## Rowan University College of Education

## Satisfaction of Employers

Context: Data reflects Employer Surveys of **2022** of Initial Licensure and Advanced Licensure, Certificate, and Endorsement candidates employed in classrooms, schools, and community agencies.

In Spring 2020 and Fall 2021, surveys were sent out via Qualtrics to 30 employers [school districts] of alumni who graduated within the last 5 years from Rowan's College of Education and stakeholders who are members of our various partnerships [EPAC, Camden Teacher Pipeline, Professional Development Schools Network, etc.]. Our goal was to garner the opinions of a representative sample of employers regarding the preparation our candidates received and their preparedness for engaging in the role of a practicing educational professional in an effort to continuously improve the relevancy and effectiveness of our programs. Each school district was asked for a representative of the district level administrative team [for advanced program graduates] and/or a member of school building level administration team [for ITP programs graduates] to complete and return the survey. We received 13 completed surveys [n] yielding a response rate of 43%

## **Contextual and Demographic Information**

Role N-13	e role.	Employers m	Educationay be response	n Program [plea conding to	s in the fo ase check	Rowan Initia llowing areas all that apply n 1 program i	s in the last !  v]. N-13	5 years *						
	Check one	Initial Licensure Teaching Elementary or Early Childhood	rincipal /School Reading Elementary Early Childho nitial Licensur scondary or P 12 School Counseling hool Psycholo Administratio Reading SL/Bilingual											
Central Office Administrator	38%	5	p = 2											

Building Level	46%	4	2	1	0	3	0	2	0	0
Administrator										
Other	15%	0	0	0	1	0	0	0	1	0

Description of District	Check one role.	Location of School/District							
Urban	46%	New Jersey 86% New York 0							
Suburban	31%	Pennsylvania 15% Maryland 0							
Rural	23%	6 Delaware 0 Other 0							

INTASC	Item	Very	Very Well-Prepared			Prepared			Somewhat	;	N	ot Prepare	ed		Total	
			4			3			<b>Prepared</b>			1			Mean	
									2						N=9 initial	
Based up	oon the education and	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC
training t	the educator received at															
Rowan C	ED, rate the degree to														N=5	N=4
which yo	ou feel they are prepared															
7	1. To effectively plan for	6	5	2	3	0	2	0	0	0	0	0	0	3.66	4.0	3.5
	instruction.															

INTASC	Item	Very	Well-Prep 4	ared		Prepared 3			Somewhat Prepared 2		N	ot Prepare 1	ed		Total Mean N=9 initial	
3	To create a positive and engaging learning environment.	4	5	2	3	0	3	2	0	1	0	0	0	3.33	4.0	2.75
8	To effectively deliver instruction.	7	4	1	1	1	2	1	0	1	0	0	0	3.66	3.4	3.0
Х	To communicate     effectively.	9	5	4	0	0	0	0	0	0	0	0	0	4.0	4.0	4.0
8	5. To use a variety of instructional strategies.	5	3	2	2	1	1	2	1	1	0	0	0	3.33	3.4	3.25
6, 7	6. To use data to inform instruction.	3	2	2	3	1	2	1	1	0	2	1	1	2.77	2.8	2.5
6	7. To use a variety of assessment strategies	2	1	1	2	1	1	2	1	1	2	1	1	2.22	2.0	2.5
		EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE N=5	SEC N=4
9	8. To use reflective practices to set goals and plan on-going instruction and personal professional development.	3	2	1	3	1	2	2	1	1	1	0	1	2.88	2.8	3.25
9	9. To embody professional dispositions: integrity,	7	4	3	0	0	0	2	1	1	0	0	0	3.11	3.6	3.5

INTASC	Item	Very	Well-Prep 4	ared		Prepared 3			Somewhat Prepared 2	t	N	ot Prepare 1	ed		Total Mean N=9 initial	
	fairness, professionalism.															
8	10. To effectively use current and emerging technologies to improve instruction and student achievement.	4	2	2	2	1	1	2	1	1	1	1	0	2.77	2.8	2.8
2	11. To identify the impact of diversity in the classroom.	5	3	2	3	1	2	1	1	0	0	0	0	3.44	3.4	3.5
	,	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC
															N=5	N=4
2	12. To recognize multiple dimension of diversity and address them in your teaching.	2	2	0	5	2	3	2	1	1	0	0	0	3.2	3.0	2.75
1,3	13. To employ effective classroom and behavioral management techniques.	3	2	1	3	1	2	2	1	1	1	1	0	3.33	2.8	3.75
8	14. To promote critical, creative, inquiry-based lessons	6	3	3	2	1	1	0	0	0	1	1	0	3.44	3.2	3.0
10	15. To communicate and collaborate with	4	4	0	2	1	1	0	0	0	3	1	2	2.77	3.2	1.75

INTASC	4		ared		Prepared 3			Somewhat Prepared 2		N	ot Prepare 1	ed		Total Mean N=9 initial	I	
	students' families and community partners.															
		EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC
															N=5	N=4
2	16. To meet the educational and learning needs of all learners.	5	3	2	4	2	2	0	0	0	0	0	0	3.55	3.6	2.8
7	17. To implement NJ Core, [standards- based] curriculum.	9	5	4	0	0	0	0	0	0	0	0	0	4.0	4.0	4.0
6	18. To positively impact student learning and growth.	6	3	3	3	2	1	0	0	0	0	0	0	3.0	3.6	3.0
2	19. To have high expectations for all students.	9	5	4	0	0	0	0	0	0	0	0	0	4.0	4.0	4.0
10	20. To accept and use feedback.	3	1	2	4	2	2	1	1	0	1	1	0	3.0	2.6	2.8

Licensure ho Rowan Univers	ese rate Advanced olders prepared by sity's College of Education knowledge in/about	Descriptor	School Counseling n3	School Psychology n1	Special Education n8	Principal /School Administration n2	Reading n5	ESL/Bilingual 0	Other 0	ЕРР
	nt and/or educational related to their	Well prepared - 4	3	1	5	2	4	0	0	
	lization.	Prepared - 3	0	0	3	0	1	0	0	
		Somewhat Prepared -2	0	0	0	0	0	0	0	
		Not Prepared - 1	0	0	0	0	0	0	0	
		MEAN	4.0	4.0	3.65	4.0	3.80	0	0	3.78
Item		Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
	ity of Learners: needs, tunities, challenges, and	Well prepared - 4	3	1	5	2	4	0	0	
rights.	<del>-</del>	Prepared - 3	0	0	3	0	1	0	0	
		Somewhat Prepared -2	0	0	0	0	0	0	0	

	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	4.0	4.0	3.62	4.0	3.8	0	0	3.42
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
Student Learning and     Assessment	Well prepared - 4	3	1	4	1	5	0	0	
	Prepared - 3	0	0	2	1	0	0	0	
	Somewhat Prepared -2	0	0	2	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	4.0	4.0	3.25	3.50	4.0	0	0	3.63
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
Data Applications, Analysis, and     Interpretations	Well prepared - 4	3	1	2	0	2	0	0	
	Prepared - 3	0	0	3	2	3	0	0	
	Somewhat Prepared -2	0	0	3	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	

		MEAN	4.0	4.0	2.87	3.0	3.4	0	0	3.26
Item		Descriptor	School	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
5.	Use and Applications of Instructional Technology related	Well prepared - 4	2	1	2	2	5	0	0	
	to their Specialization	Prepared - 3	1	0	4	0	0	0	0	
		Somewhat Prepared -2	0	0	2	0	0	0	0	
		Not Prepared - 1	0	0	0	0	0	0	0	
		MEAN	3.66	4.0	3.0	4.0	4.0	0	0	3.52
Item		Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
6.	Leadership Skills in Practice and within their Specialization.	Well prepared - 4	3	1	3	2	4	0	0	
		Prepared - 3	0	0	3	0	1	0	0	
		Somewhat Prepared -2	0	0	2	0	0	0	0	
		Not Prepared - 1	0	0	0	0	0	0	0	

	MEAN	4.0	4.0	3.37	4.0	3.80	0	0	3.52
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
7. Scholarship and Research within their Specialization	Well prepared - 4	1	1	2	0	1	0	0	
	Prepared - 3	2	0	3	2	4	0	0	
	Somewhat Prepared -2	0	0	3	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	3.33	4.0	3.37	3.0	3.2	0	0	3.0
In general, please rate the Advanced professionals prepared by Rowan University's College of Education whom you employ regarding their skills in	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
Applying data literacy to impact student learning, impact	Well prepared - 4	2	1	5	2	5	0	0	
school/district improvement	Prepared - 3	0	0	2	0	0	0	0	
CAEP A1.1	Somewhat Prepared -2	1	0	1	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	

	MEAN	3.33	4.0	3.5	4.0	4.0	0	0	3.57
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
Using research and understanding qualitative,	Well prepared - 4	2	1	2	2	2	0	0	
qualitative, and mixed methods	Prepared - 3	1	0	4	0	3	0	0	
research methods.	Somewhat Prepared -2	0	0	1	0	0	0	0	
CAEP A1.1	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	3.66	4.0	3.0	4.0	3.4	0	0	3.26
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	EPP
10. Using data analysis and evidence to develop a	Well prepared - 4	4	1	2	1	2	0	0	
evidence to develop a supportive school and or classroom environment.	Prepared - 3	0	0	3	1	2	0	0	
	Somewhat Prepared -2	0	0	3	0	1	0	0	
CAEP A1.1	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	4.0	4.0	3.37	3.5	3.2	0	0	3.36

Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
11. Leading and participating in collaborations [w peers,	Well prepared - 4	3	1	4	2	2	0	0	
colleagues, teachers,	Prepared - 3	0	0	3	0	3	0	0	
administrators, parents, community members] to impact	Somewhat Prepared -2	0	0	0	0	0	0	0	
student development and learning.	Not Prepared - 1	0	0	0	0	0	0	0	
[CAEP A1.1]	MEAN	4.0	4.0	3.12	4.0	4.0	0	0	3.47
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
12. Using different technologies to support their work within their	Well prepared - 4	2	1	2	2	5	0	0	
area of specialization.	Prepared - 3	1	0	2	0	0	0	0	
	Somewhat Prepared -2	0	0	3	0	0	0	0	
	Not Prepared - 1	0	0	1	0	0	0	0	
	MEAN	3.66	4.0	2.62	4.0	4.0	0	0	3.36

Item		Descriptor								
		·	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
13.	Applying and demonstrating professional dispositions, laws	Well prepared - 4	3	1	8	2	5	0	0	
	and policies, codes of ethics,	Prepared - 3	0	0	0	0	0	0	0	
	and professional standards relevant to the state and to their	Somewhat Prepared -2	0	0	0	0	0	0	0	
	area of specialization.	Not Prepared - 1	0	0	0	0	0	0	0	
	CAEP A1.1	MEAN	4.0	4.0	4.0	4.0	4.0	0	0	4.0
Item		Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
14.	Communicating effectively and efficiently.	Well prepared - 4	3	1	6	2	5	0	0	
	,	Prepared - 3	0	0	2	0	0	0	0	
		Somewhat Prepared -2	0	0	0	0	0	0	0	
		Not Prepared - 1	0	0	0	0	0	0	0	
		MEAN	4.0	4.0	3.75	4.0	4.0	0	0	3.89

Item	Descriptor								
	•	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
15. Communicating with family and communities to facilitate	Well prepared - 4	3	1	4	1	4	0	0	
student growth, development,	Prepared - 3	0	0	2	1	0	0	0	
achievement, impact.	Somewhat Prepared -2	0	0	2	0	1	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	4.0	4.0	2.75	3.5	3.6	0	0	3.31
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
16. Creating a positive, supportive, and engaging learning environment.	Well prepared - 4	3	1	5	1	4	0	0	
	Prepared - 3	0	0	1	1	1	0	0	
	Somewhat Prepared -2	0	0	1	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	

	MEAN	4.0	4.0	3.12	3.5	3.8	0	0	3.52
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
17. Reflecting on his or her practice.	Well prepared - 4	3	1	2	1	3	0	0	
process.	Prepared - 3	0	0	5	1	2	0	0	
	Somewhat Prepared -2	0	0	1	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	4.0	4.0	3.12	3.5	3.6	0	0	3.47
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	EPP
18. Meeting the educational needs of all children.	Well prepared - 4	3	1	3	2	5	0	0	
of all ciliaren.	Prepared - 3	0	0	5	0	0	0	0	
	Somewhat Prepared -2	0	0	0	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	

	MEAN	4.0	4.0	3.37	4.0	4.0	0	0	3.73
Please rate the degree to which educators prepared by Rowan University Advanced Programs exhibit the following Dispositions:	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
19. Appreciates individual differences and uniqueness in	Well prepared - 4	3	1	5	2	5	0	0	
others: families, students, ideas	Prepared - 3	0	0	3	0	0	0	0	
	Somewhat Prepared -2	0	0	0	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	4.0	4.0	3.62	4.0	4.0	0	0	3.84
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
20. Commits to continuous improvement	Well prepared - 4	3	1	2	1	2	0	0	
	Prepared - 3	0	0	2	1	3	0	0	
	Somewhat Prepared -2	0	0	4	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	

	MEAN	4.0	4.0	2.75	3.5	2.8	0	0	2.78
	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
21. Collaborates well with colleagues.	Well prepared - 4	3	1	3	2	5	0	0	
concagues.	Prepared - 3	0	0	3	0	0	0	0	
	Somewhat Prepared -2	0	0	2	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	
	MEAN	4.0	4.0	3.12	4.0	4.0	0	0	3.63
	Descriptor	School	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
22. Builds healthy and appropriate relationships with students, teachers, parents, and community.	Well prepared - 4	3	1	5	2	5	0	0	
	Prepared - 3	0	0	3	0	0	0	0	
	Somewhat Prepared -2	0	0	0	0	0	0	0	
	Not Prepared - 1	0	0	0	0	0	0	0	

	MEAN	4.0	4.0	3.62	4.0	4.0	0	0	3.84
ITEM	Descriptor	School Counseling	School Psychology4.0	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	ЕРР
23. Accepts and applies feedback.	Well prepared - 4	2	1	2	1	2	0	0	
	Prepared - 3	1	0	2	1	3	0	0	
	Somewhat Prepared -2	0	0	3	0	0	0	0	
	Not Prepared - 1	0	0	1	0	0	0	0	
	MEAN	3.66	4.0	2.12	3.5	3.4	0	0	3.15