

Spring 2021 ESU Employer Survey Results

The Employer Survey is used by several institutions within the state of Kansas and data are shared. Employers complete one survey for each first-year EPP teachers they have in their building. The purpose of this assessment is to obtain feedback from employers of initial program (undergraduate) completers regarding employer perception of completer job readiness as a result of Emporia State University’s teacher preparation program, as well as employer satisfaction with the completer. Questions are based in 9 categories: (1) Foundations of Teaching (Q1-Q7), (2) Planning (Q8-Q13), (3) Instruction (Q14-Q18), (4) Assessment (Q19-Q24), (5) Technology (Q25-Q30), (6) Diversity (Q31-Q35), (7) Motivation and Engagement (Q36-Q41), (8) Professionalism and Ethical Behavior (Q42-46), and (9) Reflective Practice (Q47-Q51). The survey consists of 51 Likert scale questions with responses ranging from Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree.

Administered: Spring 2021

Response Rate: 28.57% (48 of 168)

TAG	Question	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
InTASC 1 CAEP R1.1, R4.2, R4.3	Q1. The teachers have a clear and compelling vision of learning.	48	43.75% (21)	50% (24)	4.17% (2)	2.08% (1)	0.00%(0)
InTASC 1 CAEP R1.1, R4.2, R4.3	Q2. The teachers understand theories of human development.	48	25% (12)	60.42% (29)	8.33% (3)	6.25% (3)	0.00% (0)
InTASC 1 CAEP R1.1, R4.2, R4.3	Q3. The teachers understand the foundations (historical, philosophical, social, and cultural) of the professional field.	47	25.53% (12)	61.70% (29)	6.38% (3)	6.38% (3)	0.00% (0)
InTASC 2 CAEP R1.1, R4.2, R4.3	Q4. The teachers use knowledge of school, family, cultural, and community factors that influence the quality of education for all students.	47	38.30% (18)	40.43% (19)	14.89% (7)	6.38% (3)	0.00% (0)
InTASC 4 CAEP R1.2, R4.2, R4.3	Q5. The teachers demonstrate a strong knowledge of the subject(s) taught.	48	45.83% (22)	39.58% (19)	6.25% (3)	6.25% (3)	2.08% (1)
InTASC 5 CAEP R1.2, R4.2, R4.3	Q6. The teachers integrate concepts from professional studies into their own teaching environment.	46	45.65% (21)	41.30% (19)	10.87% (5)	2.17% (1)	0.00% (0)
InTASC 7 CAEP R1.3, R4.2, R4.3	Q7. The teachers are well-versed in state and federal laws that directly impact schools.	47	31.91% (15)	42.55% (20)	19.15% (9)	4.26% (2)	2.13% (1)
InTASC 7 CAEP R1.3, R4.2, R4.3	Q8. The teachers select clear lesson activities that build towards student learning objectives.	48	43.75% (21)	41.67% (20)	6.25% (3)	6.25% (3)	2.08% (1)
InTASC 7 CAEP R1.3, R4.2, R4.3	Q9. The teachers ensure that objectives and activities are aligned with district, state and/or national standards.	48	47.92% (23)	41.67% (20)	6.25% (3)	2.08% (1)	2.08% (1)
InTASC 7 CAEP R1.3, R4.2, R4.3	Q10. The teachers collaborate with colleagues when planning instruction.	47	53.19% (25)	36.17% (17)	6.38% (3)	0.00% (0)	4.26% (2)
InTASC 7 CAEP R1.3, R4.2, R4.3	Q11. The teachers plan thorough, well-organized lessons.	48	43.75% (21)	41.67% (20)	6.25% (3)	4.17% (2)	4.17% (2)
InTASC 7 CAEP R1.3, R4.2, R4.3	Q12. The teachers use their understanding of student development for lesson planning.	47	44.68% (21)	40.43% (19)	4.26% (2)	10.64% (5)	0.00% (0)
InTASC 5 CAEP R1.2, R4.2, R4.3	Q13. The teachers create lesson plans that promote critical thinking with the students.	48	33.33% (16)	47.92% (23)	8.33% (4)	6.25% (3)	4.17% (2)

InTASC 8 CAEP R1.3, R4.2, R4.3	Q14. The teachers use a variety of teaching strategies to enhance student learning.	48	41.67% (20)	37.50% (18)	4.17% (2)	14.58% (7)	2.08% (1)
InTASC 8 CAEP R1.3, R4.2, R4.3, Diversity	Q15. The teachers include differentiated instructional activities for all learners.	48	29.17% (14)	41.67% (20)	14.58% (7)	10.42% (4)	4.17% (2)
InTASC 8 CAEP R1.3, R4.2, R4.3	Q16. The teachers use a variety of resources to present information.	46	45.65% (21)	36.96% (17)	6.53% (3)	10.87% (5)	0.00% (0)
InTASC 8 CAEP R1.3, R4.2, R4.3	Q17. The teachers use effective questioning skills and facilitate classroom discussion.	48	29.17% (14)	45.83% (22)	12.50% (6)	10.42% (5)	2.08% (1)
InTASC 7 CAEP R1.3, R4.2, R4.3	Q18. The teachers integrate multiple content areas into interdisciplinary units of study.	48	33.33% (16)	35.42% (17)	18.75% (9)	10.42% (5)	2.08% (1)
InTASC 6 CAEP R1.3, R4.2, R4.3	Q19. The teachers evaluate student knowledge and performance by using multiple methods of assessment. Starting Spring 2021: The teachers employ appropriate assessments in order to measure the learning and progress of all students.	48	27.08% (13)	60.42% (29)	8.33% (4)	2.08% (1)	2.08% (1)
InTASC 6 CAEP R1.3, R4.2, R4.3	Q20. The teachers utilize assessment outcomes to develop instruction that meets the needs of all students.	48	25.00% (12)	52.08% (25)	18.75% (9)	2.08% (1)	2.08% (1)
InTASC 6 CAEP R1.3, R4.2, R4.3	Q21. The teachers adhere to ethical and unbiased assessment practices.	48	50.00% (24)	39.58% (19)	6.25% (3)	4.17% (2)	0.00% (0)
InTASC 6 CAEP R1.3, R4.2, R4.3	Q22. The teachers make assessment criteria clear to students.	48	29.17% (14)	54.17% (26)	14.58% (7)	2.08% (1)	0.00% (0)
InTASC 6 CAEP R1.3, R4.2, R4.3	Q23. The teachers accurately interpret assessment results.	48	33.33% (16)	54.17% (26)	8.33% (4)	4.17% (2)	0.00% (0)
CAEP R1.3, R4.2, R4.3	Q24. The teachers use best practice research and data when making decisions.	48	29.17% (14)	50.00% (24)	12.50% (6)	6.25% (3)	2.08% (1)
Technology CAEP R1.3, R4.2, R4.3	Q25. The teachers make use of appropriate technology in the classroom teaching environment. Starting Spring 2021: The teachers make use of appropriate technology in the classroom teaching environment to enhance student learning.	48	58.33% (28)	39.58% (19)	2.08% (1)	0.00% (0)	0.00% (0)
Technology CAEP R1.3, R4.2, R4.3	Q26. The teachers incorporate technology into communication activities. Starting Spring 2021: The teachers use technology effectively to engage communities and families.	48	50.00% (24)	35.42% (17)	10.42% (5)	4.17% (2)	0.00% (0)
Technology CAEP R1.3, R4.2, R4.3	Q27. The teachers use a variety of technology to differentiate instruction	47	42.55% (20)	44.68% (21)	10.64% (5)	2.13% (1)	0.00% (0)
Technology CAEP R1.3, R4.2, R4.3	Q28. The teachers continually adapt to changes in technology.	47	48.94% (23)	42.55% (20)	8.51% (4)	0.00% (0)	0.00% (0)
Technology CAEP R1.3, R4.2, R4.3	Q29. The teachers integrate technology into the professional practice.	48	54.17% (26)	43.75% (21)	2.08% (1)	0.00% (0)	0.00% (0)
Technology CAEP R1.3, R4.2, R4.3	Q30. The teachers use technology appropriately for assessment purposes.	48	47.92% (23)	43.75% (21)	6.25% (3)	0.00% (0)	2.08% (1)
InTASC 2 CAEP R1.1, R4.2, R4.3, Diversity	Q31. The teachers create a learning community that is sensitive to the multiple experiences of diverse learners.	48	35.42% (17)	39.58% (19)	20.83% (10)	4.17% (2)	0.00% (0)

InTASC 2 CAEP R1.1, R4.2, R4.3, Diversity	Q32. The teachers respect cultural differences by providing equitable learning opportunities for all students.	48	52.08% (25)	25.00% (12)	16.67% (8)	4.17% (2)	2.08% (1)
InTASC 2 CAEP R1.1, R4.2, R4.3, Diversity	Q33. The teachers implement non-biased techniques for meeting needs of diverse learners.	47	42.55% (20)	42.55% (20)	12.77% (6)	2.13% (1)	0.00%(0)
InTASC 2 CAEP R1.1, R4.2, R4.3, Diversity	Q34. The teachers adapt lessons to meet the diverse needs of all students.	48	27.08% (13)	45.83% (22)	18.75% (9)	8.33% (4)	0.00%(0)
InTASC 5 CAEP R1.2, R4.2, R4.3 Diversity	Q35. The teachers respond appropriately to larger political, social, economic, and cultural issues through global awareness.	47	36.17% (17)	34.04% (16)	25.53% (12)	4.36% (2)	0.00%(0)
InTASC 9 CAEP R1.4, R4.2, R4.3	Q36. The teachers establish collaborative, productive relationships with all stakeholders (e.g., families, school personnel, and community members) to support student learning.	48	37.50% (18)	43.75% (21)	8.33% (4)	8.33% (4)	2.08% (1)
InTASC 3 CAEP R1.1, R4.2, R4.3	Q37. The teachers establish a caring relationship with students developed through engagement and high expectations for all learners.	48	50.00% (24)	35.42% (17)	6.25% (3)	6.25% (3)	2.08% (1)
InTASC 3 CAEP R1.1, R4.2, R4.3	Q38. The teachers set clear standards of conduct.	48	41.67% (20)	35.42% (17)	6.25% (3)	12.50% (6)	4.17% (2)
InTASC 3 CAEP R1.1, R4.2, R4.3	Q39. The teachers address student behavior in an appropriate, positive, and constructive manner.	48	39.58% (19)	37.50% (18)	8.33% (4)	8.33% (4)	6.25% (3)
InTASC 3 CAEP R1.1, R4.2, R4.3	Q40. The teachers promote an orderly, safe classroom environment conducive to learning.	48	43.75% (21)	37.50% (18)	4.17% (2)	8.33% (4)	6.25% (3)
InTASC 3 CAEP R1.1, R4.2, R4.3	Q41. The teachers prioritize tasks and manages time efficiently for effective student learning.	47	44.68% (21)	34.04% (16)	8.51% (4)	8.51% (4)	4.26% (2)
InTASC 9 CAEP R1.4, R4.2, R4.3	Q42. The teachers behave in an ethical manner when interacting with others.	48	58.33% (28)	31.25% (15)	4.17% (2)	4.17% (2)	2.08% (1)
InTASC 9 CAEP R1.4, R4.2, R4.3	Q43. The teachers behave in a caring manner when interacting with others.	48	56.25% (27)	35.42% (17)	2.08% (1)	2.08% (1)	4.17% (2)
InTASC 9 CAEP R1.4, R4.2, R4.3	Q44. The teachers understand how to question authority in a respectful and constructive manner.	48	60.42% (29)	25.00% (12)	6.25% (3)	6.25% (3)	2.08% (1)
InTASC 9 CAEP R1.4, R4.2, R4.3	Q45. The teachers display commitment to professionalism and ethical standards.	47	53.19% (25)	31.91% (15)	8.51% (4)	6.38% (3)	0.00%(0)
InTASC 9 CAEP R1.4, R4.2, R4.3	Q46. The teachers meet the ethical standards of the profession.	47	55.32% (26)	34.04% (16)	6.38% (3)	2.13% (1)	2.13% (1)
InTASC 10 CAEP R1.4, R4.2, R4.3	Q47. The teachers use feedback to modify leadership practices.	48	35.42% (17)	45.83% (22)	14.58% (7)	2.08% (1)	2.08% (1)
InTASC 8 CAEP R1.4, R4.2, R4.3	Q48. The teachers provide feedback that allows students to reflect on their learning.	48	23.40% (11)	55.32% (26)	10.64% (5)	10.64% (5)	0.00% (0)
InTASC 9 CAEP R1.4, R4.2, R4.3	Q49. The teachers use reflections to adjust instruction.	48	39.58% (19)	45.83% (22)	4.17% (2)	6.25% (3)	4.17% (2)
InTASC 10 CAEP R1.4, R4.2, R4.3	Q50. The teachers engage in professional learning opportunities.	47	44.68% (21)	42.55% (20)	10.64% (5)	2.13% (1)	0.00% (0)
InTASC 9 CAEP R1.4, R4.2, R4.3	Q51. The teachers show evidence of reflection in professional practice (e.g., planning, delivering, and evaluating instruction).	48	31.25% (15)	47.92% (23)	8.33% (4)	10.42% (5)	2.08% (1)