

INDIRECT EVIDENCE OF EDUCATIONAL EFFECTIVENESS

New York State Teacher Certification Exams

At Boricua College, the New York State Teacher Certification exams, serve as an indirect but critical barometer of success of the education programs. Boricua College’s graduates tend to take seven separate exams towards their certification. During the period 2016-2021, the students participated in 459 test opportunities and passed 375 (82%). The three tests with the highest number of “hits”, Educating All Students (180-78%), English as an Additional Language (56-92%), Elementary ATS-W 1-6 (42-91%), had the highest scores. It is very noteworthy that the content of the tests selected most by the undergraduate students (ESOL test is for Masters) reflects their commitment: “to educating all students, in grades 1 to 6, for whom English is an additional language”. This clearly resonates with the philosophy and mission of Boricua College, as does the 84% success rate on the ESOL test (Educating Students of Other Languages).

The results of the State Certification exams are also generalizable to all of the College’s programs, because they are a reflection and consequence of a common educational philosophy and strategy: all graduates must demonstrate mastery of their intellectual and affective skills by assimilating liberal arts and professional knowledge provided in a curriculum by specially trained faculty as Educational Facilitators, using a common delivery system, the Five Ways of Learning model. Moreover, that all of Boricua’s academic programs begin with the same two-year liberal arts and science foundation before students can progress to their majors, is further evidence of their synergy.

All together the factors mentioned above support the conclusion that the very positive results on the NY State Certification exams can be generalized to apply to all of Boricua’s academic programs and student services.

Test Assessment Code	Test Assessment Name	Summary 2016-2021	
		Pass	Fail
201	Educating All Students (EAS)	180 (78%)	52 (22%)
116	ESOL (CST)	79 (84%)	15 (16%)
EdTPa115	English as an Additional Language	56 (92%)	5 (8%)
221/902	Multi-Subject Grades 1-6	12 (63%)	7 (37%)
090	Elementary ATS-W 1-6	42 (91%)	4 (9%)
091	Secondary ATS-W 7-12	5 (83%)	1 (17%)
EdTPA110	Elementary Education	1 (100%)	0 (0%)

Alumni Employment Survey:

A survey conducted of 155 students, who completed their degree programs more than three years ago, shows that 142 (92.6%) were employed full-time, one part-time, and 13 (8.4%) were unemployed and looking for a new job.

Survey Item	AA GS/LAS (n=6)	BS CE (n=33)	BS HS (n=49)	BS Bus Adm (n=17)	MS HS (n=10)	MS TESOL (n=40)	Totals
Employment Status							
a. Yes Full Time	5 (83%)	32 (97%)	43 (88%)	13 (76%)	10 (100%)	39 (98%)	142 (92.6%)
b. Yes PT	0	0	0	0	0	1	1 (0.7%)
c. No but looking for a job	0	1	2	2	0	0	5 (3.2%)
d. No but not looking for a job	1	0	4	2	0	0	7 (4.5%)
							Total 155
Salary Income Range							
a. \$10,000 or less	1	0	5	2	0	0	8 (5.2%)
b. \$10,001 to \$20,000	1	1	1	1	0	0	4 (2.6%)
c. \$20,001 to \$30,000	0	0	4	0	0	1	5 (3.2%)
d. \$30,001 to \$40,000	4	5	8	2	1	1	21 (13.5%)
e. \$40,001 to \$50,000	0	19	17	9	3	5	53 (34.2%)
f. \$50,001 to \$60,000	0	5	9	2	3	9	28 (18.7%)
g. \$60,001 to \$70,000	0	2	0	1	0	10	13 (8.4%)
h. \$70,001 to \$80,000	0	1	3	0	1	9	14 (9%)
i. \$80,001 or more	0	0	2	0	2	5	9 (5.8%)

Of the 142 respondents, 52% reported having annual salaries on average ranging between \$40,000 and \$60,000, and another 23% reported salaries between \$60,000 and \$80,000. All of these salaries were considerably higher than the \$25,000 a typical first-time student at Boricua reported as their annual salary.

It is important to note that in New York City, a single individual with annual salary of \$50,000 will pay about 17% in taxes which in 10 years will add up to \$85,000 returned back to State and Federal sources. Boricua's Director of Financial Aid reports that the average tuition aid award from public sources is estimated the highest at \$15,000

annually which for a 4-year education totals \$60,000. Clearly in the 10 years after graduation a student of Boricua College will reimburse to the public sources a great deal more than they were awarded for their education.

Employability of Boricua's graduates is also a proxy indicator of the success of the academic programs. According to the NY Times article, December 14, 2021, the unemployment rate of NY City stood at 9.4% and it is widely known the rate would be higher in the boroughs of the Bronx and Brooklyn where Boricua's students live. The employment rate of Boricua's graduates is a significant contribution to its communities.

Alumni Satisfaction Survey:

The alumni satisfaction survey was designed with six general open-ended questions related to several key learning principles of the College. A total of 155 responses were received from among the six academic programs. Each respondent was required to rate their responses on a scale of 1.00 to 4.00.

The Generic Studies-Liberal Arts and Sciences program serves as the first 2-years foundation of the 4-year Bachelor degree programs. It seems very possible that the six (6) respondents rated questions 1, 2, 3 and 6 very low in the scale because the questions were related to and mentioned the word "professional" which may seem not to relate to them at this level of their education. Yet, questions 4 (3.66) and 5 (3.33) rated high and referred more to personal, affective self-reflections about culture and hopeful expectations, appropriate for students beginning their education.

Regarding the other five programs the 149 respondents were very satisfied with an overall rating of 3.45 out of 4.00. Separately, each program was also rated at a high level by its graduates: B.S. Childhood Education (3.51), Education Master's-TESOL (3.53), B.S. Human Services (3.50), Human Services Master's (3.46), and Business Administration (3.74). It is important, however, to note the dramatic low rating of question #6 in which the respondents rated their competency with technology at the lowest overall score of 2.99 (n=149). Only the Business Administration alumni indicated satisfaction with being adequately prepared with technology skills (3.43).

A critical recommendation emanating from this analysis is the need for a series of workshops specifically oriented to how technology is actually used in each of the College's professional training fields.

Nevertheless, there is no question the evidence emanating from this survey supports the conclusion that Boricua's academic programs are collectively achieving the Institutional Learning Goals.

Survey Items Institutional Learning Goals (ILG)	AA GS/LAS (n=6)	BS CE (n=33)	BS HS (n=49)	BS Bus Adm (n=17)	MS HS (n=10)	MS TESOL (n=40)	Average (n=149)
1. Did Boricua College prepare you with the subject knowledge required in your field? ILG 2, ILG 3 ILG 4	2.33	3.41	3.38	3.63	3.30	3.46	3.44
2. Did Boricua College prepare you with the professional skills required in your field? ILG 3	2.33	3.47	3.48	3.56	3.40	3.42	3.47
3. Did Boricua College teach you the affective skills and values necessary in your profession? ILG 3	2.66	3.59	3.57	3.81	3.5	3.52	3.80
4. Did Boricua College teach how to learn independently so that you can continue developing as a professional? ILG 1, ILG 4, ILG 5	3.66	3.41	3.46	3.81	3.50	3.58	3.55
5. Did Boricua College teach you how to interact effectively and with an open mind with people of diverse gender, race, ethnic and cultural differences and disabilities? ILG 5	3.33	3.65	3.60	3.87	3.60	3.67	3.68
6. Did Boricua College teach you how to use technology effectively in your professional responsibilities? ILG 1, ILG 4, ILG 5	2.17	3.00	2.72	3.43	3.00	2.49	2.99
Average	2.75	3.42	3.37	3.49	3.61	3.36	3.45