Measure 2: Satisfaction of Employers and Stakeholder Involvement

2023 Emporia State University/Statewide Employer Survey

The Emporia State University/Statewide Employer survey is used by several institutions in the state of Kansas and data are shared. The purpose of this survey is to obtain feedback from employers of initial program completers regarding employer perceptions of completer readiness as a result of Emporia State University's initial teacher preparation programs, as well as employer satisfaction with the completer. Questions center on 9 categories: foundations of teaching (7 items), planning (6 items), instruction (5 items), assessment (6 items), technology (6 items), diversity (5 items), motivation and engagement (6 items), professionalism and ethical behavior (5 items), and reflective practice (5 item). Item responses are based on a Likert scale: strongly agree (1), agree (2), neither agree nor disagree (3), disagree (4), and strongly disagree (5).

Foundations of Teaching

Question	Average	Count
The teachers understand theories of human development.	1.79	39
The teachers have a clear and compelling vision of learning.	1.79	39
The teachers understand the foundations (historical, philosophical, social, and cultural) of the professional field).	1.87	39
The teachers use knowledge of school, family, cultural, and community factors that influence the quality of education for all students.	1.79	39
The teachers demonstrate a strong knowledge of the subject(s) taught.	1.77	39
The teachers integrate concepts from professional studies into their own teaching environment.	1.72	39
The teachers have entry level knowledge of state and federal laws that directly impact schools.	1.85	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers understand theories of human development.	12	23	4	0	0
The teachers have a clear and compelling vision of learning.	11	26	1	1	0
The teachers understand the foundations (historical, philosophical, social, and cultural) of the professional field).	10	25	3	1	0
The teachers use knowledge of school, family, cultural, and community factors that influence the quality of education for all students.	13	23	1	2	0
The teachers demonstrate a strong knowledge of the subject(s) taught.	16	19	1	3	0
The teachers integrate concepts from professional studies into their own teaching environment.	15	22	0	2	0
The teachers have entry level knowledge of state and federal laws that directly impact schools.	13	21	3	2	0

Planning

Question	Average	Count
The teachers select clear lesson activities that build towards student learning objectives.	1.67	39
The teachers ensure that objectives and activities are aligned with district, state and/or national standards.	1.69	39
The teachers collaborate with colleagues when planning instruction.	1.69	39
The teachers plan thorough, well-organized lessons.	1.87	39
The teachers use their understanding of student development for lesson planning.	1.92	39
The teachers create lesson plans that promote critical thinking with the students.	1.95	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers select clear lesson activities that build towards student learning objectives.	16	21	1	1	0
The teachers ensure that objectives and activities are aligned with district, state and/or national standards.	16	20	2	1	0
The teachers collaborate with colleagues when planning instruction.	19	15	3	2	0
The teachers plan thorough, well-organized lessons.	11	25	1	1	1
The teachers use their understanding of student development for lesson planning.	12	21	3	3	0
The teachers create lesson plans that promote critical thinking with the students.	14	18	3	3	1

Instruction

Question	Average	Count
The teachers use a variety of teaching strategies to enhance student learning.	1.77	39
The teachers include differentiated instructional activities for all learners.	2.08	39
The teachers use a variety of resources to present information.	1.92	39
The teachers use effective questioning skills and facilitate classroom discussion.	1.92	39
The teachers integrate multiple content areas into interdisciplinary units of study.	2.08	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers use a variety of teaching strategies to enhance student learning.	16	19	1	3	0
The teachers include differentiated instructional activities for all learners.	7	26	3	2	1
The teachers use a variety of resources to present information.	9	27	1	1	1
The teachers use effective questioning skills and facilitate classroom discussion.	10	23	5	1	0
The teachers integrate multiple content areas into interdisciplinary units of study.	9	23	3	3	1

Assessment

Question	Average	Count
The teachers employ appropriate assessments in order to measure the learning and progress of all students.	1.90	39
The teachers utilize assessment outcomes to develop instruction that meets the needs of all students.	2.03	39
The teachers adhere to ethical and unbiased assessment practices.	1.62	39
The teachers make assessment criteria clear to students.	2.03	39
The teachers accurately interpret assessment results.	2.00	39
The teachers use best practice research and data when making decisions.	2.10	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers employ appropriate assessments in order to measure the learning and progress of all students.	10	25	3	0	1
The teachers utilize assessment outcomes to develop instruction that meets the needs of all students.	8	25	4	1	1
The teachers adhere to ethical and unbiased assessment practices.	17	21	0	1	0
The teachers make assessment criteria clear to students.	9	25	1	3	1
The teachers accurately interpret assessment results.	9	24	4	1	1
The teachers use best practice research and data when making decisions.	7	25	4	2	1

Tecnology

Question	Average	Count
The teachers make use of appropriate technology in the classroom teaching environment to enhance student learning.	1.69	39
The teachers use technology effectively to engage communities and families.	1.90	39
The teachers use a variety of technology to differentiate instruction.	1.85	39
The teachers continually adapt to changes in technology.	1.72	39
The teachers integrate technology into their professional practice.	1.67	39
The teachers use technology appropriately for assessment purposes.	1.77	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers make use of appropriate technology in the classroom teaching environment to enhance student learning.	15	22	1	1	0
The teachers use technology effectively to engage communities and families.	11	22	5	1	0
The teachers use a variety of technology to differentiate instruction.	13	21	4	0	1
The teachers continually adapt to changes in technology.	15	21	2	1	0
The teachers integrate technology into their professional practice.	16	21	1	1	0
The teachers use technology appropriately for assessment purposes.	13	24	1	0	1

Diversity

Question	Average	Count
The teachers create a learning community that implements culturally responsive instruction.	1.72	39
The teachers establish an inclusive classroom environment of respect and rapport that provides a culture of learning.	1.69	39
The teachers implement non-biased techniques for meeting needs of diverse learners.	1.62	39
The teachers adapt lessons to meet the diverse needs of all students.	1.77	39
The teachers respond appropriately to larger political, social, economic, and cultural issues through global awareness.	1.82	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers create a learning community that implements culturally responsive instruction.	17	19	1	1	1
The teachers establish an inclusive classroom environment of respect and rapport that provides a culture of learning.	17	20	0	1	1
The teachers implement non-biased techniques for meeting needs of diverse learners.	18	19	1	1	0
The teachers adapt lessons to meet the diverse needs of all students.	16	19	2	1	1
The teachers respond appropriately to larger political, social, economic, and cultural issues through global awareness.	13	21	4	1	0

Motivation and Engagement

Question	Average	Count
The teachers establish collaborative, productive relationships with all stakeholders (e.g., families, school personnel, and community members) to support student learning.	1.90	39
The teachers establish a caring relationship with students developed through engagement and high expectations for all learners.	1.67	39
The teachers set clear standards of conduct.	1.85	39
The teachers address student behavior in an appropriate, positive, and constructive manner.	1.82	39
The teachers promote an orderly, safe classroom environment conducive to learning.	1.87	39
The teachers prioritize tasks and manages time efficiently for effective student learning.	1.72	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers establish collaborative, productive relationships with all stakeholders (e.g., families, school personnel, and community members) to support student learning.	13	21	2	2	1
The teachers establish a caring relationship with students developed through engagement and high expectations for all learners.	19	18	0	0	2
The teachers set clear standards of conduct.	15	19	2	2	1
The teachers address student behavior in an appropriate, positive, and constructive manner.	14	21	2	1	1
The teachers promote an orderly, safe classroom environment conducive to learning.	14	20	2	2	1
The teachers prioritize tasks and manages time efficiently for effective student learning.	15	22	0	2	0

Professionalism and Ethical Behavior

Question	Average	Count
The teachers behave in an ethical manner when interacting with others.	1.44	39
The teachers behave in a caring manner when interacting with others.	1.44	39
The teachers understand how to question authority in a respectful and constructive manner.	1.59	39
The teachers display commitment to professionalism and ethical standards.	1.62	39
The teachers meet the ethical standards of the profession.	1.54	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers behave in an ethical manner when interacting with others.	22	17	0	0	0
The teachers behave in a caring manner when interacting with others.	22	17	0	0	0
The teachers understand how to question authority in a respectful and constructive manner.	19	17	3	0	0
The teachers display commitment to professionalism and ethical standards.	19	17	2	1	0
The teachers meet the ethical standards of the profession.	21	16	1	1	0

Reflective Practice

Question	Average	Count
The teachers use feedback to modify leadership practices.	1.69	39
The teachers provide feedback that allows students to reflect on their learning.	1.85	39
The teachers use reflections to adjust instruction.	1.90	39
The teachers engage in professional learning opportunities.	1.62	39
The teachers show evidence of reflection in professional practice (e.g., planning, delivering, and evaluating instruction).	1.79	39

Question	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
The teachers use feedback to modify leadership practices.	18	18	1	1	1
The teachers provide feedback that allows students to reflect on their learning.	13	21	3	2	0
The teachers use reflections to adjust instruction.	14	19	3	2	1
The teachers engage in professional learning opportunities.	19	16	4	0	0
The teachers show evidence of reflection in professional practice (e.g., planning, delivering, and evaluating instruction).	17	16	4	1	1