



EDUCATION POLICY
INITIATIVE *at* CAROLINA

An Evaluation of NCPFP— Spring 2022 Completers

Presentation to the NCPFP Commission

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October 27th, 2022

Agenda

- 1 Characteristics of NCPFP Completers in Spring 2022
- 2 NCPFP Internship Placements in the 2021-22 Year
- 3 Key NCPFP Program Features
- 4 Perceptions of NCPFP Program Quality
- 5 Next Steps

Key Questions

- Are NCPFP programs selecting diverse and instructionally effective candidates?
- What are the characteristics of the schools and principals with which NCPFP candidates complete their internships?
- What are some core programmatic practices/features of NCPFP programs?
- How do spring 2022 program completers perceive the effectiveness of their principal preparation programs?

Evaluation in Year 1

- Characteristics of completers
- Analyses of internship site and mentor principal characteristics
- Initial considerations of program practices/features
- Perceptions of program quality

Evaluation in the Future

- Much of what we did in year 1 and...
- More in-depth data collection on recruitment/selection, partnerships, innovations, internships, etc.
- Graduate surveys
- Employment and performance outcomes for NCPFP
- Linking components to outcomes

Characteristics of NCPFP Completers in Spring 2022

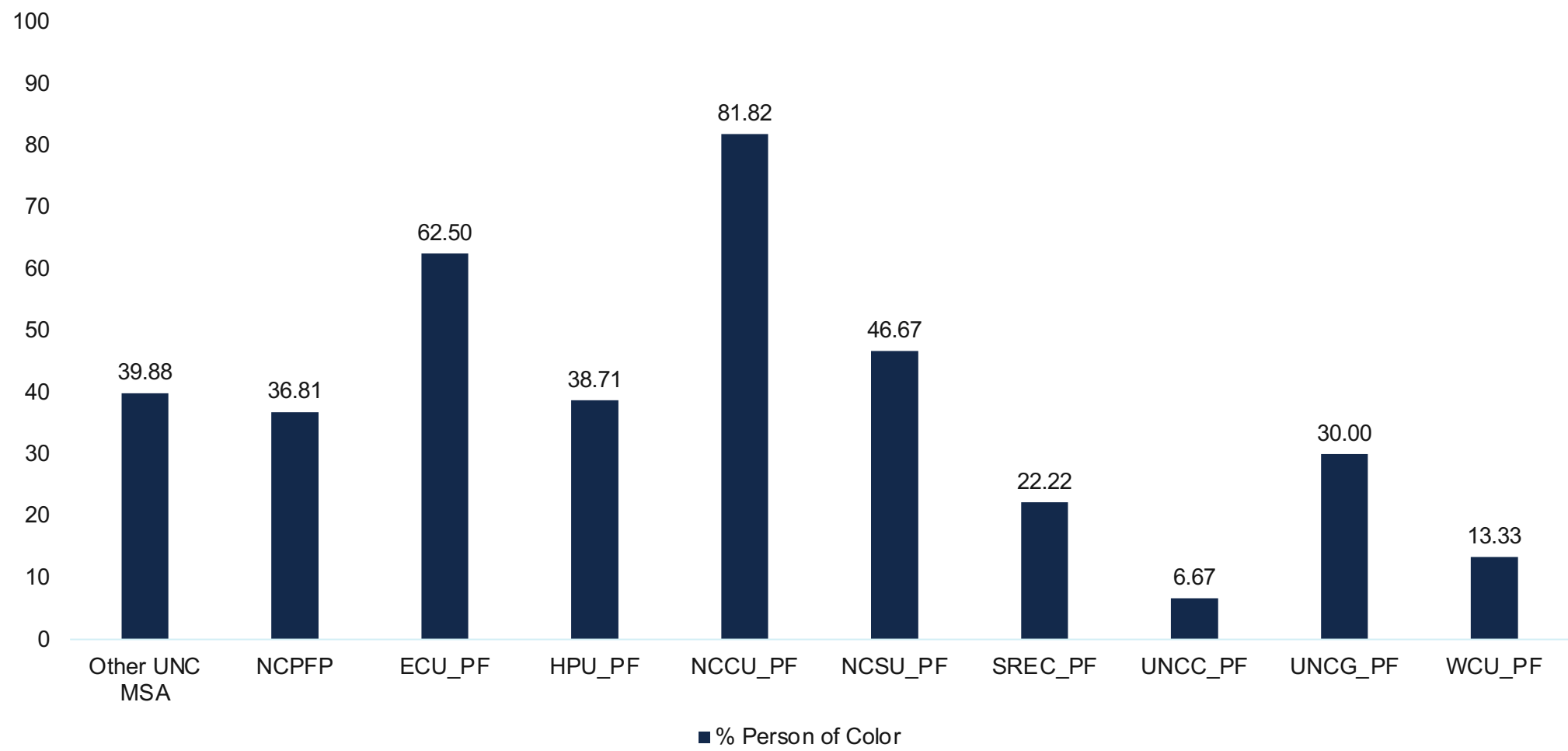


Background

- Key Question: Are NCPFP programs selecting diverse and instructionally effective candidates?
- Comparisons: Assess the characteristics of NCPFP spring 2022 completers relative to UNC MSA completers (2020-21) and other NC public school personnel
- Data Sources: NCPFP/UNC MSA programs and NCDPI
- Data Years: Data for NCPFP completers and UNC MSA completers are coming from the year(s) **before** program entry
- Data Measures: Demographics, roles held, credentials, and measures of performance (NCEES and EVAAS)
- Analyses: Descriptive reporting with significance tests; regression analyses comparing NCPFP completers to other personnel, statewide, and within the same LEAs

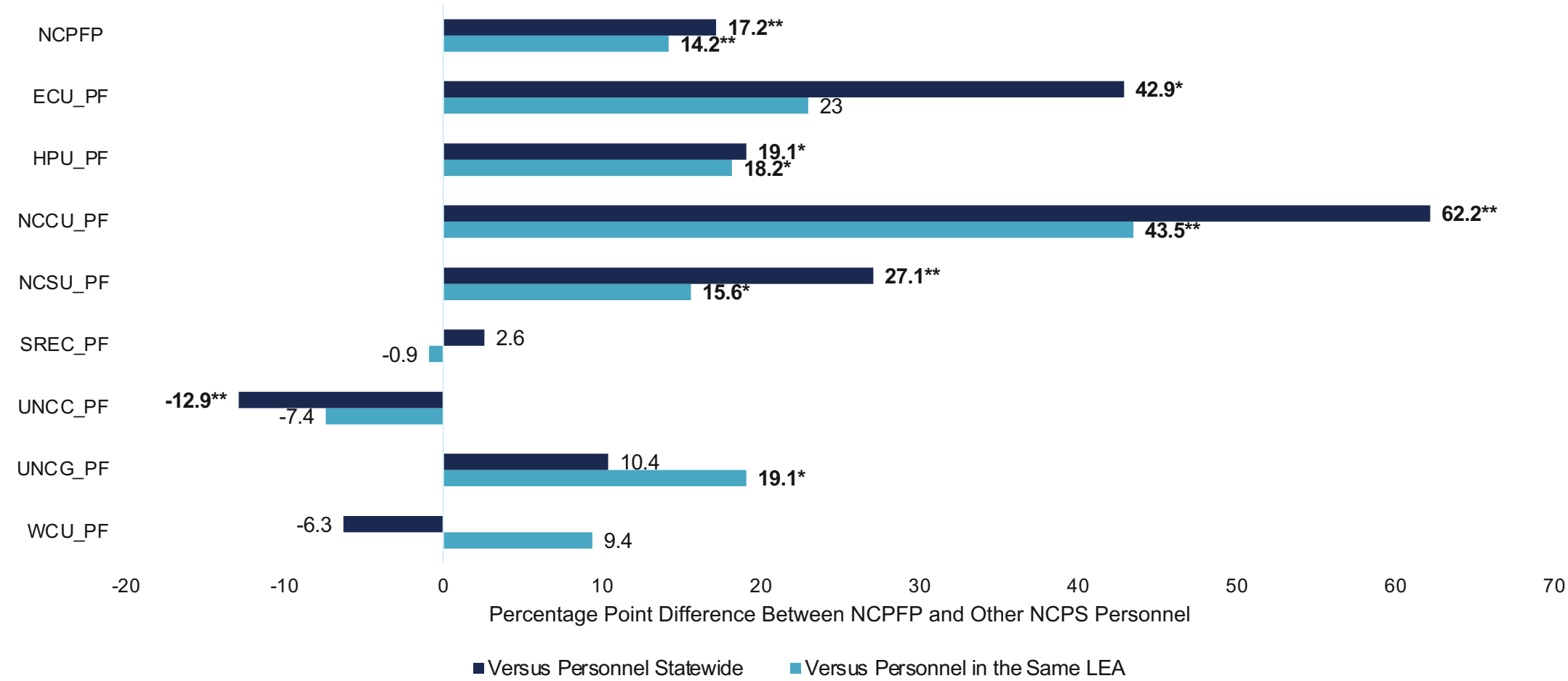
NCPFP SPRING 2022 COMPLETERS VS. UNC MSA COMPLETERS IN 2020-21

Percent Person of Color



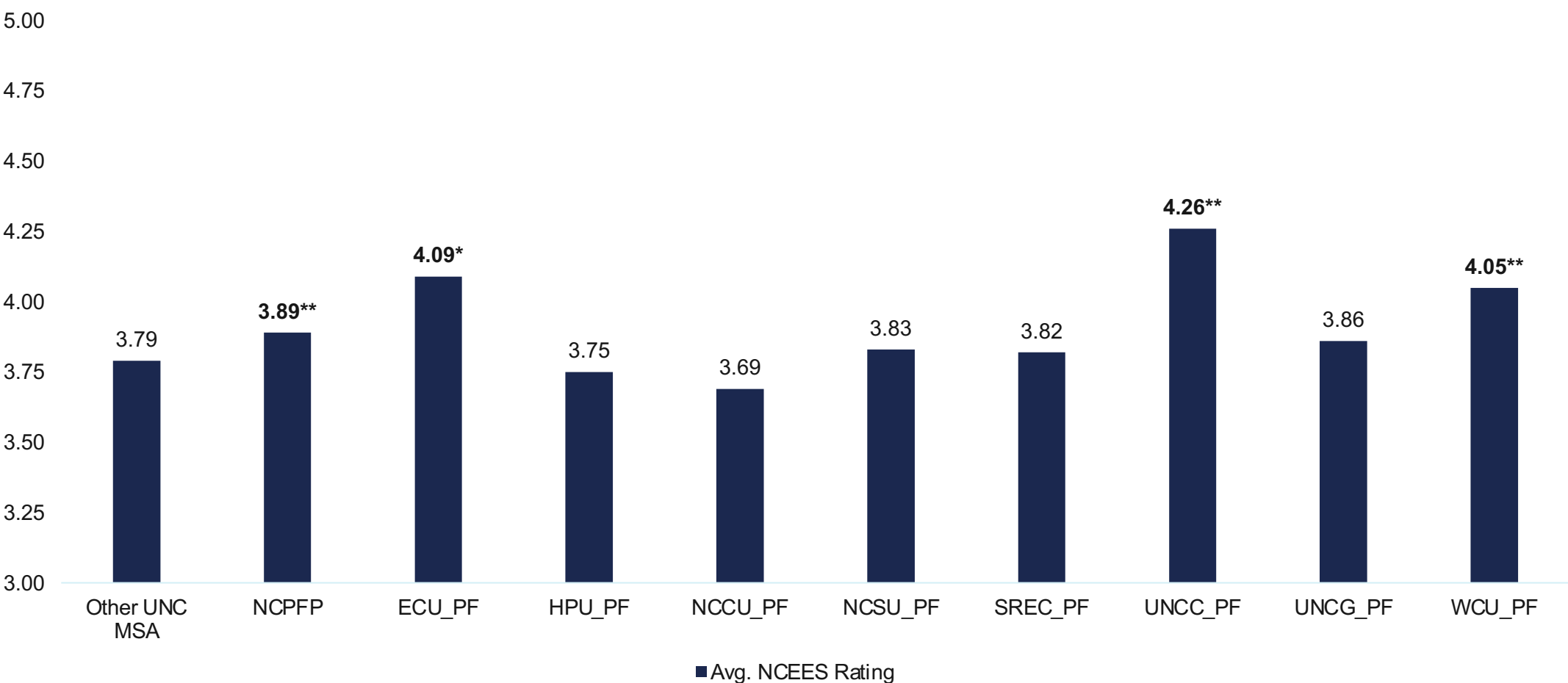
NCPFP SPRING 2022 COMPLETERS VS. OTHER NCPS PERSONNEL

Percent Person of Color



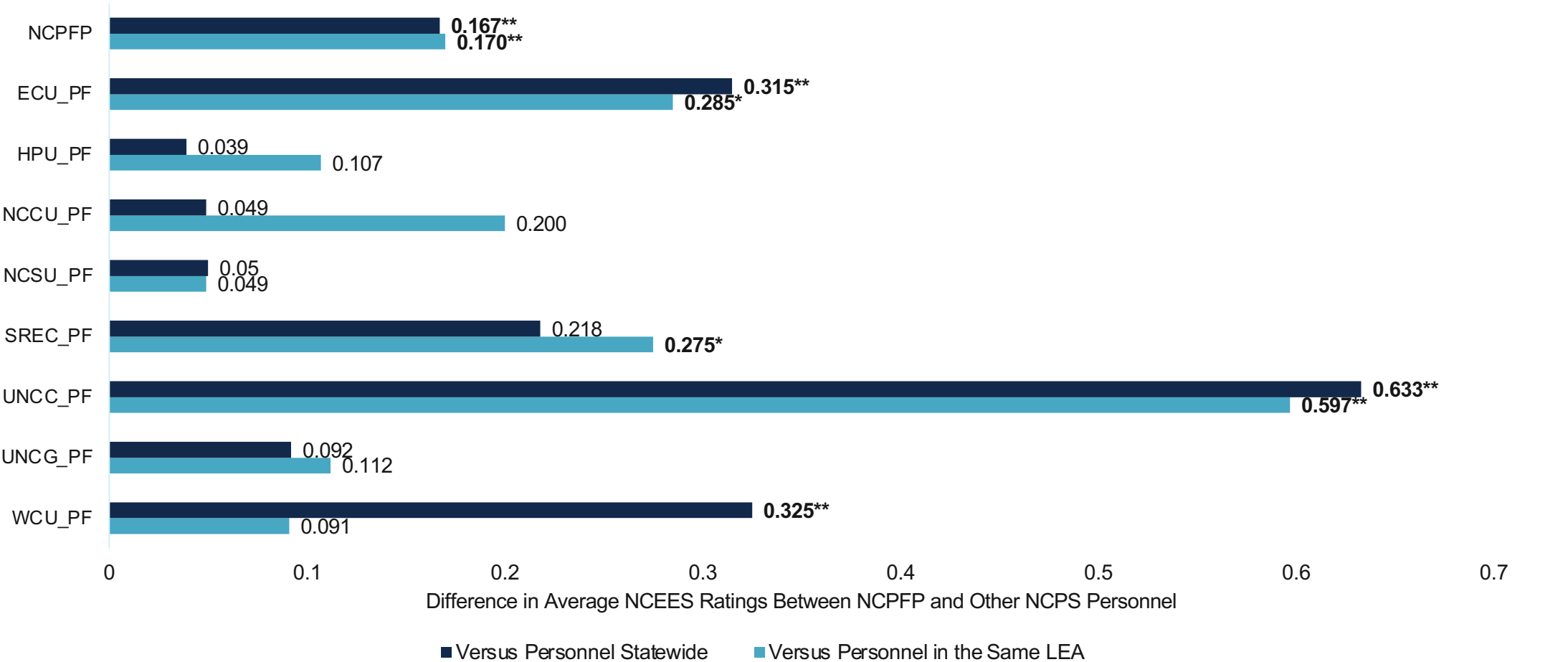
NCPFP SPRING 2022 COMPLETERS VS. UNC MSA COMPLETERS IN 2020-21

Average NCEES Ratings

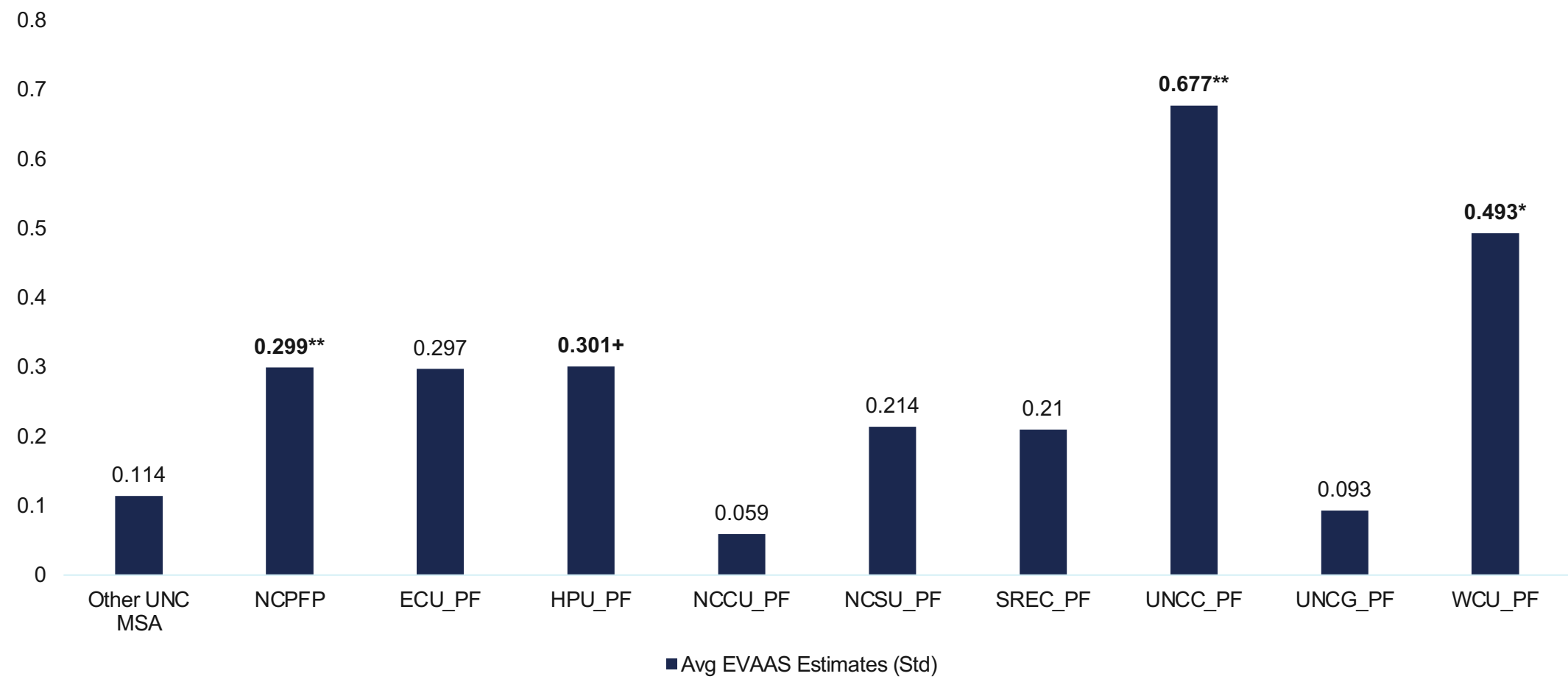


NCPFP SPRING 2022 COMPLETERS VS. OTHER NCPS PERSONNEL

Average NCEES Ratings

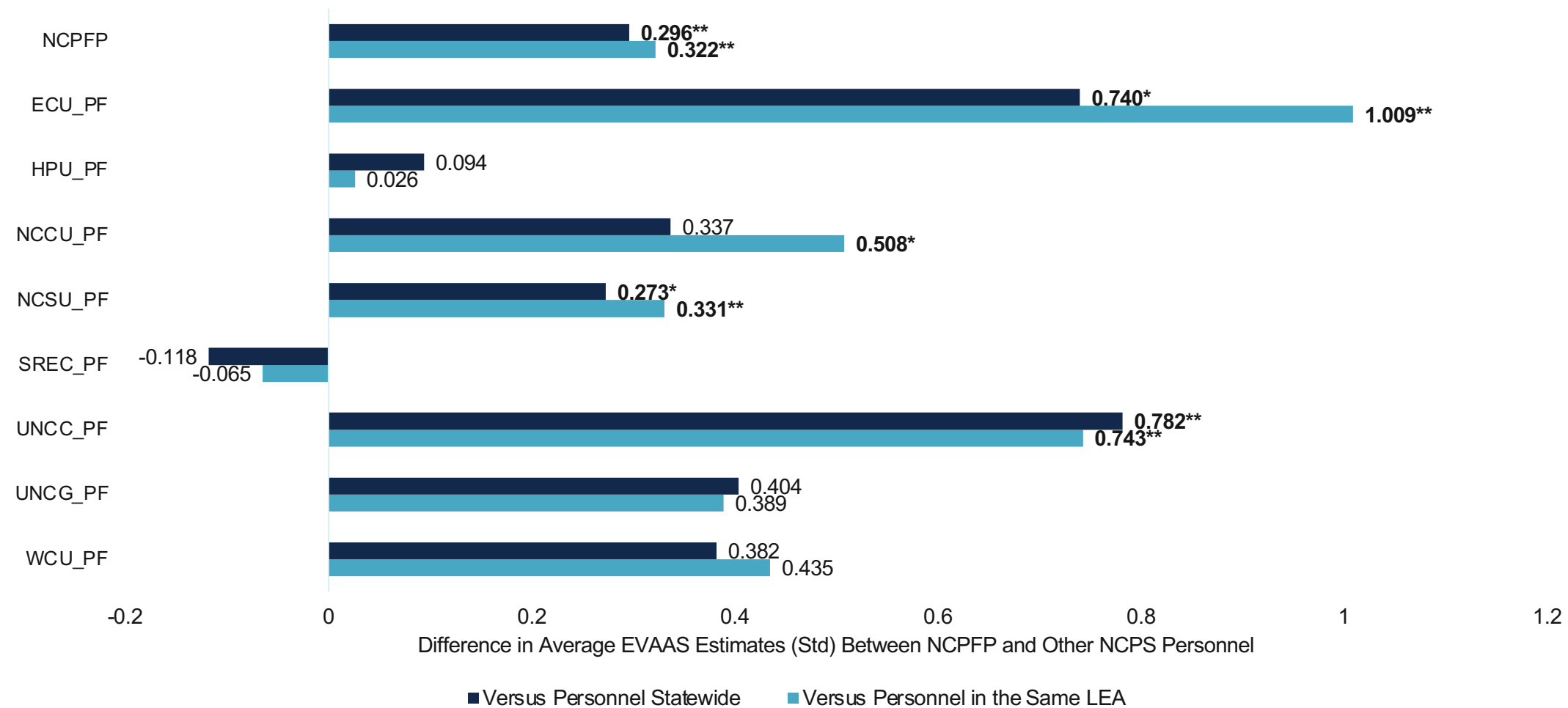


Average EVAAS Estimates (Std)



NCPFP SPRING 2022 COMPLETERS VS. OTHER NCPS PERSONNEL

Average EVAAS Estimates (Std)



Section Summary

- NCPFP completers are no more or less likely to be a person of color than other UNC MSA; much more likely to be a person of color than other NCPS personnel.
- Prior to program entry, spring 2022 NCPFP completers were more effective—as measured by NCEES and EVAAS—than other UNC MSA completers and other NCPS personnel.

NCPFP Internship Placements in 2021-22

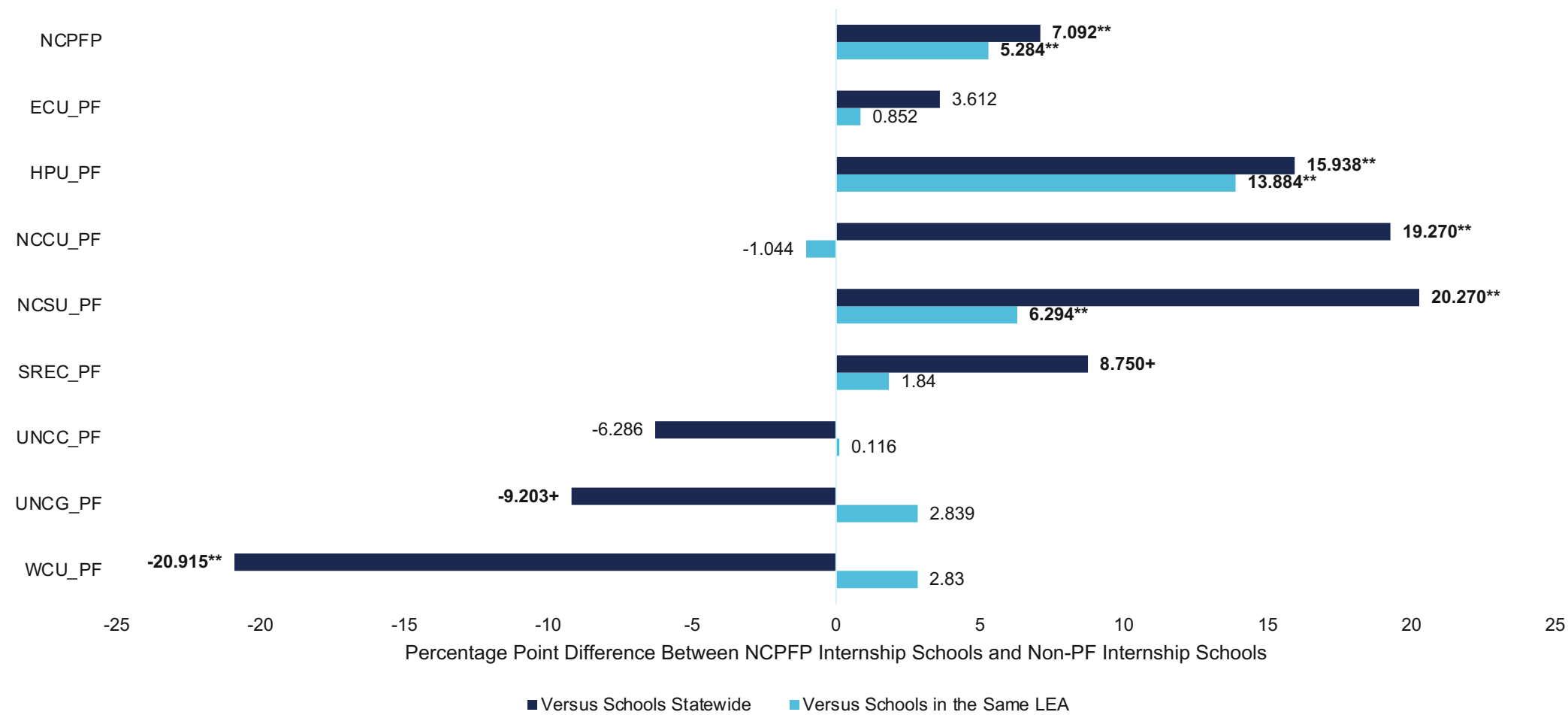


Background

- Key Question: What are the characteristics of the schools and principals with which NCPFP candidates complete their internships?
- Comparisons: Relative to schools/principals in 2021-22 that did not host an NCPFP intern
- Data Sources: NCPFP programs and NCDPI
- Data Years: Data come from the year of/year before the internship
- Data Measures: School characteristics (level, rurality, student demographics, achievement, TWC) and principal characteristics (demographics, experience, credentials, NCEES ratings)
- Analyses: Descriptive reporting; regression analyses comparing NCPFP internship sites and mentor principals to schools/principals that did not host an NCPFP intern—statewide and within the same LEA

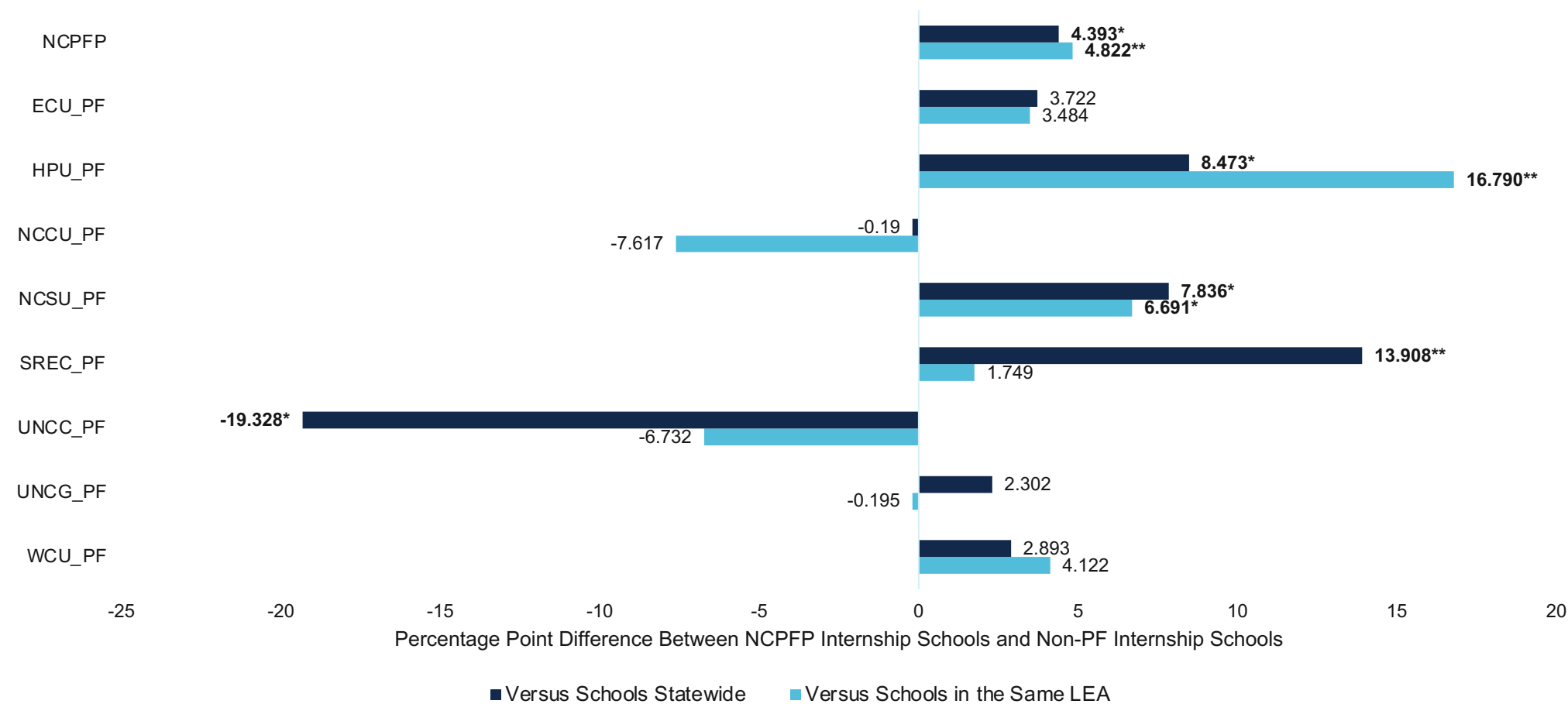
NCPFP INTERNSHIP SITES VS NON-INTERNSHIP SITES (2021-22)

Percent Students of Color



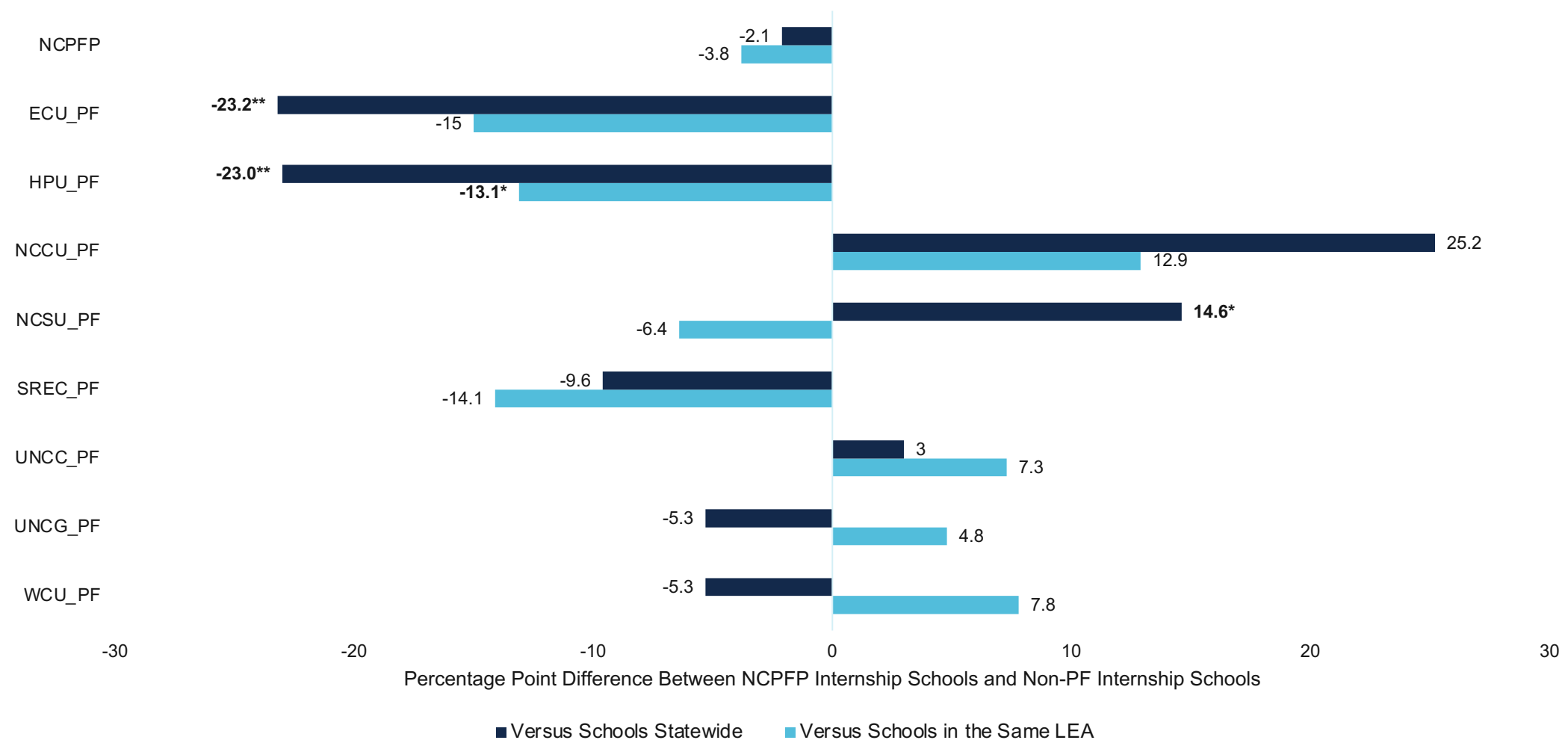
NCPFP INTERNSHIP SITES VS NON-INTERNSHIP SITES (2021-22)

Percent Low-Income Students



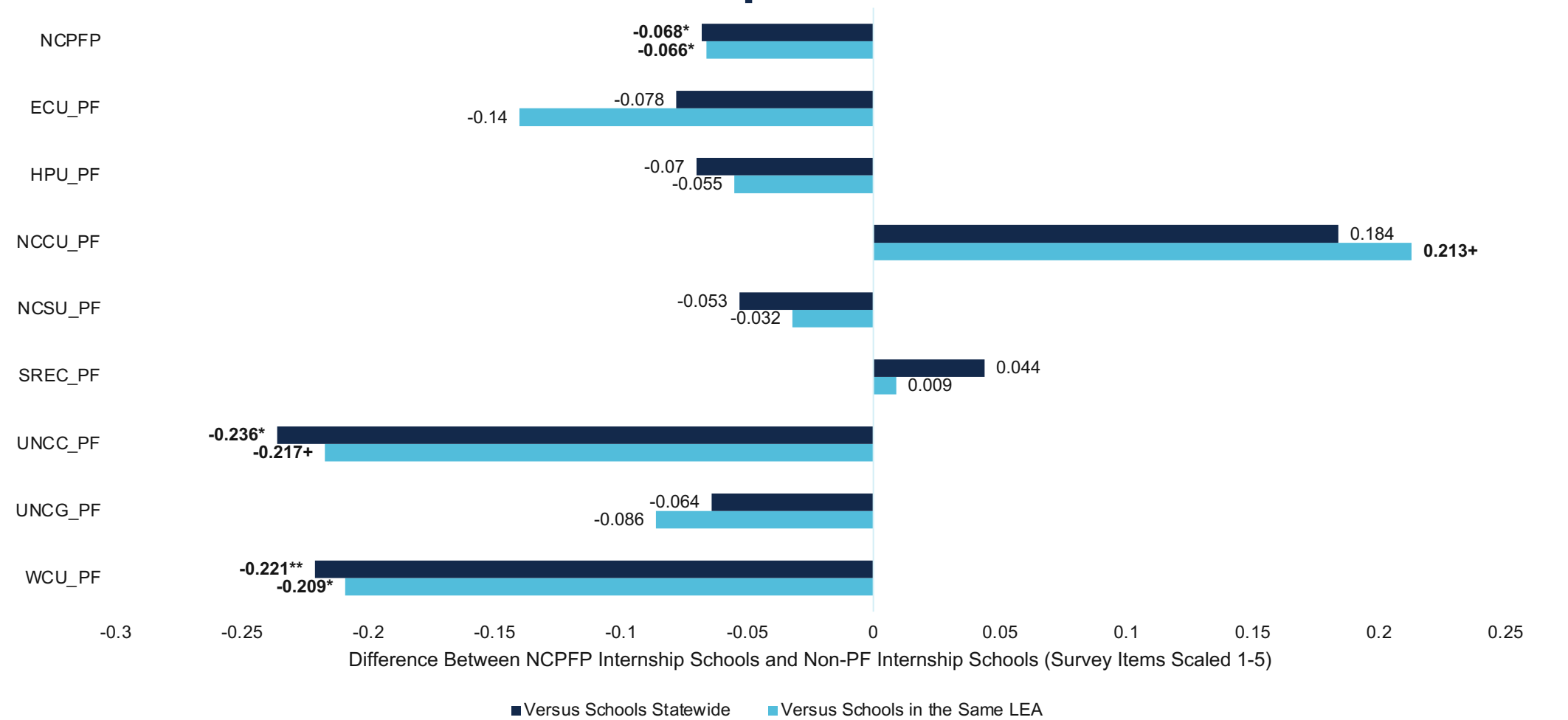
NCPFP INTERNSHIP SITES VS NON-INTERNSHIP SITES (2021-22)

Percent Exceeds Growth



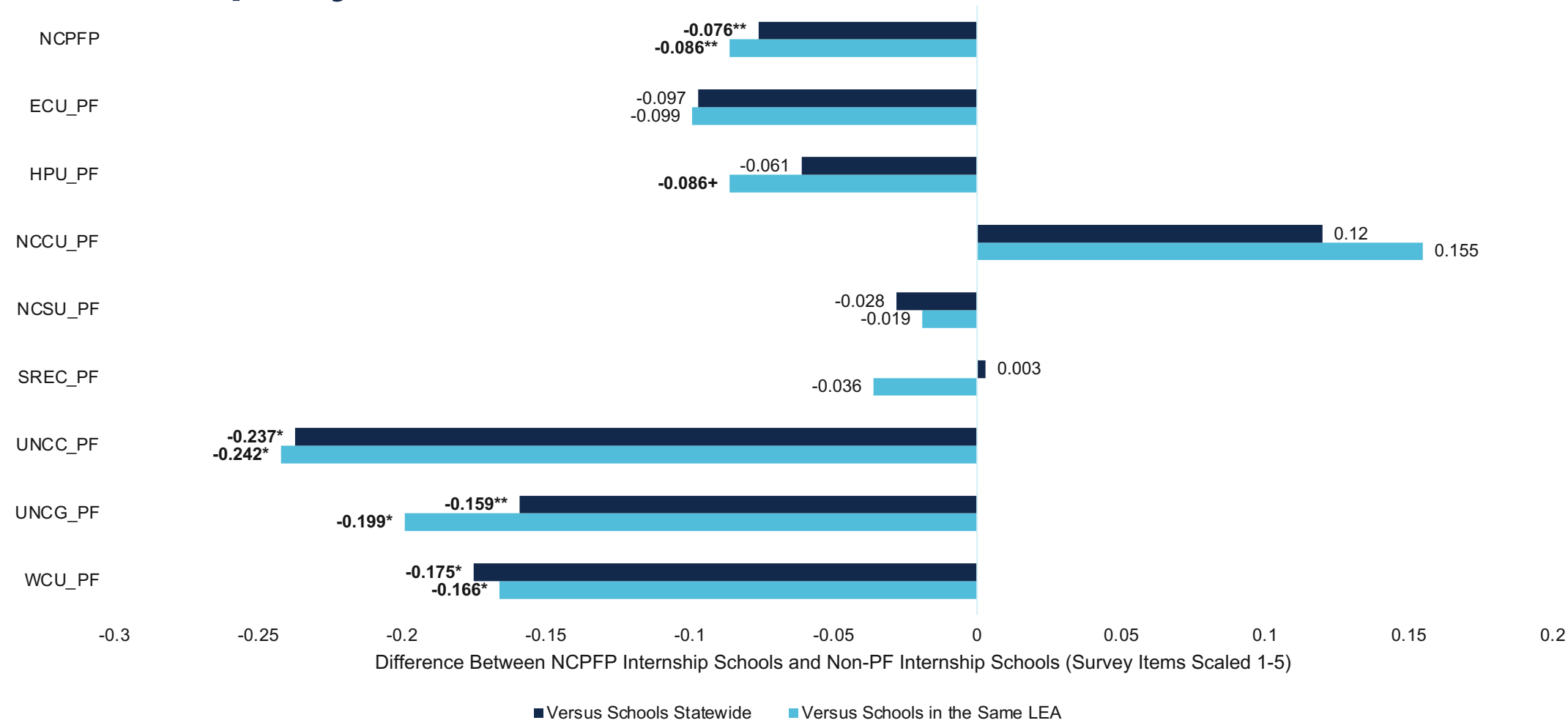
NCPFP INTERNSHIP SITES VS NON-INTERNSHIP SITES (2021-22)

TWC School Leadership Construct



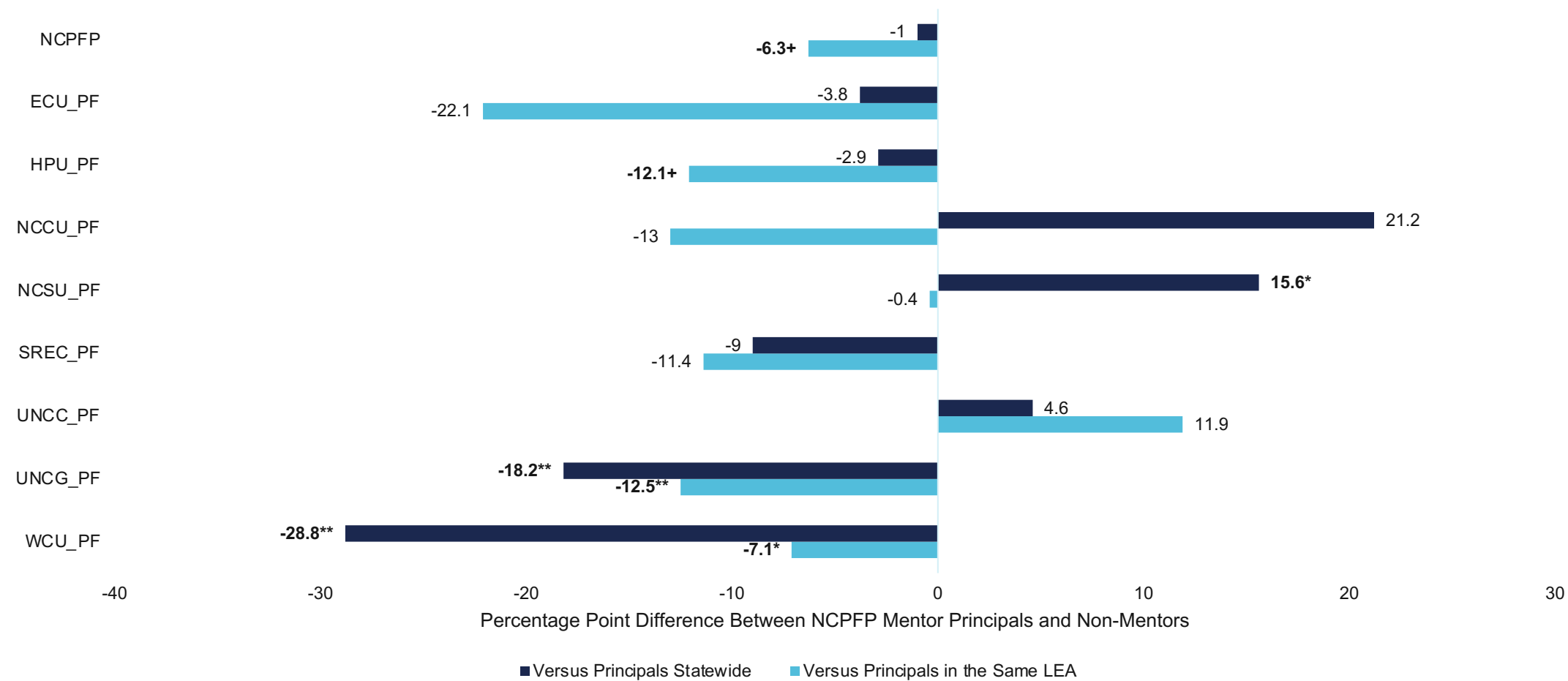
NCPFP INTERNSHIP SITES VS NON-INTERNSHIP SITES (2021-22)

TWC Equity Construct



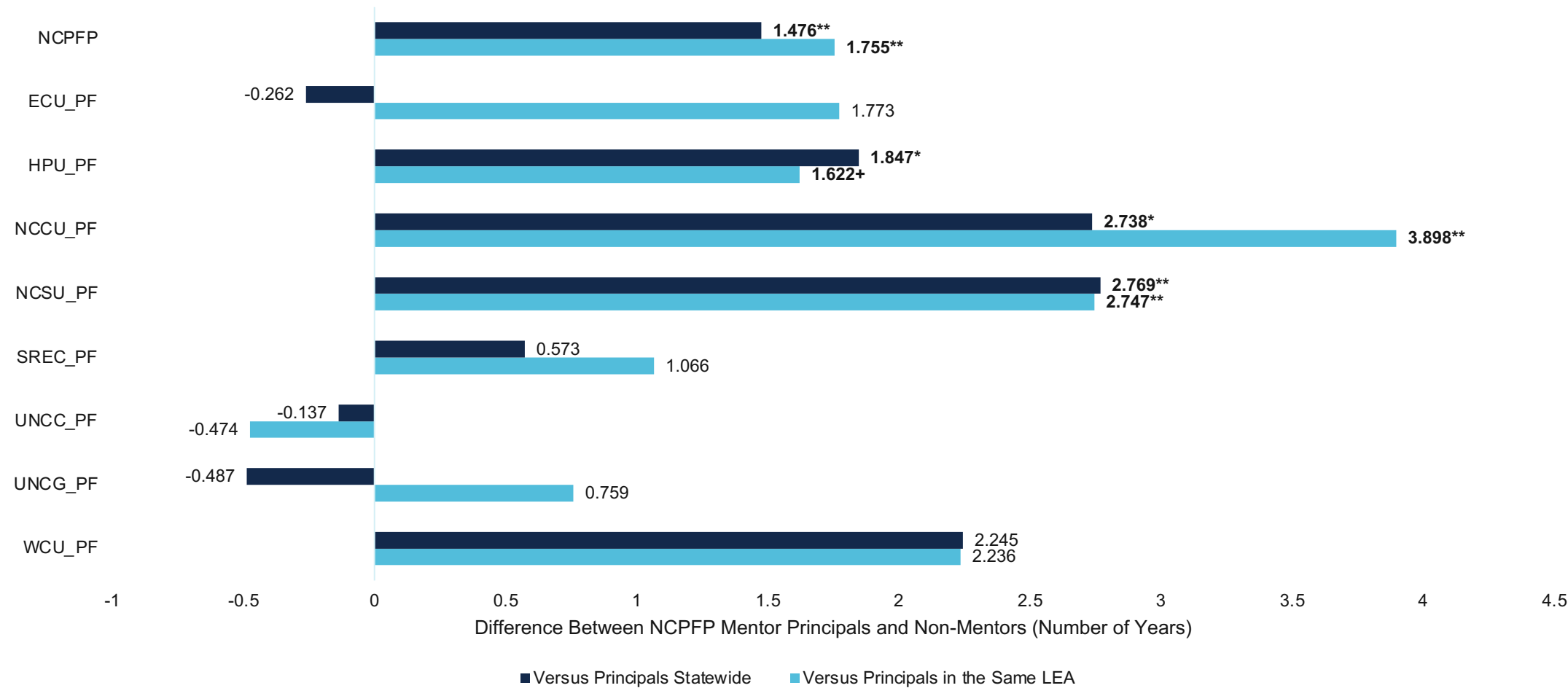
NCPFP MENTOR PRINCIPALS VS NON-MENTOR PRINCIPALS (2021-22)

Principal of Color



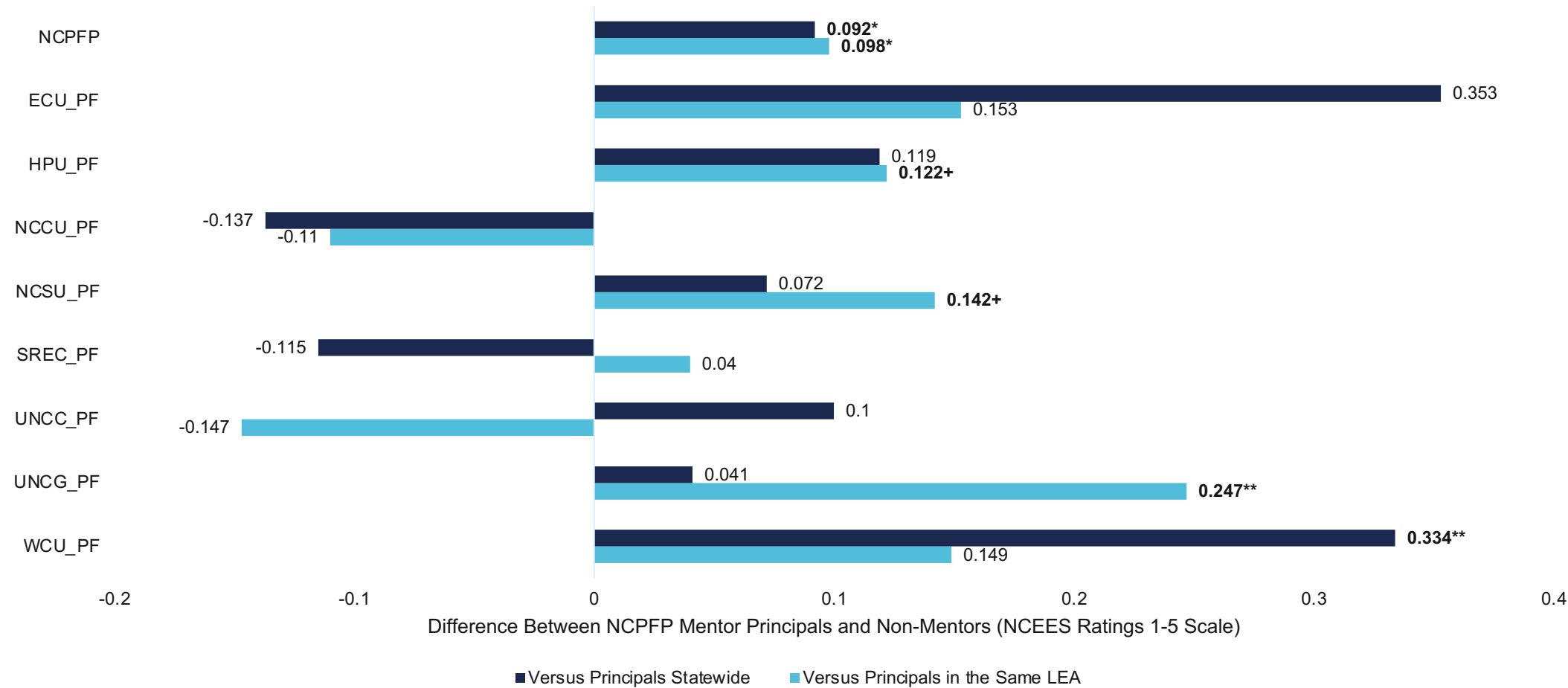
NCPFP MENTOR PRINCIPALS VS NON-MENTOR PRINCIPALS (2021-22)

Principal Experience



NCPFP MENTOR PRINCIPALS VS NON-MENTOR PRINCIPALS (2021-22)

Principal NCEES Ratings



Section Summary

- NCPFP programs and their LEA partners selected internship schools with more students of color, more low-income students, and lower TWC values than sites that did not host an NCPFP intern.
- NCPFP programs and their LEA partners selected mentor principals who were slightly less likely to be a person of color, who had more years of principal experience, and who had higher prior-year NCEES ratings than principals that did not host an NCPFP intern.

Key NCPFP Program Features



Background

- Key question: What are some core programmatic practices/features of NCPFP programs?
- NCPFP programs completed overview reports in spring 2022. These reports provide an initial understanding of program practices/features in areas such as recruitment/selection, partnerships, coursework and enrichments, internship placements, and innovations.
- Program reports will inform more in-depth qualitative data collection in 2022-23 and beyond.
- Start of EPIC collecting data around program practices/features so that we can connect such practices/features to outcomes over time.

NCPFP Candidate Selection

- Active recruitment
- Range of collaboration strategies between LEA partners and the NCPFP program
- Rubrics used to inform candidate selection
- Leadership potential and academic performance as key elements in the selection process
- Requiring admission to the graduate school

NCPFP Internship Placement Priorities

- Experienced mentor principal
- Evidence of mentor principal impact/effectiveness
- High-needs school
- District need

NCPFP Innovations/Enrichment

- Formal post-graduate support and coaching
- Professional development opportunities—e.g. crucial conversations, state conferences, job shadowing
- Service learning
- Bridging theory and practice—e.g. co-teaching, mentors, coaches, university supervisors

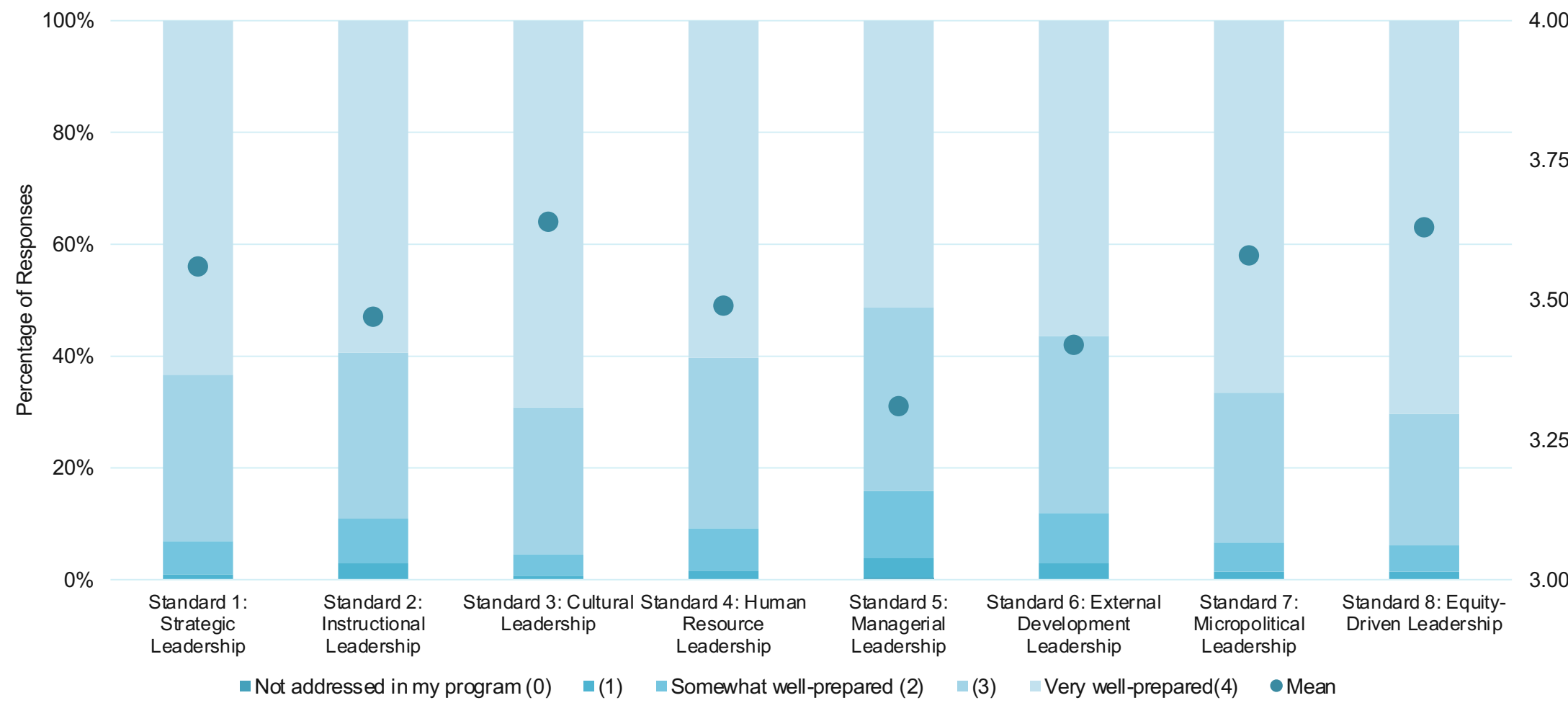
Perceptions of NCPFP Program Quality



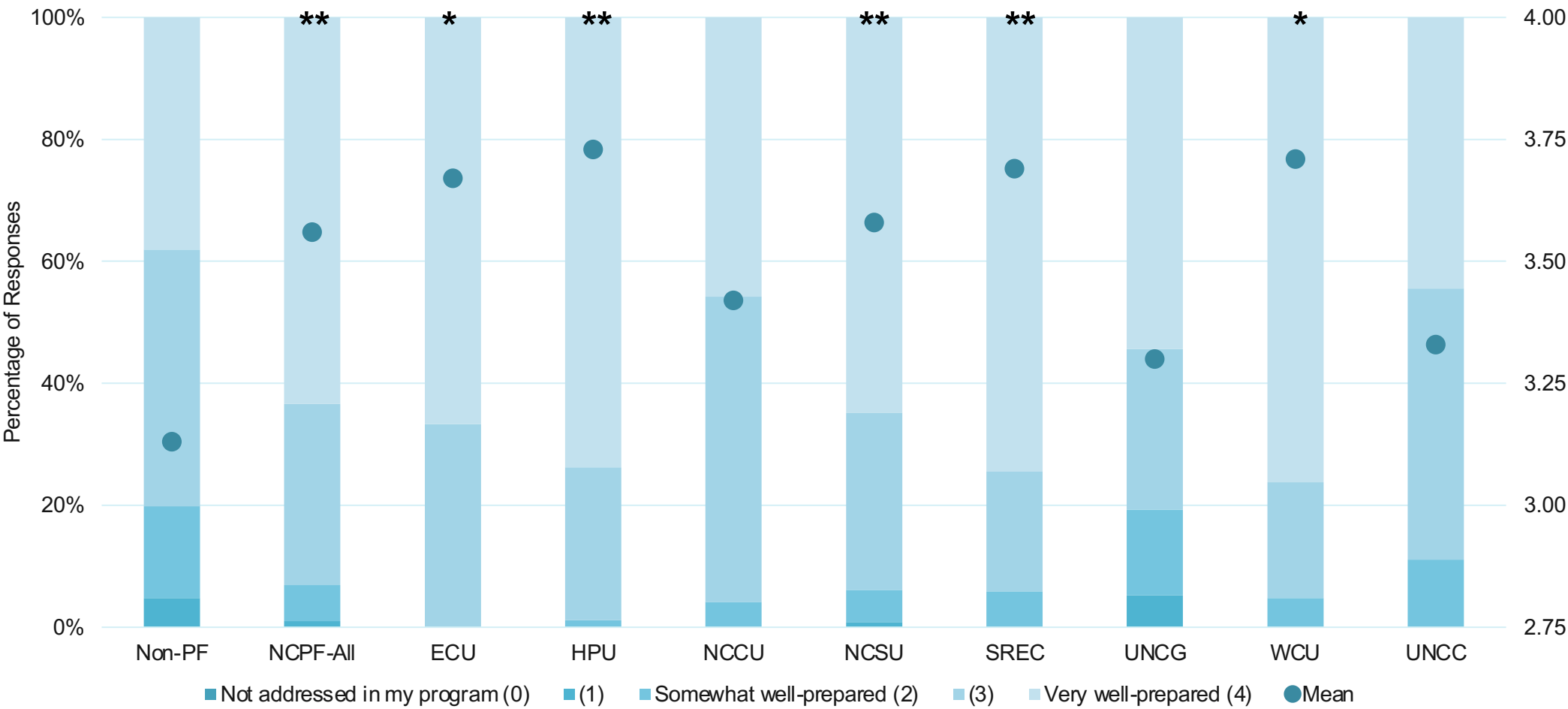
Background

- Key Question: How do spring 2022 program completers perceive the effectiveness of their principal preparation programs?
- Survey Background: Administered to spring 2022 NCPFP completers and other UNC MSA completers (Non-PF) in April/May 2022. Focuses on perceptions of school leader preparation quality, value of programmatic components, perceptions of mentor principals, and readiness for school leader positions.
- Comparisons: NCPFP survey responses versus those from other UNC MSA completers
- Data Measures: Average responses to survey items; distribution of responses to each response category
- Analyses: Descriptive reporting with significance tests to test for statistically significant differences between NCPFP and UNC MSA responses
- Limitations: Low response rates for certain groups; challenges of comparing perceptions across programs

NCPFP Responses by NCEES Standard

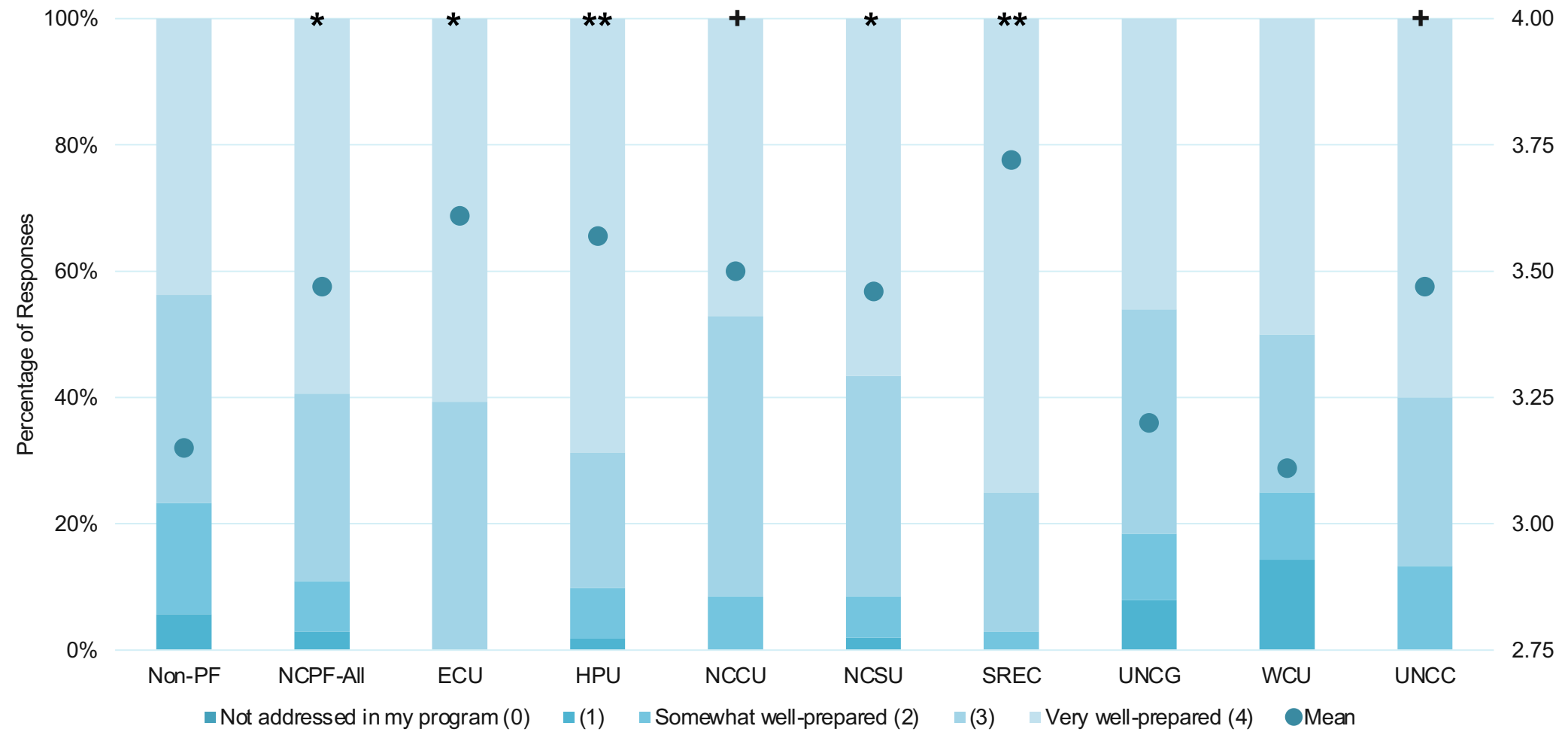


Strategic Leadership



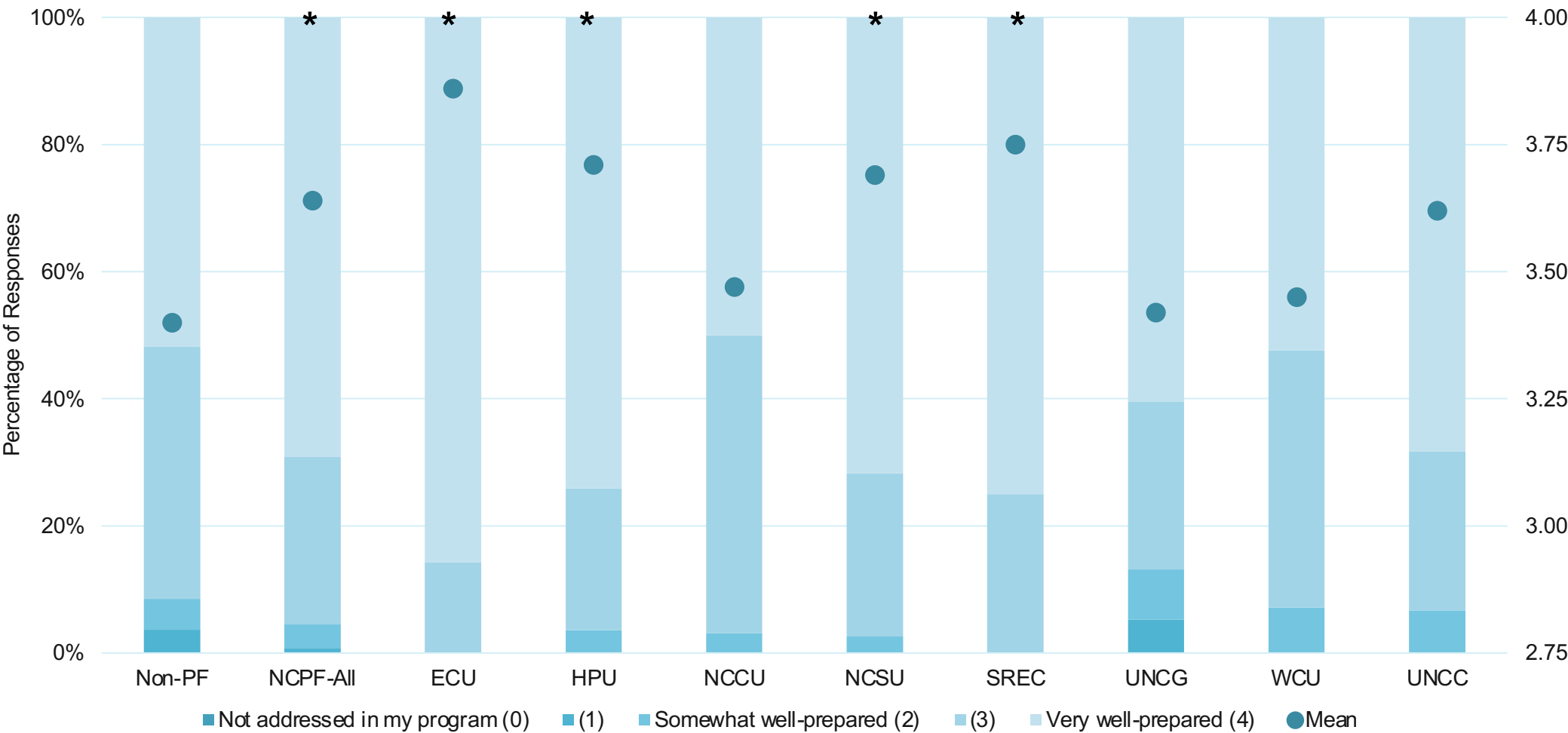
NCPFP VS OTHER UNC MSA RESPONSES

Instructional Leadership

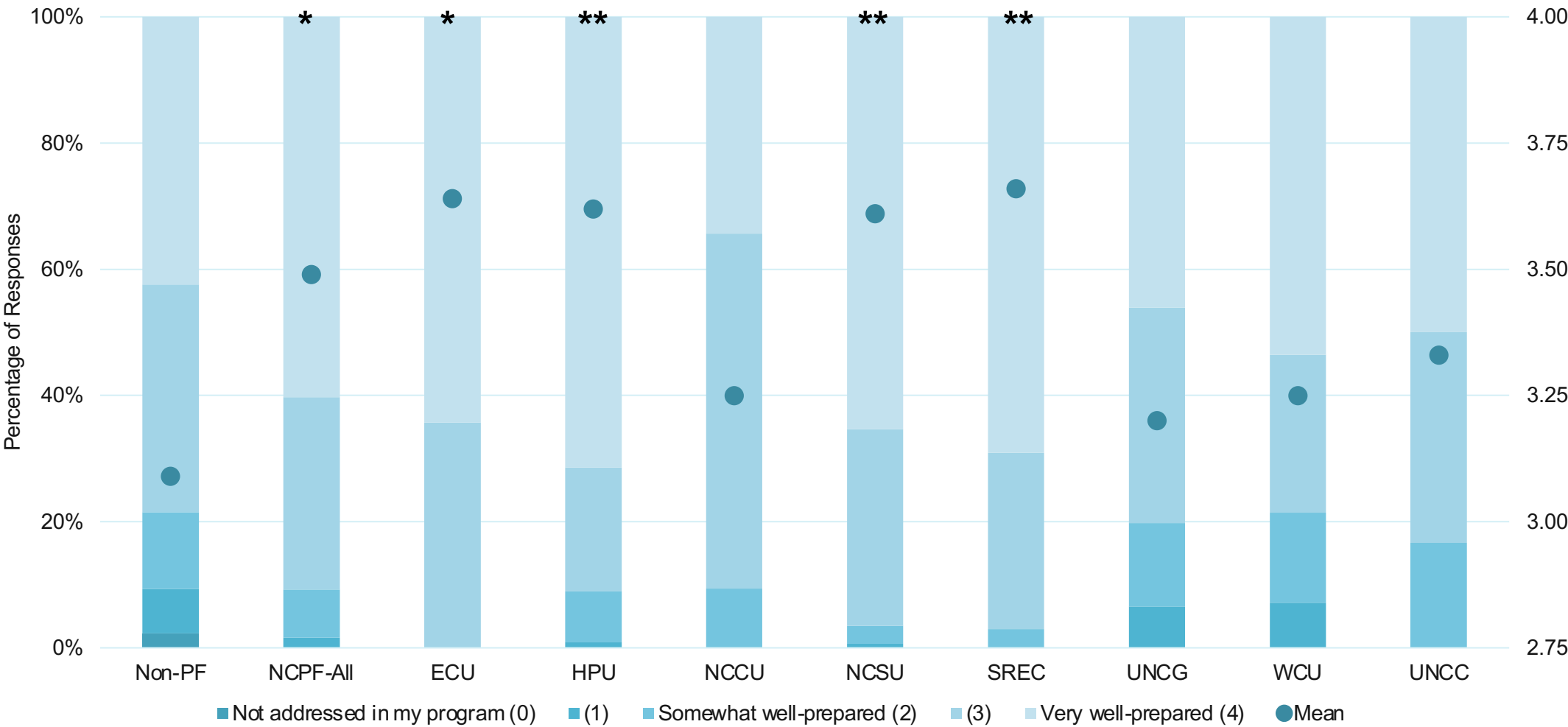


NCPFP VS OTHER UNC MSA RESPONSES

Cultural Leadership

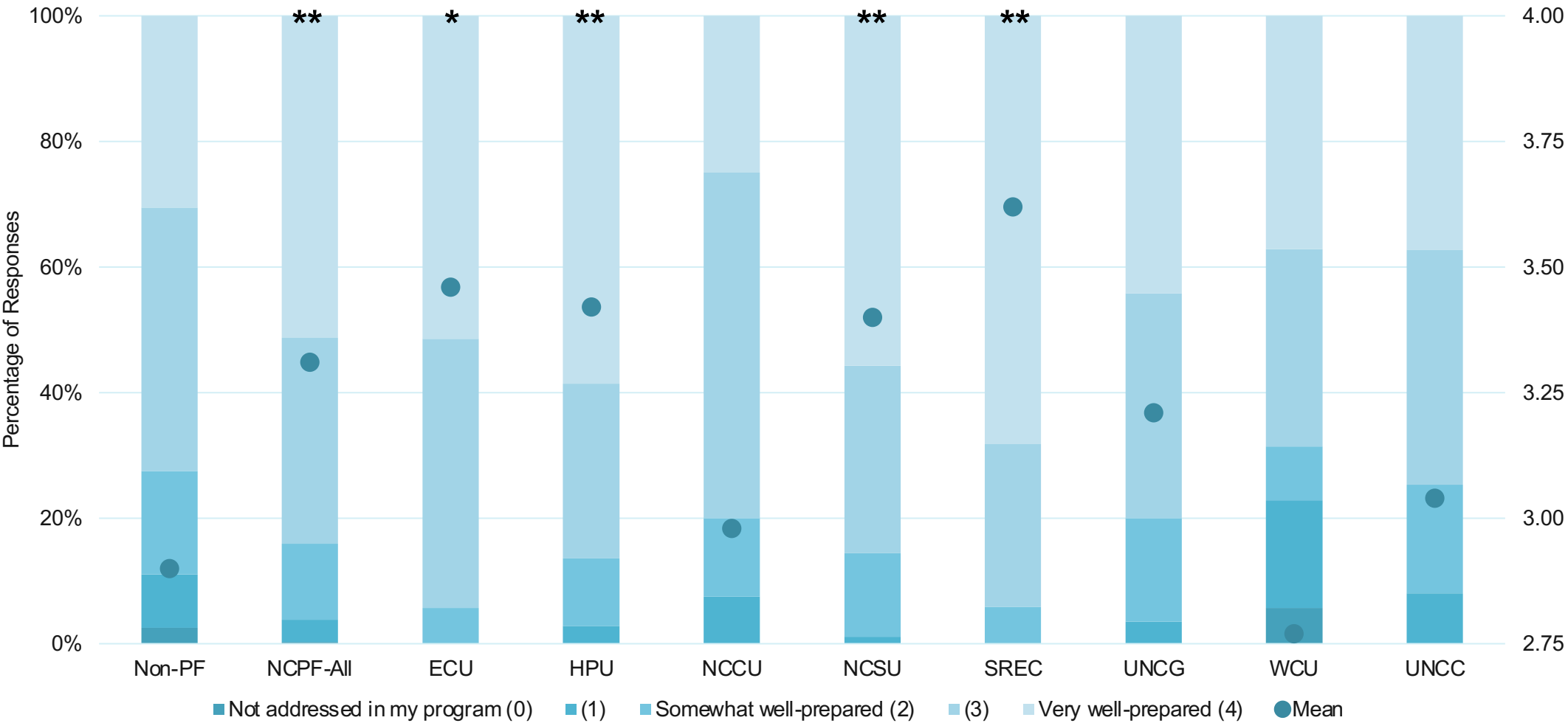


Human Resource Leadership

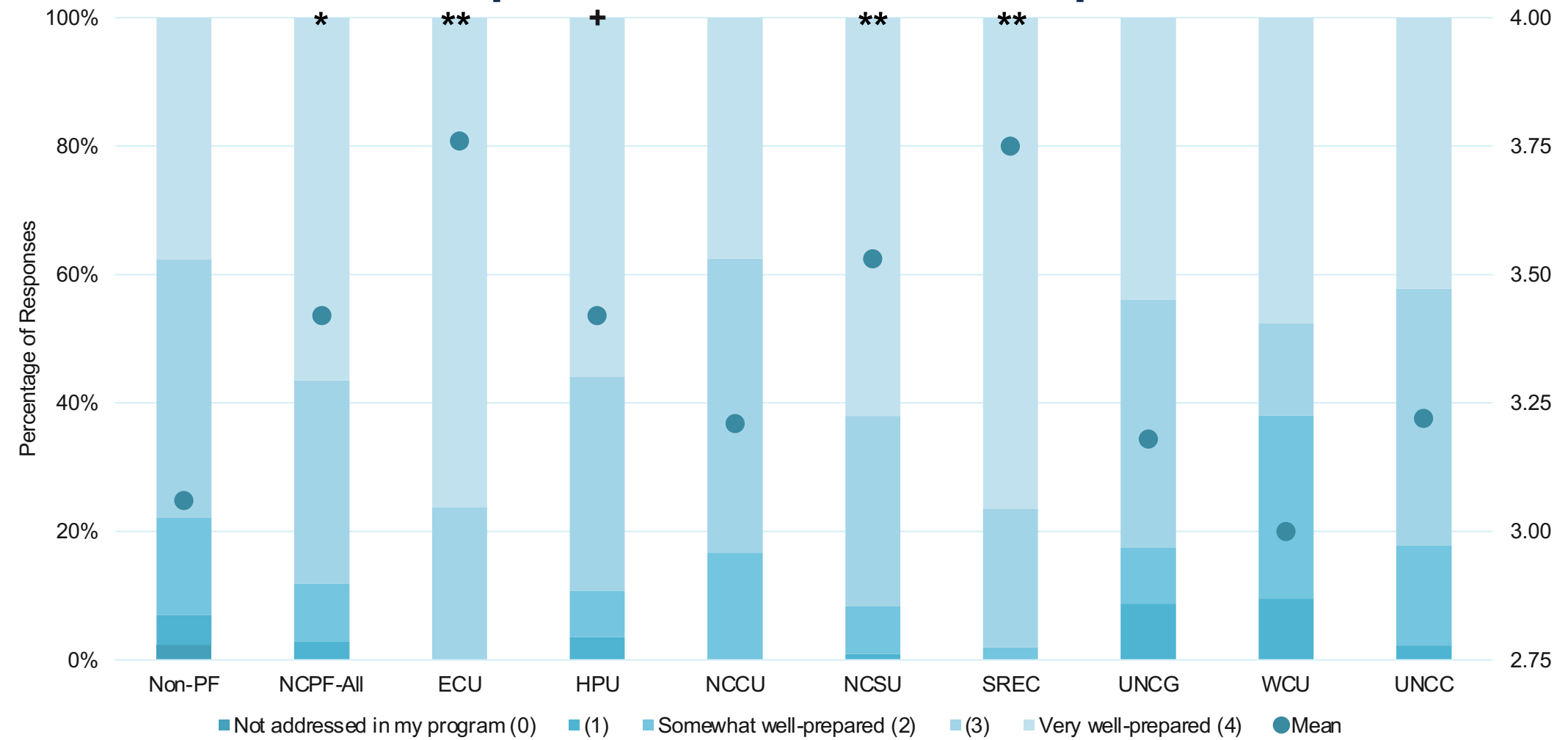


NCPFP VS OTHER UNC MSA RESPONSES

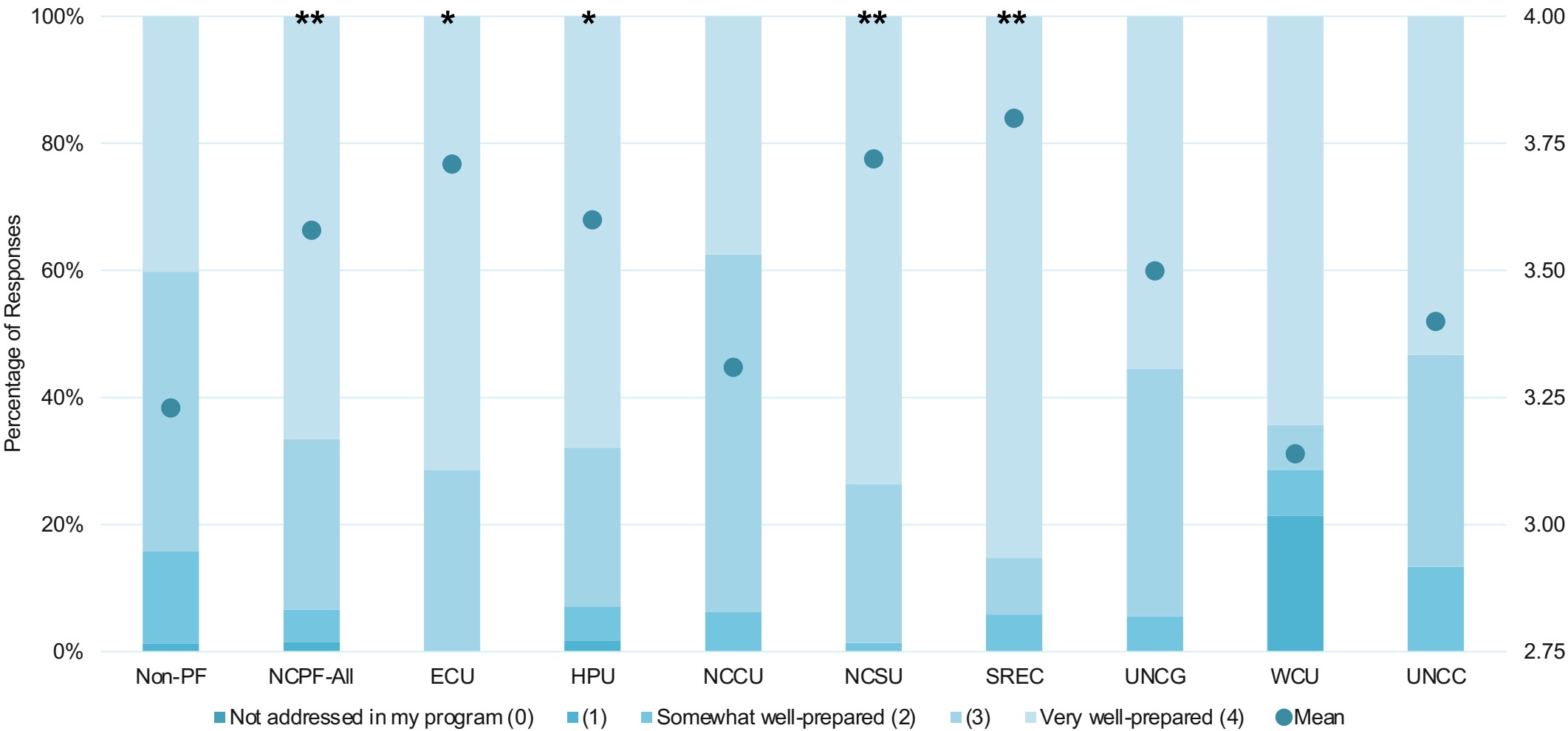
Managerial Leadership



External Development Leadership

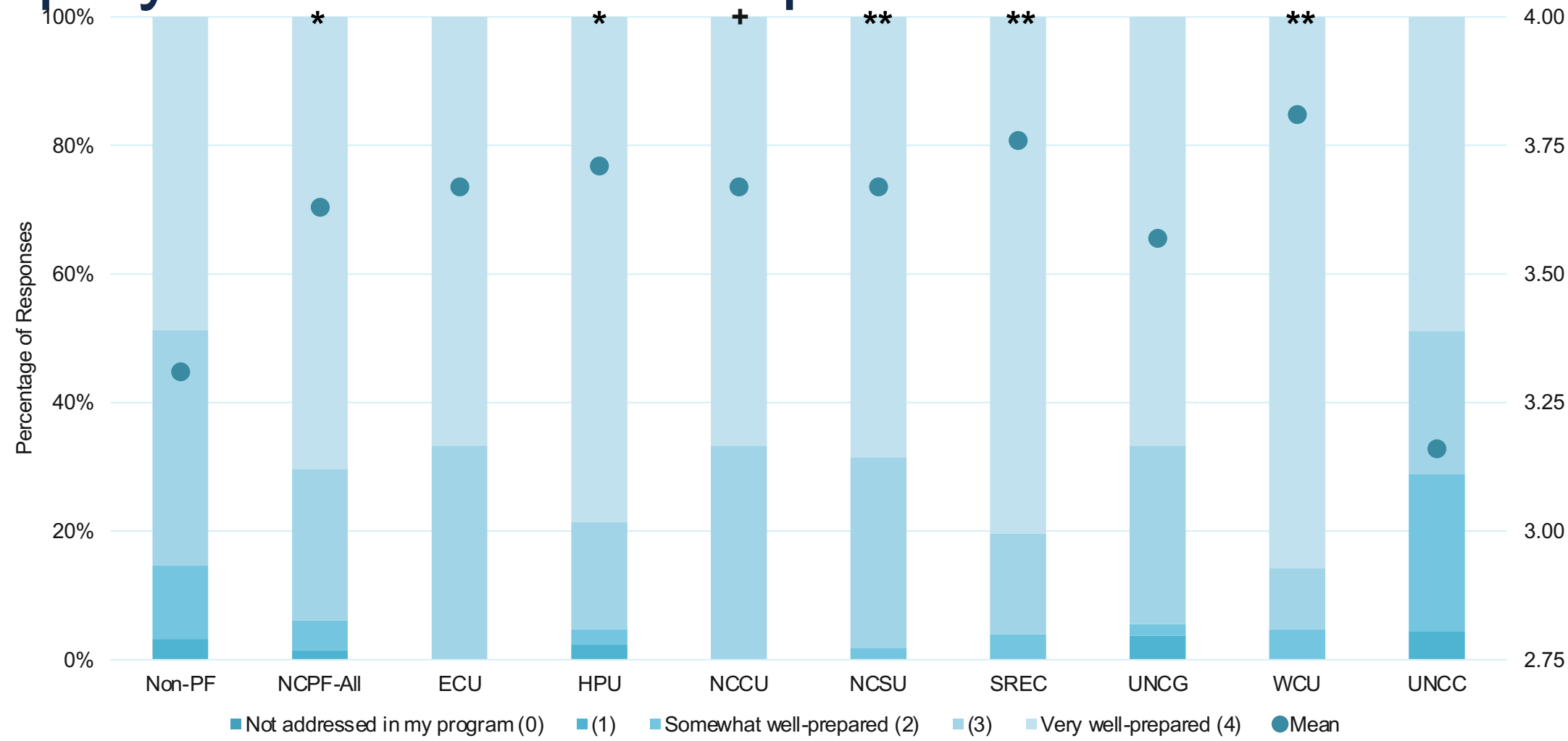


Micropolitical Leadership



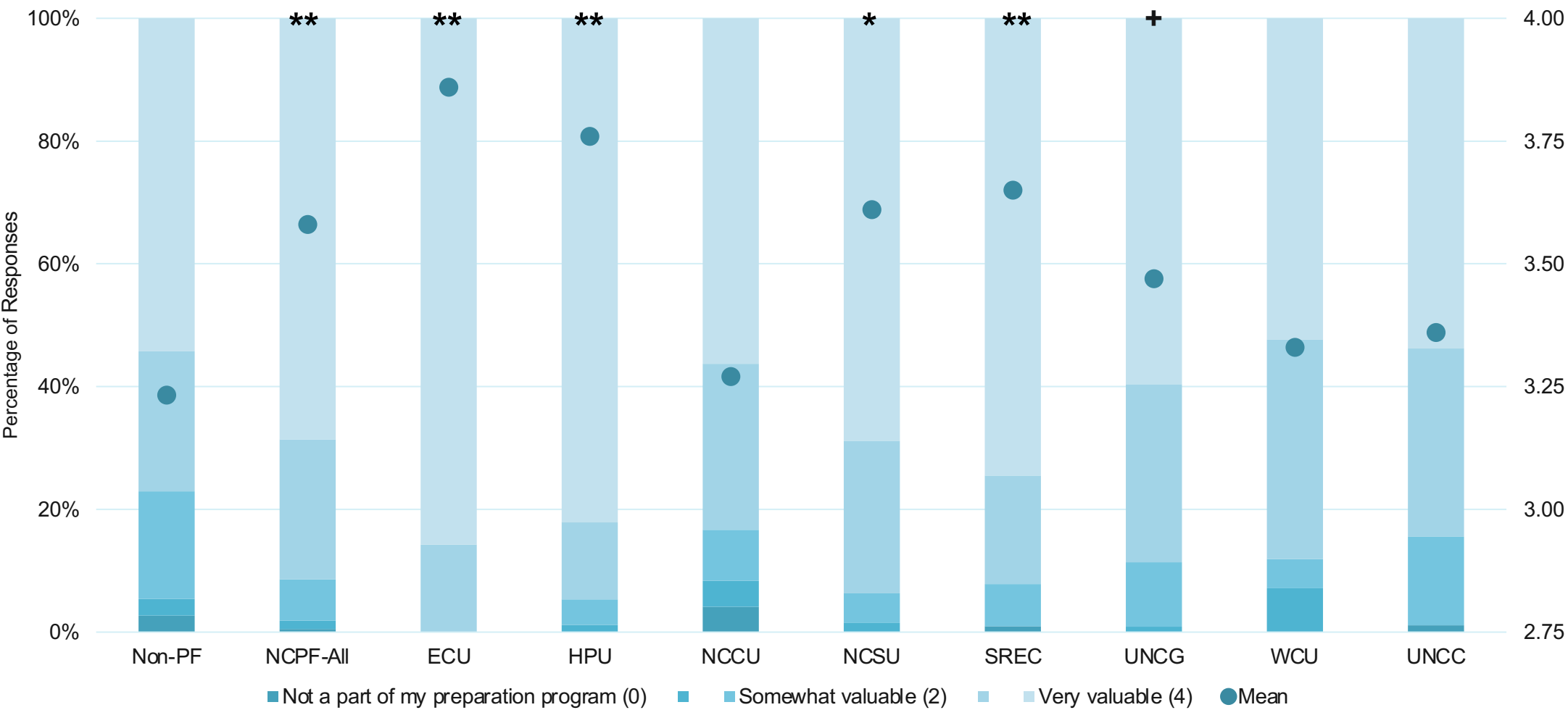
NCPFP VS OTHER UNC MSA RESPONSES

Equity Driven Leadership



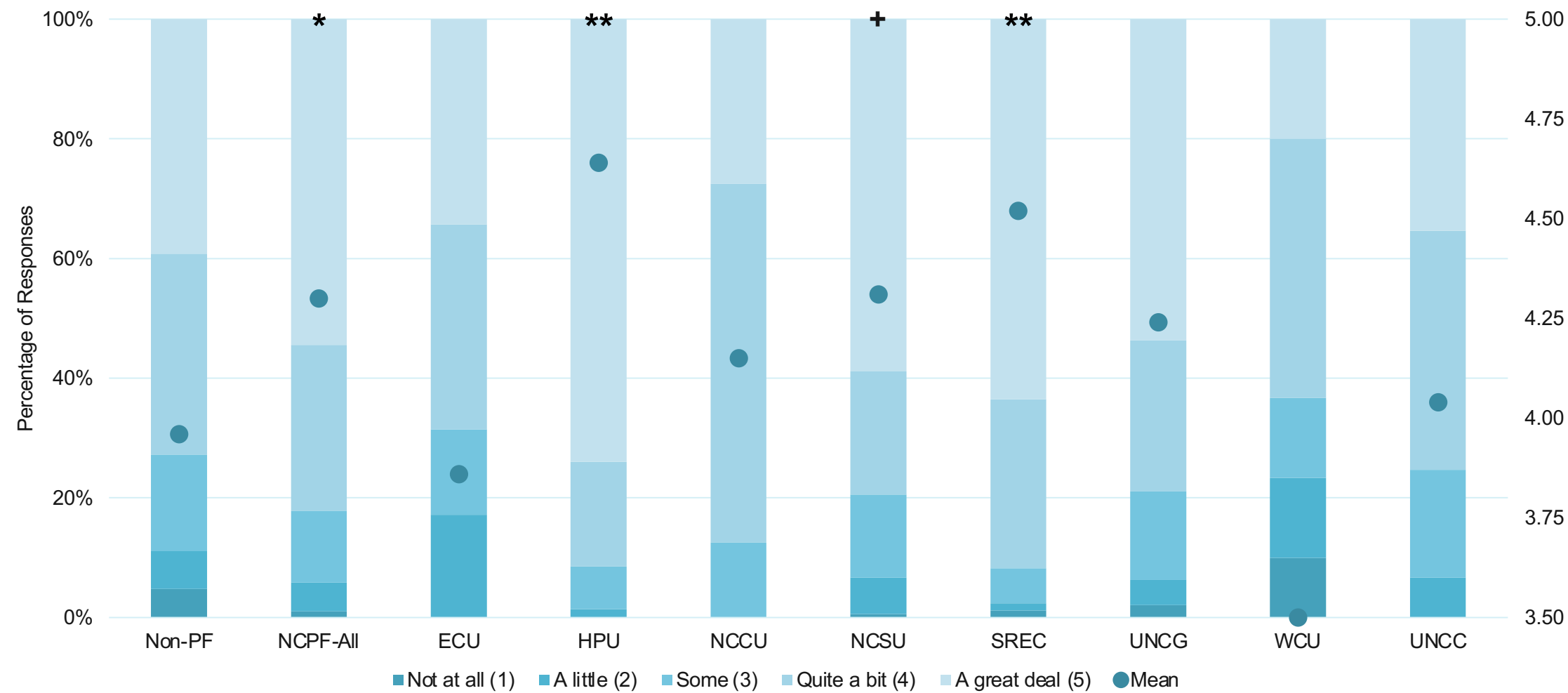
NCPFP VS OTHER UNC MSA RESPONSES

Value of Programmatic Components

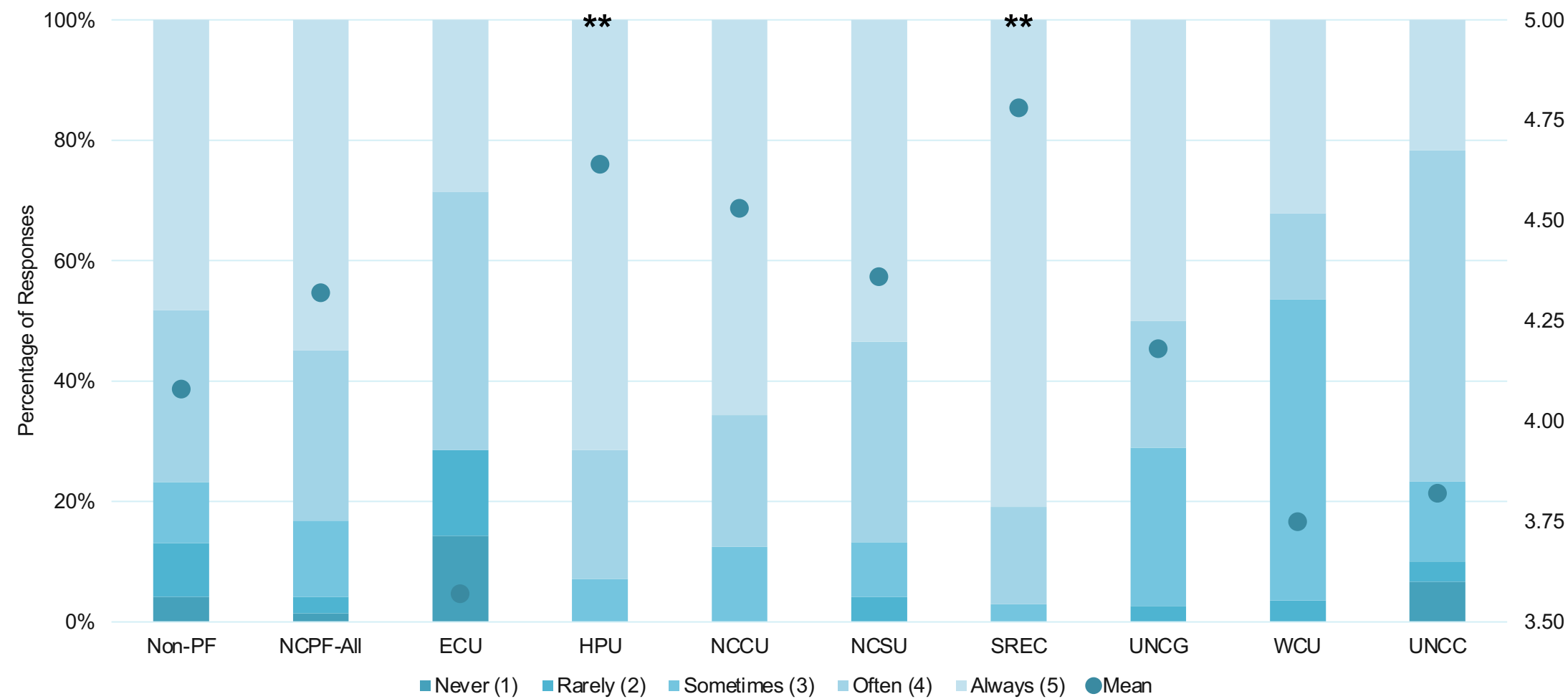


NCPFP VS OTHER UNC MSA RESPONSES

Mentor Supported Growth

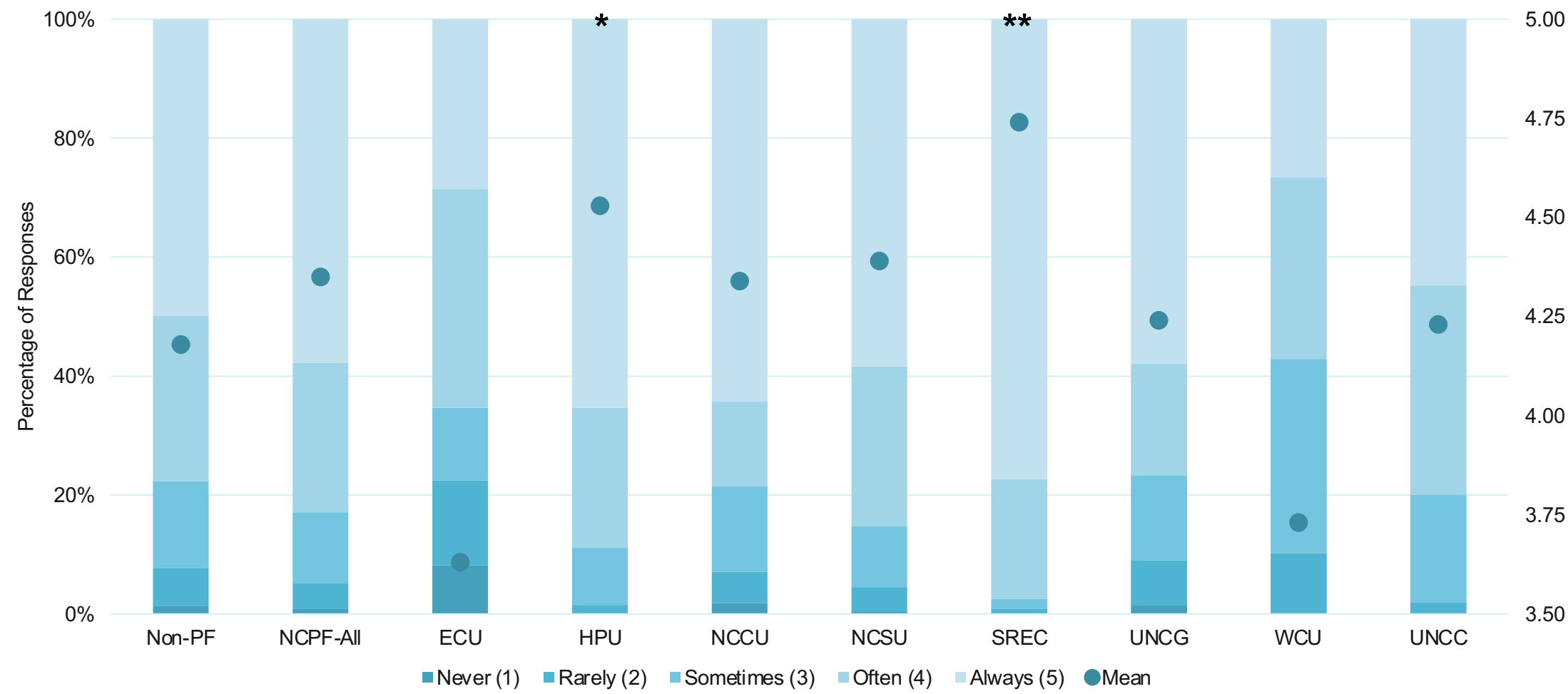


Quality of Mentor Feedback



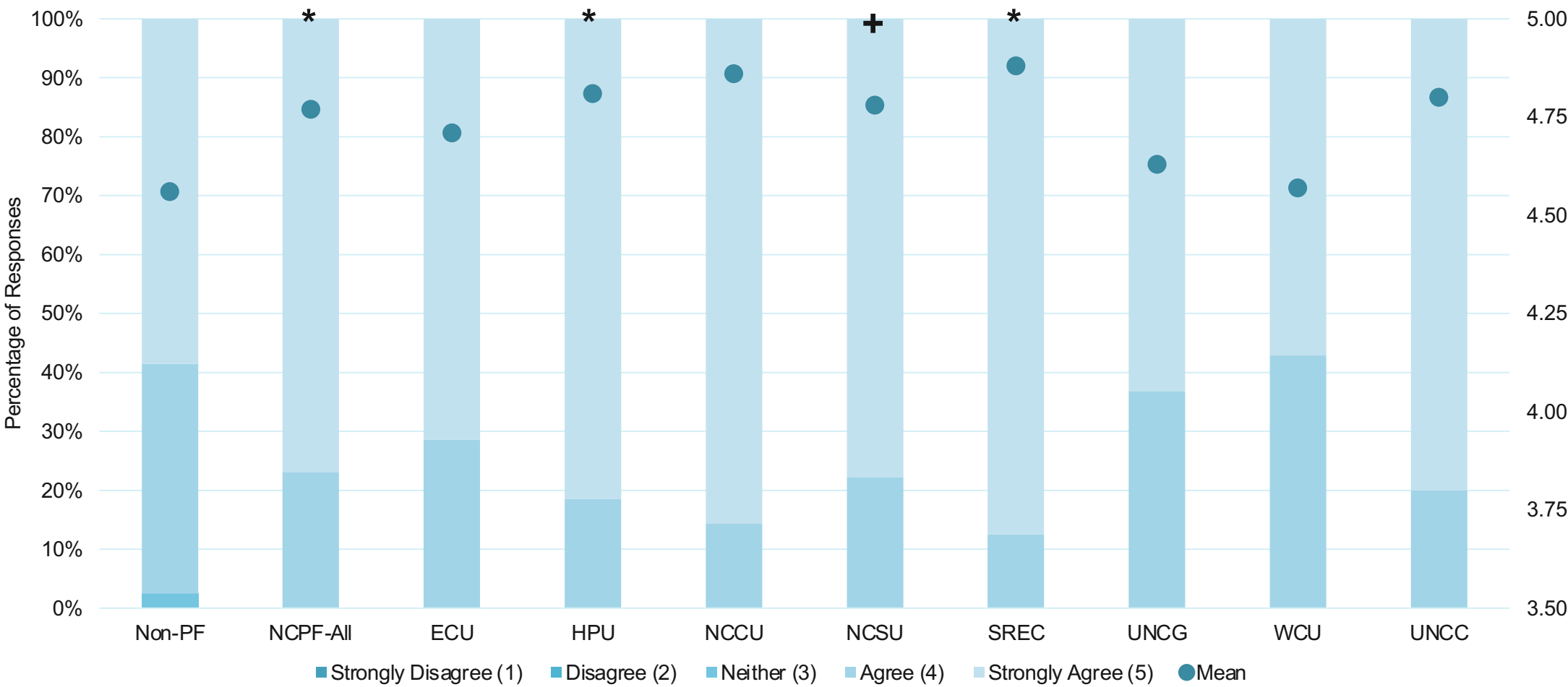
NCPFP VS OTHER UNC MSA RESPONSES

Mentor Effectiveness



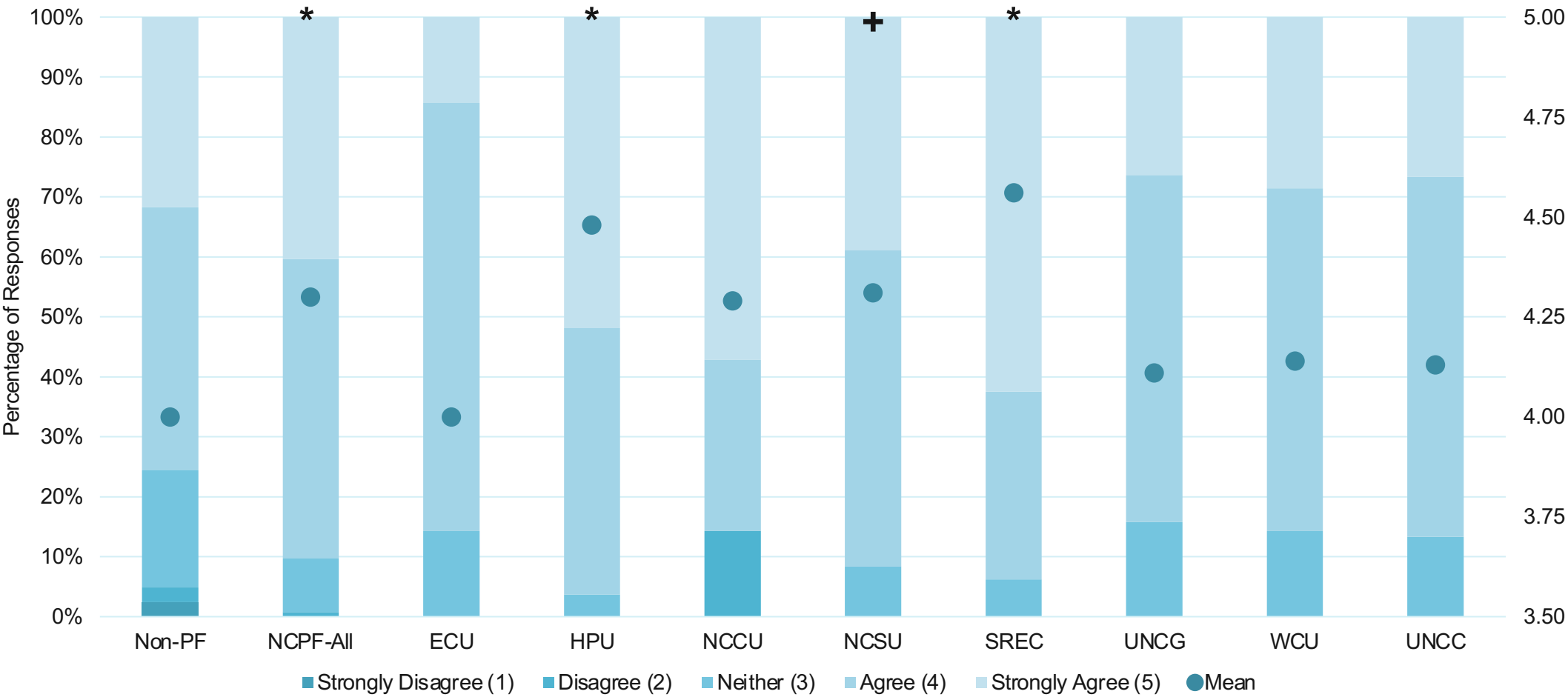
NCPFP VS OTHER UNC MSA RESPONSES

Confidence to be an AP



NCPFP VS OTHER UNC MSA RESPONSES

Confidence to be a Principal



Section Summary

- Across NC School Executive Standards, NCPFP completers rate the quality of their programs significantly higher than peers completing UNC MSA programs. NCPFP completers also indicate greater readiness for school administrator positions.
- Perceptions of program quality are generally highest at ECU, HPU, NCSU, and SREC.
- Fewer differences in the perceptions of mentor principal support, feedback, and effectiveness.

Next Steps



Evaluation Tasks

- Update data collection instruments; continue to collect NCPFP candidate and completer data
- Conduct interviews/focus groups in spring 2023
- Create and administer a graduate survey—for graduates in AP and principal roles
- Assess employment outcomes for Spring 2022 completers
- Administer a Spring 2023 intern survey
- Begin connecting programmatic components/features to outcomes



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THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

Appendix



Characteristics of Program Completers

	Other Personnel	Other UNC MSA	NCPFP	ECU_PF	HPU_PF	NCCU_PF	NCSU_PF	SREC_PF	UNCC_PF	UNCG_PF	WCU_PF
Demographics											
% Female	81.56	71.08	81.44	87.50	71.88	91.67	82.61	88.89	93.33	65.00	87.50
% Person of Color	19.61	39.88	36.81	62.5	38.71	81.82	46.67	22.22	6.67	30.00	13.33
% Asian	0.84	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
% Black	15.02	31.29	31.29	50.00	35.48	63.64	44.44	16.67	6.67	25.00	0.00
% Hispanic	2.56	1.84	4.29	12.50	3.23	9.09	0.00	5.56	0.00	5.00	13.33
% American Indian	1.08	6.13	1.23	0.00	0.00	9.09	2.22	0.00	0.00	0.00	0.00
% White	80.39	60.12	63.19	37.50	61.29	18.18	53.33	77.78	93.33	70.00	86.67
Age (at Program Entry for NCPFP and UNC MSA)	42.57	34.65	35.77	40.88	36.56	40.33	34.85	35.28	35.40	34.25	33.69
Roles Held (Year Before Program Entry for NCPFP and Other UNC MSA)											
% Teacher	86.74	84.93	88.62	87.50	84.38	83.33	92.39	77.78	100	100	78.12
% Student Support Personnel	5.34	0.90	2.99	0.00	3.12	16.67	0.00	5.56	0.00	0.00	6.25
% Other Certified Personnel	7.92	14.17	8.38	12.50	12.50	0.00	7.61	16.67	0.00	0.00	15.62
Credentials (Year Before Program Entry for NCPFP and Other UNC MSA)											
Years of Experience	14.93	9.09	10.48	15.75	10.88	14.75	9.00	9.83	11.07	9.65	9.31
% Graduate Degree	42.09	23.95	39.52	50.00	53.13	50.00	39.13	33.33	26.67	35.00	25.00
% NBC	11.83	13.17	11.38	50.00	3.13	16.67	6.52	16.67	13.33	5.00	18.75
Exam Scores (Std)	0.142	0.078	0.168	-0.368	0.214	0.182	0.038	0.102	0.502	0.150	0.469
Measures of Performance: 2015-16 through 2018-19											
Standard 1: Leadership	3.83	3.84	3.99	4.30	3.81	3.72	3.95	3.87	4.43	3.94	4.15
Standard 4: Facilitating Learning	3.77	3.74	3.85	4.04	3.72	3.72	3.78	3.78	4.17	3.84	4.00
Avg NCEES Ratings	3.80	3.79	3.89	4.09	3.75	3.69	3.83	3.82	4.26	3.86	4.05
Avg EVAAS Estimate (Std)	0.064	0.114	0.299	0.297	0.301	0.059	0.214	0.210	0.677	0.093	0.493
Number of Unique Individuals	89,615	185	170	8	32	12	46	20	15	20	17

Characteristics of Internship Schools

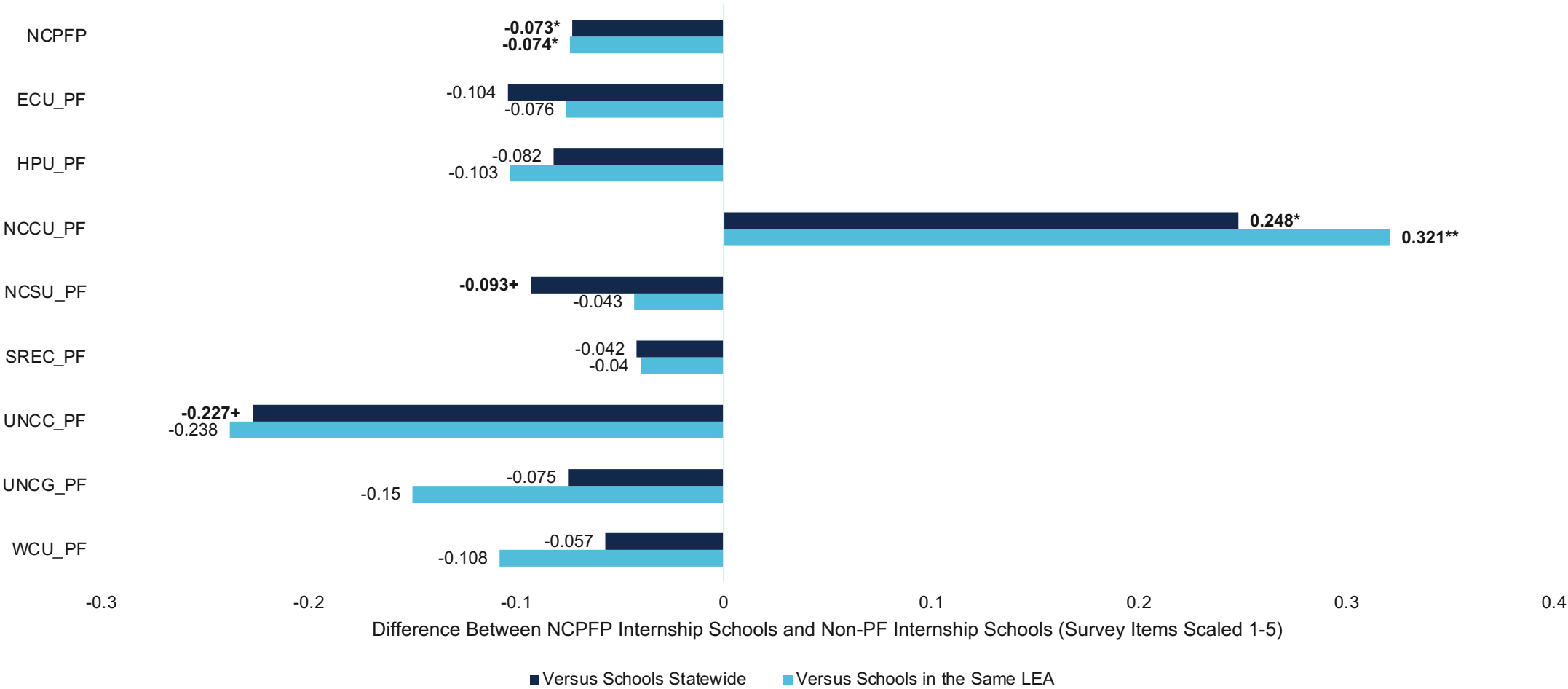
	Non-PF Internship	NCPFP	ECU_PF	HPU_PF	NCCU_PF	NCSU_PF	SREC_PF	UNCC_PF	UNCG_PF	WCU_PF
% Elementary	53.20%	41.46%	37.50%	42.19%	22.22%	45.93%	49.12%	35.71%	35.00%	44.12%
% Middle	18.45%	30.69%	6.25%	29.17%	55.56%	32.96%	29.82%	28.57%	35.00%	23.53%
% High	20.38%	25.41%	56.25%	27.08%	22.22%	16.67%	18.42%	35.71%	30.00%	26.47%
% Other School Level	7.97%	2.44%	0.00%	1.56%	0.00%	4.44%	2.63%	0.00%	0.00%	5.88%
% Urban/Suburban	41.65%	37.80%	0.00%	43.75%	44.44%	55.56%	10.53%	21.43%	0.00%	41.18%
% Rural/Town	58.35%	62.20%	100.00%	56.25%	55.56%	28.89%	89.47%	78.57%	100.00%	58.82%
% Students of Color	53.54%	60.63%	57.15%	69.48%	72.81%	73.81%	62.29%	47.26%	44.34%	32.63%
% Low-Income	57.45%	61.85%	61.18%	65.93%	57.26%	65.29%	71.36%	38.13%	59.76%	60.35%
Overall Performance Composite	50.44%	44.25%	36.81%	41.39%	47.14%	42.68%	40.75%	54.86%	44.05%	50.29%
% Exceeds	30.32%	28.19%	7.14%	7.29%	55.56%	44.94%	20.72%	33.33%	25.00%	25.00%
% Meets	40.54%	40.53%	64.29%	48.44%	33.33%	34.46%	47.75%	33.33%	30.00%	46.88%
% Does Not Meet	29.14%	31.28%	28.57%	44.27%	11.11%	20.60%	31.53%	33.33%	45.00%	28.12%
TWC: Student Conduct	3.75	3.61	3.56	3.59	3.96	3.62	3.77	3.46	3.57	3.48
TWC: Teacher Leadership	3.94	3.87	3.90	3.88	4.09	3.89	3.96	3.67	3.84	3.79
TWC: School Leadership	3.98	3.91	3.90	3.91	4.16	3.92	4.02	3.74	3.91	3.76
TWC: Equity	3.92	3.84	3.82	3.85	4.04	3.89	3.92	3.68	3.76	3.74
TWC: Good Place to Work/Learn	4.09	4.02	3.99	4.01	4.34	4.00	4.05	3.87	4.02	4.04
Observations	2258	210	9	50	9	59	30	15	20	18
Unique Intern Count	---	166	8	32	9	46	19	15	20	17

Characteristics of Mentor Principals

	Non-PF Internship	NCPFP	ECU_PF	HPU_PF	NCCU_PF	NCSU_PF	SREC_PF	UNCC_PF	UNCG_PF	WCU_PF
% Female	62.26%	58.50%	56.25%	55.91%	62.50%	55.97%	72.16%	53.33%	80.00%	35.29%
% Person of Color	28.76%	27.81%	25.00%	25.86%	50.00%	44.40%	19.78%	33.33%	10.53%	0.00%
Principal Experience	6.14	7.61	5.88	7.98	8.88	8.91	6.71	6.00	5.65	8.38
Principal Tenure at School	3.72	3.49	4.81	3.84	3.67	3.90	3.37	2.27	2.10	3.85
% Ever NBC	16.83%	14.86%	25.00%	12.90%	12.50%	7.84%	8.00%	26.67%	15.00%	29.41%
Licensure Exam Scores (Std)	0.13	0.18	0.07	0.37	-0.23	-0.07	0.07	0.17	0.30	0.68
Std 1: Strategic Leadership	3.85	3.95	4.14	4.03	3.86	3.98	3.55	3.87	3.89	4.28
Std 2: Instructional Leadership	3.84	3.91	4.29	3.79	3.71	3.89	3.71	3.80	4.11	4.16
Std 3: Cultural Leadership	3.93	4.04	4.29	4.06	4.14	3.97	3.83	4.20	3.89	4.25
Std 4: Human Resource Leadership	3.85	3.87	4.29	3.84	3.43	3.78	3.78	3.93	3.89	4.22
Std 5: Managerial Leadership	3.93	4.07	4.14	4.13	3.71	4.09	3.97	4.07	4.00	4.22
Std 6: External Development Leadership	3.85	3.93	4.29	4.07	3.57	3.92	3.68	3.87	3.78	4.16
Std 7: Micropolitical Leadership	3.84	3.97	4.14	4.03	3.71	3.99	3.78	4.07	3.83	4.16
Avg. School Executive Ratings	3.87	3.96	4.22	3.99	3.73	3.94	3.76	3.97	3.91	4.21
Observations	2258	210	9	50	9	59	30	15	20	18
Unique Intern Count	---	166	8	32	9	46	19	15	20	17

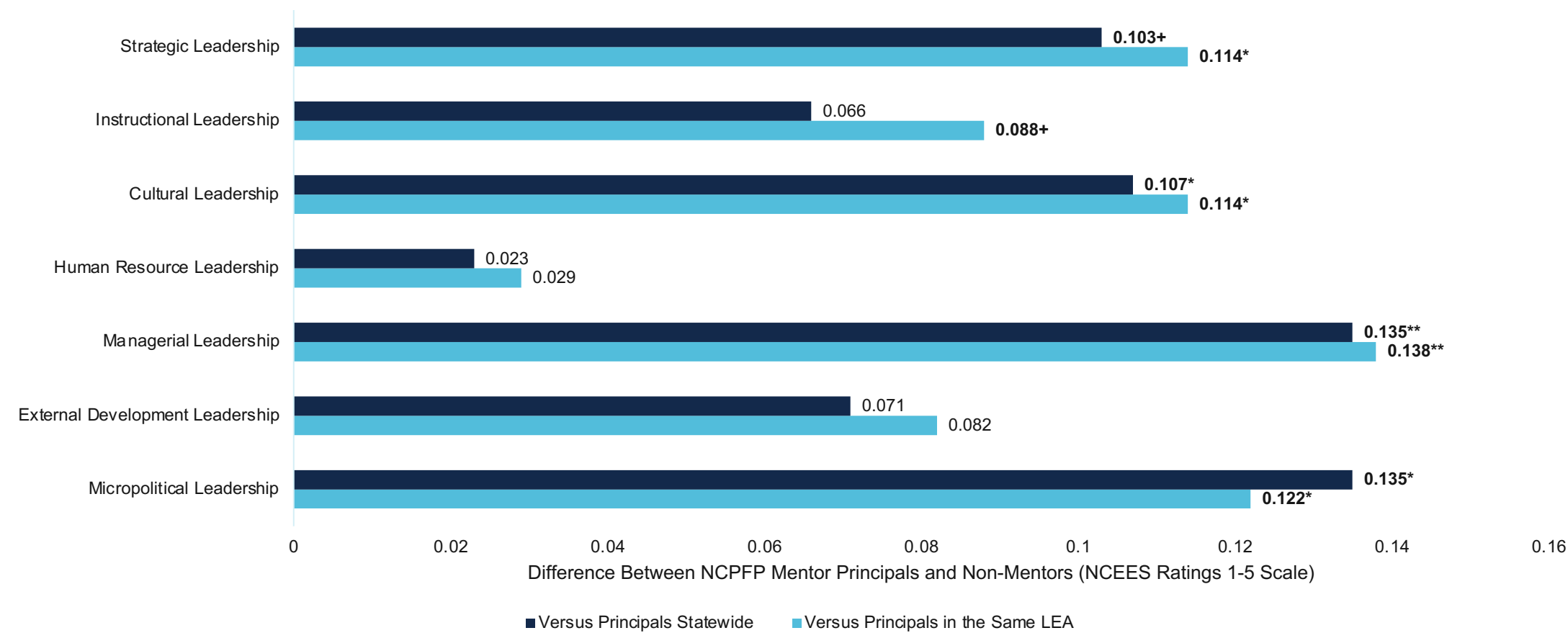
NCPFP INTERNSHIP SITES VS NON-INTERNSHIP SITES (2021-22)

TWC Good Place to Work and Learn



NCPFP MENTOR PRINCIPALS VS NON-MENTOR PRINCIPALS (2021-22)

NCEES Ratings by Standard



Characteristics of Internship Schools

	Other UNC MSA	NCPFP	ECU_PF	HPU_PF	NCCU_PF	NCSU_PF	SREC_PF	UNCC_PF	UNCG_PF	WCU_PF
% Elementary	42.38%	41.46%	37.50%	42.19%	22.22%	45.93%	49.12%	35.71%	35.00%	44.12%
% Middle	21.52%	30.69%	6.25%	29.17%	55.56%	32.96%	29.82%	28.57%	35.00%	23.53%
% High	31.46%	25.41%	56.25%	27.08%	22.22%	16.67%	18.42%	35.71%	30.00%	26.47%
% Other School Level	4.63%	2.44%	0.00%	1.56%	0.00%	4.44%	2.63%	0.00%	0.00%	5.88%
% Urban/Suburban	58.28%	37.80%	0.00%	43.75%	44.44%	55.56%	10.53%	21.43%	0.00%	41.18%
% Rural Town	41.72%	62.20%	100.00%	56.25%	55.56%	28.89%	89.47%	78.57%	100.00%	58.82%
% Students of Color	60.15%	60.63%	57.15%	69.48%	72.81%	73.81%	62.29%	47.26%	44.34%	32.63%
% Low-Income	59.13%	61.85%	61.18%	65.93%	57.26%	65.29%	71.36%	38.13%	59.76%	60.35%
Overall Performance Composite	40.90%	44.25%	36.81%	41.39%	47.14%	42.68%	40.75%	54.86%	44.05%	50.29%
Intern-by-School Count	153	210	9	50	9	59	30	15	20	18
Unique Intern Count	152	166	8	32	9	46	19	15	20	17

Characteristics of Mentor Principals

	Other UNC MSA	NCPFP	ECU_PF	HPU_PF	NCCU_PF	NCSU_PF	SREC_PF	UNCC_PF	UNCG_PF	WCU_PF
% Female	59.54%	58.50%	56.25%	55.91%	62.50%	55.97%	72.16%	53.33%	80.00%	35.29%
% Person of Color	36.00%	27.81%	25.00%	25.86%	50.00%	44.40%	19.78%	33.33%	10.53%	0.00%
Principal Experience	7.76	7.61	5.88	7.98	8.88	8.91	6.71	6.00	5.65	8.38
Principal Tenure at School	3.81	3.49	4.81	3.84	3.67	3.90	3.37	2.27	2.10	3.85
% Ever NBC	13.82%	14.86%	25.00%	12.90%	12.50%	7.84%	8.00%	26.67%	15.00%	29.41%
Licensure Exam Scores (Std)	0.08	0.18	0.07	0.37	-0.23	-0.07	0.07	0.17	0.30	0.68
Std 1: Strategic Leadership	3.86	3.95	4.14	4.03	3.86	3.98	3.55	3.87	3.89	4.28
Std 2: Instructional Leadership	3.81	3.91	4.29	3.79	3.71	3.89	3.71	3.80	4.11	4.16
Std 3: Cultural Leadership	3.91	4.04	4.29	4.06	4.14	3.97	3.83	4.20	3.89	4.25
Std 4: Human Resource Leadership	3.79	3.87	4.29	3.84	3.43	3.78	3.78	3.93	3.89	4.22
Std 5: Managerial Leadership	3.95	4.07	4.14	4.13	3.71	4.09	3.97	4.07	4.00	4.22
Std 6: External Development Leadership	3.91	3.93	4.29	4.07	3.57	3.92	3.68	3.87	3.78	4.16
Std 7: Micropolitical Leadership	3.93	3.97	4.14	4.03	3.71	3.99	3.78	4.07	3.83	4.16
Avg. School Executive Ratings	3.88	3.96	4.22	3.99	3.73	3.94	3.76	3.97	3.91	4.21
Intern-by-School Count	153	210	9	50	9	59	30	15	20	18
Unique Intern Count	152	166	8	32	9	46	19	15	20	17

Survey Response Rates (Spring 2022)

Response Rates	Overall	ASU	ECU	HPU	NCCU	NCSU	SREC	UNCG	UNCCH	WCU	UNCW	UNCC	NCA&T	Campbell
NCPFP	85%	n/a	100%	91%	67%	87%	90%	95%	n/a	41%	n/a	100%	n/a	n/a
non-NCPFP	36%	18%	n/a	n/a	n/a	n/a	n/a	n/a	62%	6%	32%	66%	20%	0%
Total	62%	18%	100%	91%	67%	87%	90%	95%	62%	24%	32%	77%	20%	0%