

# **Employer Satisfaction Survey Results - Initial Level Programs**

Number of surveys sent = 63 Number of surveys completed (n) = 19 Response rate = 30%

#### **EPP**

1. Rate the competence of SHU graduates who are beginning teachers.

InTASC	NJPTS	CAEP		Not effectively addressed	Partially addressed	Adequately addressed	Fully addressed	Total
4	4	1.1	A. Knows principles and facts associated with content major	<b>0%</b> n=0	<b>6%</b> n=1	22% n=4	<b>72%</b> n=13	<b>100%</b> n=18
5	5	1.1	B. Knows theories of teaching and learning	<b>0%</b> n=0	<b>6%</b> n=1	<b>28%</b> n=5	<b>67%</b> n=12	<b>100%</b> n=18
3	3	1.1	C. Knows skills necessary for organization and management in the classroom	<b>0%</b> n=0	<b>6%</b> n=1	<b>33%</b> n=6	<b>61%</b> n=11	<b>100%</b> n=18
			D. Can translate theory into practice	<b>0%</b> n=0	<b>6%</b> n=1	<b>28%</b> n=5	<b>67%</b> n=12	<b>100%</b> n=18
10	10	1.1	E. Uses approaches to effective collaboration	<b>0%</b> n=0	<b>0%</b> n=0	<b>33%</b> n=6	<b>67%</b> n=12	<b>100%</b> n=18
10	10	1.1	F. Makes connections to families and community	<b>0%</b> n=0	<b>0%</b> n=0	<b>39%</b> n=7	<b>61%</b> n=11	<b>100%</b> n=18
6	6	1.1	G. Knows how to collect, analyze and use data to improve student performance	<b>0%</b> n=0	11% n=2	<b>28%</b> n=5	<b>61%</b> n=11	<b>100%</b> n=18
8	8	1.1 1.5	H. Effectively integrates technology into teaching and learning	<b>0%</b> n=0	<b>0%</b> n=0	<b>28%</b> n=5	<b>72%</b> n=13	<b>100%</b> n=18

EPP
2. Rate the social consciousness of SHU graduates who are beginning teachers.

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InTASC	NJPTS	CAEP		Not demonstrated	Partially demonstrates	Adequately demonstrates	•	Total
			A 0	demonstrated	demonstrates	uemonstrates	demonstrates	
			A. Serves as	0%	11%	22%	67%	100%
10	10	3.1	an advocate	n=0	n=2	n=4		
			for students					11 10
			B. Selects					
			materials that					
			reflect					
1	1	1.1	characteristics	0%	6%	33%	61%	Fully monstrates 67% 100% n=12 n=18
1	1	1.1	and interests	n=0	n=1	n=6	n=11	n=18
			of students,					
			families and					
			community					
			C. Includes					
			contributions	00/	<b></b>	•••	-10/	1000/
2	2	1.1	of diverse	0%	6%	33%		100% n=18  100% n=18  100% n=18  100% n=18  100% n=18  100% n=18
_	_		groups into	n=0	n=1	n=6	n=11	n=18
			teaching					
			D. Uses					
			appropriate	0%	0%	33%	67%	100%
8	8	1.1	instructional	n=0	n=0	n=6		
			strategies	11-0	11-0	11-0	11-12	11-16
			E.					
2	2	1.1	Differentiates	0%	6%	33%	61%	100%
2	2	1.1		n=0	n=1	n=6	n=11	n=18
			instruction					
			F. Respects	00/	00/	220/	(70/	1000/
2	2	1.1	and values	0%	0%	33%		
			difference in	n=0	n=0	n=6	n=12	n=18
			the classroom					
			G.	00/	00/	•••		1000:
9	11	1.1	Demonstrates	0%	0%	28%		100% n=18 100% n=18 100% n=18
	11	1.1	a professional	n=0	n=0	n=5	n=13	n=18
			code of ethics					

**EPP**3. Rate the ability of SHU to be reflective practitioners.

A. Reflects								
InTASC	NJPTS	CAEP		1 - 1	•		•	Total
9	9	1.1 1.2	A. Reflects on personal practice to improve performance.	<b>0%</b> n=0	<b>6%</b> n=1	<b>29%</b> n=5	<b>65%</b> n=11	<b>100%</b> n=17
6	6	1.2	B. Reflects on student learning to improve	<b>0%</b> n=0	<b>0%</b> n=0	<b>35%</b> n=6	<b>65%</b> n=11	<b>100%</b> n=17

		future planning.					
9	9	C. Is flexible and open to new ideas.	<b>0%</b> n=0	<b>0%</b> n=0	<b>24%</b> n=4	<b>76%</b> n=13	<b>100%</b> n=17
9	9	D. Has respect and value for the teaching profession.	<b>0%</b> n=0	<b>6%</b> n=1	18% n=3	<b>76%</b> n=13	<b>100%</b> n=17

Elementary

1. Rate the competence of SHU graduates who are beginning teachers.

	1. Rate the competence of SHU graduates who are beginning teachers.										
InTasc	NJPTS	CAEP		Not effectively addressed	Partially addressed	Adequately addressed	Fully addressed	Total			
4	4	1.1	A. Knows principles and facts associated with content major	<b>0%</b> n=0	11% n=1	<b>22%</b> n=2	<b>67%</b> n=6	<b>100%</b> n=9			
5	5	1.1	B. Knows theories of teaching and learning	<b>0%</b> n=0	11% n=1	<b>22%</b> n=2	<b>67%</b> n=6	<b>100%</b> n=9			
3	3	1.1	C. Knows skills necessary for organization and management in the classroom	<b>0%</b> n=0	<b>11%</b> n=1	<b>33%</b> n=3	<b>56%</b> n=5	<b>100%</b> n=9			
			D. Can translate theory into practice	<b>0%</b> n=0	11% n=1	<b>22%</b> n=2	67% n=6	<b>100%</b> n=19			
10	10	1.1	E. Uses approaches to effective collaboration	<b>0%</b> n=0	<b>0%</b> n=0	<b>44%</b> n=4	<b>56%</b> n=5	<b>100%</b> n=9			
10	10	1.1	F. Makes connections to families and community	<b>0%</b> n=0	<b>0%</b> n=0	<b>44%</b> n=4	<b>56%</b> n=5	<b>100%</b> n=9			
6	6	1.1	G. Knows how to collect, analyze and use data to improve student performance	<b>0%</b> n=0	<b>22%</b> n=2	<b>22%</b> n=2	<b>56%</b> n=5	<b>100%</b> n=9			
8	8	1.1 1.5	H. Effectively integrates technology into teaching and learning	<b>0%</b> n=0	<b>0%</b> n=0	33% n=3	<b>67%</b> n=6	<b>100%</b> n=9			

Elementary

2. Rate the social consciousness of SHU graduates who are beginning teachers.

InTasc	NJPTS	CAEP		Not demonstrated	Partially demonstrates	Adequately demonstrates	Fully demonstrates	Total
10	10	3.1	A. Serves as an advocate for students	<b>0%</b> n=0	11% n=1	33% n=3	56% n=5	<b>100%</b> n=9
1	1	1.1	B. Selects materials that reflect characteristics and interests of students, families and community	<b>0%</b> n=0	<b>0%</b> n=0	<b>44%</b> n=4	<b>56%</b> n=5	<b>100%</b> n=9
2	2	1.1	C. Includes contributions of diverse groups into teaching	<b>0%</b> n=0	<b>0%</b> n=0	<b>44%</b> n=4	<b>56%</b> n=5	100% n=9
8	8	1.1	D. Uses appropriate instructional strategies	<b>0%</b> n=0	<b>0%</b> n=0	<b>44%</b> n=4	<b>56%</b> n=5	<b>100%</b> n=9
2	2	1.1	E. Differentiates instruction	<b>0%</b> n=0	<b>11%</b> n=1	<b>33%</b> n=3	<b>56%</b> n=5	<b>100%</b> n=9
2	2	1.1	F. Respects and values difference in the classroom	<b>0%</b> n=0	<b>0%</b> n=0	<b>44%</b> n=4	<b>56%</b> n=5	<b>100%</b> n=9
9	11	1.1 3.6	G. Demonstrates a professional code of ethics	<b>0%</b> n=0	<b>0%</b> n=0	33% n=3	<b>67%</b> n=6	<b>100%</b> n=9

## Elementary

3. Rate the ability of SHU to be reflective practitioners.

InTasc	NJPTS	CAEP		Not demonstrated	Partially demonstrates	Adequately demonstrates	Fully demonstrates	Total
9	9	1.1 1.2	A. Reflects on personal practice to improve performance.	<b>0%</b> n=0	13% n=1	13% n=1	<b>75%</b> n=6	<b>100%</b> n=8
6	6	1.2	B. Reflects on student learning to improve future planning.	<b>0%</b> n=0	<b>0%</b> n=0	<b>38%</b> n=3	<b>63%</b> n=5	<b>100%</b> n=8

g	)	9	C. Is flexible and open to new ideas.	<b>0%</b> n=0	<b>0%</b> n=0	<b>25%</b> n=2	<b>75%</b> n=6	<b>100%</b> n=8
9	)	9	D. Has respect and value for the teaching profession.	<b>0%</b> n=0	13% n=1	13% n=1	75% n=6	<b>100%</b> n=8

## Middle

1. Rate the competence of SHU graduates who are beginning teachers.

InTASC	NJPTS	САЕР		Not effectively addressed	Partially addressed	Adequately addressed	Fully addressed	Total
4	4	1.1	A. Knows principles and facts associated with content major	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
5	5	1.1	B. Knows theories of teaching and learning	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
3	3	1.1	C. Knows skills necessary for organization and management in the classroom	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
			D. Can translate theory into practice	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
10	10	1.1	E. Uses approaches to effective collaboration	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
10	10	1.1	F. Makes connections to families and community	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
6	6	1.1	G. Knows how to collect, analyze and use data to improve student performance	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
8	8	1.1 1.5	H. Effectively integrates technology into teaching and learning	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5

Middle
2. Rate the social consciousness of SHU graduates who are beginning teachers.

InTASC	NJPTS	CAEP		Not	Partially	Adequately	Fully	Total
111111111111111111111111111111111111111	1101 15	CILLI		demonstrated	demonstrates	demonstrates	demonstrates	10111
10	10	3.1	A. Serves as an advocate for students	<b>0%</b> n=0	<b>20%</b> n=1	<b>0%</b> n=0	<b>80%</b> n=4	<b>100%</b> n=5
1	1	1.1	B. Selects materials that reflect characteristics and interests of students, families and community	<b>0%</b> n=0	<b>20%</b> n=1	<b>0%</b> n=0	<b>80%</b> n=4	<b>100%</b> n=5
2	2	1.1	C. Includes contributions of diverse groups into teaching	<b>0%</b> n=0	<b>20%</b> n=1	<b>20%</b> n=1	<b>60%</b> n=3	100% n=5
8	8	1.1	D. Uses appropriate instructional strategies	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
2	2	1.1	E. Differentiates instruction	<b>0%</b> n=0	<b>0%</b> n=0	<b>40%</b> n=2	<b>60%</b> n=3	100% n=5
2	2	1.1	F. Respects and values difference in the classroom	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	<b>100%</b> n=5
9	11	1.1 3.6	G. Demonstrates a professional code of ethics	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5

### Middle

## 3. Rate the ability of SHU to be reflective practitioners.

InTASC	NJPTS	CAEP		Not demonstrated	Partially demonstrates	Adequately demonstrates	Fully demonstrates	Total
9	9	1.1 1.2	A. Reflects on personal practice to improve performance.	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5
6	6	1.2	B. Reflects on student learning to improve future planning.	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5

9	)	9	C. Is flexible and open to new ideas.	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	<b>100%</b> n=5
9	)	9	D. Has respect and value for the teaching profession.	<b>0%</b> n=0	<b>0%</b> n=0	<b>20%</b> n=1	<b>80%</b> n=4	100% n=5

## **High School**

1. Rate the competence of SHU graduates who are beginning teachers.

1. Rate the competence of SHU graduates who are beginning teachers.									
InTASC	NJPTS	CAEP		Not effectively addressed	Partially addressed	Adequately addressed	Fully addressed	Total	
4	4	1.1	A. Knows principles and facts associated with content major	<b>0%</b> n=0	<b>0%</b> n=0	<b>0%</b> n=0	<b>100%</b> n=3	<b>100%</b> n=3	
5	5	1.1	B. Knows theories of teaching and learning	<b>0%</b> n=0	<b>0%</b> n=0	<b>33%</b> n=2=1	<b>67%</b> n=2	<b>100%</b> n=3	
3	3	1.1	C. Knows skills necessary for organization and management in the classroom	<b>0%</b> n=0	<b>0%</b> n=0	<b>33%</b> n=2=1	<b>67%</b> n=2	<b>100%</b> n=3	
			D. Can translate theory into practice	<b>0%</b> n=0	<b>0%</b> n=0	<b>33%</b> n=2=1	<b>67%</b> n=2	<b>100%</b> n=3	
10	10	1.1	E. Uses approaches to effective collaboration	<b>0%</b> n=0	<b>0%</b> n=0	<b>0%</b> n=0	<b>100%</b> n=3	<b>100%</b> n=3	
10	10	1.1	F. Makes connections to families and community	<b>0%</b> n=0	<b>0%</b> n=0	33% n=2=1	<b>67%</b> n=2	<b>100%</b> n=3	
6	6	1.1	G. Knows how to collect, analyze and use data to improve student performance	<b>0%</b> n=0	<b>0%</b> n=0	33% n=2=1	67% n=2	<b>100%</b> n=3	
8	8	1.1 1.5	H. Effectively integrates technology into teaching and learning	<b>0%</b> n=0	<b>0%</b> n=0	<b>0%</b> n=0	<b>100%</b> n=3	<b>100%</b> n=3	

**High School** 

2. Rate the social consciousness of SHU graduates who are beginning teachers.

				Not	Partially	Adequately		
InTASC	NJPTS	CAEP		demonstrated	demonstrates	demonstrates	Fully demonstrates	Total
			A C	uemonstrateu	uemonstrates	demonstrates	uemonstrates	
10	10	2.1	A. Serves as	0%	0%	0%	100%	100%
	10	3.1	an advocate	n=0	n=0	n=0	n=3	n=3
			for students					
			B. Selects					
			materials that					
			reflect					
1	1	1.1	characteristics	0%	0%	33%	67%	100%
1	1		and interests	n=0	n=0	n=2	n=2	n=3
			of students,					
			families and					
			community					
		1.1	C. Includes		<b>0%</b> n=0	<b>0%</b> n=0	100% n=3	
			contributions	00/				<b>100%</b> n=3
2	2		of diverse	0%				
			groups into	n=0				
			teaching					
	8	1.1	D. Uses					
			appropriate	0%	0%	0%	100%	100%
8			instructional	n=0	n=0	n=0	n=3	n=3
			strategies	0		0		
			E.					
2	2	1.1	Differentiates	0%	0%	0%	100%	100%
			instruction	n=0	n=0	n=0	n=3	n=3
			F. Respects					
2	2	1.1	and values	0%	0%	0%	100%	100%
			difference in	n=0	n=0	n=0	n=3	n=3
				11-0	11-0	11-0	11-3	11-3
			the classroom					
	11	1.1	G.	00/	00/	00/	1000/	1000/
9			Demonstrates	0%	0%	0%	100%	100%
			a professional	n=0	n=0	n=0	n=3	n=3
			code of ethics					

## **High School**

3. Rate the ability of SHU to be reflective practitioners.

InTASC	NJPTS	CAEP		Not demonstrated	Partially demonstrates	Adequately demonstrates	Fully demonstrates	Total
9	9	1.1 1.2	A. Reflects on personal practice to improve performance.	<b>0%</b> n=0	<b>0%</b> n=0	<b>67%</b> n=2	33% n=1	<b>100%</b> n=3
6	6	1.2	B. Reflects on student learning to improve future planning.	<b>0%</b> n=0	<b>0%</b> n=0	33% n=1	<b>67%</b> n=2	100% n=3

9	9	C. Is flexible and open to new ideas.	<b>0%</b> n=0	<b>0%</b> n=0	<b>0%</b> n=0	<b>100%</b> n=3	<b>100%</b> n=3
9	9	D. Has respect and value for the teaching profession.	<b>0%</b> n=0	<b>0%</b> n=0	<b>0%</b> n=0	<b>100%</b> n=3	<b>100%</b> n=3

#### Districts Represented (some more than once)

**Bayonne School District** 

Bernards Township School District

Bloomfield Board of Education

Cherry Hill School District

**Community School** 

**Cranford Public School District** 

Denville Township K-8 School District

Hackensack School District

Haddonfield School District

Hawkswood School

Hoboken Public School District

Hunterdon Central Regional High School District

Kenilworth School District

Lakewood Township School District

Long Branch Public School District

Montville Township School District

Morris School District

**Newark Public School District** 

North Brunswick Township School District

Pequannock Township School District

**Robert Treat Academy Charter School** 

**Rutherford School District** 

Scotch Plains-Fanwood School District

South Orange-Maplewood School District

Sparta Township Public School District

Springfield Public School District

Wayne Township Public School District

West Orange Public Schools