

CAEP ANNUAL REPORTING MEASURES

Employer Satisfaction

The Morgridge College of Education assesses employer satisfaction with our Teacher Education Program (TEP) graduates using an internal survey of employers.

Internal Survey

This survey is administered each spring to employers of the past three years of alumni cohorts. The survey items and response sets related to employer satisfaction are provided below. It should be noted that starting with the 2019 survey, survey items regarding overall program satisfaction and likelihood to recommend were updated and thus no prior comparison data is available.

- Employer Survey
 - Survey Item: “Please indicate your overall level of satisfaction with the Teacher Education Program (TEP) at DU.”
 - Response Set: 1 – Very dissatisfied to 10 – Very satisfied

 - Survey Item: “Please indicate how likely you would be to recommend the Teacher Education Program (TEP) at DU to a prospective student?”
 - Response Set: very unlikely, unlikely, neither unlikely or likely, likely, very likely

 - Survey Item: “Please indicate the teacher's level of proficiency on the following competencies. The teacher is able to... (see FEET competencies and domains within data tables)”
 - Response Set: unsatisfactory, developing, proficient, advanced

Employer Satisfaction with TEP Program and Alumni

Employer satisfaction with the TEP program and alumni was assessed by two items in the Employer Survey. Given the change in question wording starting with the 2019 survey, only two years of data are provided.

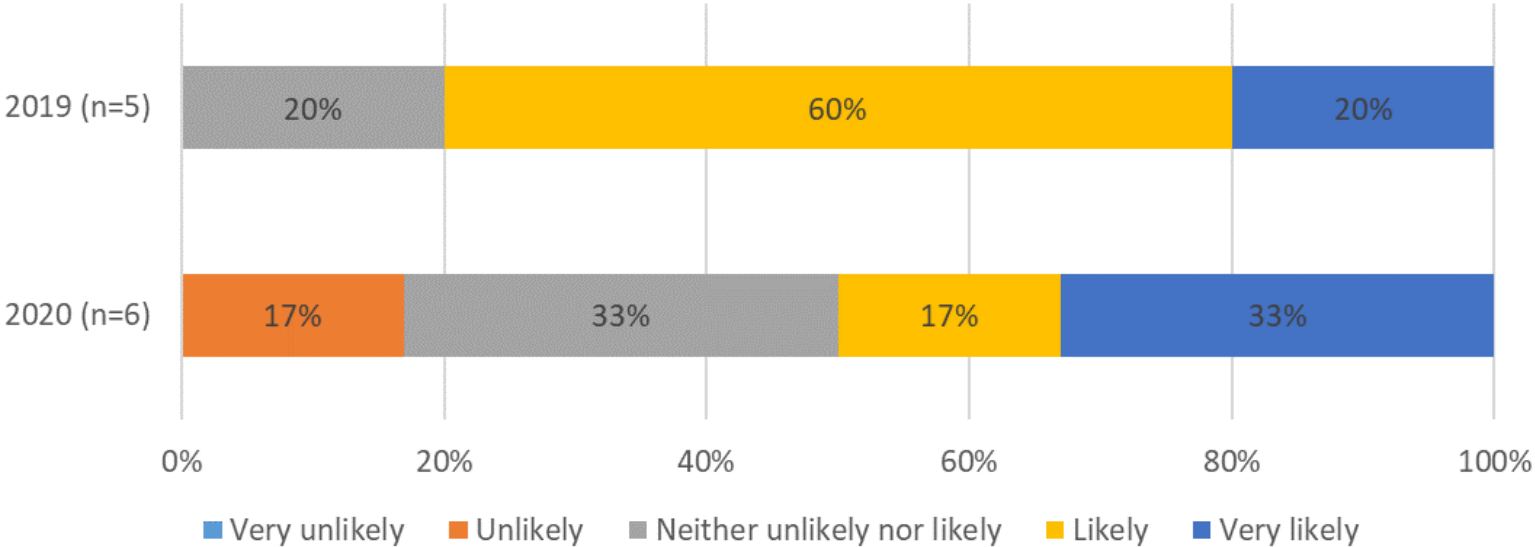
Overall, the majority of employers (60%) rated their satisfaction with the TEP program as a 7 or higher on a 10 point scale. Likelihood of employers to recommend the TEP program (combined responses of “likely” or “very likely”) decreased between 2019 and 2020; from 80% to 50%.

Please note the small sample sizes reported when interpreting this data.

Employer Satisfaction with the TEP Program

Survey Year	2019		2020	
	Frequency	%	Frequency	%
1 - very dissatisfied	1	20%	0	0%
2	0	0%	0	0%
3	0	0%	1	20%
4	0	0%	0	0%
5	0	0%	1	20%
6	0	0%	0	0%
7	1	20%	0	0%
8	1	20%	1	20%
9	0	0%	1	20%
10 - very satisfied	2	40%	1	20%
Total	5		5	
Mean Satisfaction	7.2		7.0	

Employer Likelihood to Recommend the TEP Program



Employer Ratings on FEET Competencies

The Framework for Equitable and Effective Teaching (FEET) model is used to evaluate candidates in the Teacher Educator Program (TEP). This model consists of four domains and corresponding competencies that are taught throughout the curriculum. Performance on these domains and competencies are rated using a 4-point scale (1=unsatisfactory, 2=developing, 3=proficient, 4=advanced).

The average rating on each FEET competency, domain and framework overall by employers of the 2018-19 alumni cohort during the first year of teaching is provided in the table below. Overall, employers rated 2018-19 TEP alumni between “developing” and “proficient” on the majority of FEET competencies during their first year of teaching post-graduation.

Average Ratings on FEET Competencies and Domains by Employers for the 2018-19 TEP Cohort (N=4)

	Mean
Engage	3.00
1.1 - Establish respectful and productive relationships with students and families.	3.25
1.2 - Use equitable classroom management strategies.	2.75
1.3 - Actively engage students in learning.	3.00
Plan	2.88
2.1 - Use backward design curriculum planning to develop units of study.	3.00
2.2 - Design measurable, challenging, and relevant lessons.	2.75
2.3 - Analyze and develop assessments and use data to plan instruction.	2.75
2.4 - Demonstrate knowledge of content and student development.	3.00
Teach	2.67
3.1 - Set context for lesson.	3.00
3.2 - Facilitate clear and rigorous learning experiences.	2.50
3.3 - Promote rigorous academic talk.	2.50
3.4 - Make content and language comprehensible.	2.50
3.5 - Use formal and informal assessment data to monitor student progress toward learning targets.	3.00
3.6 - Differentiate instruction to meet diverse student needs.	2.50
Lead	3.50
4.1 - Meet professional standards of practice.	3.25
4.2 - Demonstrate professional growth and commitment.	3.75
Overall	2.75

FEET ratings by employers of the following three years of TEP cohorts (2015-16, 2016-17, and 2018-19) are provided in the table below. Data reflects ratings by employers of TEP alumni during the first year of teaching. Employers of the 2017-18 TEP cohort did not respond to the survey during the first year of teaching.

In general, ratings of TEP alumni on FEET domains by employers remained fairly stable over time (ratings between “developing” and “proficient”).

Average Ratings on FEET Domains by Employers Over Time

	2015-16	2016-17	2018-19
Engage	3.21	3.07	3.00
Plan	3.00	2.72	2.88
Teach	2.82	2.63	2.67
Lead	3.05	3.11	3.50
Overall	2.91	2.89	2.75

Response set: 1=unsatisfactory, 2=developing, 3=proficient, 4=advanced

Sample size: N=11 (2015-16), N=9 (2016-17), N=4 (2018-19)