

University of Montana Western
Education Division
UMW Licensure Eligibility Data Report
Based on Montana Assessment of Content Knowledge (MACK) Calculations
Three Cycles of Data: Spring 2020, Fall 2020, Spring 2021
For Evaluation by the EPP—January 24, 2022

- The EPP met on January 24, 2022 to evaluate the following data.
- Three cycles of data are represented here (see above).
- The EPP’s analysis of the data can be found at the conclusion of this document.

How is licensure eligibility calculated by the Education Division of the University of Montana Western?

All EPPs in the State of Montana use a three-pronged system to calculate licensure eligibility. Rather than relying on one assessment only for licensure recommendations, the EPPs agree to use the “MACK,” a combination of GPA, Praxis scores, and Content Knowledge Assessment Scores, as described below.

Explanation of the Montana Assessment of Content Knowledge (MACK) Verification System:

(Taken from the Montana Office of Public Instruction [OPI] explanation document dated June 24, 2021.)

Teacher candidates completing an accredited Educator Preparation Provider (EPP) program in Montana must meet the minimum content knowledge requirements described below to be recommended for licensure/endorsement. This policy is the result of ongoing dialogue and consensus between the Montana Office of Public Instruction (OPI) and Montana EPPs. This practice ensures consistency across state programs. Montana Board of Public Education accredited schools must employ teachers with an active Montana license and assign those teachers to teach classes in their endorsed subject area(s).

Montana Assessment of Content Knowledge Verification

Teacher candidates must earn at least 7 points on the Montana Assessment of Content Knowledge prior to recommendation for licensure/endorsement by an accredited Montana EPP. The possible range for the Content Knowledge Score (CKS) is 0-10. Teacher candidates earning fewer than 7 CKS points or who score zero on any of the three rubric components shall not be recommended for licensure/endorsement.

For candidates receiving a score of 1* on rubric components 1, 2, or 3, each Montana EPP will conduct a further individualized review of the candidate’s content knowledge and teaching skills, based on established policy, to ensure that the candidate merits recommendation for licensure/endorsement.

1. Assessment of Content Knowledge—Coursework GPA: The range for awarding points is 0 – 4, and will be calculated as follows:

3.50 – 4.00	4
3.00 – 3.49	3
2.65 – 2.99	2
2.00 – 2.64	1*
Below 2.00	0

2. Assessment of Content Knowledge—Demonstrated During Student Teaching/Clinical Practice: The range for awarding points is 0 – 3, and will be calculated as follows:

Descriptor	Points
Knowledge is advanced	3
Knowledge is proficient	2
Knowledge is basic	1*
Knowledge is insufficient	0

NOTE: The assessment is completed by a cooperating teacher, college or university supervisor, or faculty member.

3. Assessment of Content Knowledge—Appropriate Praxis Subject Assessments: The range for awarding points is 0 – 3, and will be calculated as follows:

Score/Range	Points
Meets/exceeds MT score	3
At least 90% of MT score	2
At least 80% of MT score	1*
Below 80% of MT score	0

Spring 2020 Data

Licensure Eligibility, All Teacher Education Programs combined, Spring 2020 (N=67)

Criteria	Licensure Area 1 Mean (n=67)	Licensure Area 1 S.D.	Licensure Area 2 Mean	Licensure Area 2 S.D.
Overall GPA	3.65	.28		
Major GPA, Licensure score value	3.8/4	.38		
Praxis exam, Licensure score value	2.7/3	.63		
Content Knowledge Evaluation	2.58	.43		
Content Knowledge Evaluation, Licensure score value	2.7/3	.44		
Licensure Score	9.2/10	.86		
Eligible for license	35/35			

Licensure Eligibility, comparison by Teacher Education Program, Spring 2020

Criteria	P-3 (n=11) Mean/S.D.		Art K-12 (n=3) Mean/S.D.		Biology (n=0) Mean/S.D.		Business (n=5) Mean/S.D.		Mathematics (n=2) Mean/S.D.		Elem. Ed. (n=21) Mean/S.D.	
Overall GPA	3.57	.34	3.79	.09			3.66	.22	3.79	.12	3.80	.16
GPA, Licensure score value	3.5/4	.50	4/4	.00					4/4	.00	3.9/4	.25
Praxis exam, Licensure score value	3/3	.00	2/3	.82					2/3	1	2.7/3	.60
Content Knowledge Evaluation	2.41	.56	2.53	.36			2.75	.00	2.25	0	2.64	.36
Content Knowledge Evaluation, Licensure score value	2.8/3	.43	2.7/3	.47					3/3	.00	2.7/3	.47
Licensure Score	9.3/10	.83	8.7/10	1.25					9/10	1	9.3/10	.93
Eligible for license	4/4		3/3						2/2		15/15	

Criteria	English (n=10) Mean/S.D.		Inter. Social Science (n=0) Mean/S.D.		History (n=4) Mean/S.D.		P. E. and Health (n=8) Mean/S.D.	
Overall GPA	3.60	.30			3.22	.31	3.54	.17
GPA, Licensure score value	4/4	.00			3/4	.00	3.3/4	.47
Praxis exam, Licensure score value	2.6/3	.49			3/3	.00	3/3	.00
Content Knowledge Evaluation	3.67	.31	2.94	.11*	2.5	.47	2.54	.41
Content Knowledge Evaluation, Licensure score value	2.8/3	.40			3/3	.00	2.7/3	.47
Licensure Score	9.4/10	.49			9/10	.00	9/10	.00
Eligible for license	5/5				1/1		3/3	

**Licensure Eligibility,
Elementary Education, Secondary & K-12, and P-3 Comparisons, Spring 2020**

Criteria	Elem. Ed. Mean (n=13)	Elem. Ed. S.D.	Sec/K-12 Ed Mean (n=32)	Sec/K-12 Ed S.D.	P-3 Mean (n=7)	P-3 S.D.
Overall GPA	3.80	.16	3.57	.29	3.57	.34
GPA, Licensure score value	3.9/4	.25	3.8/4	.41	3.5/4	.50
Praxis exam, Licensure score value	2.7/3	.60	2.5/3	.73	3/3	.00
Content Knowledge Evaluation	2.64	.36	2.61	.38	2.41	.56
Content Knowledge Evaluation, Licensure score value	2.7/3	.47	2.8/3	.41	2.8/3	.43
Licensure Score	9.3/10	.93	9.1/10	.8	9.3/10	.83
Eligible for license	15/15		14/14		4/4	

Licensure Eligibility, Compared by Program Location, Spring 2020

Criteria	Dillon (n=59) Mean/S.D.		Butte (n=4) Mean/S.D.		Online (n=25) Mean/S.D.		BCC/LBHC (n=1) Mean/S.D.	
Overall GPA	3.65	.27	3.74	.12	3.70	.24	2.82	0
GPA, Licensure score value	3.9/4	.36	4/4	.00	3.7/4	.45	3/4	.00
Praxis exam, Licensure score value	2.7/3	.67	2/3	.71	2.7/3	.45	3/3	.00
Content Knowledge Evaluation	2.6	.44	2.34	.20	2.41	.45		
Content Knowledge Evaluation, Licensure score value	2.7/3	.44	2.5/3	.5	2.9/3	.29	3/3	.00
Licensure Score	9.3/10	.89	8.5/10	1.12	9.4/10	.64	9/10	.00
Eligible for license	27/27		4/4		11/11		1/1	

*BCC/LBHC = Blackfeet Community College/Little Bighorn Community College, the two tribal college partnerships associated with UMW Education Division.

Fall 2020 Data

Licensure Eligibility, All Teacher Education Programs combined, Fall 2020 (N=37)

Criteria	Licensure Area 1 Mean (n=37)	Licensure Area 1 S.D.	Licensure Area 2 Mean	Licensure Area 2 S.D.
Overall GPA	3.75	.21		
Major GPA, Licensure score value	3.8/4	.38		
Praxis Licensure score value	2.6/3	.56		
Content Knowledge Evaluation	2.57	.43		
Content Knowledge Evaluation, Licensure score value	2.6/3	.56		
Licensure Score	9/10	.96		
Eligible for license	27/28			

Licensure Eligibility, comparison by Teacher Education Program, Fall 2020

Criteria	P-3 (n=7) Mean/S.D.		Art K-12 (n=2) Mean/S.D.		Biology (n=0) Mean/S.D.		Business (n=2) Mean/S.D.		Mathematics (n=1) Mean/S.D.		Elem. Ed. (n=13) Mean/S.D.	
Overall GPA	3.63	.27	3.80	.09			3.87	.14	4.00	.00	3.78	.07
GPA, Licensure score value	3.5/4	.50									3.9/4	.28
Praxis exam, Licensure score value	2.7/3	.47									2.5/3	.65
Content Knowledge Evaluation	2.24	.57	2.50	.25							.69	.31
Content Knowledge Evaluation, Licensure score value	2.2/3	.47									2.7/3	.47
Licensure Score	8.3/10	1.2 5									9.1/10	.64
Eligible for license	6/6										11/12	

Criteria	English (n=3) Mean/S.D.		Inter. Social Science (n=2) Mean/S.D.		History (n=1) Mean/S.D.		P. E. and Health (n=2) Mean/S.D.	
Overall GPA	3.74	.07	3.67	.16	3.69	.00	3.55	.12
GPA, Licensure score value	4/4	.00	4/4	.00	4/4	.00	3.5/4	.50
Praxis exam, Licensure score value	3/3	.00	3/3	.00	3/3	.00	2/3	.00
Content Knowledge Evaluation	2.50	.25	3.00	.00	2.25	.00	2.63	.38
Content Knowledge Evaluation, Licensure score value	3/3	.00	3/3	.00	2/3	.00	2.5/3	.50
Licensure Score	10/10	.00	10/10	.00	9/10	.00	8/10	1.00
Eligible for license	1/1		2/2		1/1		2/2	

**Licensure Eligibility,
Elementary Education, Secondary & K-12, and P-3 comparisons, Fall 2020**

Criteria	Elem. Ed. Mean (n=13)	Elem. Ed. S.D.	Sec/K-12 Ed Mean (n=14)	Sec/K-12 Ed S.D.	P-3 Mean (n=7)	P-3 S.D.
Overall GPA	3.78	.07	3.74	.16	3.63	.27
GPA, Licensure score value	3.9/4	.28	3.9/4	.35	3.5/4	.50
Praxis exam, Licensure score value	2.5/3	.65	2.7/3	.45	2.7/3	.47
Content Knowledge Evaluation	.69	.31	2.61	.34	2.24	.57
Content Knowledge Evaluation, Licensure score value	2.7/3	.47	2.6/3	.49	2.2/3	.47
Licensure Score	9.1/10	.64	9.1/10	.99	8.3/10	1.25
Eligible for license	11/12		7/7		6/6	

Licensure Eligibility, Compared by Program Location, Fall 2020

Criteria	Dillon (n=26) Mean/S.D.		Butte (n=5) Mean/S.D.		Online (n=9) Mean/S.D.		BCC/LBHC (n=0) Mean/S.D.	
Overall GPA	3.71	.21	3.76	.12	3.82	.22		
GPA, Licensure score value	3.8/4	.42	4/4	.00	3.8/4	.43		
Praxis exam, Licensure score value	2.5/3	.58	3/3	.00	3/3	.00		
Content Knowledge Evaluation	2.56	.45	2.29	.01	2.42	.34		
Content Knowledge Evaluation, Licensure score value	2.5/3	.58	2/3	.00	2.5/3	.50		
Licensure Score	8.8/10	.98	9/10	.00	9.3/10	.83		
Eligible for license	21/22		1/1		4/4			

*BCC/LBHC = Blackfeet Community College/Little Bighorn Community College, the two tribal college partnerships associated with UMW Education Division.

Spring 2021 Data

Licensure Eligibility, All Teacher Education Programs combined, Spring 2021 (N=44)

Criteria	Licensure Area 1 Mean (n=44)	Licensure Area 1 S.D.	Licensure Area 2 Mean	Licensure Area 2 S.D.
Overall GPA	3.72	.25		
Major GPA, Licensure score value	3.9/4	.30		
Praxis exam, Licensure score value	2.8/3	.58		
Content Knowledge Evaluation, Licensure score value	2.63	.45		
Licensure Score	9.4/10	.73		
Eligible for license	41/41			

Licensure Eligibility, comparison by Teacher Education Program, Spring 2021

Criteria	Early Childhood (n=7) Mean/S.D.		Art K-12 (n=1) Mean/S.D.		Biology (n=1) Mean/S.D.		Business (n=2) Mean/S.D.		Earth Science (n=1) Mean/S.D.		Elem. Ed. (n=27) Mean/S.D.	
Overall GPA	3.68	.26	3.61	.00	3.71	.00	3.76	.15	3.78	.00	3.75	.23
GPA, Licensure score value	4/4	0	4/4	.00							3.9/4	.33
Praxis exam, Licensure score value	2.8/3	.40	3/3	.00							2.7/3	.68
Content Knowledge Evaluation, Licensure score value	2.2/3	.40	2/3	.00							2.8/3	.41
Licensure Score	9/10	.00	9/10	.00							9.4/10	.86
Eligible for license	5/5		1/1								24/24	

Criteria	English (n=1) Mean/S.D.		Inter. Social Science (n=2) Mean/S.D.		History (n=5) Mean/S.D.		P. E. and Health (n=1) Mean/S.D.	
Overall GPA	3.9	.00	3.8	.01	3.44	.37	3.97	.00
GPA, Licensure score value	4/4	.00	4/4	.00	3/4	.00		
Praxis exam, Licensure score value	3/3	.00	3/3	.00	3/3	.00		
Content Knowledge Evaluation, Licensure score value	3/3	.00	3/3	.00	3/3	.00		
Licensure Score	10/10	.00	10/10	.00	9/10	.00		
Eligible for license	1/1		2/2		1/1			

Licensure Eligibility, Elementary Education, Secondary & K-12, and P-3 comparisons, Spring 2021

Criteria	Elem. Ed. Mean (n=27)	Elem. Ed. S.D.	Sec/K-12 Ed Mean (n=14)	Sec/K-12 Ed S.D.	Early Childhood Mean (n=7)	Early Childhood S.D.
Overall GPA	3.75	.23	3.66	.30	3.68	.26
GPA, Licensure score value	3.9/4	.33	3.8/4	.40	4/4	0
Praxis exam, Licensure score value	2.7/3	.68	2.8/3	.40	2.8/3	.40
Content Knowledge Evaluation, Licensure score value	2.8/3	.41	3/3	.00	2.2/3	.40
Licensure Score	9.4/10	.86	9.6/10	.49	9/10	.00
Eligible for license	24/24		5/5		5/5	

Licensure Eligibility, Compared by Program Location, Spring 2021

Criteria	Dillon (n=39) Mean/S.D.		Butte (n=2) Mean/S.D.		Online (n=23) Mean/S.D.		BCC/LBHC* (n=1) Mean/S.D.	
Overall GPA	3.69	.27	3.5	.42	3.75	.20	3.36	.00
GPA, Licensure score value	3.9/4	.34	3.5/4	.5	3.9/4	.27		
Praxis exam, Licensure score value	2.7/3	.57	3/3	.00	2.7/3	.72		
Content Knowledge Evaluation, Licensure score value	2.8/3	.37	2/3	.00	2.4/3	.49		
Licensure Score	9.5/10	.76	8.5/10	.5	9/10	.78		
Eligible for license	31/31		2/2		13/13			

*BCC/LBHC = Blackfeet Community College/Little Bighorn Community College, the two tribal college partnerships associated with UMW Education Division.

EPP Reflections on Results:

- An important takeaway from these data, across all categories, and across all three cycles is this: The percentage of candidates recommended for licensure each semester is very high. In Spring 2020, 100% of the candidates applying for licensure were recommended, in Fall 2020, 96% of the candidates were recommended, and in Spring 2021, 100% of the candidates were recommended.
- There is a potential for the EPP to look more closely at the number of candidates who apply for licensure in science and mathematics education. Perhaps more can be done to support those candidates, especially since these are critical need areas.
- A substantial number of candidates do not apply for licensure. In each of these cycles of data, the “N” = the number of students eligible for licensure. For Spring of 2020, for example, the N = 67, yet only 35 applied for licensure (and all were eligible).
- Not all of the EPP’s candidates are applying for licensure in Montana. If they wish to be licensed out-of-state, it is strongly recommended that they still apply for Montana licensure first. A number of candidates do not follow this recommendation, and the EPP does not have information to identify how many there are each semester who do this, nor does the EPP know why.
- It was suggested that some of the candidates are being hired on emergency licenses, or are being hired in out-of-endorsement areas, and are then placed on Class 5 provisional licenses. Their later licensure—if it occurs—is not directly tied to UMW.
- Reporting of Praxis scores is a problematic process for the EPP. Candidates must indicate to ETS that they wish to have their Praxis scores reported to UMW. Not all candidates do this. Thus, the scores must be located via the Montana Office of Public Instruction (OPI) licensure data system, and this process can be cumbersome for the EPP’s licensure officer.
- In general, the accuracy of the data reported above was questioned, to some extent. There appear to be issues related to two areas:
 - Calculations of the MACK being done by the licensure officer may need to be re-examined.
 - The way in which the *Anthology Portfolio* data aggregation/analysis tool operates to identify candidates with various demographic attributes (which is done through self-reporting), and then disaggregate the data, may also need to be re-examined.
- There is one group within the disaggregated data for whom the EPP has few data—i.e., candidates from the Blackfeet Community College (BCC) and Little Bighorn Community College (LBHC) partnership programs—and thus this group (which is both an ethnic group and a program group) is under-represented in these data.

Decisions/Next Steps:

- The *Anthology Portfolio* manager, the licensure officer, the accreditation officer, and the EPP chair will meet to determine improvements which need to be made in collecting, reporting, and analyzing these data.
- A meeting will be held with the executive director of the Indigenous Centered Education Project (which encompasses the BCC and LBHC partnership programs), to identify next steps for improving data collection from the candidates in those programs.