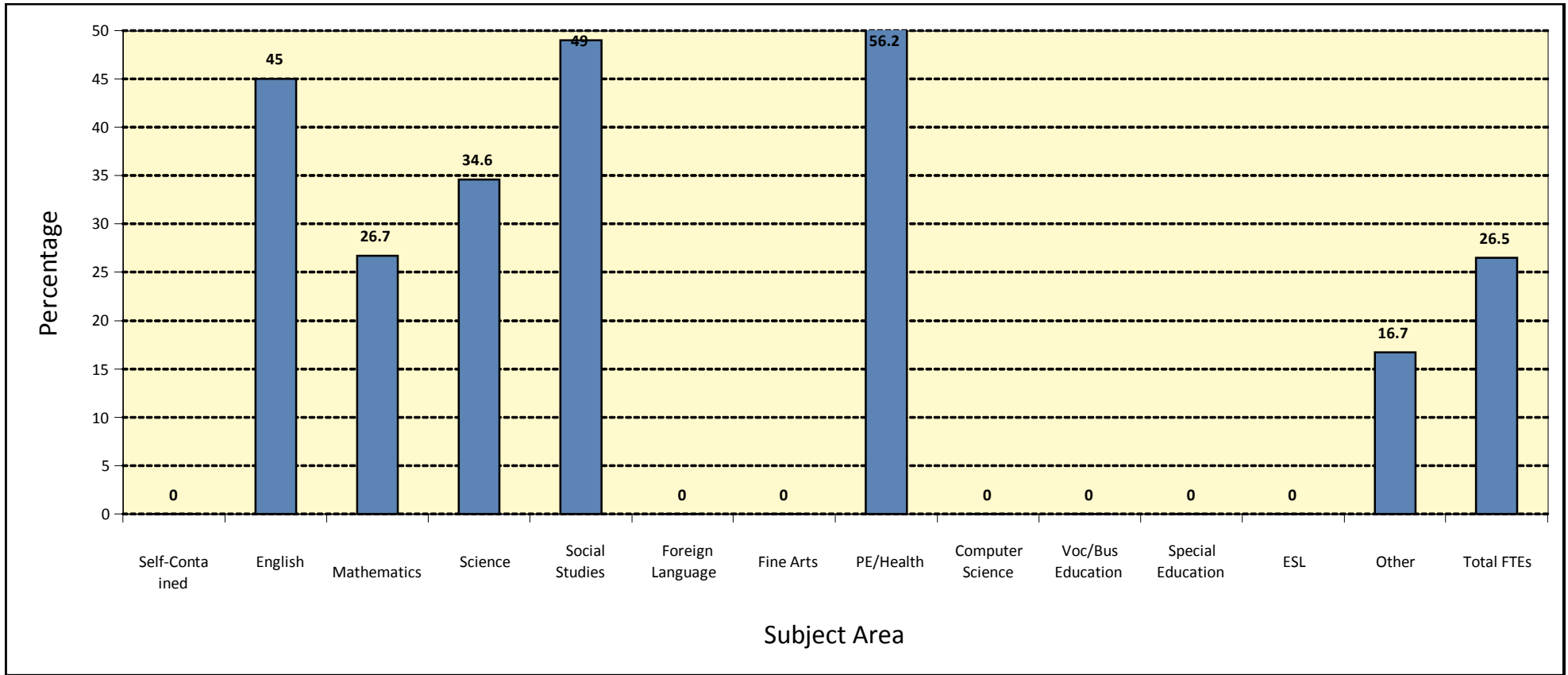
¹ Supply is number of newly-hired FTEs who obtained certification through university preparation program in FY 2007.

² Demand is the number of newly-hired teacher FTEs in the PZPI in AY 2007-2008.

Teacher Supply and Demand in the Proximal Zone of Professional Impact

Middle Schools Angelo State University

Percentage of Teacher FTE Demand in 2007-2008 Met by University Supply in 2006-2007



Subject Area	Self-Contained	English	Mathematics	Science	Social Studies	Foreign Language	Fine Arts	PE / Health	Computer Science	Voc / Bus Education	Special Education	Bilingual / ESL	Other Assign	Total FTEs
Supply (2007) ¹	0.0	1.8	0.8	0.9	2.4	0.0	0.0	1.8	0.0	0.0	0.0	0.0	0.3	8.0
Demand(2008) ²	1.0	4.0	3.0	2.6	4.9	0.0	3.0	3.2	0.0	0.2	6.5	0.0	1.8	30.2
Supply/Demand	0.0%	45.0%	26.7%	34.6%	49.0%	0.0%	0.0%	56.2%	0.0%	0.0%	0.0%	0.0%	16.7%	26.5%

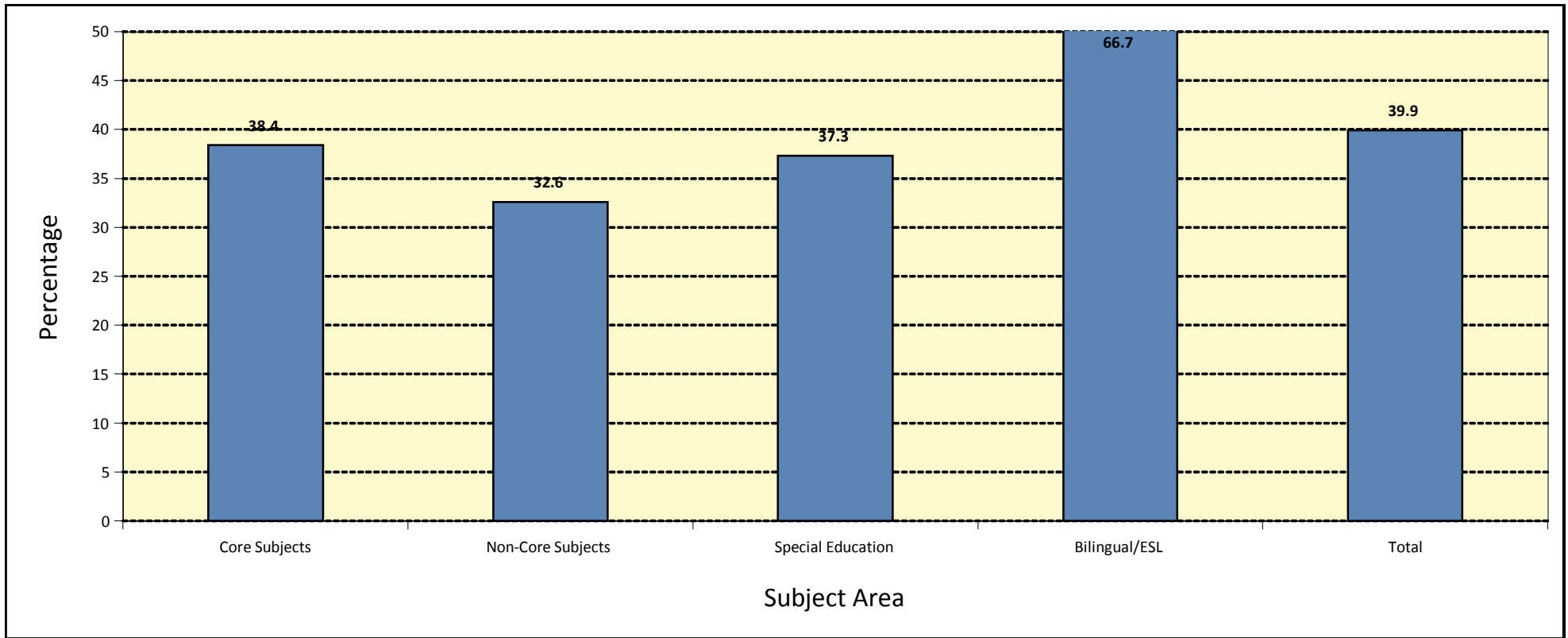
1 Supply is number of newly-hired FTEs who obtained certification through university preparation program in FY 2007.

2 Demand is the number of newly-hired teacher FTEs in the PZPI in AY 2007-2008.

Teacher Supply and Demand in the Proximal Zone of Professional Impact

Elementary Schools Angelo State University

Percentage of Teacher FTE Demand in 2007-2008 Met by University Supply in 2006-2007



Subject Area	Core Subjects ³	Non-Core Subjects ⁴	Special Education	Bilingual/ESL	Total FTEs
Supply (2007) ¹	21.0	1.4	2.5	3.0	28.0
Demand(2008) ²	54.7	4.3	6.7	4.5	70.2
Supply/Demand	38.4%	32.6%	37.3%	66.7%	39.9%

1 Supply is the number of newly-hired FTEs who obtained certification through target university preparation program in FY 2007.

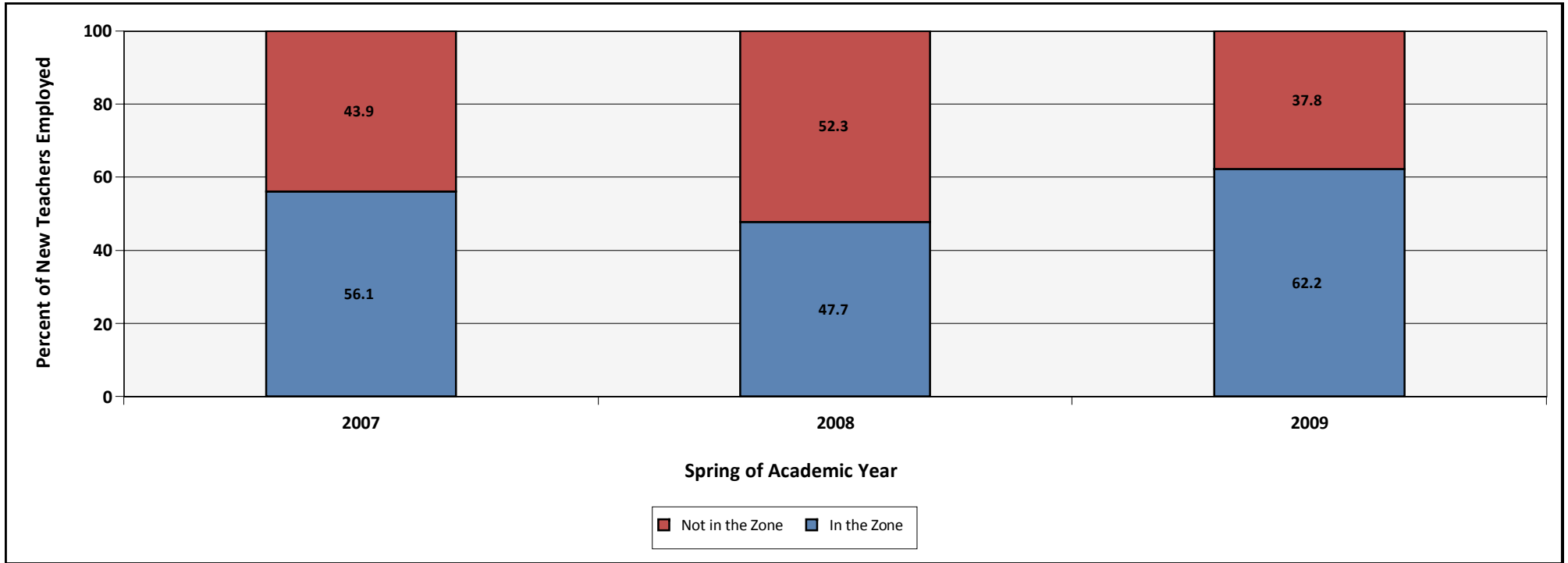
2 Demand is the number of newly-hired teacher FTEs in the PZPI in AY 2007-2008.

3 Core subjects are subjects that are TAKS tested.

4 Non-core subjects are all subjects not TAKS tested.

Percentage of Newly-Certified Teachers Employed Inside and Outside the Proximal Zone of Professional Impact 2007-2009

Angelo State University



	New Teachers Employed						% Change 2007 to 2009
	2007		2008		2009		
	Number	Percent	Number	Percent	Number	Percent	
In the Zone	69	56.1	63	47.7	56	62.2	6.1
Not in the Zone	54	43.9	69	52.3	34	37.8	-6.1
Total	123	100.0	132	100.0	90	100.0	0.0

District Hiring Patterns of University-Prepared Teachers in PZPI 2008-2009

Angelo State University

SAMPLE DOCUMENT: To view the Full Hiring Patterns Report Refer to Attachment 3

Teachers Newly-Certified in FY 2007-2008

Employing District	University-Prepared Employed by District in 2008-2009	New Teachers Employed by District in 2008-2009	% University Newly- Certified Compared to New Teachers Employed
MILES ISD	1	1	100.0
SAN ANGELO ISD	37	62	59.7
REAGAN COUNTY ISD	5	9	55.6
VERIBEST ISD	2	4	50.0
SONORA ISD	2	5	40.0
WALL ISD	1	3	33.3
WESTBROOK ISD	1	3	33.3
BRADY ISD	1	4	25.0
COLEMAN ISD	1	5	20.0
COLORADO ISD	1	6	16.7
SWEETWATER ISD	1	6	16.7
BALLINGER ISD	0	1	0.0
CHRISTOVAL ISD	0	1	0.0
EDEN CISD	0	1	0.0
GRAPE CREEK ISD	0	6	0.0

All Teachers Certified

Employing District	University-Prepared (1994- 2008) Employed by District in 2008-2009	Total Teachers Employed by District in 2008-2009	Percent of Univ-Prepared Teachers in District
GRAPE CREEK ISD	37	83	44.6
SAN ANGELO ISD	398	965	41.2
CHRISTOVAL ISD	13	34	38.2
VERIBEST ISD	10	27	37.0
BLACKWELL CISD	8	22	36.4
MILES ISD	13	36	36.1
WALL ISD	34	100	34.0
OLFEN ISD	3	9	33.3
WATER VALLEY ISD	12	38	31.6
IRION COUNTY ISD	9	29	31.0
EDEN CISD	8	26	30.8
STERLING CITY ISD	8	27	29.6
SONORA ISD	24	88	27.3
REAGAN COUNTY ISD	19	74	25.7
GLASSCOCK COUNTY ISD	7	30	23.3

Concentration of University Completers in High Schools in the Proximal Zone of Professional Impact ¹

2007-2008

Angelo State University

District Name	Campus Code	Campus Name	% School Econ Disadvantaged	# Sch FTEs ²	# Univ FTEs ³	% Univ FTEs ⁴
WALL ISD	226906002	FAIRVIEW ACCELERATED	75.0	5.2	3.8	72.9
STERLING CITY ISD	216901201	WATER VALLEY VOC TRAIN	0.0	0.3	0.2	59.1
WATER VALLEY ISD	226905202	SAN ANGELO STATE SCHOOL	0.0	2.0	1.0	50.0
GRAPE CREEK ISD	226907001	GRAPE CREEK H S	44.1	30.7	13.0	42.4
SAN ANGELO ISD	226903041	CENTRAL FRESHMAN CAMPUS	43.6	52.3	20.9	40.0
MILES ISD	200902001	MILES H S	43.7	17.9	6.3	35.1
SAN ANGELO ISD	226903002	LAKE VIEW H S	58.8	88.9	31.0	34.9
WATER VALLEY ISD	226905001	WATER VALLEY H S	47.4	16.3	5.6	34.1
EDEN CISD	48901001	EDEN H S	50.4	13.7	4.4	32.4
WALL ISD	226906001	WALL H S	18.5	29.5	9.0	30.4
BRADY ISD	160901001	BRADY H S	43.5	37.6	11.0	29.3
STERLING CITY ISD	216901001	STERLING CITY H S	28.2	12.8	3.7	29.1
MENARD ISD	164901001	MENARD H S	63.9	13.5	3.6	26.4
SAN ANGELO ISD	226903001	CENTRAL H S	29.5	141.6	37.0	26.1
GLASSCOCK COUNTY ISD	87901001	GLASSCOCK COUNTY H S	45.0	15.7	4.0	25.6
IRION COUNTY ISD	118902001	IRION H S	44.1	16.4	4.0	24.4
SCHLEICHER ISD	207901001	ELDORADO H S	38.7	19.4	4.7	24.0
ROBERT LEE ISD	41902001	ROBERT LEE H S	39.3	16.3	3.8	23.5
VERIBEST ISD	226908001	VERIBEST H S	57.6	14.1	2.9	20.7
COLORADO ISD	168901001	COLORADO HIGH SCHOOL	46.7	27.0	4.8	17.9
WINTERS ISD	200904001	WINTERS H S	54.8	17.8	3.2	17.9
BRONTE ISD	41901001	BRONTE H S	39.4	23.2	3.5	15.0
CROCKETT COUNTY CONSOLIDATED CS	53001001	OZONA H S	33.3	27.0	4.0	14.8
REAGAN COUNTY ISD	192901001	REAGAN COUNTY H S	35.6	23.1	3.0	13.0
SONORA ISD	218901001	SONORA H S	25.7	32.1	4.1	12.8
BALLINGER ISD	200901001	BALLINGER H S	40.9	28.5	2.5	8.7
SWEETWATER ISD	177902001	SWEETWATER H S	45.9	47.6	4.0	8.4

¹ Listing includes both charter and public schools. Only the first 25 campuses are listed.

² Number of Full Time Equivalents (FTEs) employed by the school.

³ Number of Full Time Equivalents (FTEs) employed by the school from the university.

⁴ Percent of University FTEs employed by the school.

Concentration of University Completers in Middle Schools in the Proximal Zone of Professional Impact¹

2007-2008

Angelo State University

District Name	Campus Code	Campus Name	% School Econ Disadvantaged	# Sch FTEs ²	# Univ FTEs ³	% Univ FTEs ⁴
SAN ANGELO ISD	226903043	LEE MIDDLE SCHOOL	52.4	72.5	33.8	46.7
SAN ANGELO ISD	226903045	LINCOLN MIDDLE SCHOOL	70.6	59.4	25.8	43.5
SAN ANGELO ISD	226903042	GLENN MIDDLE SCHOOL	40.7	67.5	29.0	42.9
GRAPE CREEK ISD	226907041	GRAPE CREEK MIDDLE	62.3	20.1	7.6	38.0
WALL ISD	226906041	WALL MIDDLE	18.0	22.8	7.0	30.9
WINTERS ISD	200904041	WINTERS J H	71.6	9.3	2.8	30.4
SONORA ISD	218901041	SONORA J H	34.8	23.2	6.9	29.8
COLORADO ISD	168901041	COLORADO MIDDLE	56.9	27.4	6.2	22.5
CROCKETT COUNTY CONSOLIDATED CS	53001041	OZONA MIDDLE	54.0	19.0	4.0	21.1
BALLINGER ISD	200901041	BALLINGER J H	48.0	23.0	4.2	18.3
REAGAN COUNTY ISD	192901041	REAGAN COUNTY MIDDLE	38.7	17.0	3.0	17.7
MENARD ISD	164901041	MENARD J H	54.1	7.3	1.3	17.6
SCHLEICHER ISD	207901041	ELDORADO MIDDLE	50.6	16.1	2.6	15.8
COLEMAN ISD	42901041	COLEMAN J H	51.5	18.1	1.0	5.5
SWEETWATER ISD	177902041	SWEETWATER MIDDLE	57.1	47.9	2.0	4.2
MERKEL ISD	221904041	MERKEL MIDDLE	49.0	26.1	0.4	1.6
JIM NED CISD	221911041	JIM NED MIDDLE	25.0	18.9	0.2	1.3

¹ Listing includes both charter and public schools. Only the first 25 campuses are listed.

² Number of Full Time Equivalent (FTEs) employed by the school.

³ Number of Full Time Equivalent (FTEs) employed by the school from the university.

⁴ Percent of University FTEs employed by the school.

Concentration of University Completers in Elementary Schools in the Proximal Zone of Professional Impact ¹

2007-2008

Angelo State University

District Name	Campus Code	Campus Name	% School Econ Disadvantaged	# Sch FTEs ²	# Univ FTEs ³	% Univ FTEs ⁴
SAN ANGELO ISD	226903119	SAN JACINTO EL	90.7	27.1	18.0	66.4
SAN ANGELO ISD	226903114	HOLIMAN EL	53.7	20.2	13.0	64.4
SAN ANGELO ISD	226903103	BELAIRE EL	76.8	25.2	15.0	59.5
SAN ANGELO ISD	226903115	MCGILL EL	67.4	21.3	12.0	56.3
SAN ANGELO ISD	226903106	BRADFORD EL	91.2	31.6	17.4	55.0
GRAPE CREEK ISD	226907101	GRAPE CREEK ELEMENTARY	64.8	37.2	20.3	54.7
SAN ANGELO ISD	226903113	GOLIAD EL	72.7	33.5	17.0	50.8
SAN ANGELO ISD	226903105	BOWIE EL	34.6	31.5	15.0	47.6
CROCKETT COUNTY CONSOLIDATED CS	53001102	OZONA PRIMARY	60.6	17.0	8.0	47.1
SAN ANGELO ISD	226903111	FT CONCHO EL	71.1	24.2	11.0	45.4
VERIBEST ISD	226908101	VERIBEST EL	46.3	8.7	3.8	44.1
OLFEN ISD	200906101	OLFEN EL	85.5	8.0	3.5	43.7
SAN ANGELO ISD	226903102	AUSTIN EL	78.0	31.6	13.0	41.1
SAN ANGELO ISD	226903101	ALTA LOMA EL	72.1	21.0	8.0	38.2
SAN ANGELO ISD	226903122	BONHAM EL	20.4	30.4	11.0	36.2
CHRISTOVAL ISD	226901101	CHRISTOVAL EL	28.8	14.6	5.2	35.3
SAN ANGELO ISD	226903112	GLENMORE EL	58.3	26.4	9.0	34.1
SAN ANGELO ISD	226903120	SANTA RITA EL	36.2	24.2	8.0	33.1
PANTHER CREEK CISD	42905101	PANTHER CREEK EL	67.1	8.4	2.6	30.3
STERLING CITY ISD	216901101	STERLING CITY EL	41.7	13.6	4.1	30.3
SAN ANGELO ISD	226903116	REAGAN EL	86.7	30.2	9.0	29.8
SONORA ISD	218901101	SONORA EL	44.1	34.0	10.0	29.4
SAN ANGELO ISD	226903123	LAMAR ELEMENTARY	32.6	36.4	10.0	27.5
EDEN CISD	48901101	EDEN EL	57.1	13.0	3.6	27.4
MILES ISD	200902101	MILES EL	39.3	18.0	4.7	26.0
SCHLEICHER ISD	207901101	ELDORADO EL	51.5	22.0	5.7	25.9
BALLINGER ISD	200901101	BALLINGER ELEMENTARY	60.8	34.9	9.0	25.8

¹ Listing includes both charter and public schools. Only the first 25 campuses are listed.

² Number of Full Time Equivalent (FTEs) employed by the school.

³ Number of Full Time Equivalent (FTEs) employed by the school from the university.

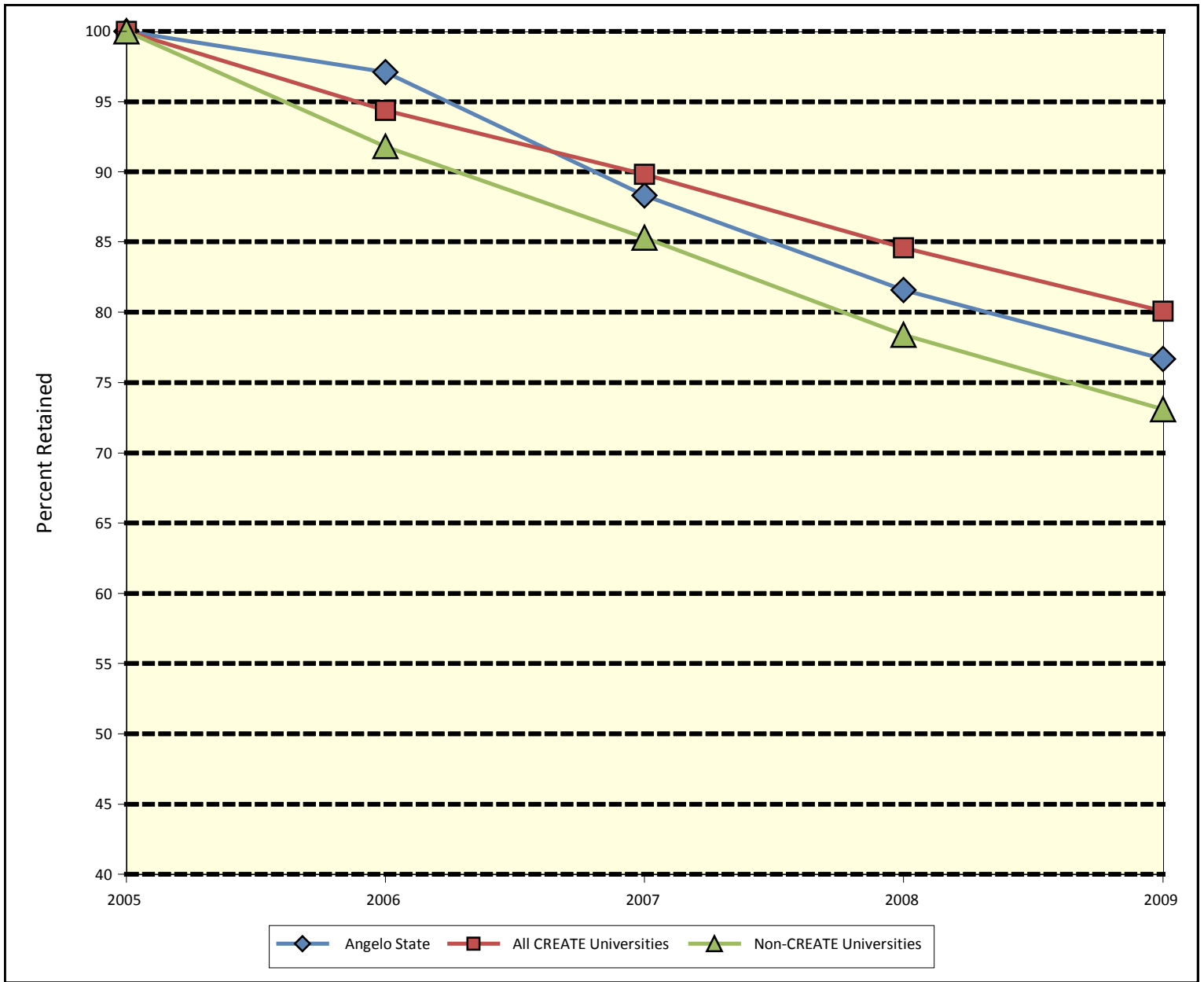
⁴ Percent of University FTEs employed by the school.

Comparison of Teacher Retention Trends

Five-Year Retention of 2004 Certification Cohort¹

2005-2009

Angelo State University



Entity/ Organization	Number Teachers	Spring of Academic Year					Attrition Rate
		2005	2006	2007	2008	2009	
Angelo State	103	100.0	97.1	88.3	81.6	76.7	23.3
All CREATE Universities	5741	100.0	94.4	89.8	84.6	80.1	19.9
Non-CREATE Universities	1060	100.0	91.8	85.3	78.4	73.1	26.9
Total	6801	100.0	94.0	89.1	83.6	79.0	21.0

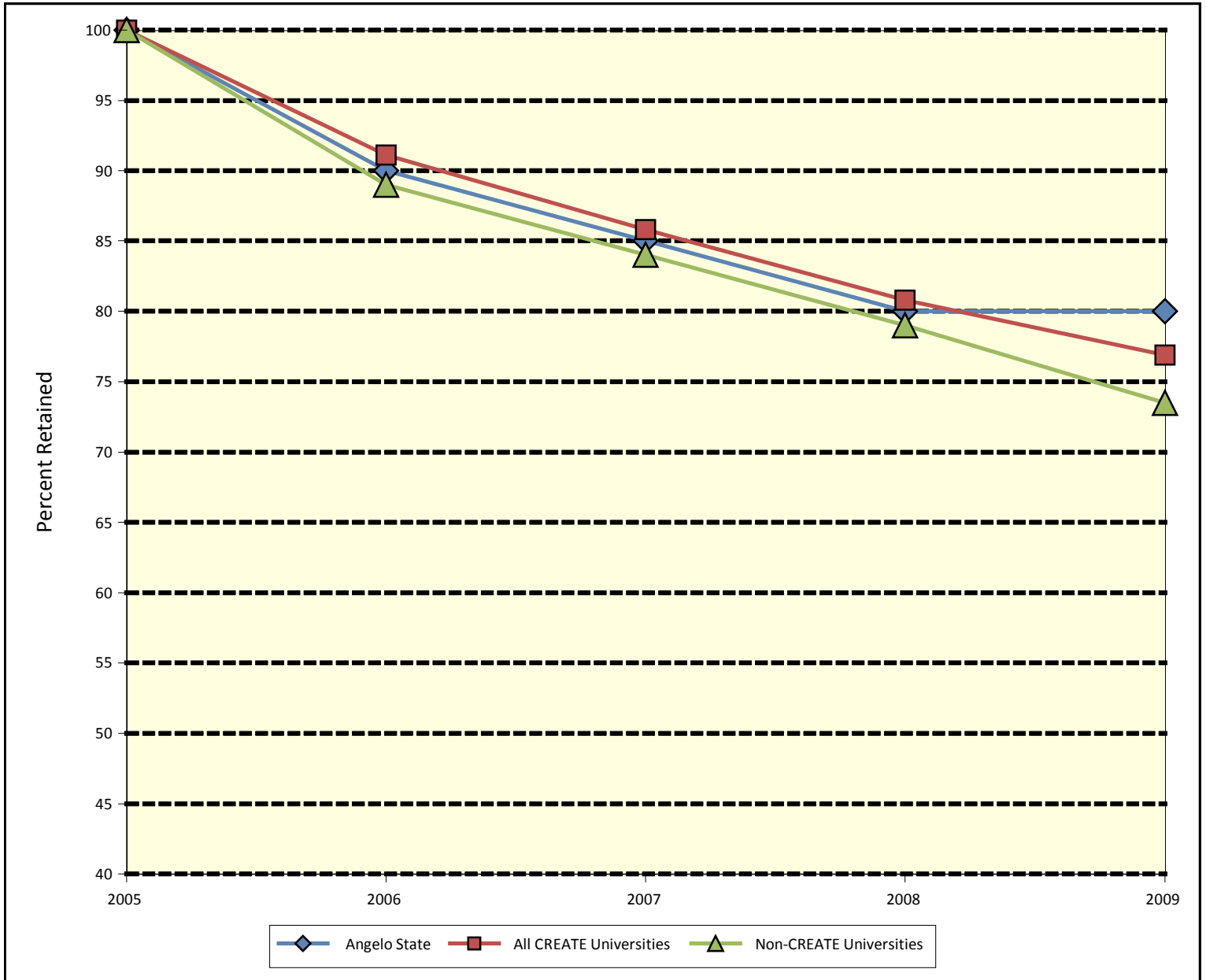
¹ Includes only teachers obtaining traditional certification in FY 2004, becoming employed in AY 2005 with no teaching experience prior to 2005.

Comparison of Teacher Retention Trends

Five-Year Retention of 2004 Certification Cohort by School Level¹

2005-2009

High School Angelo State University



Entity/ Organization	Number Teachers	Spring of Academic Year					Attrition Rate
		2005	2006	2007	2008	2009	
Angelo State	20	100.0	90.0	85.0	80.0	80.0	20.0
All CREATE Universities	1000	100.0	91.1	85.8	80.8	76.9	23.1
Non-CREATE Universities	200	100.0	89.0	84.0	79.0	73.5	26.5
Total	1200	100.0	90.8	85.5	80.5	76.3	23.7

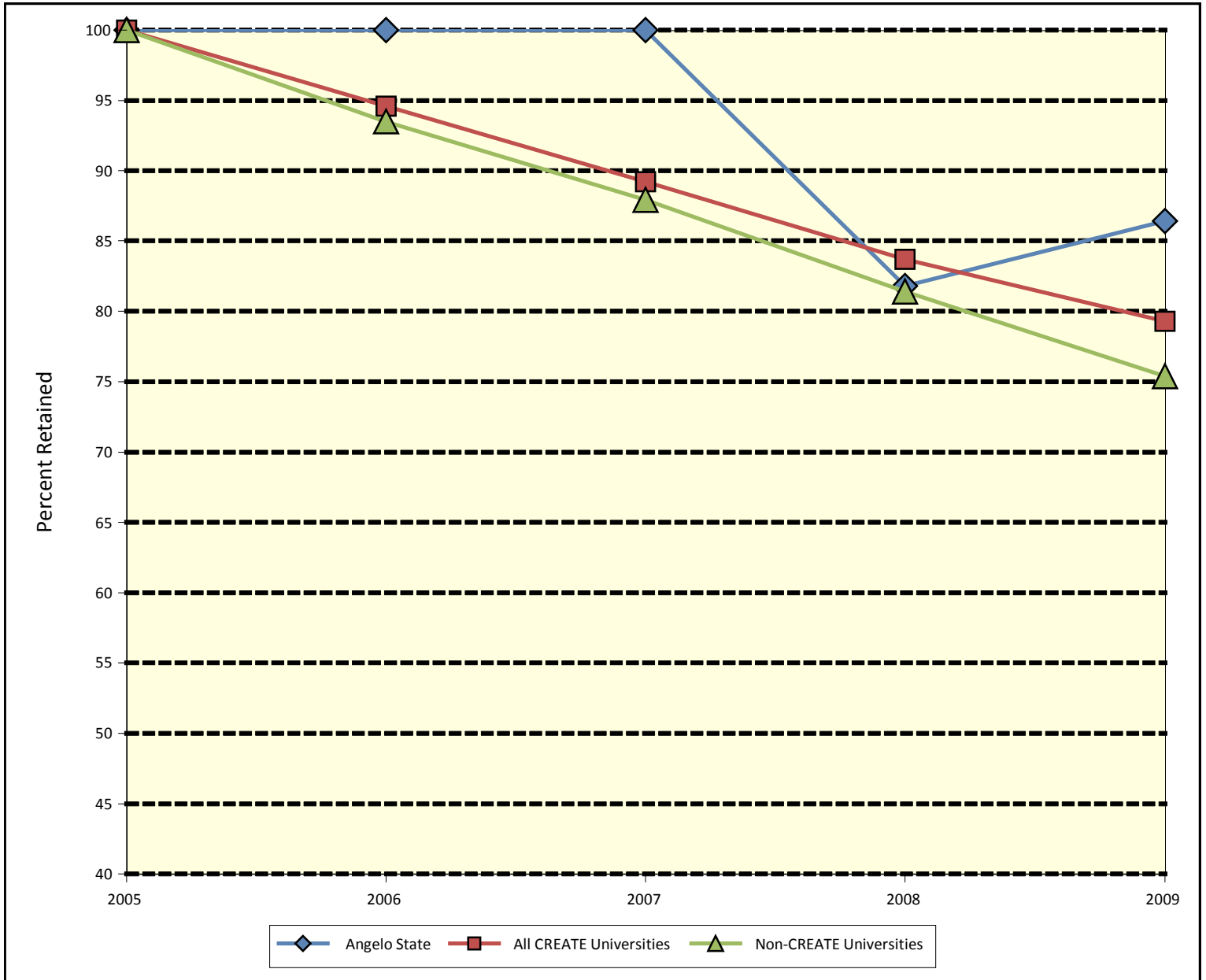
¹ Includes only teachers obtaining traditional certification in FY 2004, becoming employed in AY 2005 with no teaching experience prior to 2005.

Comparison of Teacher Retention Trends

Five-Year Retention of 2004 Certification Cohort by School Level¹

2005-2009

Middle School Angelo State University



Entity/ Organization	Number Teachers	Spring of Academic Year					Attrition Rate
		2005	2006	2007	2008	2009	
Angelo State	22	100.0	100.0	100.0	81.8	86.4	13.6
All CREATE Universities	1018	100.0	94.6	89.2	83.7	79.3	20.7
Non-CREATE Universities	199	100.0	93.5	87.9	81.4	75.4	24.6
Total	1217	100.0	94.4	89.0	83.3	78.6	21.4

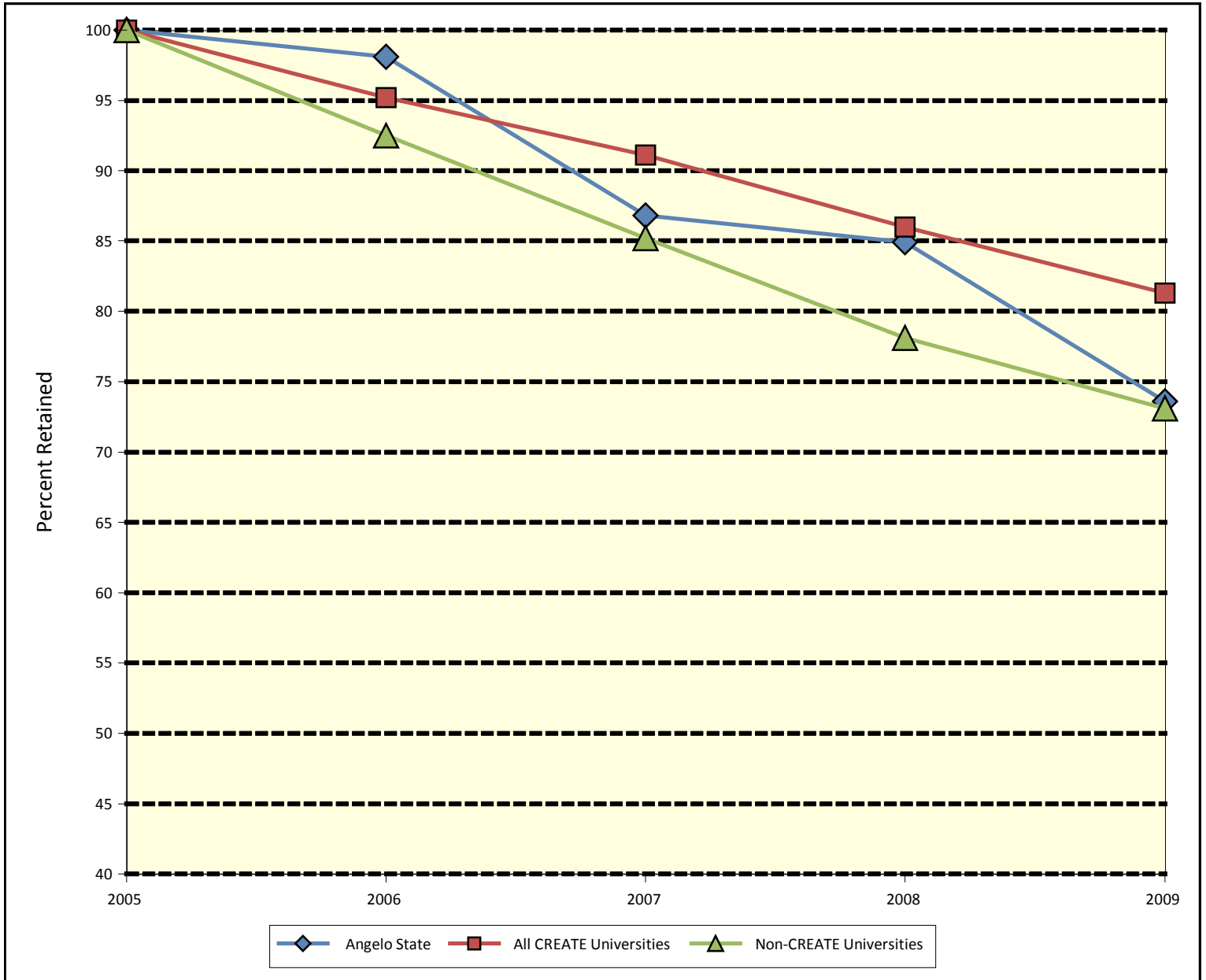
¹ Includes only teachers obtaining traditional certification in FY 2004, becoming employed in AY 2005 with no teaching experience prior to 2005.

Comparison of Teacher Retention Trends

Five-Year Retention of 2004 Certification Cohort by School Level¹

2005-2009

Elementary School Angelo State University



Entity/ Organization	Number Teachers	Spring of Academic Year					Attrition Rate
		2005	2006	2007	2008	2009	
Angelo State	53	100.0	98.1	86.8	84.9	73.6	26.4
All CREATE Universities	3618	100.0	95.2	91.1	86.0	81.3	18.7
Non-CREATE Universities	640	100.0	92.5	85.2	78.1	73.1	26.9
Total	4258	100.0	94.8	90.2	84.8	80.0	20.0

¹ Includes only teachers obtaining traditional certification in FY 2004, becoming employed in AY 2005 with no teaching experience prior to 2005.

III. University Benchmarks to Guide Improvement

E. UNIVERSITY COMPARISON REPORTS

SECTION E: University Comparison Reports

Section E contains comparison information among universities regarding teacher and certificate production, employment of newly-certified teachers, and teacher retention.

Comparison universities were systematically selected for a target university by choosing the two closest universities in proximity to the target university. The data associated with each university represents that university's Proximal Zone of Professional Impact. If there were more than two universities in the target university's PZPI, the two having the highest correlation based on student enrollment in the PZPI were chosen as the comparison universities. When there were no universities in the PZPI, the panel of PACE committee members used professional judgment to determine the comparison universities.

E.1: Comparison of Teacher Production in Nearby Geographic Area.

This analysis describes teacher production over a 10-year time period between the target university and the comparisons. The 10-year total production data is graphically represented.

E.2: Five-Year Production Ratios of Consortium Universities.

This report compares the ratio of teacher production to baccalaureate degrees awarded of all CREATE consortium members from 2004-2008 divided into quintiles.

E.3: Comparison of Longitudinal Certificate Production Trends in Nearby Geographic Area.

The data for this comparison come from individual university data found in C.4.

E.4: Comparison of Newly-Certified Teacher Employment in Nearby Geographic Area.

The data for this comparison come from individual university data found in D.2. The data associated with each university represent that university's Proximal Zone of Professional Impact.

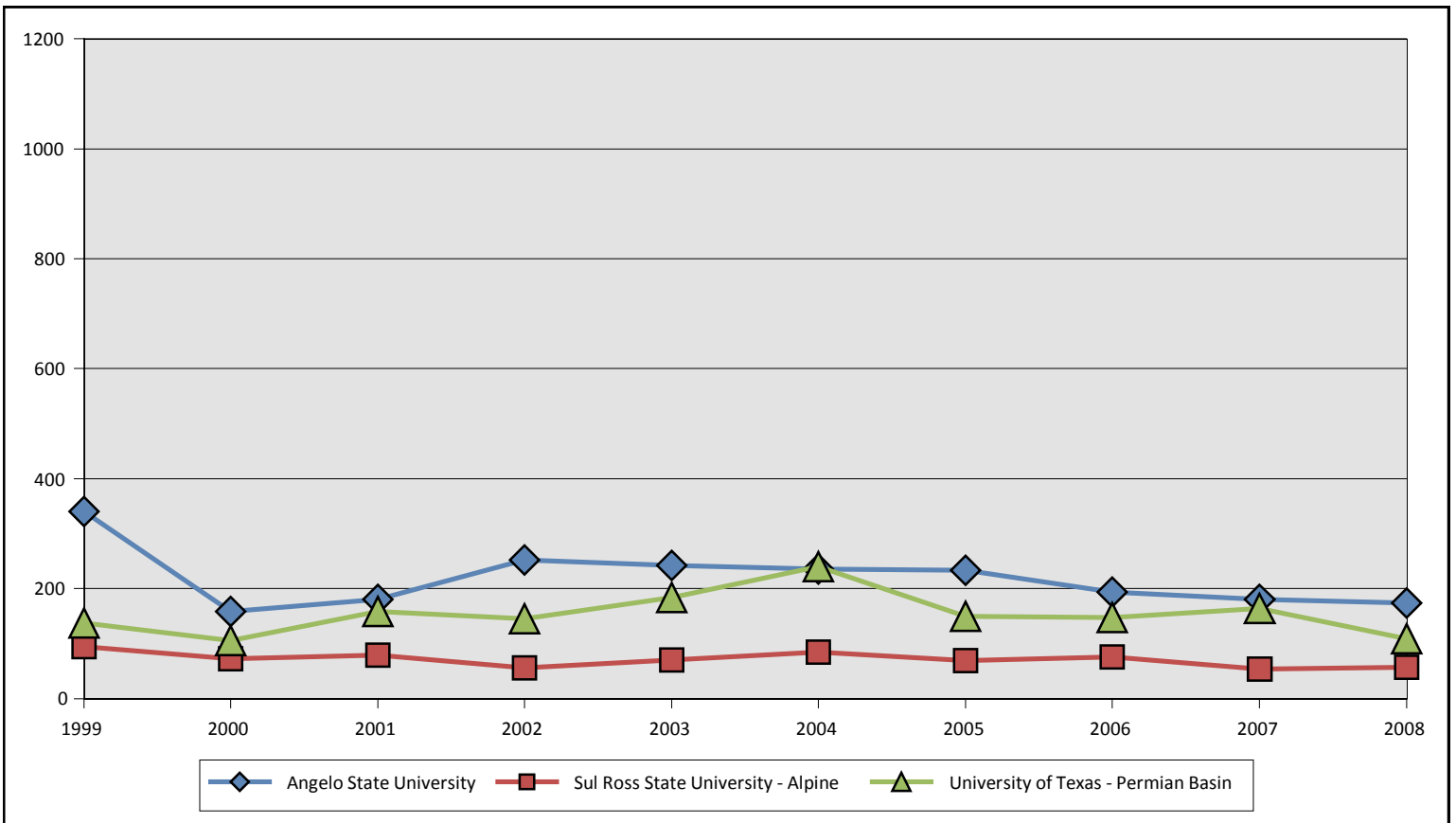
E.5: Teacher Retention Comparison in Nearby Geographic Area.

The data for this comparison come from individual university data found in D.5.a. The data represent the 5-year teacher retention rates for the individuals in the 2004 certification cohort who became employed in a Texas public school in the 2004-05 academic year and had no teaching experience prior to 2005. The attrition rate is calculated by subtracting the 2009 retention rate from 100%.

Comparison of Teacher Production in Nearby Geographic Area 1999-2008

Angelo State University

Academic Year	Preparation Programs			Total
	Angelo State University	University of Texas - Permian Basin	Sul Ross State University - Alpine	
10-Year Total	2,191	1,542	714	4,447
1999	340	138	95	573
2000	159	106	73	338
2001	181	158	79	418
2002	252	145	56	453
2003	242	184	70	496
2004	236	240	85	561
2005	233	150	69	452
2006	194	148	76	418
2007	180	164	54	398
2008	174	109	57	340
10-Year Avg	219.1	154.2	71.4	444.7



Five-Year Production Ratios of Consortium Universities
Percentage of Total Teacher Production Compared to Baccalaureate Degrees Awarded¹
2004-2008

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	5-Year Trend
Quintile 1						
Sul Ross State University-Rio Grande	88.1	53.3	68.1	64.6	64.5	↓
TX A&M University-Commerce	75.8	63.4	60.6	51.3	54.7	↓
TX A&M International University	45.5	52.5	49.6	40.3	41.1	↓
University of Houston-Victoria	43.0	39.6	54.7	51.0	40.5	↓
TX A&M University-Texarkana	22.9	35.9	40.1	44.9	36.4	↑
University of Texas-Brownsville	43.3	31.3	31.3	29.9	32.8	↓
West Texas A&M University	40.7	38.3	36.4	35.9	29.1	↓
TX A&M University-Kingsville	26.9	27.7	30.4	26.4	28.3	↑
Quintile 2						
Sul Ross State University-Alpine	57.0	32.9	44.4	30.3	25.9	↓
Stephen F. Austin University	26.0	24.7	28.5	28.3	24.6	↓
McMurry University	27.6	29.4	31.5	28.3	23.9	↓
University of Texas-El Paso	43.4	30.8	27.0	27.1	23.1	↓
University of Texas-Pan American	46.2	35.3	26.5	23.2	22.8	↓
Tarleton State University	31.4	28.9	28.0	22.7	22.7	↓
TX A&M University-Corpus Christi	26.1	26.7	25.6	24.3	22.5	↓
Angelo State University	28.7	27.4	24.5	23.7	22.2	↓
Quintile 3						
Texas Woman's University	23.6	24.0	25.8	23.3	21.6	↓
University of Texas-Permian Basin	54.2	34.3	30.5	32.3	21.0	↓
Hardin-Simmons University	22.2	21.3	17.9	23.1	20.6	↓
University of Houston-Clear Lake	23.8	19.7	21.0	20.4	20.1	↓
Prairie View A&M University	36.3	19.4	19.1	17.3	19.1	↓
Sam Houston State University	19.1	17.5	19.5	18.0	17.8	↓
Texas State University-San Marcos	28.3	26.4	22.9	18.5	17.3	↓
University of Texas-Tyler	28.2	22.3	16.4	17.2	16.7	↓

¹Total number of teachers prepared through all university pathways divided by total number of baccalaureate degrees awarded.



Five-Year Production Ratios of Consortium Universities
Percentage of Total Teacher Production Compared to Baccalaureate Degrees Awarded¹
2004-2008

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	5-Year Trend
Quintile 4						
Howard Payne University	27.3	25.4	28.8	20.2	16.6	↓
Lamar University	27.4	21.9	25.9	19.0	16.5	↓
University of Texas-San Antonio	21.6	18.5	19.4	15.5	15.5	↓
Abilene Christian University	18.7	14.0	14.8	11.6	15.1	↓
University of Mary Hardin-Baylor	26.1	26.2	18.9	22.8	14.4	↓
University of North Texas	18.6	14.9	15.6	14.8	14.3	↓
Texas Tech University	12.7	12.4	11.7	13.2	11.8	↓
TX A&M University-College Station	9.0	9.6	10.7	9.9	9.4	↑
University of the Incarnate Word	6.9	5.7	6.0	8.1	9.1	↑
Quintile 5						
University of Texas-Arlington	11.4	9.5	10.6	9.6	8.3	↓
University of St. Thomas	18.3	17.5	16.2	9.4	8.3	↓
University of Houston-Downtown	9.5	11.0	7.8	8.9	8.3	↓
University of Texas-Dallas	11.6	10.3	10.7	8.9	7.6	↓
University of Houston	11.2	9.4	8.2	7.6	7.1	↓
Austin College	9.0	9.0	8.3	9.2	6.1	↓
St. Edward's University	4.7	6.2	3.6	3.5	4.9	↑
University of Texas-Austin	4.4	5.2	5.1	5.2	4.8	↑
Lamar University-Orange	-	-	-	-	-	-

¹Total number of teachers prepared through all university pathways divided by total number of baccalaureate degrees awarded.



Comparison of Longitudinal Certificate Production Trends in Nearby Geographic Area ¹

FY 2004-2008 ²

Angelo State University

Certificate	Angelo State University					University of Texas - Permian Basin					Sul Ross State University - Alpine				
	Fiscal Year					Fiscal Year					Fiscal Year				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
ELEMENTARY (EC-4)															
Bilingual Generalist	0	0	0	0	0	26	15	23	20	13	4	8	2	4	5
ESL ³	0	0	0	0	0	1	1	7	9	1	0	0	0	0	0
Generalist	94	118	97	83	86	61	60	54	64	41	12	9	7	8	9
Special Education ³	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	94	118	97	83	86	88	76	84	93	55	16	17	9	12	14
MIDDLE SCHOOL (4-8)															
Bilingual Generalist	0	0	0	0	0	1	0	2	1	0	0	1	0	0	0
English	2	2	5	5	3	5	4	1	7	0	0	2	1	2	4
ESL ³	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0
Generalist	6	0	3	6	4	4	5	1	9	2	0	0	0	0	0
Mathematics	3	8	7	4	5	6	2	3	3	0	2	1	1	0	1
Science	1	1	1	3	3	1	1	3	0	1	0	1	1	3	1
Social Studies	0	1	1	1	0	6	2	1	2	1	2	1	1	1	4
SUBTOTAL	12	12	17	19	15	23	15	12	23	4	4	6	4	6	10
HIGH SCHOOL (6-12 and 8-12)															
Bilingual Generalist	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Career & Tech Ed ⁴	0	0	0	0	0	0	0	0	0	0	2	2	2	1	0
English	13	8	6	10	9	11	11	15	13	12	7	5	3	1	0
ESL ³	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fine Arts	3	6	3	1	0	1	1	0	1	0	3	0	1	3	1
Foreign Language	7	4	3	6	4	18	6	11	12	8	4	3	6	2	3
Mathematics	7	14	9	5	8	6	8	5	8	5	1	2	0	0	1
PE/Health	33	37	8	0	0	5	2	2	0	0	12	6	2	0	0
Science	8	7	4	5	3	8	6	5	8	2	16	5	6	3	5
Social Studies	8	6	5	5	7	18	12	13	10	7	10	3	3	4	4
Special Education ³	5	0	0	0	0	1	0	0	0	0	0	0	0	0	0
SUBTOTAL	84	82	38	32	31	68	46	51	52	34	55	26	23	14	14
ALL LEVEL (K-12)															
ESL ³	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fine Arts	8	7	1	6	10	4	6	3	1	4	4	1	0	2	3
Foreign Language	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PE/Health	10	22	42	39	31	9	7	9	11	8	3	11	26	18	12
Special Education	7	7	14	10	16	4	4	2	1	13	0	0	0	0	0
SUBTOTAL	25	36	57	55	57	17	17	14	13	25	7	12	26	20	15
OTHER SUPPLEMENTALS															
Bilingual Generalist	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESL	0	0	0	0	0	9	1	9	14	11	0	0	0	0	0
Special Education	0	1	7	2	1	3	1	1	0	0	0	0	0	0	0
SUBTOTAL	0	1	7	2	1	12	2	10	14	11	0	0	0	0	0
Total	215	249	216	191	190	208	156	171	195	129	82	61	62	52	53

¹ Individual candidates may receive multiple certificates.

² Certificate year equals fiscal year (Sept. 1 - Aug. 31).

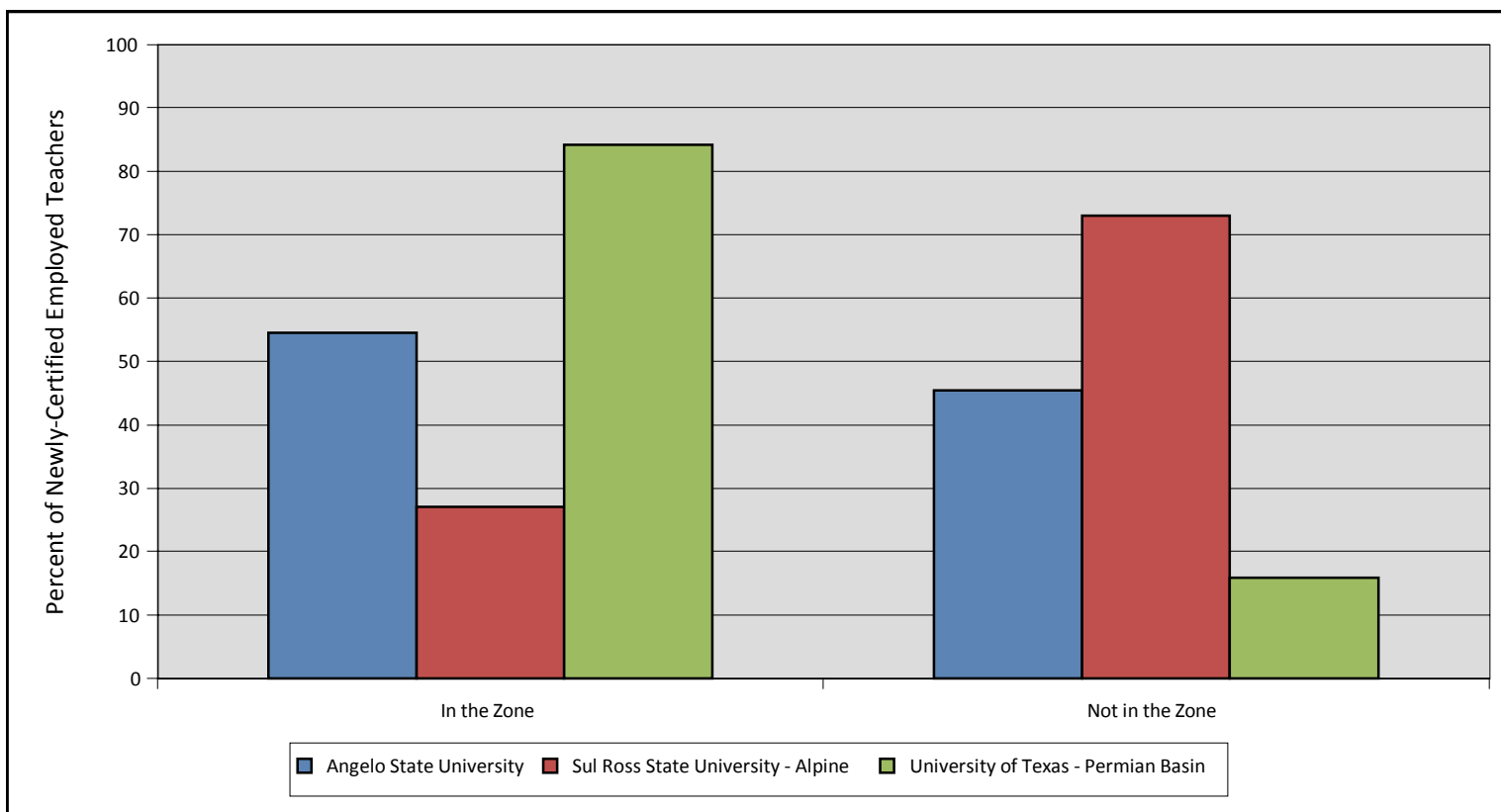
³ For this analysis, endorsement and supplemental certificates are reported separately.

⁴ Career and technical education includes the following certificates: Ag sciences and technology, health science technology, marketing education, trade and industrial education.

Comparison of Newly-Certified Teacher Employment in Nearby Geographic Area 2007-2009

Angelo State University

		Angelo State University		University of Texas - Permian Basin		Sul Ross State University - Alpine	
Newly-Certified Teachers Employed	Year	N	%	N	%	N	%
In the Zone	2007	69	56.1	104	86	14	23.3
	2008	63	47.7	108	83.7	16	34.8
	2009	56	62.2	68	81.9	10	23.8
	Average	62.7	54.5	93.3	84.1	13.3	27
Not in the Zone	2007	54	43.9	17	14	46	76.7
	2008	69	52.3	21	16.3	30	65.2
	2009	34	37.8	15	18.1	32	76.2
	Average	52.3	45.5	17.7	15.9	36	73

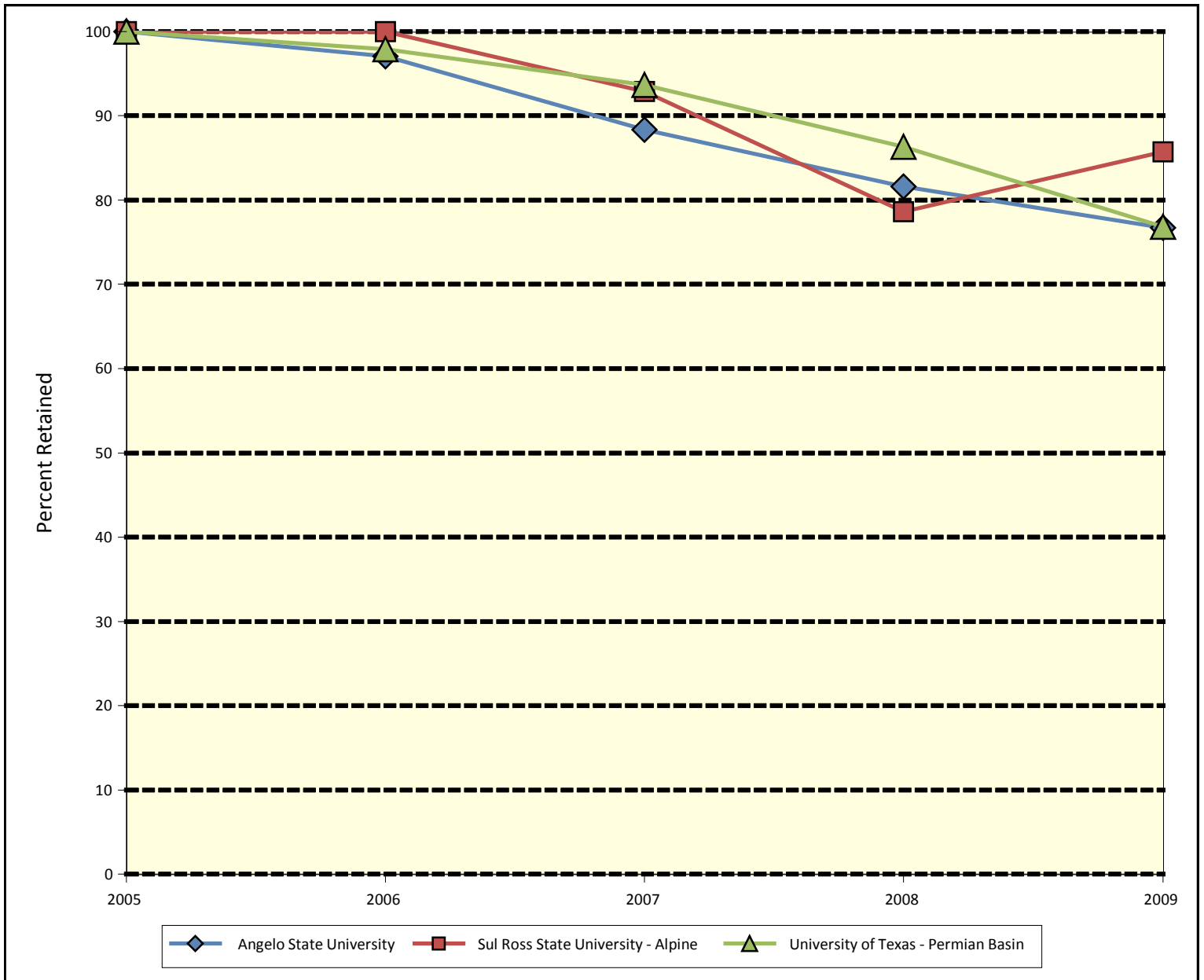


Teacher Retention Comparison in Nearby Geographic Area

Five-Year Retention Rates for the Certification Cohort of 2004¹

2005-2009

Angelo State University



Preparation Program Name	Percent Retained in Spring of Academic Year					Attrition Rate
	2005	2006	2007	2008	2009	
Angelo State University	100.0	97.1	88.3	81.6	76.7	23.3
University of Texas - Permian Basin	100.0	97.9	93.7	86.3	76.8	23.2
Sul Ross State University - Alpine	100.0	100.0	92.9	78.6	85.7	14.3

¹ Includes only teachers obtaining certification in FY 2004, becoming employed in AY 2005 with no teaching experience prior to 2005.

Performance Analysis System for Colleges of Education (PACE)

Information Regarding Data Correction and Data Requests

The 2009 PACE Report is intended for use by various educational stakeholders. The data presented should be validated by each individual university. Depending on each university's particular need, CREATE offers additional support and technical assistance outlined on page 6 of this report.

All inquiries regarding PACE should be forwarded to:

CREATE
Associate Director of Research
ATTN: Sherri Lowrey
slowrey@createtx.org
936-273-7661

The following forms can be downloaded from the CREATE website at www.createtx.org.

Data Correction Form

If data in the PACE Report varies substantially from your university's data, please follow the directions on the Data Correction Form found on the CREATE website. After completion, the Data Correction Form should be submitted to the Associate Director of Research. Contact information is listed above.

Request for Custom Reports

If further information and reports are needed, please follow the directions on the Request for Custom Report Form found on the CREATE website. After completion, the Data Correction Form should be submitted to the Associate Director of Research. Contact information is listed above.

Request for Professional Development

Requests for on-site professional development regarding the PACE can be directed to the Associate Director of Research using the contact information cited above.

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