

Initial Certification Employer Survey

The Initial Certification Employer data are the result of a statewide survey piloted through the collaboration of Kentucky Association of Colleges for Teacher Education (KACTE) and the Evaluation Center at the University of Kentucky. They survey was aligned with the Kentucky Teacher Performance Standards/InTASC Standards though it does not use the standards as items the way our other surveys do. Still, we feel confident in using this tool for interpretation of employer satisfaction. Below are the directions and scale for the tool:

Directions:

Please answer the following questions regarding how well the new (0-3 years of experience) teacher(s) you hired in the last year who completed a Spalding University Educator Preparation Program were prepared by our program.

To what extent did Spalding prepare their completers to:

ITEMS	Recognize all learners' strengths and interests when planning instruction.		Foster an inclusive learning environment that integrates culturally relevant content.		Create an environment that supports individual and collaborative learning.		Understand the central concepts and structures of the discipline taught.		Make connections between concepts and differing perspectives to engage learners.		Use multiple methods of assessment to design instruction.		Plan instruction that supports every student in meeting learning goals.		Use a variety of instructional strategies to help learners understand the content.		Model national and/or state technology standards to improve learning of all students.		Use multiple instructional modalities to positively impact student learning.		Evaluate the effect of one's actions on others.		Seek opportunities to collaborate with others to support student learning.	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Ineffective (1)	1	3	1	3	0	0	1	3	1	3	2	6	0	0	1	3	0	0	0	0	0	0	0	0
Developing (2)	5	16	4	13	4	13	7	22	7	22	7	22	4	13	4	13	10	31	4	13	7	22	5	16
Accomplished (3)	20	63	21	66	21	66	20	63	18	56	17	53	23	72	22	69	19	59	22	69	20	63	19	59
Exemplary(4)	6	19	6	19	7	22	4	13	6	19	6	19	5	16	5	16	3	9	6	19	5	16	8	25

ITEMS	Based on the performance of the inexperienced teachers (0-3 years of experience) you hired, what did the Educator Preparation Program (EPP) do well?	Based on the performance of the inexperienced teachers (0-3 years of experience) you hired, how could the Educator Preparation Program (EPP) do better?	Is there anything else you would like to share about the completers from this EPP that can help us understand the data?
1	Everything. This teacher is excellent.	none	Great math teacher...really
2	knowledge of content integration of ideas and concepts	this teacher is strong...no suggestions	N/A
3	Lesson planning	See my first response to this question.	She is a mature and driven educator.

Overall, employers reported positive satisfaction levels of EPP completers across all survey domains with the majority of employers scoring completers as accomplished or exemplary in every domain. There are some questions about the skew of the data as the expectations would be for more Developing (2) and Accomplished (3) ratings than Accomplished (3) and Exemplary (4). While we are satisfied with early teachers' being rated Developing (2), it seems the administrators completing this survey may not operationalize a 2 in the same way. This does of course point to a need for norming and/or measures of survey reliability. If we assume that a 2 is not a satisfactory rating for the employers, then the main domain of concern is "Model national and/or state technology standards to improve learning of all students" with 31% of candidates at the Developing level.

Qualitative comments were few, but mostly positive about our completers' abilities. One response indicated a desire for completers to improve lesson planning. Overall, employers find early completers to be effective classroom teachers. We will continue to monitor the data with a focus on these areas for growth.