Measure 2: Satisfaction of Employers and Stakeholder Involvement

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Overview	This evidence packet contains results from the EPP's 2021 Employer Survey distributed in summer of 2021. Survey questions were aligned to InTASC Standards. These tables are intended to demonstrate employers' perceptions of how EPP completers applied InTASC Standards and content and pedagogical knowledge in their professional experiences, and measure candidates' impact on P-12 learning. The EPP's Program Outcomes (POs) mirror InTASC Standards, therefore EPP Program Outcome 1 (PO1) is InTASC Standard 1. This alignment is included on this respective EPP survey. Employer Surveys were designed to include multiple choice, 4-point Likert scale, and open-ended responses. Likert scale responses included the following: ● I had little to no preparation (1.0 point value) ● I had some preparation (2.0 point value) ● I had sufficient preparation (3.0 point value) ● I had excellent preparation (4.0 point value) The EPP deemed sufficient preparation (3.0/4.0) to be the minimum expected level of preparation for Employer Survey Likert scale responses. The EPP traditionally distributed annual employer surveys after spring 2021 graduation. The survey was electronically distributed to 34 principals who have employed EPP completers during the past 3 years. In total, 17 employers partially or fully completed the surveys for a 50% response rate. Employers indicated whether they observed completers to ensure that data was based on observable evidence.
Data Table	The data table includes 3 cycles of data (2019, 2020, 2021) of the following: ● Annual EPP-created Employer Survey, disaggregated by InTASC/EPP Program Outcomes (pages 3-6)

Trends	**2021 Employer Survey Strengths:**
	● Employers' responses totaled 90%+ *effective* or *highly effective* ratings for 14/21 InTASC-related questions
	● Employers' responses totaled 33%+ *highly effective* ratings for 16/21 InTASC-related questions
	● Only one respondent of the 38 employers provided negative responses towards comparing the EPP graduates with other university's graduates, the effectiveness of the EPP, the relevance of the EPP, the positive influence on P-12 learning, and willingness to hire another EPP graduate
	
	2021 Employer Survey Areas of Challenge:
	● Employers' responses exceeded 14% *little to no* or *some preparation* ratings on 4/21 InTASC-related questions
	● Two survey questions resulted in 14.3% negative responses (*little to no* or *some preparation)* include:
	    ○ Use evidence to continually evaluate their teaching practice (PO9)
	    ○ Seek opportunities to take responsibility for student learning through collaboration with stakeholders (PO10)
	● One survey question resulted in 26.7% negative responses (*little to no* or *some preparation)*:
	    ○ Seek leadership roles (PO10)
	
	2019, 2020, and 2021 Employer Survey Trends:
	● The three years of Employer Surveys indicate consistently high levels of satisfaction
	● 2021 noted a 33% increase (12/21) in *highly effective* employer responses
	● 2019, 2020, and 2021 employers indicated lower preparation levels on assessment indicators PO9 and PO10

Future Direction	The Employer Survey provided strong evidence of the overall employer satisfaction of EPP graduates. In addition, the EPP holds strong relationships with P-12 stakeholders, as evidenced by the 50% return rate on the Employer Survey. The EPP will investigate ways to improve the performance of graduates in the areas of PO9 and PO10, including the introduction of EPP alumni discussing with teacher candidates how engage in leadership roles.

Employer Survey (PO1-PO3)												
2021 Survey Response Rate: 39.5% (15/38)	2019				2020				2021			
	1	2	3	4	1	2	3	4	1	2	3	4
Create developmentally appropriate instruction that takes into account how learners grow and develop (PO1)	0	5.26%	73.68%	21.05%	0	7.69%	61.54%	30.77%	0	6.7%	40%	53.3%
Assess individual and group performance in order to design and modify instruction (PO1)	0	5.26%	57.89%	36.84%	7.69%	0	61.54%	30.77%	0	6.7%	46.7%	46.7%
Design instruction to support individual differences of learners (PO2)	0	10.53%	52.63%	36.84%	7.69%	0	61.54%	30.77%	0	13.3%	53.3%	33.3%
Demonstrate an understanding of diverse cultures of learners (PO2)	0	0	72.22%	27.78%	7.69%	0	53.85%	38.46%	0	6.7%	60%	33.3%
Create environments that support individual and collaborative learning (PO3)	0	5.26%	42.11%	52.63%	7.69%	0	46.15%	46.15%	0	6.7%	53.3%	40%
Create environments that encourage positive social interaction and engagement (PO3)	0	5.26%	47.37%	47.37%	7.68%	0	46.15%	46.15%	0	0	46.7%	53.3%
Use technology and guide learners to apply technology appropriately and effectively (PO3)	0	5.26%	57.89%	36.84%	0	7.68%	46.15%	46.15%	0	7.1%	50%	42.9%

Employer Survey (PO4-PO8)												
	2019				2020				2021			
	1	2	3	4	1	2	3	4	1	2	3	4
Create meaningful learning experiences by incorporating content knowledge (P04)	0	5.26%	52.63%	42.11%	7.69%	0	69.23%	23.08%	0	6.7%	60%	33.3%
Integrate culturally relevant content to build on learners' background knowledge (P04)	0	5.26%	78.95%	15.79%	7.68%	0	61.54%	30.77%	0	7.1%	50%	42.9%
Apply content to engage learners in critical thinking (PO5)	0	5.26%	78.85%	15.79%	7.69%	0	61.54%	30.77%	0	13.3%	60%	26.7%
Apply content in creative and collaborative problem solving related to authentic local and global issues (PO5)	0	5.56%	66.67%	27.78%	8.33%	0	58.33%	33.33%	0	20%	53.3%	26.7%
Use multiple methods of assessment to monitor progress (PO6)	0	10.53%	63.16%	26.32%	0	14.29%	71.43%	14.29%	0	6.7%	53.3%	40%
Use multiple methods of assessment to guide teacher and student decision making (PO6)	0	10.53%	57.89%	31.58%	7.14%	7.14%	78.57%	7.14%	0	6.7%	46.7%	46.7%
Plan instruction to support rigorous learning for all students (PO7)	0	10.53%	68.42%	21.05%	7.14%	0	64.29%	28.57%	0	6.7%	66.7%	26.7%
Use a variety of instructional strategies to develop deep content understanding. (PO8)	0	5.26%	73.68%	21.05%	7.14%	0	64.29%	28.57%	0	6.7%	46.7%	46.7%

Employer Survey (PO8-PO10)												
	2019				2020				2021			
	1	2	3	4	1	2	3	4	1	2	3	4
Use a variety of instructional strategies to build learners skills in meaningful ways (PO8)	0	5.56%	44.44%	50%	7.69%	0	69.23%	23.08%	0	6.7%	46.7%	46.7%
Engage all learners using a range of technology to evaluate and apply information (PO8)	0	5.26%	68.42%	26.32%	7.14%	7.14%	50%	35.71%	0	0	66.7%	33.3%
Engage in ongoing professional learning (PO9)	0	5.26%	57.89%	36.84%	7.14%	0	57.14%	35.71%	0	13.3%	46.7%	40%
Use evidence to continually evaluate their teaching practice (PO9)	0	15.79%	63.16%	21.05%	7.14%	0	71.43%	21.43%	0	14.3%	57.1%	28.6%
Seek leadership roles (PO10)	0	10.53%	47.37%	42.11%	7.14%	7.14%	57.14	28.57%	6.7%	20%	53.3%	20%
Seek opportunities to take responsibility for student learning through collaboration with stakeholders (PO10)	0	10.53%	57.89%	31.58%	7.69%	0	53.85%	38.46%	0	14.3%	35.7%	50%

Employer Survey (Questions 11-15)												
	2019				2020				2021			
	1	2	3	4	1	2	3	4	1	2	3	4
Please indicate how you feel beginning teachers from Trine University compare to beginning teachers who graduate from other teacher preparation programs.	0	5.26%	73.68%	10.53%	7.69%	7.69%	69.23%	15.38%	0	7.1%	64.3%	14.3%
Describe the effectiveness of Trine University's teacher preparation program.	0	0	84.21%	15.79%	7.14%	0	50%	42.86%	0	0	60%	26.7%
Describe the influence of graduates from Trine University's teacher preparation program on students' academic growth.	0	0	89.47%	10.53%	7.14%	0	64.29%	28.57%	0	0	60%	26.7%
Describe the relevance of Trine University's teacher preparation program.	0	0	68.42%	31.58%	0	7.14%	50%	42.86%	0	6.7%	66.7%	26.7%
Please indicate how you feel about hiring Trine Education graduates.	0	0	52.63%	47.37%	0	7.14%	50%	42.86%	0	6.7%	40%	53.3%