

### **CAEP Annual Reporting Measure 3: Satisfaction of Employers**

#### Initial licensure programs:

The EPP's employer survey seeks employers' satisfaction with our completers who graduated from 2018-2019 and were hired in 2019-2020. The survey requires completers' principals or supervisors to rate all beginning teachers on 29 items that are aligned to InTASC and ISTE Standards. The response rate was 39.6% (23 out of 58). The results indicate employers responding to the survey were satisfied with our recent graduates, with mean ratings scoring over 3.0 on a 4-point scale for all factors. The mean of the overall level of satisfaction with our completers was 3.86 out of 4. The relative strengths are the "Ability to model professional dispositions in working with students, families and communities" and "Working collaboratively to achieve a goal." Although all items were rated above 3.0 on a 4-point scale, some items rated slightly lower may warrant attention. These include "Knowledge, understanding, and demonstration of the use of the state's P-12 academic standards in the content area;" "Awareness of different teaching and learning styles that are shaped by cultural influences and backgrounds;" and "Ability to use assessments to develop meaningful learning experiences for students based on developmental levels and prior experiences of students." These results did not indicate a significant area of weakness to address. (Please detailed data of satisfaction of employer for initial programs)

#### Advanced licensure programs:

In the 2020-2021 academic year, our EPP administered an employer survey for advanced programs to provide a measure of employers' satisfaction with our recent graduates (graduates in the year of 2018-2019) who were hired or continued to work in their field of preparation during the year of 2019-2020. The survey asked for a completers' supervisor to rate an advanced program completer on 12 items that are aligned to ELCC Standards. The response rate was 40% (10 out of 25). The results indicated employers responding to the survey were satisfied with our recent graduates, with mean ratings scoring over 4 on a 5-point scale for all factors. A relative strength indicated from the results was the "Ability to monitor self-awareness and demonstrate ethical behavior" (M=4.70). Two items with slightly lower averages that may warrant attention, yet still over 4 on the 5-point scale, are "Ability to respond to the interests and needs of the community through the continuous development of relationships with families and community partners" (M= 4.20) and "Ability to perform as an instructional leader" (M=4.20). These results did not indicate a significant area of weakness to address. (Please see detailed data of satisfaction of employer for advanced programs)