Skyfactor Benchworks
Teacher Education Employer Assessment for

Initial and Advanced-Level
Educator Preparation Programs

West Chester University of Pennsylvania

2022 Administration

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Overview & Key Findings

The following provides contextual information regarding the administration of the Employer Survey for Initial and Advanced-Level educator preparation programs at West Chester University of Pennsylvania.

Purpose: The Employer Survey is administered to employers of alumni to measure their satisfaction with the preparation of program completers. Additionally, these data are used to improve our programs to ensure program completers are prepared to meet the requirements and expectations of today's employers.

Survey Respondents: Principals and Assistant Principals from all public schools in Chester and Delaware Counties and select public schools in Philadelphia County.

Survey Type: Proprietary (Skyfactor Benchworks)

Administration Type: Online

Administration Dates: January 18, 2022 – February 11, 2022

Response Rate: 4.9% (19 out of 384 total survey participants)

Minimum Acceptable Level of Expectations: For questions 1-19, the minimum is a rating of 5.
For question 20, the minimum is a rating of "About as prepared as others."

Key Findings

- ❖ 84% of employers are extremely (a rating of 6 or 7) satisfied with the overall performance of recent graduates from our educator preparation programs. (Source: Question 18)

- ❖ 95% of employers are extremely (a rating of 6 or 7) likely to recommend their schools hire graduates from our educator preparation programs. (Source: Question 19)

- ❖ 79% of employers believe our recent graduates are "Better prepared than others" or "Among the best prepared" in comparison to other recent hires with similar levels of education and experience who are not our graduates. (Source: Question 20)

- ❖ 67% of employers are extremely (a rating of 6 or 7) satisfied with recent graduates regarding their ability to exhibit a mastery of relevant content. (Source: Question 15)

Standards

<u>**Council for the Accreditation of Educator Preparation (CAEP)**</u>

Evidence of the following CAEP 2022 Initial-Level Standard(s):

R4.1 Completer Effectiveness: The provider demonstrates that program completers: A. effectively contribute to P-12 student-learning growth AND B. apply in P-12 classrooms the professional knowledge, skills, and dispositions the preparation experiences were designed to achieve. In addition, the provider includes a rationale for the evidence provided.

R4.2 Satisfaction of Employers: The provider demonstrates that employers are satisfied with the completers' preparation for their assigned responsibilities in working with diverse P-12 students and their families.

R5.1 Quality Assurance System: The provider has developed, implemented, and modified, as needed, a functioning quality assurance system that ensures a sustainable process to document operational effectiveness. The provider documents how data enter the system, how data are reported and used in decision making, and how the outcomes of those decisions inform programmatic improvement.

R5.2 Data Quality: The provider's quality assurance system from R5.1 relies on relevant, verifiable, representative, cumulative, and actionable measures to ensure interpretations of data are valid and consistent.

Evidence of the following CAEP 2022 Advanced-Level Standard(s):

RA4.1 Satisfaction of Employers: The provider demonstrates that employers are satisfied with the completers' preparation for their assigned responsibilities.

Survey Instructions

The following is an example of an invitation/instruction email template used to inform respondents of the survey's purpose and how to submit a survey response.

Subject: Please Tell Us About Our Graduates!

[Respondent Name],

I hope this email finds you well. West Chester University is very proud of the students who have graduated from our educator preparation programs, and we want to make sure we always provide the best and most contemporary preparation needed for our students to become successful professionals. In order to maintain the value of our programs, we are asking employers of our graduates to provide us with important feedback on our alumni.

To collect this valuable information, we hope you will take the time to complete this brief survey. The data will be aggregated, and the results will not identify individual participants.

Please use this link to access the survey and to submit your response:

Click Here to Begin Your Survey
(This link is unique. Please do not forward it.)

We kindly ask you to complete this survey by [Date], so your voice is heard in helping guide the future of educator preparation at West Chester University.

Best Regards,
[Dean's Name/Signature]
West Chester University
Dean, College of Education & Social Work

Survey Tool

General Learning Outcomes								
To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their:	Not at all---------Moderately-------Extremely							**N/A**
	1	**2**	**3**	**4**	**5**	**6**	**7**	
Q1. Analytical Skills								
Q2. Critical thinking skills								
Q3. Oral communication skills								
Q4. Problem-solving skills								
Q5. Written communication skills								

Employee Traits								
To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their:	Not at all---------Moderately-------Extremely							**N/A**
	1	**2**	**3**	**4**	**5**	**6**	**7**	
Q6. Commitment to their current job								
Q7. Professionalism								
Q8. Work ethic								

Learning Outcomes								
To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to:	Not at all---------Moderately-------Extremely							**N/A**
	1	**2**	**3**	**4**	**5**	**6**	**7**	
Q9. Apply knowledge of assessment strategies								
Q10. Build collaborative professional relationships								
Q11. Create a productive classroom environment								
Q12. Demonstrate effective classroom instruction								
Q13. Develop effective lesson plans								
Q14. Display appropriate professional skills								
Q15. Exhibit a mastery of relevant content								
Q16. Integrate technology into the teaching experience								
Q17. Reflect the value of diversity in teaching								

Overall Evaluation

To what degree:	Not at all---------Moderately-------Extremely							N/A
	1	2	3	4	5	6	7	
Q18. Are you satisfied with the overall performance of recent graduates from this program?								
Q19. Would you recommend that your school/organization hire graduates from this program in the future?								

Comparison

Q20. In comparison to other recent hires with similar levels of education and experience, how would you rate the preparation of graduates from this program?

Among the least prepared	Less prepared than others	About as prepared as others	Better prepared than others	Among the best prepared	Unable to make a comparison

Comments

Q21. What could this program do to improve the preparation of graduates?

Demographics

Q22. What best describes your role at your school/organization?

Department head	Principal	Superintendent/Chief School Administrator	Other (Please specify.)

Q23. What best describes your school/organization?

Public school	Private school	Charter school	Other (Please specify.)

Q24. What best describes the location of your school/organization?

Urban	Suburban	Rural

Q25. Approximately how many students are currently enrolled at your school/organization?

Fewer than 500	500 to 999	1,000 to 1,499	1,500 to 1,999	2,000 or more

Q26. What best describes the grade level of the students at your school/organization?						
All levels (i.e., K-12)	Early childhood education	Elementary or primary education	Middle, junior, or intermediate education	High school or secondary education	Higher education or postsecondary education	Other (Please specify.)
Q27. In what state is your school/organization located?						

Source: Benchworks Teacher Education Employer Assessment (Skyfactor © Copyright 2022)

Results

The following tables include responses to questions from employers of West Chester University of Pennsylvania teacher candidate program graduates. Employer demographic information is included to contextualize the results.

Q1. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Analytical skills								
Not at all-------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	1 (5.9%)	2 (11.8%)	9 (52.9%)	5 (29.4%)	2	19

Q2. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Critical thinking skills								
Not at all-------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	1 (5.6%)	1 (5.6%)	10 (55.6%)	6 (31.6%)	1	19

Q3. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Oral communication skills								
Not at all-------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	2 (10.5%)	10 (52.6%)	6 (31.6%)	0	19

Q4. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Problem-solving skills								
Not at all-------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	1 (5.3%)	0 (0%)	1 (5.3%)	12 (63.2%)	5 (26.3%)	0	19

Q5. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Written communication skills

Not at all--------------------------------Moderately--------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	1 (5.9%)	0 (0%)	4 (23.5%)	7 (41.2%)	5 (29.4%)	2	19

Q6. Employee Traits - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Commitment to their current job

Not at all--------------------------------Moderately--------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	2 (10.5%)	8 (42.1%)	8 (42.1%)	0	19

Q7. Employee Traits - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Professionalism

Not at all--------------------------------Moderately--------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	1 (5.3%)	9 (47.4%)	8 (42.1%)	0	19

Q8. Employee Traits - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Work ethic

Not at all--------------------------------Moderately--------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	2 (11.1%)	1 (5.6%)	6 (33.3%)	9 (50.0%)	0	18

Q9. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Apply knowledge of assessment strategies

Not at all--------------------------------Moderately--------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	1 (5.6%)	2 (11.1%)	11 (61.1%)	4 (22.2%)	1	19

Q10. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Build collaborative professional relationships

Not at all--------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	1 (5.3%)	1 (5.3%)	1 (5.3%)	5 (26.3%)	11 (57.9%)	0	19

Q11. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Create a productive classroom environment

Not at all--------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (11.1%)	11 (61.1%)	5 (27.8%)	1	19

Q12. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Demonstrate effective classroom instruction

Not at all--------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (17.6%)	9 (52.9%)	5 (29.4%)	2	19

Q13. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Develop effective lesson plans

Not at all--------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (6.2%)	10 (62.5%)	5 (31.2%)	3	19

Q14. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Display appropriate professional skills

Not at all--------------------------------Moderately-------------------------------------Extremely							N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	11 (57.9%)	7 (36.8%)	0	19

Q15. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Exhibit a mastery of relevant content

Not at all			Moderately			Extremely	N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	0 (0%)	6 (33.3%)	8 (44.4%)	4 (22.2%)	1	19

Q16. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Integrate technology into the teaching experience

Not at all			Moderately			Extremely	N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	1 (5.6%)	1 (5.6%)	11 (61.1%)	5 (27.8%)	1	19

Q17. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Reflect the value of diversity in teaching

Not at all			Moderately			Extremely	N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	3 (17.6%)	2 (11.8%)	8 (47.1%)	4 (23.5%)	2	19

Q18. Overall Evaluation - To what degree: Are you satisfied with the overall performance of recent graduates from this program?

Not at all			Moderately			Extremely	N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (15.8%)	6 (31.6%)	10 (52.6%)	0	19

Q19. Overall Evaluation - To what degree: Would you recommend that your school/organization hire graduates from this program in the future?

Not at all			Moderately			Extremely	N/A	Total
1	2	3	4	5	6	7		
0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	7 (36.8%)	11 (57.9%)	0	19

Q20. Comparison - In comparison to other recent hires with similar levels of education and experience, how would you rate the preparation of recent graduates from this program?	
Among the least prepared	0 (0%)
Less prepared than others	0 (0%)
About as prepared as others	4 (21.1%)
Better prepared than others	11 (57.9%)
Among the best prepared	4 (21.1%)
Unable to make a comparison	0 (0%)
Total	19

Q21. What could this program do to improve the preparation of graduates?
Survey responses for this prompt are confidential.

Q22. Demographics - What best describes your role at your school/organization?	
Department head	0 (0%)
Principal	18 (94.7%)
Superintendent/Chief School Administrator	0 (0%)
Other (Please specify.)	1 (5.3%)
Total	19

Q23. Demographics - What best describes your role at your school/organization?	
Public school	19 (100%)
Private school	0 (0%)
Charter school	0 (0%)
Other (Please specify.)	0 (0%)
Total	19

Q24. Demographics - What best describes the location of your school/organization?	
Urban	3 (15.8%)
Suburban	16 (84.2%)
Rural	0 (0%)
Total	19

Q25. Demographics - Approximately how many students are currently enrolled at your school/organization?	
Fewer than 500	4 (21.1%)
500 to 999	7 (36.8%)
1,000 to 1,499	4 (21.1%)
1,500 to 1,999	1 (5.3%)
2,000 or more	3 (15.8%)
Total	19

Q26. Demographics - What best describes the grade level of the students at your school/organization?	
All levels (i.e., K-12)	3 (15.8%)
Early childhood education	0 (0%)
Elementary or primary education	8 (42.1%)
Middle, junior, or intermediate education	2 (10.5%)
High school or secondary education	5 (26.3%)
Higher education or postsecondary education	0 (0%)
Other (Please specify.)	1 (5.3%)
Total	19

Q27. In what state is your school/organization located?	
Pennsylvania	19 (100%)
Total	19