

**Measure 2 (Initial and Advanced): Satisfaction of employers and stakeholder involvement.
(R4.2|R5.3|RA4.1)**

Employers' satisfaction with program completers

Note: Employer Satisfaction survey as well as the Completer Satisfaction Surveys will be administered through the University’s Office of Institutional Research for each completer and employer for up to three years following program completion to ensure consistency and triangulate data. This action will afford the EPP clear insights into the satisfaction of employers. Stakeholders were invited to participate in stakeholders’ meetings/focus groups to provide meaningful feedback on candidate assessment data and serve as a resource to the EPP support continuous improvement initiatives. These focus group meetings with employers began in fall 2022 and spring 2023 and the data resulting from the exchange will be analyzed and provided for the next reporting cycle.

Employer Survey response for initial completers is reflected below:

Coppin State University
“Educator as a Reflective Facilitator of Learning”

Employer Survey (Initial Program – Completer Effectiveness)

The purpose of the Employer Survey of first year through the third-year teachers is to evaluate the satisfaction level of the employers of Coppin State University School of Education [SOE] teacher education program completers in the workforce as well as their preparedness (knowledge, skills, and dispositions) of these completers’ assigned responsibilities in working with P-12 students. The Employer survey on completer effectiveness is administered each spring.

Spring 2022 Responses (n=6) (3 years as teacher)

Measure – Planning and Preparation Rate the level of ability at which the teacher model these values in her/his planning and preparation for instruction	Ratings			
	Distinguished (4)	Proficient (3)	Basic (2)	Unsatisfactory (1)
1. Demonstrates knowledge of Content and Pedagogy	1 (16.6%)	5 (83%)		
2. Demonstrates Knowledge of Students	1 (16.6%)	5 (83%)		
3. Demonstrated ability to set instructional outcomes		5 (83%)	1(16.6%)	
4. Demonstrates knowledge of resources	2 (33.3%)	4 (66.6%)		
5. Designs coherent instruction	1 (16.6%)	4 (66.6%)		
6. Designs student assessment	1 (20%)	4 (80%)		
Measure – Professional Responsibility				
7. Reflects on teaching	2 (33.3%)	2 (33.3%)	1 (16.6%)	
8. Maintains accurate records	1(16.6%)	4 (66.6%)	1 (16.6%)	
9. Communicates with families	3 (50%)	3 (50%)		
10. Participates in a professional community	1 (16.6%)	4 (66.6%)	1 (16.6%)	
11. Grows and develops professionally	1 (16.6%)	3 (50%)	2 (33.3%)	
12. Shows professionalism	2 (33.3%)	4 (66.6%)		
Measure – The Classroom Environment				
13. Creates an environment of respect and rapport	3 (50%)	2 (33.3%)	1(16.6%)	
14. Establishes a culture of learning	3 (50%)	3 (50%)		
15. Manages classroom procedures	4 (66.6%)	1 (16.6%)	1 (16.6%)	
16. Manages student behavior	3 (50%)	2 (33.3%)	1 (16.6%)	
Measure – Instruction				
17. Communicates with students	3 (50%)	2 (33.3%)	1 (16.6%)	
18. Uses questions and discussions techniques	4 (66.6%)	1 (16.6%)		1 (16.6%)
19. Effectively engages students in learning	5 (83%)		1 (16.6%)	
20. Uses assessment in instruction	2 (33.3%)	3 (50%)	1 (16.6%)	
21. Demonstrates flexibility and responsiveness	3 (50%)		3 (50%)	

Measure – Overall Impression	Ratings				
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)	Cannot Judge (0)
22. Teacher completed an overall effective program	5 (83%)	1 (16.6%)			
Measure – Impact on Student Learning					
23. Teacher has a positive effect on student learning in the areas of academic/scholastic achievement	5 (83%)				1 (16.6%)
24. Teacher has a positive effect on student learning in the areas of social skills/ emotional development	2 (33.3%)	4 (66.6%)			
25. Teacher has a positive effect on student learning in the areas of psychomotor/physical development	2 (33.3%)	3 (50%)			1 (16.6%)
26. Teacher has a positive effect on student learning in the areas of cognitive skills/intellectual development	5 (83%)	1 (16.6%)			
27. Teacher has a positive effect on student learning in the areas of self-esteem/motivation to learn	2 (33.3%)	2 (33.3%)			2 (33.3%)

Employer Survey (Advanced Program – Completer Effectiveness)

Data for Measure 2 for the advanced program is not available for this cycle. There was no response to the Employer Satisfaction surveys administered for this cycle. Employer Satisfaction survey as well as the Completer Satisfaction Surveys will be administered through the University’s Office of Institutional Research for each completer and employer for up to three years following program completion to ensure consistency and triangulate data. This action will afford the EPP clear insights into the satisfaction of employers. Stakeholders were invited to participate in stakeholders’ meetings/focus groups to provide meaningful feedback on candidate assessment data and serve as a resource to the EPP support continuous improvement initiatives. These focus group meetings with employers began in fall 2022 and spring 2023 and the data resulting from the exchange will be analyzed and provided for the next reporting cycle.