

## Satisfaction of Employers

Completers degree of employer satisfaction is assessed via observation by district administrators. Trained district administrators evaluate educators' proficiency based upon performance criteria aligned with the state's professional educators' evaluation model. District procedures include evaluative measures to document teachers' proficiency and professional growth needs. This information from the employer survey collected by the partner administrator without identification by licensure area from alumni between 2021 and 2024.

| CAEP     | INTASC | SCSU Department of Teacher Education Employer Survey   |               | Period    | Strongly Agree | Agree | Disagree | Strongly Disagree |
|----------|--------|--|---------------|-----------|----------------|-------|----------|-------------------|
|          |        | 2021-2022: 9   | 2022-2023: 12 |           |                |       |          |                   |
|          |        | Breakdown is by %  |               |           |                |       |          |                   |
| 4.2      |        | 1) Demonstrate enthusiasm for the discipline   |               | 2021-2022 | 100            |       |          |                   |
|          |        |  |               | 2022-2023 | 66.7           | 33.3  |          |                   |
|          |        |  |               | 2023-2024 | 87.5           | 12.5  |          |                   |
| 4.2      |        | 2) Demonstrate enthusiasm for the students   |               | 2021-2022 | 100            |       |          |                   |
|          |        |  |               | 2022-2023 | 66.7           | 33.3  |          |                   |
|          |        |  |               | 2022-2023 | 66.7           | 33.3  |          |                   |
| 9        |        | 3) Invest time resources adapting materials, services, or information to meet individual student needs |               | 2021-2022 | 100            |       |          |                   |
|          |        |  |               | 2022-2023 | 100            |       |          |                   |
|          |        |  |               | 2023-2024 | 100            |       |          |                   |
| 9        |        | 4) Responsive to family needs  |               | 2021-2022 | 100            |       |          |                   |
|          |        |  |               | 2022-2023 | 100            |       |          |                   |
|          |        |  |               | 2023-2024 | 100            |       |          |                   |
| 1.4, 4.2 | 7      | 5) Use knowledge of students and their backgrounds in planning   |               | 2021-2022 | 100            |       |          |                   |
|          |        |  |               | 2022-2023 | 100            |       |          |                   |
|          |        |  |               | 2023-2024 | 100            |       |          |                   |
|          |        | 6) Relate information/instruction/services to students' out-of-school experiences                      |               | 2021-2022 | 89             | 11    |          |                   |
|          |        |  |               | 2022-2023 | 66.7           | 33.3  |          |                   |
|          |        |  |               | 2023-2024 | 87.5           | 12.5  |          |                   |
| 4.2      | 10     | 7) Reach out to parents/guardians and encourages collaboration & shared support of students            |               | 2021-2022 | 100            |       |          |                   |
|          |        |  |               | 2022-2023 | 66.7           | 33.3  |          |                   |
|          |        |  |               | 2023-2024 | 87.5           | 12.5  |          |                   |

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| 4.2 | 5 | 8) Create a learning or school environment that encourages exploration, asking questions & learning from experiences | 2021-2022 | 89  | 11 |  |  |
|     |   |  | 2022-2023 | 100 |    |  |  |
|     |   |  | 2023-2024 | 100 |    |  |  |
|     |   |  |           |     |    |  |  |
| 4.2 | 1 | 9) Nurture & challenge each student  | 2021-2022 | 100 |    |  |  |
|     |   |  | 2022-2023 | 100 |    |  |  |

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|          |   |   | 2023-2024 | 100  |      |  |  |
|          |   |   |           |      |      |  |  |
|          | 9 | 10) Demonstrate positive professional-student interactions  | 2021-2022 | 100  |      |  |  |
|          |   |   | 2022-2023 | 100  |      |  |  |
|          |   |   | 2023-2024 | 100  |      |  |  |
|          |   |   |           |      |      |  |  |
|          | 4 | 11) Use correct language and terminology of the discipline  | 2021-2022 | 100  |      |  |  |
|          |   |   | 2022-2023 | 100  |      |  |  |
|          |   |   | 2023-2024 | 100  |      |  |  |
|          |   |   |           |      |      |  |  |
|          | 5 | 12) Employ discipline-specific procedures and skills  | 2021-2022 | 83   | 17   |  |  |
|          |   |   | 2022-2023 | 66.7 | 33.3 |  |  |
|          |   |   | 2023-2024 | 87.5 | 12.5 |  |  |
|          |   |   |           |      |      |  |  |
| 1.4, 4.2 | 7 | 13) Demonstrate careful planning & organization to connect content/information with student needs     | 2021-2022 | 100  |      |  |  |
|          |   |   | 2022-2023 | 100  |      |  |  |
|          |   |   | 2023-2024 | 100  |      |  |  |
|          |   |   |           |      |      |  |  |
|          |   | 14) Demonstrate openness to constructive criticism during instruction                                 | 2021-2022 | 100  |      |  |  |
|          |   |   | 2022-2023 | 100  |      |  |  |
|          |   |   | 2023-2024 | 100  |      |  |  |
|          |   |   |           |      |      |  |  |
| 1.4, 4.2 | 7 | 15) Formulate questions to elicit levels of students' understandings and to explore their experiences | 2021-2022 | 100  |      |  |  |
|          |   |   | 2022-2023 | 100  |      |  |  |
|          |   |   | 2023-2024 | 100  |      |  |  |
|          |   |   |           |      |      |  |  |
| 4.2      | 6 | 16) Use information gained from assessment to inform initial instruction/interventions                | 2021-2022 | 100  |      |  |  |
|          |   |   | 2022-2023 | 100  |      |  |  |
|          |   |   | 2023-2024 | 100  |      |  |  |
|          |   |   |           |      |      |  |  |
| 1.4, 4.2 | 6 | 17) Use information gained from ongoing assessment to inform revisions in instruction/interventions   | 2021-2022 | 88   | 12   |  |  |
|          |   |   | 2022-2023 | 100  |      |  |  |
|          |   |   | 2023-2024 | 100  |      |  |  |
|          |   |   |           |      |      |  |  |
| 4.2      | 8 | 18) Use instructional/intervention approaches based on current research in the field                  | 2021-2022 | 79   | 21   |  |  |

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|--|--|--|-----------|-----|--|--|--|
|  |  |  | 2022-2023 | 100 |  |  |  |
|  |  |  | 2023-2024 | 100 |  |  |  |
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| 1.4, 4.2 | 6 | 19) Demonstrate appropriate assessment approaches that are aligned with instruction/interventions                  | 2021-2022 | 85   | 15   |    |  |
|          |   |  | 2022-2023 | 100  |      |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
| 4.2      | 8 | 20) Demonstrate evidence-based instructional/intervention approaches   | 2021-2022 | 100  |      |    |  |
|          |   |  | 2022-2023 | 66.7 | 33.3 |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
| 4.2      | 8 | 21) Integrate the use of technology to enhance student learning, behavior change and inclusion                     | 2021-2022 | 78   | 10   | 12 |  |
|          |   |  | 2022-2023 | 100  |      |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
|          | 3 | 22) Promote positive student-student interactions  | 2021-2022 | 100  |      |    |  |
|          |   |  | 2022-2023 | 100  |      |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
|          | 3 | 23) Promote positive professional-student interactions   | 2021-2022 | 100  |      |    |  |
|          |   |  | 2022-2023 | 100  |      |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
| 4.2      | 1 | 24) Design discipline-specific tasks that support student learning, behavior change and inclusion                  | 2021-2022 | 100  |      |    |  |
|          |   |  | 2022-2023 | 100  |      |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
| 4.2      | 3 | 25) Contribute to the building of a democratic classroom or school community that fosters respect for all students | 2021-2022 | 100  |      |    |  |
|          |   |  | 2022-2023 | 100  |      |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
|          | 3 | 26) Promote the appreciation of diversity among students   | 2021-2022 | 100  |      |    |  |
|          |   |  | 2022-2023 | 100  |      |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
|          | 3 | 27) Promote tolerance for all learners   | 2021-2022 | 100  |      |    |  |
|          |   |  | 2022-2023 | 100  |      |    |  |
|          |   |  | 2023-2024 | 100  |      |    |  |
|          | 2 | 28) Support cross-cultural awareness and respect in students' development of skills and behaviors                  | 2021-2022 | 100  |      |    |  |

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|----|--|--|-----------|-----|--|--|--|
|    |  |  | 2022-2023 | 100 |  |  |  |
|    |  |  | 2023-2024 | 100 |  |  |  |
|    |  |  |           |     |  |  |  |
| 2  |  | 29) Value diversity of students          | 2021-2022 | 100 |  |  |  |
|    |  |  | 2022-2023 | 100 |  |  |  |
|    |  |  | 2023-2024 | 100 |  |  |  |
|    |  |  |           |     |  |  |  |
| 10 |  | 30) Value diversity of families          | 2021-2022 | 100 |  |  |  |
|    |  |  | 2022-2023 | 100 |  |  |  |
|    |  |  | 2023-2024 | 100 |  |  |  |
|    |  |  |           |     |  |  |  |
| 3  |  | 31) Promote social justice               | 2021-2022 | 100 |  |  |  |
|    |  |  | 2022-2023 | 100 |  |  |  |
|    |  |  | 2023-2024 | 100 |  |  |  |
|    |  |  |           |     |  |  |  |
| 3  |  | 32) Encourage democratic decision-making | 2021-2023 | 100 |  |  |  |
|    |  |  | 2022-2023 | 100 |  |  |  |
|    |  |  | 2023-2024 | 100 |  |  |  |