**325D Approved PROGRAM Performance Measures with**

**Examples of aligned PROJECT Performance Measures**

**Program Performance Measure #1**: The percentage of preparation programs that incorporate scientifically or evidence-based practices into their curricula.

PROJECT Example(s)

* By Year 5 of the project (when), 100% (how much) of [project or personnel preparation program name] core courses (who) will incorporate scientifically-based or evidence based practices in the curriculum (what), as judged by faculty reviewers using rubrics designed by the project .
* Annually (when), one selected course syllabus(who) will achieve a score of 90 or higher (how much) on its integration of evidence-based practice (what) as measured by an expert panel using a rubric designed by the project.
* By the end of Year 1 (when), 100% (how much) of the project’s [*focus area]* courses (who) will incorporate scientifically-based or evidence based practices in the curriculum (what), as reviewed by experts in [*focus area]* on a rubric designed by the project.

**Program Performance Measure #2**: The percentage of scholars completing preparation programs who are knowledgeable and skilled in evidence-based practices for children with disabilities.

PROJECT Example(s)

* By year 5 (when) of the project, all scholars (who) will demonstrate knowledge and skills in research competencies (what)at an “proficient” level or higher (3 on 4 point scale) (how much) as reviewed by three program faculty using a rubric designed by the project.
* By the end of Year 3 (when), all scholars (who) will achieve at least a “satisfactory” rating (3 on 4 point scale) (how much) by a supervisor on their implementation of evidence-based practices (what) during an internship in a high-needs school using a rubric developed by the project.
* By the end of Year 3 (when), all scholars (who) will demonstrate their knowledge of the research in evidence-based practices (what) by conducting a research synthesis and receiving a rating of “above average” or better (4 on a 5 point scale) (how much) by program faculty on a rating scale developed by the project.
* By year 5 (when) of the project, 5 of the 6 scholars (who) will demonstrate content knowledge and research competencies (what) by being first author on at least one (how much) accepted publication in a peer-reviewed journal.

**Program Performance Measure #3**: The percentage of scholars who exit preparation programs prior to completion due to poor academic performance.

PROJECT Example(s)

* Annually (when), less than 10% (how much) of project scholars (who) will exit their personnel preparation program prior to completion due to poor academic performance (what).
* As measured annually (when), no (how much) project-funded scholars (who) will have exited the program due to poor academic or field-based performance (what).
* As measured annually (when), 6 out of 6 (how much) project-funded scholars (who) will remain in the program and be in good academic standing (what).

**Program Performance Measure #4**: The percentage of scholars completing preparation programs who are working in the area(s) in which they were prepared upon program completion.

PROJECT Example(s)

* By the end of the project (when), 90% (how much) of scholars who have completed the program (who) will be working in the area for which they were trained (what).
* By the end of Year 4 (when), the average rating by scholars (who) on a series of job search workshops (what) will be “satisfactory” or higher (4 on a 5 point scale) (how much) on a survey designed by the project.
* By the end of Year 5 (when), the average rating by scholars (who) on job search mentorship by project faculty (what) will be “very good” or better (3 on 4 point scale) (how much).

**Program Performance Measure #5**: The Federal cost per scholar who completed the preparation program.

PROJECT Example(s)

* At the end of the project (when), the federal cost (what) per project-funded scholar (who) is measured by dividing the total grant award (e.g., $250,000 x 5 years) by the number of project-funded scholars who successfully completed the degree program (how much).

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For awards funded in FY 2014 and after, OSEP is piloting new program performance measures using outcome data reported by scholars who have completed their program using the DCS. No grantees report this data into DCS (only scholars). The **325D** **Pilot Program Performance Measures**; include:

* **Pilot Program Performance Measure #2**: The percentage of scholars who completed the preparation program and are employed in the field of special education for at least two years.

PROJECT Example(s)

* During scholar’s final semester (when), 100% (how much) of scholars (who) will respond that they are employed or seeking a position in the field for which they were trained (what) on a scholar exit survey developed by the project.
* By the end of Year 4 (when), scholars (who), on average, will rate a mock job interview experience (what) as “useful” or better (3 on a 4 point scale) (how much) on a survey developed by the project.
* **Program Performance Measure #3**: The percentage of scholars who completed the preparation program and are rated effective by their employers.

PROJECT Example(s)

* At the completion of the program (when), scholars (who) will receive a rating of satisfactory or better rating (3 on a 5 point scale) (how much) on a comprehensive portfolio that supports acquisition of competencies in research, teaching, supervision, and knowledge of effective interventions and services in the scholar’s content area (what) by a three member faculty panel on a project developed rubric.
* Administered during scholar’s final semester (when), scholars (who) will respond that they feel “well-prepared” or better (4 on a 5 point scale) (how much) for their first academic position (what) on a scholar exit survey developed by the project.