

### **CAEP component 4.3 from UMW-COE 2019 submitted Accreditation Review report for Initial Licensure program completers**

Employer satisfaction with EPP completers appears strong. Item 28 on the Employer Satisfaction Survey (See Employer Satisfaction Survey and Data 2018) asks administrators to respond to the following prompt: "Based upon the performance based evaluation of this early career teacher, this teacher was prepared to make a positive impact on student learning." On the 2018 Employer Satisfaction Survey, 85.4% of administrators responded that they "Strongly Agreed" or "Agreed" with that statement. Overall, employer satisfaction was expressed across the survey. The overall average for the survey was 4.2 on a five-point scale, and all 27 items were scored at a 4.0 or higher. The overall average for each category is: Learner Development (4.23), Content Knowledge (4.25), Instructional Practices (4.1), and, Professional Responsibility (4.2). Areas of strength and challenges are highlighted in the evidence file.

Although the survey is just one way to collect employer satisfaction data, we are considering other avenues in the future, specifically interviews and/or focus groups. Additionally, as we re-negotiate our Memorandum of Understanding (MOU) documents with local districts in summer 2019, our aim is to explore additional measures to better understand employer satisfaction to guide program improvement.