**Spring 2018 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-Q29), (6) Diversity (Q30-Q34), (7) Motivation and Engagement (Q35-Q40), (8) Professionalism and Ethical Behavior (Q41-45), and (9) Reflective Practice (Q46-Q50). The survey consists of 50 Likert scale questions with responses ranging from Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree.

Administered: Spring 2018

Response Rate: 22.64% (36 of 159)\*

Note: Since employers’ responses may reflect multiple EPP candidates, data cannot be disaggregated by licensure area.

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| **TAG** | **Question** | **N** | | | **Strongly Agree** | | **Agree** | | **Neither Agree nor Disagree** | | **Disagree** | **Strongly Disagree** |
| **InTASC 1**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q1. The teachers have a clear and compelling vision of learning. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 36.11% (13) | | 55.56% (20) | | 8.33% (3) | | 0% (0) | 0% (0) |
| **InTASC 1**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q2. The teachers understand theories of human development. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 25% (9) | | 61.11% (22) | | 13.89% (5) | | 0% (0) | 0% (0) |
| **InTASC 1**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q3. The teachers understand the foundations (historical, philosophical, social, and cultural) of the professional field. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 16.67% (6) | | 69.44% (25) | | 8.33% (3) | | 5.56% (2) | 0% (0) |
| **InTASC 2**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q4. The teachers use knowledge of school, family, cultural, and community factors that influence the quality of education for all students. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 27.78% (10) | | 63.89% (23) | | 8.33% (3) | | 0% (0) | 0% (0) |
| **InTASC 4**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q5. The teachers demonstrate a strong knowledge of the subject(s) taught. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 35 | | | 34.29% (12) | | 60% (21) | | 5.71% (2) | | 0% (0) | 0% (0) |
| **InTASC 5**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q6. The teachers integrate concepts from professional studies into their own teaching environment. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 30.56% (11) | | 61.11% (22) | | 8.33% (3) | | 0% (0) | 0% (0) |
| **InTASC 7**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q7. The teachers are well-versed in state and federal laws that directly impact schools. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 13.89% (5) | | 41.67% (15) | | 41.67% (15) | | 0% (0) | 2.78% (1) |
| **InTASC 7**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q8. The teachers select clear lesson activities that build towards student learning objectives. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 30.56% (11) | | 61.11% (22) | | 8.33% (3) | | 0% (0) | 0% (0) |
| **InTASC 7**  **CAEP 1.3**  **CAEP 1.4**  **CAEP 4.2**  **CAEP 4.3** | Q9. The teachers ensure that objectives and activities are aligned with district, state and/or national standards. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 35 | | | 34.29% (12) | | 62.86% (22) | | 2.86% (1) | | 0% (0) | 0% (0) |
| **InTASC 7**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q10. The teachers collaborate with colleagues when planning instruction. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 52.78% (19) | | 36.11% (13) | | 2.78% (1) | | 8.33% (3) | 0% (0) |
| **InTASC 7**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q11. The teachers plan thorough, well-organized lessons. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 35 | | | 34.29% (12) | | 57.14% (20) | | 8.57% (3) | | 0% (0) | 0% (0) |
| **InTASC 7**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q12. The teachers use their understanding of student development for lesson planning. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 41.67% (15) | | 44.44% (16) | | 8.33% (3) | | 5.56% (2) | 0% (0) |
| **InTASC 5**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q13. The teachers create lesson plans that promote critical thinking with the students. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 22.22% (8) | | 61.11% (22) | | 11.11% (4) | | 5.556% (2) | 0% (0) |
| **InTASC 8**  **CAEP 1.3**  **CAEP 1.4**  **CAEP 4.2**  **CAEP 4.3** | Q14. The teachers use a variety of teaching strategies to enhance student learning. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 38.89% (14) | | 52.78% (19) | | 8.33% (3) | | 0% (0) | 0% (0) |
| **InTASC 8**  **CAEP 1.3**  **CAEP 1.4**  **CAEP 4.2**  **CAEP 4.3**  **Diversity** | Q15. The teachers include differentiated instructional activities for all learners. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 25% (9) | | 47.22% (17) | | 25% (9) | | 2.78% (1) | 0% (0) |
| **InTASC 8**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q16. The teachers use a variety of resources to present information. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 41.67% (15) | | 52.78% (19) | | 5.56% (2) | | 0% (0) | 0% (0) |
| **InTASC 8**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q17. The teachers use effective questioning skills and facilitate classroom discussion. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 30.56% (11) | | 50% (18) | | 13.89% (5) | | 5.56% (2) | 0% (0) |
| **InTASC 7**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q18. The teachers integrate multiple content areas into interdisciplinary units of study. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 25% (9) | | 55.56% (20) | | 11.11% (4) | | 5.56% (2) | 2.78% (1) |
| **InTASC 6**  **CAEP 1.2**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q19. The teachers evaluate student knowledge and performance by using multiple methods of assessment. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 19.44% (7) | | 69.44% (25) | | 8.33% (3) | | 2.78% (1) | 0% (0) |
| **InTASC 6**  **CAEP 1.2**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q20. The teachers utilize assessment outcomes to develop instruction that meets the needs of all students. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 27.78% (10) | | 52.78% (19) | | 19.44% (7) | | 0% (0) | 0% (0) |
| **InTASC 6**  **CAEP 1.2**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q21. The teachers adhere to ethical and unbiased assessment practices. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 50% (18) | | 44.44% (16) | | 5.56% (2) | | 0% (0) | 0% (0) |
| **InTASC 6**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q22. The teachers make assessment criteria clear to students. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 33.33% (12) | | 47.22% (17) | | 16.67% (6) | | 2.78% (1) | 0% (0) |
| **InTASC 6**  **CAEP 1.2**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q23. The teachers accurately interpret assessment results. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 35 | | | 31.43% (11) | | 54.29% (19) | | 11.43% (4) | | 2.86% (1) | 0% (0) |
| **CAEP 1.2**  **CAEP 4.2**  **CAEP 4.3** | Q24. The teachers use best practice research and data when making decisions. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 25% (9) | | 58.33% (21) | | 16.67% (6) | | 0% (0) | 0% (0) |
| **Technology**  **CAEP 1.5**  **CAEP 4.2**  **CAEP 4.3** | Q25. The teachers make use of appropriate technology in the classroom teaching environment. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 34 | | | 47.06% (16) | | 50% (17) | | 2.94% (1) | | 0% (0) | 0% (0) |
| **Technology**  **CAEP 1.5**  **CAEP 4.2**  **CAEP 4.3** | Q26. The teachers incorporate technology into communication activities. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 34 | | | 38.24% (13) | | 52.94% (18) | | 8.82% (3) | | 0% (0) | 0% (0) |
| **Technology**  **CAEP 1.5**  **CAEP 4.2**  **CAEP 4.3** | Q27. The teachers continually adapt to changes in technology. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 35 | | | 40% (14) | | 48.57% (17) | | 8.57% (3) | | 2.86% (1) | 0% (0) |
| **Technology**  **CAEP 1.5**  **CAEP 4.2**  **CAEP 4.3** | Q28. The teachers integrate technology into the professional practice. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 35 | | | 45.71% (16) | | 42.86% (15) | | 8.57% (3) | | 2.86% (1) | 0% (0) |
| **Technology**  **CAEP 1.5**  **CAEP 4.2**  **CAEP 4.3** | Q29. The teachers use technology appropriately for assessment purposes. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 34 | | | 38.24% (13) | | 52.94% (18) | | 5.88% (2) | | 2.94% (1) | 0% (0) |
| **InTASC 2**  **CAEP 1.3**  **CAEP 1.4**  **CAEP 4.2**  **CAEP 4.3**  **Diversity** | Q30. The teachers create a learning community that is sensitive to the multiple experiences of diverse learners. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 27.78% (10) | | 55.56% (20) | | 13.89% (5) | | 2.78% (1) | 0% (0) |
| **InTASC 2**  **CAEP 1.3**  **CAEP 1.4**  **CAEP 4.2**  **CAEP 4.3**  **Diversity** | Q31. The teachers respect cultural differences by providing equitable learning opportunities for all students. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 33.33% (12) | | 55.56% (20) | | 11.11% (4) | | 0% (0) | 0% (0) |
| **InTASC 2**  **CAEP 1.3**  **CAEP 1.4**  **CAEP 4.2**  **CAEP 4.3**  **Diversity** | Q32. The teachers implement non-biased techniques for meeting needs of diverse learners. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 25% (9) | | 63.89% (23) | | 11.11% (4) | | 0% (0) | 0% (0) |
| **InTASC 2**  **CAEP 1.3**  **CAEP 1.4**  **CAEP 4.2**  **CAEP 4.3**  **Diversity** | Q33. The teachers adapt lessons to meet the diverse needs of all students. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 25% (9) | | 58.33% (21) | | 13.89% (5) | | 2.78% (1) | 0% (0) |
| **InTASC 5**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3**  **Diversity** | Q34. The teachers respond appropriately to larger political, social, economic, and cultural issues through global awareness. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 25% (9) | | 55.56% (20) | | 19.44% (7) | | 0% (0) | 0% (0) |
| **InTASC 9**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q35. The teachers establish collaborative, productive relationships with all stakeholders (e.g., families, school personnel, and community members) to support student learning. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 35 | | | 37.14% (13) | | 51.43% (18) | | 5.71% (2) | | 5.71% (2) | 0% (0) |
| **InTASC 3**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q36. The teachers establish a caring relationship with students developed through engagement and high expectations for all learners. |  | | |  | |  | |  | |  |  |
|  | All Responses | 36 | | | 47.22% (17) | | 47.22% (17) | | 5.56% (2) | | 0% (0) | 0% (0) |
| **InTASC 3**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q37. The teachers set clear standards of conduct. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 36.11% (13) | | 50% (18) | | 11.11% (4) | | 2.78% (1) | 0% (0) |
| **InTASC 3**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q38. The teachers address student behavior in an appropriate, positive, and constructive manner. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 27.78% (10) | | 52.78% (19) | | 16.67% (6) | | 2.78% (1) | 0% (0) |
| **InTASC 3**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q39. The teachers promote an orderly, safe classroom environment conducive to learning. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 38.89% (14) | | 50% (18) | | 8.33% (3) | | 2.78% (1) | 0% (0) |
| **InTASC 3**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q40. The teachers prioritize tasks and manages time efficiently for effective student learning. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 35 | | | 34.29% (12) | | 51.43% (18) | | 8.57% (3) | | 5.71% (2) | 0% (0) |
| **InTASC 9**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q41. The teachers behave in an ethical manner when interacting with others. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 63.89% (23) | | 33.33% (12) | | 2.78% (1) | | 0% (0) | 0% (0) |
| **InTASC 9**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q42. The teachers behave in a caring manner when interacting with others. |  | | |  | |  | |  | |  |  |
|  | All Respondents | 36 | | | 61.11% (22) | | 33.33% (12) | | 2.78% (1) | | 2.78% (1) | 0% (0) |
| **InTASC 9**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q43. The teachers understand how to question authority in a respectful and constructive manner. | |  |  | |  | |  | |  | |  |
|  | All Respondent | | 36 | 50% (18) | | 38.89% (14) | | 5.56% (2) | | 2.78% (1) | | 2.78% (1) |
| **InTASC 9**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q44. The teachers display commitment to professionalism and ethical standards. | |  |  | |  | |  | |  | |  |
|  | All Respondents | | 36 | 52.78% (19) | | 41.67% (15) | | 2.78% (1) | | 2.78% (1) | | 0% (0) |
| **InTASC 9**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q45. The teachers meet the ethical standards of the profession. | |  |  | |  | |  | |  | |  |
|  | All Respondents | | 36 | 55.56% (20) | | 38.89% (14) | | 5.56% (2) | | 0% (0) | | 0% (0) |
| **InTASC 10**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q46. The teachers use feedback to modify leadership practices. | |  |  | |  | |  | |  | |  |
|  | All Respondents | | 36 | 36.11% (13) | | 52.78% (19) | | 11.11% (4) | | 0% (0) | | 0% (0) |
| **InTASC 8**  **CAEP 1.2**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q47. The teachers provide feedback that allows students to reflect on their learning. | |  |  | |  | |  | |  | |  |
|  | All Respondents | | 36 | 22.22% (8) | | 66.67% (24) | | 11.11% (4) | | 0% (0) | | 0% (0) |
| **InTASC 9**  **CAEP 1.2**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q48. The teachers use reflections to adjust instruction. | |  |  | |  | |  | |  | |  |
|  | All Respondents | | 36 | 30.56% (11) | | 63.89% (23) | | 2.78% (1) | | 2.78% (1) | | 0% (0) |
| **InTASC 10**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q49. The teachers engage in professional learning opportunities. | |  |  | |  | |  | |  | |  |
|  | All Respondents | | 36 | 47.22% (17) | | 47.22% (17) | | 5.56% (2) | | 0% (0) | | 0% (0) |
| **InTASC 9**  **CAEP 1.2**  **CAEP 1.3**  **CAEP 4.2**  **CAEP 4.3** | Q50. The teachers show evidence of reflection in professional practice (e.g., planning, delivering, and evaluating instruction). | |  |  | |  | |  | |  | |  |
|  | All Respondents | | 36 | 30.56% (11) | | 61.11% (22) | | 5.56% (2) | | 2.78% (1) | | 0% (0) |