

Florida Department of Education Annual Program Performance Metric: Annual Evaluations

The annual evaluation metric considers a program completers' annual evaluation from the previous one-year period. Metric scores are determined using the following criteria:

4	3	2	1
At least 50 percent of the program's completers received a highly effective rating and 100 percent of the program's completers received either highly effective or effective ratings, and no completers were rated unsatisfactory.	Program did not meet criteria for Level 4, but at least 90 percent of the program's completers received either highly effective or effective ratings.	Program did not meet criteria for Level 3, but at least 70 percent of the program's completers received highly effective or effective ratings.	Program did not meet criteria for Level 2, 3, or 4.

Table 1 presents three years of metrics for trend data. All programs that received a metric score, except for TeacherReady and Reading, have seen a decrease in scores from 2023 through 2025. Metric decreases for the Elementary Education and the Elementary Education/Exceptional Student Education programs saw an increase in ratings of Not Evaluated, Needs Improvement and 3 Years Developing, reducing the percentage of completers receiving Effective/Highly Effective. Because of the low number of completers in the Music and Physical Education Teacher Education programs, the metric is volatile or does not have sufficient data to support a score.

Table 1. Evaluation Metric scores

Program	2023	2024	2025	CHANGE
School of Education				
Elementary Education/ESOL/Reading	4	3	2	▼
Elementary Education/Exceptional Student Education	4	3	3	▼
Educator Preparation Institute	4	4	4	↔
Reading	4	4	4	↔
UWFTeach				
Biology				↔
Chemistry				↔
Earth/Space Science				↔
Mathematics				↔
Physics				↔
OTHER Teacher Education				
Music	4		3	▼
Physical Education	4	3		▼

NOTE: Data were not provided in the 2023 APPR in the same format as the 2024 and 2025 reports. Data were pulled from the FDOE 2020-2021 Teacher Evaluation file to create a three-year trend.

APPR Report Year	Completion Year	Employed in
2023 (2020-2021 Eval File)	2019-2020	2020-2021
2024	2020-2021	2021-2022
2025	2021-2022	2022-2023

Additional analysis of evaluation data by program in Table 2 highlights a general improvement in teacher evaluation ratings across programs, trending toward a higher proportion of Highly Effective by 2025. Most programs show an increase in Highly Effective ratings from the 2021 evaluation file to 2025, with growth in the Educator Preparation Institute (40% to 69%). Reading also saw a significant increase (25% to 75%) but represents a low number of completers. Effective ratings see a decrease in some programs as Highly Effective ratings rise. UWFTeach programs are consistently low enrolled and don't have consistent data across the years. Overall, the TeacherReady program shows the strongest improvement in Highly Effective ratings, while Elementary Education programs maintain a balanced distribution of ratings.

Table 2. Percent Evaluation Ratings Scores by and Year

Program Name		Teacher Evaluation Rating	APPR Report Year		
			% of Total (n)		
			2021 Eval	2024	2025
School of Education	Elementary Education/ESOL/Reading	HIGHLY EFFECTIVE	100% (2)	25% (6)	56% (9)
		EFFECTIVE		58% (14)	19% (3)
		3 YEARS DEVELOPING		8% (2)	6% (1)
		NEEDS IMPROVEMENT			6% (1)
		NOT EVALUATED		8% (2)	13% (2)
	Elementary Education/Exceptional Student Education/ESOL/Reading	HIGHLY EFFECTIVE	41% (7)	37% (17)	48% (14)
		EFFECTIVE	47% (8)	50% (23)	34% (10)
		3 YEARS DEVELOPING		7% (3)	
		NEEDS IMPROVEMENT	6% (1)		7% (2)
		NOT EVALUATED	6% (1)	7% (3)	10% (3)
	Educator Preparation Institute	HIGHLY EFFECTIVE	40% (23)	56% (23)	69% (35)
		EFFECTIVE	44% (25)	32% (13)	22% (11)
		3 YEARS DEVELOPING	2% (1)		
		NOT EVALUATED	12% (7)	12% (5)	10% (5)
		NO EVAL REQUIRED	2% (1)		
	Reading	HIGHLY EFFECTIVE	25% (1)	40% (4)	75% (3)
		EFFECTIVE	75% (3)	40% (4)	25% (1)
		NOT EVALUATED		20% (2)	
UWF Teach	Biology	HIGHLY EFFECTIVE			100% (1)
		EFFECTIVE	100% (1)		
	Mathematics	EFFECTIVE		100% (1)	
Other Initial Programs	Music	HIGHLY EFFECTIVE			33% (1)
		EFFECTIVE		50% (2)	67% (2)
		NOT EVALUATED		50% (2)	
	Physical Education	HIGHLY EFFECTIVE		20% (1)	50% (1)
		EFFECTIVE	100% (1)	60% (3)	50% (1)
		NOT EVALUATED		20% (1)	