**TEACHER INTERN ASSESSMENT INSTRUMENT (TIAI)**

**Description**

For the evaluation of the student teaching experience, the Teacher Intern Assessment Instrument (TIAI) is a state proprietary instrument used to evaluate all teacher candidates completing a licensure program. The TIAI evaluation rubric is aligned with the Mississippi Statewide Teacher Growth Rubric (TGR), which is used by MDE to assess practicing teachers in the classroom, and the InTASC Standards.

**Purpose**

The purpose of the evaluation is to provide a comprehensive assessment (both formative and summative) of instructional practices of teacher candidates. Items rated at the “Meets Standard” level (a rubric score of *two*) or “Exceeds Standard” (a rubric score of *three*) represents successful planning and/or implementation of that TIAI item by the candidate. Rubric scores of *one* (“Needs Improvement”) or *zero* (“Unacceptable”) are viewed as areas in need of developmental strengthening, and the candidate will meet with the cooperating teacher and university supervisor for guidance and suggestions for greater success.

**Administration**

The TIAI instrument is administered by cooperating teachers and university supervisors during each field experience placement throughout the student teaching semester for a total of four times (two formative and two summative). Cooperating teachers and university supervisors are required to view a presentation on the evaluation instrument and to complete a statewide online training module prior to evaluating teacher candidates. Upon completion of the training, a certificate of completion is awarded. Training is to be completed once every three years. The data summarized are representative of the summative evaluations by the university supervisor.

Candidates review the instrument at the beginning of the student teaching semester during the Professional Development Seminar with their university supervisor. A copy of the evaluation is uploaded to their Field Experience Binders (one in first experience and the other in the second experience). After the evaluation has been completed by either the university supervisor or the cooperating teacher, the candidate has instant access to view the scores and the feedback provided. The university supervisor as well as the cooperating teacher also verbally reviews scores with the candidate.

**Teacher Intern Assessment Instrument Criteria**

* Criteria 1=Select developmentally appropriate, performance based objectives that connect core content knowledge for lessons based on Mississippi Curriculum Frameworks/Common Core State Standards.
* Criteria 2- Incorporate diversity, including multicultural perspectives, into lessons. Uses knowledge of student backgrounds, interests, experiences, and prior knowledge (e.g., pretests, interest inventories, surveys, and KWLs) to make instruction relevant and meaningful.
* Criteria 3- Integrates core content knowledge from other subject areas in lessons.
* Criteria 4- Plans appropriate and sequential teaching procedures that include innovative and interesting introductions and closures and that uses a variety of teaching materials and technology.
* Criteria 5- Prepares appropriate assessment and procedures (ex. Pre/post assessments, quizzes, unit tests, rubrics, and/or checklists) based on core content knowledge to effectively evaluate learner progress.
* Criteria 6- Plans differentiated learning experiences that accommodate developmental and/or educational needs of learners based on assessment information which is aligned with core content knowledge (ex. - use of pre/post assessments, surveys, inventories, remediation, and enrichment activities).
* Criteria 7- Communicates assessments criteria and performance standards to the students and provides timely feedback on students’ academic performance.
* Criteria 8- Incorporates a variety of informal and formal assessments (ex. –pre/post assessments, quizzes, unit tests, checklists, rating scales, rubrics, remediation, and enrichment activities) to differentiate learning experiences that accommodate differences in developmental and/or educational needs.
* Criteria 9- Uses acceptable written, oral, and nonverbal communication in planning and instruction.
* Criteria 10- Provides clear, complete written and/or oral directions for instructional activities.
* Criteria 11- Communicates high expectations for learning to all students.
* Criteria 12- Conveys enthusiasm for teaching and learning.
* Criteria 13- Provides opportunities for the students to cooperate, communicate, and interact with each other to enhance learning.
* Criteria 14- Demonstrates knowledge of content for the subject(s) taught.
* Criteria 15- Uses a variety of appropriate teaching strategies (e.g., cooperative learning, discovery learning, demonstration, discussion, inquiry, simulation, etc.) to enhance student learning.
* Criteria16- Provides learning experiences that accommodate differences in developmental and individual needs of diverse learners (i.e., enrichment/remedial needs).
* Criteria 17- Engages students in analytics, creative, and critical thinking through higher-order questioning and provides opportunities for students to apply concepts in problem solving and critical thinking.
* Criteria 18- Elicits input during lessons and allows sufficient wait time for students to expand and support their responses. Makes adjustments to lessons according to student input, cues, and individual/group responses.
* Criteria 19- Uses family and/or community resources (special guests or materials) in lessons to enhance student learning.
* Criteria 20- Monitors and adjusts the classroom environment to enhance social relationships, motivation, and learning.
* Criteria 21- Attends to or delegates routine tasks.
* Criteria 22- Uses a variety of strategies to foster appropriate student behavior according to individual and situational needs.
* Criteria 23- Creates and maintains acclimate o fairness, safety, respect, and support for all students.
* Criteria 24- Maximizes time available for instruction (Uses instructional time effectively).
* Criteria 25- Establishes opportunities for communication with parents and/or guardians and professional colleagues (newsletters, positive notes, extracurricular activities, professional development opportunities, conferences, etc.)

**Spring 2021 N=13**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Rubric** **Criteria** | **Program** | **Race& Gender** | **Mean score** | **%****Scoring 2 or higher** | **Average group score =μ** | **Variance** σ2 | **Standard Deviation**σ |
| **Mentor Mean score** | **University Supervisor Mean score** |
| 1 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 122222 | 233333 | 84% | 2.25 | .52 | .72 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 23333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 2 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 132222 | 233322 | 84% | 2.25 | .35 | .60 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 33333 | 100% | 2.6 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 3 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 122222 | 233333 | 84% | 2.33 | .39 | .62 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 33333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 4 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 222222 | 233332 | 100% | 2.33 | .22 | .47 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 22333 | 100% | 2.2 | .16 | .4 |
| Music EducationScience Education | M/BF/B | 22 | 32 | 100% | 2.5 | .25 | .5 |
| 5 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 132222 | 233332 | 84% | 2.25 | .52 | .72 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 33333 | 100% | 2.6 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 6 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233332 | 100% | 2.42 | .24 | .49 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 23333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 7 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 222222 | 233323 | 100% | 2.33 | .22 | .47 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 23333 | 100% | 2.4 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 8 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 122222 | 233332 | 84% | 2.33 | .33 | .58 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 33333 | 100% | 2.6 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 9 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 222222 | 233333 | 100% | 2.42 | .24 | .49 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 33333 | 100% | 2.6 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 10 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 132222 | 233323 | 84% | 2.25 | .35 | .60 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 33333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 12 | 23 | 50% | 2 | .5 | .71 |
| 11 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233333 | 100% | 2.5 | .25 | .5 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 33333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 12 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233233 | 100% | 2.42 | .24 | .49 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 23333 | 100% | 2.4 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 12 | 23 | 50% | 2 | .5 | .71 |
| 13 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 23222 | 23333 | 100% | 2.5 | .25 | .5 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 23333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 12 | 23 | 50% | 2 | .5 | .71 |
| 14 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233332 | 100% | 2.42 | .24 | .49 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 33333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 12 | 23 | 50% | 2 | .5 | .71 |
| 15 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233233 | 100% | 2.42 | .24 | .49 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 23333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 16 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 222222 | 233333 | 100% | 2.33 | .22 | .47 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 22333 | 100% | 2.4 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 17 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233333 | 100% | 2.5 | .25 | .5 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 33333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 18 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 122222 | 233323 | 84% | 2.42 | .41 | .64 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 33333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 19 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233232 | 100% | 2.33 | .22 | .47 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 23333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 20 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 222222 | 233332 | 100% | 2.24 | .20 | .45 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 23333 | 100% | 2.4 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 21 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233323 | 100% | 2.42 | .24 | .49 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 23333 | 100% | 2.4 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 22 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233333 | 100% | 2.5 | .25 | .5 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 33333 | 100% | 2.4 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 22 | 100% | 2.0 | 0 | 0 |
| 23 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 122222 | 233333 | 84% | 2.6 | .24 | .49 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22223 | 23333 | 100% | 2.5 | .25 | .5 |
| Music EducationScience Education | M/BF/B | 22 | 33 | 100% | 2.5 | .25 | .5 |
| 24 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233333 | 100% | 2.5 | .25 | .5 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 222232 | 22333 | 100% | 2.4 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |
| 25 | Elementary EducationElementary EducationElementary EducationElementary EducationElementary EducationElementary Education | M/BF/BF/BF/BF/BF/B | 232222 | 233333 | 100% | 2.5 | .25 | .5 |
| Heath and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical EdHealth and Physical Ed | M/BF/BM/BB/MF/B | 22222 | 23333 | 100% | 2.4 | .24 | .49 |
| Music EducationScience Education | M/BF/B | 22 | 23 | 100% | 2.5 | .25 | .5 |

**Interpretation of the Data**

The EPP had thirteen (13) candidates during the Spring 2021 semester. Ten (10) were females and three (3) were males. This semester the EPP had six (6) Elementary Education candidates with five (5) females and one (1) male; Five(5) Health Physical Education and Recreation with three ( 3) females and two(2) males and One (1) Music Education male and one (1) Science education Female. All candidates in the Spring cohort were African American.

In looking at the data for this cohort, the EPP observed that the Elementary Education candidates had a consistent mean μ =2.33, variance σ2 = .22, and SD σ= .47 for five of the twenty-five items (20 %) on the TIAI. These were items included:

*Criteria 4- Plans appropriate and sequential teaching procedures that include innovative and interesting introductions and closures and that uses a variety of teaching materials and technology*.

*Criteria 7- Communicates assessments criteria and performance standards to the students and provides timely feedback on students’ academic performance.*

*Criteria 8- Incorporates a variety of informal and formal assessments (ex. –pre/post assessments, quizzes, unit tests, checklists, rating scales, rubrics, remediation, and enrichment activities) to differentiate learning experiences that accommodate differences in developmental and/or educational needs.*

*Criteria16- Provides learning experiences that accommodate differences in developmental and individual needs of diverse learners (i.e., enrichment/remedial needs).*

*Criteria 19- Uses family and/or community resources (special guests or materials) in lessons to enhance student learning.*

An additional observation was with Mentor scores by one Elementary Education male candidate who scored a one on several items as well as the male Music Education candidate. The EPP also noticed that most candidates’ scores improved from the mentor observation and the Supervising Faculty observation.

Candidates are required to score a 2 on the Teacher Intern Assessment Instrument (TIAI) which represents “Meet Expectations”. All candidates scored a 2 on each item of the assessment with 100% performing at 2 or higher and an average mean μ= 2.0. Although a 2 is required for this assessment, the EPP would like to see candidates score 3 on this assessment. The EPP will devise a plan to provide more virtual support for candidates due to virtual learning and social distance due to COVID. This could have been a factor with scores less than two for some candidates on some items. Additionally, the EPP will review items listed above with μ= 2.33 to address these concerns with future candidates.