

Bethune-Cookman University
School of Education
4.2 CAEP Accountability Measures
Measure 2 –Part 1
Satisfaction of Employers Survey
2021-2022
Appendix 4-3



Request

Provide evidence of Employer Satisfaction Survey results.

Response

1. Florida Value-Added Models (VAM) data. Value-added models, in general, are used to measure a specific impact or influence on a performance outcome. Value-added models are often used in the areas of health care, education, and economics, for example. In Florida, our value-added models are used to measure the contribution of a teacher or school to student learning growth. Our value-added models do this by measuring the difference in each student's actual performance on a statewide assessment from that student's expected performance, which takes into account specific student and classroom factors that impact the learning process.

2. In addition to Florida's Value-Added Models (VAM) data, results from the Employer Satisfaction Survey and used to evaluate completer effectiveness in teaching.

Employer Satisfaction Survey 2016-2017							
		Highly Effective	Effective	Needs Improvement	Developing	Unsatisfactory	No Basis for Judgement
Graduate's Name	Student A Student B						
Year first employed in District/School							
Please rate this graduate in relationship to the following performance standards. Please indicate your rating by checking the appropriate box, using the following scale: 5 = Highly Effective 4 = Effective 3 = Needs Improvement 2 = Developing - Less than 3 Years 1 = Unsatisfactory 0 = No basis for Judgment							

plan curriculum to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)		1	1				
plan assessment to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)		1	1				
plan instruction intervention to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)		1					1
to lead student behavior and maintain momentum through the appropriate use of classroom management strategies (FEAP 2)		1					1
create a positive and safe learning environment to stimulate active student engagement and critical thinking. (FEAP 2,6)		1	1				
present varied types of content matter that is appropriate to the developmental level of the student. (FEAP 3)		1	1				
use effective verbal communications. (FEAP 2)		1					1
use effective nonverbal communications (FEAP 2)		1					1
use effective written communications (FEAP2)		1	1				
interact with stakeholders (FEAP 5)		1					1
use technology to manage data. (FEAP 2, 4)			1				1
use technology to evaluate student learning. (FEAP 2, 4)			2				
use technology to improve instruction and learning. (FEAP 2, 4)			2				
align instruction with applicable state standards (FEAP 1)		1	1				
apply appropriate measures to improve student's reading and computational skills, if applicable. (FEAP 3)		1	1				
demonstrate professional responsibility and ethical conduct. (FEAP 5, 6)		1	1				
Would you rehire this graduate?	2 = YES						
Please provide comments on our graduate's teaching ability.							
Please provide suggestions on how we can better prepare our students to meet your needs.							
Enter date form completed.							

Employer Satisfaction Survey 2018-2019							
		Highly Effective	Effective	Needs Improvement	Developing	Unsatisfactory	No Basis for Judgement
*Please Note: Student B only worked at school for a short time and transferred to another school							
Graduate's Name	Student A Student B						1
Year first employed in District/School							1

Please rate this graduate in relationship to the following performance standards. Please indicate your rating by checking the appropriate box, using the following scale: 5 = Highly Effective 4 = Effective 3 = Needs Improvement 2 = Developing - Less than 3 Years 1 = Unsatisfactory 0 = No basis for Judgment							
plan curriculum to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)	1						1
plan assessment to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)	1						1
plan instruction intervention to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)		1					1
to lead student behavior and maintain momentum through the appropriate use of classroom management strategies (FEAP 2)			1				1
create a positive and safe learning environment to stimulate active student engagement and critical thinking. (FEAP 2,6)	1						1
present varied types of content matter that is appropriate to the developmental level of the student. (FEAP 3)	1						1
use effective verbal communications. (FEAP 2)	1						1
use effective nonverbal communications (FEAP 2)			1				1
use effective written communications (FEAP2)			1				1
interact with stakeholders (FEAP 5)			1				1
use technology to manage data. (FEAP 2, 4)	1						1
use technology to evaluate student learning. (FEAP 2, 4)	1						1
use technology to improve instruction and learning. (FEAP 2, 4)	1						1
align instruction with applicable state standards (FEAP 1)	1						1
apply appropriate measures to improve student's reading and computational skills, if applicable. (FEAP 3)	1						1
demonstrate professional responsibility and ethical conduct. (FEAP 5, 6)	1						1
Would you rehire this graduate?	2 = YES						1
Please provide comments on our graduate's teaching ability. (Student A).	Student A is highly energetic and very passionate about teaching students from diverse backgrounds. Student A is a team player and works hard to ensure high quality standards aligned teaching every day.						

Please provide comments on our graduate's teaching ability. (Student B).	Student B was only at the school for a few weeks and then left and went to another school.						
Please provide suggestions on how we can better prepare our students to meet your needs. (Student A)	More and more integration of monitoring strategies and infusing technology in the classroom, especially the math classroom.						
Please provide suggestions on how we can better prepare our students to meet your needs. (Student B)	No suggestions as I really didn't get an opportunity to see Student B teach.						
Enter date form completed.	12-9-20 11-11-20						

Employer Satisfaction Survey 2019-2020							
		Highly Effective	Effective	Needs Improvement	Developing	Unsatisfactory	No Basis for Judgement
Graduate's Name	Student A						
Year first employed in District/School	2019-2020						
Please rate this graduate in relationship to the following performance standards. Please indicate your rating by checking the appropriate box, using the following scale: 5 = Highly Effective 4 = Effective 3 = Needs Improvement 2 = Developing - Less than 3 Years 1 = Unsatisfactory 0 = No basis for Judgment							
plan curriculum to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)			1				
plan assessment to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)			1				
plan instruction intervention to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)			1				
to lead student behavior and maintain momentum through the appropriate use of classroom management strategies (FEAP 2)			1				

create a positive and safe learning environment to stimulate active student engagement and critical thinking. (FEAP 2,6)			1				
present varied types of content matter that is appropriate to the developmental level of the student. (FEAP 3)			1				
use effective verbal communications. (FEAP 2)			1				
use effective nonverbal communications (FEAP 2)			1				
use effective written communications (FEAP2)			1				
interact with stakeholders (FEAP 5)			1				
use technology to manage data. (FEAP 2, 4)			1				
use technology to evaluate student learning. (FEAP 2, 4)			1				
use technology to improve instruction and learning. (FEAP 2, 4)			1				
align instruction with applicable state standards (FEAP 1)			1				
apply appropriate measures to improve student's reading and computational skills, if applicable. (FEAP 3)			1				
demonstrate professional responsibility and ethical conduct. (FEAP 5, 6)			1				
Would you rehire this graduate?	1 = YES						
Please provide comments on our graduate's teaching ability. (Student A).	Student A has great classroom management and performs best when collaborating with a team. She could improve her ability to stretch students' thinking with rigorous activities.						
Please provide suggestions on how we can better prepare our students to meet your needs. (Student A)	None						
Enter date form completed.	8/22/2021						

Employer Satisfaction Survey 2020-2021

		Highly Effective	Effective	Needs Improvement	Developing	Unsatisfactory	No Basis for Judgement
Graduate's Name	Student A Student B Student C						
Year first employed in District/School	Student A =2021 Student B = 2021 Student = 2021						
Please rate this graduate in relationship to the following performance standards. Please indicate your rating by checking the appropriate box, using the following scale: 5 = Highly Effective 4 = Effective 3 = Needs Improvement 2 = Developing - Less than 3 Years 1 = Unsatisfactory 0 = No basis for Judgment							
plan curriculum to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)		1	2				
plan assessment to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)		1	2				
plan instruction intervention to achieve learning outcomes for a diverse student population. (FEAP 1, 3, 4)		1	1	1			
to lead student behavior and maintain momentum through the appropriate use of classroom management strategies (FEAP 2)		1	2				
create a positive and safe learning environment to stimulate active student engagement and critical thinking. (FEAP 2,6)		1	2				
present varied types of content matter that is appropriate to the developmental level of the student. (FEAP 3)		1	2				
use effective verbal communications. (FEAP 2)		2	1				
use effective nonverbal communications (FEAP 2)		2	1				
use effective written communications (FEAP2)		2	1				
interact with stakeholders (FEAP 5)		1	2				
use technology to manage data. (FEAP 2, 4)		1	2				
use technology to evaluate student learning. (FEAP 2, 4)			3				
use technology to improve instruction and learning. (FEAP 2, 4)			3				
align instruction with applicable state standards (FEAP 1)			3				
apply appropriate measures to improve student's reading and computational skills, if applicable. (FEAP 3)			2	1			

demonstrate professional responsibility and ethical conduct. (FEAP 5, 6)							
Would you rehire this graduate?	Student A = YES Student B = YES Student C = YES						
Please provide comments on our graduate's teaching ability. (Student A).	Student A does a wonderful job of engaging our students and instilling a love of arts and education in our students. Student B = No response Student C = teaching ability has exceeded that of a first-year teacher.						
Please provide suggestions on how we can better prepare our students to meet your needs. (Student A)	No responses						
Enter date form completed.	Student A = 5/11/2021 Student B = 5/10/2022 Student C = 9/18//2022						

Data for years 2021-2022

Data for Measure 2 for Indicators of Teaching and Effectiveness Employer Satisfaction Survey is not yet available due to Employer Satisfaction Surveys do not go out until mid-May and will go out on May 20, 2023 for those students who graduated in years 2020-2021 and worked years 2021-2022.

The EPP plans to review Employer Satisfaction Survey data after the close of the survey date of June 15, 2023, and data for Measure 2 will be reviewed in Fall 23 Assessment Committee Meetings as well as Departmental Meetings and are expected to become available to the public by December 31, 2023.