Initial Teacher Licensure Program Employer Survey

SPRING 2019 | SUMMARY OF RESULTS

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The University of Richmond Initial Teacher Licensure Program Employer Survey was administered online from February 18 to March 11, 2019 to employers of recent program graduates. The purpose of the survey is to gain insight about UR's teacher preparation program from the employers who hire UR graduates. Results will be used for assessment and to support program improvement. Of the 56 employers invited to participate in the online survey, 24 responded, resulting in a 43% response rate. A total of 26 recent graduates were evaluated, as some schools employed more than one of our recent graduates.

School Division	Survey Responses	%
Henrico County Public Schools	10	41.7%
Chesterfield County Public Schools	7	29.2%
Other	4	16.7%
Richmond City Public Schools	3	12.5%
Total	24	100.0%

Which of the following best describes your school?	Survey Responses	%
Rural	0	0.0%
Suburban	18	75.0%
Urban	6	25.0%
Total	24	100.0%

Which of the following characteristics are meaningful for your school population? (If applicable, please select more than one response.)	Survey Responses	%
High population of English Language Learners	7	29.2%
High socioeconomic status	7	29.2%
Low socioeconomic status	12	50.0%
Title I school	10	41.7%

Does the student work at your school or was the teacher employed with your school during the 2018-2019 school year?	Survey Responses	%
The teacher is currently working at the school during the 2018-2019 school year.	23	95.8%
The teacher started the 2018-2019 school year, but is not currently employed at this school.	1	4.2%
Total	24	100.0%

Please rate the student's performance on each of the following:	Exemplary (4)	Proficient (3)	Developing/ Needs Improvement (2)	Unacceptable (1)	Unable to Assess	Survey Responses	Mean
The teacher maintains a commitment to professional ethics, communicates effectively, and takes responsibility for and participates in professional growth that results in enhanced student learning.	46.2%	50.0%	0.0%	3.8%	0.0%	26	3.38
The teacher demonstrates an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences.	42.3%	50.0%	7.7%	0.0%	0.0%	26	3.35
The teacher collaborates with learning community to meet the needs of all learners and contribute to a supportive culture.	42.3%	53.8%	0.0%	3.8%	0.0%	26	3.35
The teacher plans using the Virginia Standards of Learning, the school's curriculum, effective strategies, resources, and data to meet the needs of all students.	34.6%	57.7%	3.8%	0.0%	3.8%	26	3.32
The teacher brings multiple perspectives to instruction, including the learners' personal, family, and community experiences/ norms.	38.5%	46.2%	7.7%	3.8%	3.8%	26	3.24
The teacher effectively engages students in learning by using a variety of instructional strategies in order to meet individual learning needs.	30.8%	65.4%	0.0%	3.8%	0.0%	26	3.23
The teacher engages in reflective practice.	38.5%	50.0%	7.7%	3.8%	0.0%	26	3.23

Please rate the student's performance on each of the following:	Exemplary (4)	Proficient (3)	Developing/ Needs Improvement (2)	Unacceptable (1)	Unable to Assess	Survey Responses	Mean
The teacher systematically gathers, analyzes, and uses all relevant data to measure student academic progress, guide instructional content and delivery methods, and provide timely feedback to both students and parents throughout the school year.	23.1%	69.2%	0.0%	3.8%	3.8%	26	3.16
The teacher uses resources, routines, and procedures to provide a respectful, positive, safe, student	30.8%	57.7%	7.7%	3.8%	0.0%	26	3.15
The work of the teacher results in acceptable, measurable, and appropriate student academic progress.	26.9%	65.4%	3.8%	3.8%	0.0%	26	3.15
The teacher selects technologies, informed by research, to promote learning for all students.	19.2%	69.2%	7.7%	0.0%	3.8%	26	3.12
The teacher uses assessment results to inform and adjust practice.	23.1%	65.4%	11.5%	0.0%	0.0%	26	3.12
The teacher integrates diverse language and cultures into instruction to promote the value of multilingual/ multicultural perspectives.	15.4%	65.4%	7.7%	0.0%	11.5%	26	3.09
The teacher integrates technology into instructional methods.	15.4%	65.4%	15.4%	0.0%	3.8%	26	3.00

How does the student's performance compare with graduates from other institutions over the last three years?	Survey Responses	%
Significantly above average peer performance (4)	6	23.1%
Above average peer performance (3)	11	42.3%
At average peer performance (2)	7	26.9%
Below average peer performance (1)	1	3.8%
Unable to assess	1	3.8%
Total (Mean: 2.88)	26	100.0%

Overall, how would you describe the preparation and performance of University of Richmond teacher graduates, in general, in your school?	Survey Responses	%
Excellent (4)	9	37.5%
Good (3)	12	50.0%
Fair (2)	1	4.2%
Poor (1)	0	0.0%
Unable to assess	2	8.3%
Total (Mean: 3.36)	24	100.0%

On the basis of the preparation and performance of University of Richmond graduates, how likely are you to employ other UR teacher graduates?	Survey Responses	%
Very likely (4)	16	66.7%
Likely (3)	7	29.2%
Not very likely (2)	0	0.0%
Not at all likely (1)	0	0.0%
Unable to assess	1	4.2%
Total (Mean: 3.70)	24	100.0%

Please select no more than five of the following descriptors that most accurately represent the dispositional strengths of recent University of Richmond graduates.	Survey Responses	%
Cooperation	19	79.2%
Professional Attitude	18	75.0%
Acceptable Role Model	17	70.8%
Initiative/Personal Motivation	13	54.2%
Time Management	9	37.5%
Professional Judgment	8	33.3%
Problem Solving Skills	7	29.2%
Emotional Composure	5	20.8%
Intrapersonal Skills	5	20.8%