

## Employer Survey Responses: Measure 2 Satisfaction of employers and stakeholder involvement

To gather information from employers of Heidelberg EPP graduates, Heidelberg sends the following survey questions to principals who hired our graduates following their first year. Principals who employ our graduates are viewed as crucial stakeholders who provide quantitative data aligned with Ohio Standards for the Teaching Professions (OSTP), Ohio licensure requirements, and elements of national accreditation. The survey consists of 15 questions, some of which mirror the pre-service teacher survey and resident educator survey questions found in our performance reports, and includes the same scale: 1=Strongly Disagree; 2=Disagree; 3=Agree; and 4=Strong Agree. This allows us to triangulate some of our data and look for patterns across the three surveys. The chart below provides data from 2019-2022.

No.	Question	Institution Average 2019	Institution Average 2020	Institution Average 2021	Institution Average 2022
1	The institution prepares its graduates to understand student learning and development.	3.36	3.67	3.55	3.33
2	The institution prepares its graduates to respect the diversity of the students they teach.	3.64	3.58	3.64	3.53
3	The institution prepares its graduates to know and understand the content area for which they have instructional responsibility.	3.45	3.75	3.73	3.4
4	The institution prepares its graduates to understand and use content-specific instructional strategies to effectively teach the central concepts and skills of the discipline.	3.45	3.58	3.73	3.13
5	The institution prepares its graduates to be knowledgeable about assessment types, their purposes, and the data they generate.	3.36	3.42	3.45	3.20
6	The institution prepares its graduates to analyze data to monitor student progress and learning.	3.18	3.5	3.45	3.27
7	The institution prepares its graduates to use data to plan, differentiate, and modify instruction.	3.27	3.42	3.27	3.33
8	The institution prepares its graduates to align their instructional goals and activities with school and district priorities.	3.45	3.5	3.55	3.40
9	The institution prepares its graduates to differentiate instruction to support the learning needs of all students.	3.36	3.58	3.45	3.27
10	The institution prepares its graduates to treat students fairly and establish an environment that is respectful, supportive, and caring.	3.64	3.67	3.73	3.80
11	The institution prepares its graduates to maintain an environment that is conducive to learning for all students.	3.55	3.67	3.64	3.53
12	The institution prepares its graduates to communicate clearly and effectively	3.45	3.58	3.55	3.27
13	The institution prepares its graduates to collaborate effectively with other teachers, administrators, and district staff.	3.64	3.42	3.82	3.47
14	The institution prepares its graduates to understand, uphold, and follow professional ethics, policies, and legal codes of professional conduct.	3.64	3.75	3.82	3.67

15	The institution prepares its graduates to assume responsibility for professional growth.	3.45	3.67	3.82	3.27
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