

Rowan University
College of Education

CAEP Annual Reporting Measure 3: Satisfaction of Employers

Context: Data reflects Employer Surveys of **2021** 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	Check one role.	I have hired/supervised graduates from Rowan Initial and/or Advanced College of Education Programs in the following areas in the last 5 years [please check all that apply]. N-13 * Employers may be responding to more than 1 program if they have hired candidates from multiple programs.	
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		Initial Licensure Teaching Elementary or Early Childhood	Initial Licensure Secondary or Pk- 12	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other
Central Office Administrator	38%	5	4	2	0	4	2	3	0	0
Building Level Administrator	46%	4	2	1	0	3	0	2	0	0
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%
Suburban	31%	Pennsylvania	15%	Maryland	0
Rural	23%	Delaware	0	Other	0

INTASC	Item	Very Well-Prepared 4			Prepared 3			Somewhat Prepared 2			Not Prepared 1			Total Mean N=9 initial		
		EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE N=5	SEC N=4
	Based upon the education and training the educator received at Rowan CED, rate the degree to which you feel they are prepared															
7	1. To effectively plan for instruction.	6	5	2	3	0	2	0	0	0	0	0	0	3.66	4.0	3.5
3	2. 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	3. To effectively deliver instruction.	7	4	1	1	1	2	1	0	1	0	0	0	3.66	3.4	3.0
X	4. 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	3	2	1	3	1	2	2	1	1	1	0	1	2.88	2.8	3.25

INTASC	Item	Very Well-Prepared 4			Prepared 3			Somewhat Prepared 2			Not Prepared 1			Total Mean N=9 initial		
	personal professional development.															
9	9. To embody professional dispositions: integrity, fairness, professionalism.	7	4	3	0	0	0	2	1	1	0	0	0	3.11	3.6	3.5
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

INTASC	Item	Very Well-Prepared 4			Prepared 3			Somewhat Prepared 2			Not Prepared 1			Total Mean N=9 initial		
		EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC	EPP	ECE/ELE	SEC
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 students' families and community partners.	4	4	0	2	1	1	0	0	0	3	1	2	2.77	3.2	1.75
															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

Item In general, please rate Advanced Licensure holders prepared by Rowan University's College of Education regarding their knowledge in/about	Descriptor	School Counseling n3	School Psychology n1	Special Education n8	Principal /School Administration n2	Reading n5	ESL/Bilingual 0	Other 0	EPP
1. Content and/or educational policy related to their specialization.	Well prepared - 4	3	1	5	2	4	0	0	
	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	EPP
	Well prepared - 4	3	1	5	2	4	0	0	

2. Diversity of Learners: needs, opportunities, challenges, and rights.	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	EPP
3. 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	EPP
4. 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 Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	EPP
5. Use and Applications of Instructional Technology related to their Specialization	Well prepared - 4	2	1	2	2	5	0	0	
	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	EPP
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	EPP
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	EPP
8. Applying data literacy to impact student learning, impact school/district improvement	Well prepared - 4	2	1	5	2	5	0	0	
	Prepared - 3	0	0	2	0	0	0	0	
	Somewhat Prepared -2	1	0	1	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	EPP
11. Leading and participating in collaborations [w peers, colleagues, teachers, administrators, parents, community members] to impact student development and learning. [CAEP A1.1]	Well prepared - 4	3	1	4	2	2	0	0	
	Prepared - 3	0	0	3	0	3	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	3.12	4.0	4.0	0	0	3.47
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	EPP
12. Using different technologies to support their work within their area of specialization.	Well prepared - 4	2	1	2	2	5	0	0	
	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	EPP
13. Applying and demonstrating professional dispositions, laws and policies, codes of ethics, and professional standards relevant to the state and to their area of specialization. CAEP A1.1	Well prepared - 4	3	1	8	2	5	0	0	
	Prepared - 3	0	0	0	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	4.0	4.0	4.0	4.0	0	0
Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	EPP
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	4.0	0	0

Item	Descriptor	School Counseling	School Psychology	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	EPP
15. Communicating with family and communities to facilitate student growth, development, achievement, impact.	Well prepared - 4	3	1	4	1	4	0	0	
	Prepared - 3	0	0	2	1	0	0	0	
	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	EPP
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	3.62	4.0	4.0	0	0	3.84
ITEM	Descriptor	School Counseling	School Psychology4.0	Special Education	Principal /School Administration	Reading	ESL/Bilingual	Other	EPP
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