## 2019-2020 P-12 Employer Satisfaction Survey

<table>
<thead>
<tr>
<th>Questions</th>
<th>Fall 2019</th>
<th>Spring 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Please enter your School/System Name in the box below:</td>
<td>N=23 responses but 30 completed the survey</td>
<td>N=29 responses but 32 completed the survey</td>
</tr>
<tr>
<td>Response rate</td>
<td>68%-88% response rate (34 employers were sent requests but only 16 responded)</td>
<td>67%-74% response rate (43 employers were sent requests but only 16 responded)</td>
</tr>
<tr>
<td>How many Troy University graduates does your School/System employ?</td>
<td>6 or more: 73.91% 17 65.52%/19</td>
<td>4 to 5: 8.70%/2 10.34%/3</td>
</tr>
<tr>
<td></td>
<td>2 to 3: 4.35%/1 17.24%/5</td>
<td>1: 13.04%/3 6.9%/2</td>
</tr>
<tr>
<td>Please indicate the level of experience that the Troy University graduates were hired into your</td>
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<tr>
<td>Questions</td>
<td>Fall 2019</td>
<td>Spring 2020</td>
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<tr>
<td>school/system with: (Check all that apply)</td>
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<tr>
<td>First year</td>
<td>33.33%/19</td>
<td>37.50%/24</td>
</tr>
<tr>
<td>1 year</td>
<td>12.28%/7</td>
<td>18.75%/12</td>
</tr>
<tr>
<td>2 years</td>
<td>14.04%/8</td>
<td>17.19%/11</td>
</tr>
<tr>
<td>3 to 5 years</td>
<td>21.05%/12</td>
<td>10.94%/7</td>
</tr>
<tr>
<td>6-9 years</td>
<td>10.53%/6</td>
<td>6.25%/4</td>
</tr>
<tr>
<td>10 years or more</td>
<td>8.77%/5</td>
<td>9.38%/6</td>
</tr>
<tr>
<td>1) How well are the Troy University new hire(s) in your school/system prepared to impact P-12 Student Learning? CAEP 4.1, 4.3</td>
<td>very-extremely well-93%; Moderately well-7%</td>
<td>very-extremely well-93%; Moderately well-7%;</td>
</tr>
<tr>
<td>2) How well are the Troy University new hire(s) in your school/system prepared to use data driven decision making to assess</td>
<td>very-extremely well-81.81%; Moderately well-13.64%; slightly well-4.55%</td>
<td>very-extremely well-77%; Moderately well-18%; slightly well-5%;</td>
</tr>
<tr>
<td>Questions</td>
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<tr>
<td>client/student progress? CAEP 4.2, 4.3</td>
<td></td>
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</tr>
<tr>
<td>3) How well are the Troy University new hire(s) in your school/system prepared to teach their Content Knowledge? CAEP 4.2, 4.3</td>
<td>very-extremely well-95%; Moderately well-5%</td>
<td>very-extremely well-100%</td>
</tr>
<tr>
<td></td>
<td>Conceptual Understanding CAEP 4.2, 4.3</td>
<td>very-extremely well-95%; Moderately well-5%</td>
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<tr>
<td></td>
<td>Higher-Order Thinking CAEP 4.2, 4.3</td>
<td>very-extremely well-91%; Moderately well-9%</td>
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<tr>
<td>4) How well are the Troy University new hire(s) in your school/system</td>
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<tr>
<td>prepared to demonstrate Professional Knowledge?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Knowledge of Clients/Students</td>
<td>very-extremely well-95%;</td>
<td>very-extremely well-100%;</td>
</tr>
<tr>
<td></td>
<td>Moderately well-5%</td>
<td></td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Appropriat Methods</td>
<td>very-extremely well-91%;</td>
<td>very-extremely well-88%;</td>
</tr>
<tr>
<td></td>
<td>Moderately well-9%</td>
<td>Moderately well-16%</td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Formal Assessment</td>
<td>very-extremely well-95%;</td>
<td>very-extremely well-89%;</td>
</tr>
<tr>
<td></td>
<td>Moderately well-5%</td>
<td>Moderately well-11%</td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Informal Assessment</td>
<td>very-extremely well-95%;</td>
<td>very-extremely well-89%;</td>
</tr>
<tr>
<td></td>
<td>Moderately well-5.5%;</td>
<td>Moderately well-5.5%</td>
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<tr>
<td></td>
<td>slightly well-5.5%</td>
<td></td>
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<tr>
<td>CAEP 4.2, 4.3 Professional Resources</td>
<td>very-extremely well-86%; Moderately well-14%</td>
<td>very-extremely well-89%; Moderately well-11%</td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Positive Environment</td>
<td>very-extremely well-95%; Moderately well-5%</td>
<td>Not included on the survey.</td>
</tr>
<tr>
<td>5) How well are the Troy University new hire(s) in your school/system prepared to demonstrate Professional Literacy?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Theories and Theorists</td>
<td>very-extremely well-86%; Moderately well-14%</td>
<td>very-extremely well-86%; Moderately well-7%; Slightly well-7%</td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Professional Vocabulary</td>
<td>very-extremely well-91%; Moderately well-9%</td>
<td>very-extremely well-86%; Moderately well-7%; Slightly well-7%</td>
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<tr>
<td><strong>CAEP 4.2, 4.3</strong></td>
<td>Syntax and Discourse</td>
<td>very-extremely well-86%; Moderately well-14%</td>
</tr>
<tr>
<td>6) How well are the Troy University new hire(s) in your school/system prepared to respond to Diversity?</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CAEP 4.1, 4.3</strong></td>
<td>Respect and Rapport</td>
<td>very-extremely well-91%; Moderately well-9%</td>
</tr>
<tr>
<td><strong>CAEP 4.1, 4.3</strong></td>
<td>Equity</td>
<td>very-extremely well-91%; Moderately well-9%</td>
</tr>
<tr>
<td><strong>CAEP 4.1, 4.3</strong></td>
<td>Belief in Potential of All</td>
<td>very-extremely well-91%; Moderately well-9%</td>
</tr>
<tr>
<td><strong>CAEP 4.1, 4.3</strong></td>
<td>Globally Conscious</td>
<td>very-extremely well-82%;</td>
</tr>
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<tr>
<td>7) How well do the Troy University new hire(s) in your school/system demonstrate Professionalism?</td>
<td>Moderately well-18%</td>
<td></td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Engaging Clients</td>
<td>very-extremely well-95%; Moderately well-5%</td>
<td>very-extremely well-91%; Moderately well-9%</td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Creating Challenging Opportunities</td>
<td>very-extremely well-95%; Moderately well-5%</td>
<td>very-extremely well-91%; Moderately well-9%</td>
</tr>
<tr>
<td>CAEP 4.2, 4.3 Enabling Independent Growth through lifelong learning</td>
<td>very-extremely well-91%; Moderately well-9%</td>
<td>very-extremely well-91%; Moderately well-9%</td>
</tr>
<tr>
<td>8) For each competency please check the average Troy University</td>
<td>Changed wording to align better with</td>
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<tr>
<td>Teacher's level of Dispositional Performance.</td>
<td></td>
<td>completer survey.</td>
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<tr>
<td><strong>CAEP 4.1, 4.2, 4.3</strong></td>
<td></td>
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<tr>
<td>Learner Development: Understanding learners growth and development</td>
<td>Proficient and Distinguished 100%</td>
<td>very-extremely well-100%;</td>
</tr>
<tr>
<td><strong>CAEP 4.1, 4.2, 4.3</strong></td>
<td></td>
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<tr>
<td>Learning Differences: Understanding individual differences</td>
<td>Basic-14%; Proficient and Distinguished-86%</td>
<td>very-extremely well-91%; Moderately well-9%</td>
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<tr>
<td><strong>CAEP 4.1, 4.2, 4.3</strong></td>
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<tr>
<td>Learning Environment: Works with others to create environment that supports individuals</td>
<td>Proficient and Distinguished 100%</td>
<td>very-extremely well-91%; Moderately well-9%</td>
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<tr>
<td><strong>CAEP 4.1, 4.2, 4.3</strong></td>
<td><strong>Content Knowledge:</strong> Understands the central concepts, tools of inquiry</td>
<td>Basic-9%; Proficient and Distinguished-91%</td>
</tr>
<tr>
<td><strong>CAEP 4.1, 4.2, 4.3</strong></td>
<td><strong>Application of Content:</strong> Understands how to connect concepts</td>
<td>Basic-5%; Proficient and Distinguished-95%</td>
</tr>
<tr>
<td><strong>CAEP 4.1, 4.2, 4.3</strong></td>
<td><strong>Assessment:</strong> Understands and uses multiple methods of assessment</td>
<td>Basic-18%; Proficient and Distinguished-82%</td>
</tr>
<tr>
<td><strong>CAEP 4.1, 4.2, 4.3</strong></td>
<td><strong>Planning for Instruction:</strong> Plans instruction</td>
<td>Basic-14%; Proficient and Distinguished-86%</td>
</tr>
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<td>Spring 2020</td>
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<td>that supports every student</td>
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<tr>
<td><strong>CAEP 4.1, 4.3</strong></td>
<td><strong>Instructional Strategies:</strong> Understands and uses a variety of instructional strategies</td>
<td><strong>Basic-9%; Proficient and Distinguished-91%;</strong></td>
</tr>
<tr>
<td><strong>CAEP 4.2, 4.3</strong></td>
<td><strong>Professional Strategies:</strong> Engages in ongoing professional learning</td>
<td><strong>Basic-14%; Proficient and Distinguished-86%;</strong></td>
</tr>
<tr>
<td><strong>CAEP 4.2, 4.3</strong></td>
<td><strong>Leadership and Collaboration:</strong> Seeks appropriate leadership roles</td>
<td><strong>Basic-14%; Proficient and Distinguished-86%;</strong></td>
</tr>
<tr>
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<td>Fall 2019</td>
<td>Spring 2020</td>
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<tr>
<td>Mean by total dispositional performance</td>
<td>Proficient and Distinguished-90.3%</td>
<td>very-extremely well-94.6%</td>
</tr>
<tr>
<td>9) Based on your experience with Troy University new hire(s) in your school/system, would you be willing to hire more Troy University graduates?</td>
<td>Definitely yes-95%; Probably yes-5%</td>
<td>Definitely yes-85%; Probably yes-15%</td>
</tr>
<tr>
<td><strong>CAEP 4.3</strong></td>
<td></td>
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</tr>
</tbody>
</table>

Fall 2019-
Love Troy students. My favorite school to come to
*Troy students have much pride in their school and display such professionalism in their ethics.*

*Partner with public schools' offices of curriculum and instruction to align what is taught in undergrad directly to what schools and students need today.*