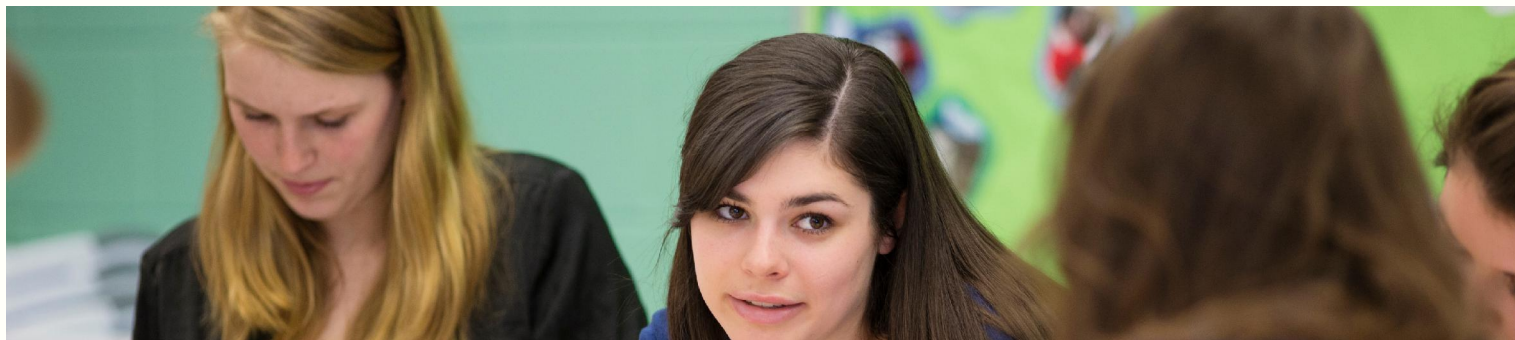


UNDERGRADUATE EMPLOYER SURVEY

*Executive Summary
Spring 2019*



Initial Preparation Program

Key Findings

Performance

Effective/Highly Effective

- Create a respectful and supportive learning environment that acknowledges the unique differences of all learners
- Use developmentally appropriate technology to design, implement and assess learning experiences
- Select/design and utilize appropriate assessments to monitor student progress and guide instructional decision making
- Use reflection to critique one's own performance, set goals, and implement change
- Communicate effectively with all students, families, colleagues, and communities
- Demonstrate enthusiasm and passion for students and teaching
- Recognize the legal and ethical obligations of the profession
- Pursue professional growth and development

Developing/ Effective/Highly Effective

- Design/select observable and measureable goals and objectives reflecting subject content knowledge aligned with relevant standards
- Plan developmentally appropriate activities that are aligned with goals and objectives, sequenced, differentiated, and actively engage students in learning
- Manage classroom procedures to ensure a safe learning environment

HIGHLIGHTS

**SURVEY RESPONSES FROM
EMPLOYERS WHO
EMPLOYED KSC INITIAL
PREPARATION PROGRAMS'
ALUMNI**

**RESPONSE SCALES ARE:
INEFFECTIVE, DEVELOPING,
EFFECTIVE, HIGHLY
EFFECTIVE, AND NOT ABLE
TO RATE**

10 RESPONSES

**OVERALL EFFECTIVE IN
MOST OF THE CATEGORIES**

Anecdotal Notes & Feedback

Positive Feedback

- She is an asset to our school who is always looking to improve her craft.
- Terrific young teacher.
- She has been an incredible asset to our community. She came in ready and willing to do whatever she needed to do. She has created an environment full of respect in her classroom and her communication with families is amazing.
- I believe that my teachers have been well trained to meet their responsibilities to our students, the parents, and our school. The follow up from Keene State has been remarkable.
- She is 100% committed to her students and our school.

Most Valued Aspects of Teaching

- The ability to establish classroom routines from the simplest tasks of finding materials to more complex routines such as transitioning from one activity to the next is critical. Additionally, skills and professional development in Eureka Math, Keys to Comprehension, SRSD, Zones of Regulation, and Responsive Classroom would be helpful to any pre-service teacher looking to work in ConVal.
- Content knowledge, ability to take risks, ability to listen to constructive criticism, positive attitude, enthusiasm about learning.
- Flexible, collaborative, willing to persevere and learn new things, reflective learner.
- Reflective- as an educator you have to be able to look back on what you have taught- good or bad and give yourself some feedback. Persistent- In education, you cannot give up. Some days will be more difficult than others and you just have to keep going.
- I value effective classroom management skills, positive outlook, willingness to learn, love of children and strong work ethic.
- I value teachers who are always willing to learn how to engage students at their individual learning levels.
- They must be knowledgeable concerning how to differentiate for students. They must also be willing to work with families.
- The Educator should have a well-rounded knowledge of all areas of the curriculum. It is critical at this time in education to have a strong background in standards-based grading and reporting along with Performance Assessment for Competency Education. A team member who is flexible and has the capacity to take on the challenges that demand the Teacher's attention is vital to their role as a school community member.

Most Challenging Aspects of Teaching

- The most glaring weakness is in the area of classroom management.
- Testing requirements and the pressure of student achievement data.
- I think the students need more time in schools throughout their college prep.
- We are seeing more and more students enter school with trauma. Our staff needs to have more training around trauma.
- We currently struggle with social/emotional issues with children. More training is necessary for teachers in this area.
- Their lack of knowledge and experience of PACE and standards-based grading and reporting.
- Ability to work effectively with challenging students.

**KEENE STATE COLLEGE
EDUCATOR PREPARATION PROGRAM**

Commit to Impact

GRADUATE EMPLOYER SURVEY

Executive Summary



Educational Leadership Program

Key Findings

Performance

Effective/Highly Effective

- Articulate/implement shared vision of learning
- Use data to identify school goals, assess effectiveness and implement plans to achieve goals
- Establish collaborative, trustworthy and personalized learning environment
- Evaluate curricular and instructional school program
- Develop and supervise instructional leadership
- Promote instructional technologies
- Mobilize community resources
- Ensure accountability by acting with integrity and fairness
- Safeguard school values of democracy, equity and diversity
- Evaluate potential legal/moral consequences of decision making
- Promote social justice
- Advocate for school students, families and caregivers

Developing/Effective/Highly Effective

- Use human, fiscal and technological resources to manage school operations
- Promote school-based policies and procedures
- Collaborate w/ faculty and community members
- Respond to community interests and needs
- Self-awareness, reflective practice, transparency and ethical behavior.
- Influence local, state and national decisions
- Anticipate/assess emerging trends and initiatives

HIGHLIGHTS

SURVEY RESPONSES FROM EMPLOYERS WHO HIRED KSC EDUCATIONAL LEADERSHIP PROGRAM GRADUATES

RESPONSE SCALES ARE: INEFFECTIVE, DEVELOPING, EFFECTIVE, HIGHLY EFFECTIVE, NOT ABLE TO RATE

4 RESPONSES

POSITIVE ON GRADUATES' PERFORMANCE

POSITIVE ON GRADUATES' DISPOSITION

FEEDBACK AND SUGGESTIONS



Disposition

Effective/Highly Effective

- Clear and accurate oral/written communication skills
- Work collaboratively and cooperatively
- Respect, empathy and caring for others
- Openness to diverse perspectives and backgrounds
- Enthusiasm and passion for students and teaching
- Working diligence
- Recognition of legal and ethical obligations
- Commitment to professional growth

Developing/Effective/Highly Effective

- Integrity and acceptance of responsibility for own actions

Anecdotal Notes and General Feedback

- have the highest level of integrity when working to do what is best for students
- value the balance b/w leadership and management, taking ownership of responsibilities, initiative and innovation, solving issues before becoming problems, and seeing big pictures
- understand student behavior and have a deep toolkit to help all students succeed
- uncompromisingly student centered understanding of current trends and best practices
- have moral courage to make difficult decisions
- critical thinking, exposure to central office functions, state level operations and federal grants management.
- change process to handle social media

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EDUCATOR PREPARATION PROGRAM**

Commit to Impact