

Employer Survey

The Urban Institute for Teacher Education and the Department of Special Education at the University of Utah is contacting you to complete this survey because our records indicate you have recently hired at least one of our program alumni as a teacher in your school. We would like to ask you to complete the following survey about your experiences with our program alumni.

When answering the following questions, please consider your experiences with *[graduate's name]*. (If you have more than one of our alumni teaching at your school, then the name of the person we are asking you to think about for this survey was randomly selected.)

Please select your school type:

- 1 Elementary School
- 2 Middle School
- 3 High School

Please indicate your school district:

How many years has the teacher been teaching at your school?

- 1 One year or less
- 2 Two years
- 3 Three years or more

PROG_OPTION: Please select the teacher's program option:

- 1 Elementary
- 2 Secondary
- 3 Special Education - Mild/Moderate Disabilities
- 4 Special Education - Severe Disabilities
- 5 Special Education - Early Childhood
- 6 Special Education - Visual Impairments
- 7 Special Education - Deaf and Hard of Hearing

1. Please rate your level of agreement or disagreement with the following statement: ***Overall, I am satisfied with the performance of the University of Utah graduate who is teaching at my school.***

- 1 Strongly disagree
- 2 Somewhat disagree
- 3 Neither disagree nor agree
- 4 Somewhat agree
- 5 Strongly agree

Please give reasons for your answer to the previous question.

7. Using the following scale, please rate the performance of the University of Utah graduate who is teaching at your school in these areas:

1 Unsatisfactory - lacks basic knowledge and an ability to meet performance standards.

2 Practicing - possesses developing competencies in his/her knowledge and ability to meet performance standards.

3 Effective- displays a general understanding of linkages between knowledge and content and executes sound lessons on a consistent basis.

4 Highly Effective- exhibits exemplary performance, beyond that of a novice teacher.

The teacher:

- a. Makes content comprehensible for the students
- b. Creates learning experiences based on students' background knowledge and experience
- c. Demonstrates an understanding of individual learner differences
- d. Demonstrates an understanding of cultural and linguistic diversity
- e. Sets appropriate learning expectations for each classroom lesson
- f. Maintains an appropriate amount of communication with parents or guardians
- g. Creates appropriate learning goals for each classroom session
- h. Extends thinking to apply concepts taught to other upcoming concepts or real world situations
- i. Makes connections between concepts to increase student content knowledge
- j. Incorporates a variety of teaching methods and learning activities
- k. Has a good rapport with students

- l. Maintains a physical classroom environment where there are no unwanted activities happening in the class (e.g. excessive talking, students not listening to the teacher, etc.)
- m. Makes appropriate use of instructional time
- n. Promotes fairness
- o. Has clear learning goals and instructional procedures
- p. Engages in reflection to ensure accurate assessment measures
- q. Monitors understanding of content
- r. Uses multiple evaluation strategies
- s. Displays a sense of efficacy
- t. Appears to have a professional learning plan
- u. Collaborates with colleagues
- v. Appears to use reflection to inform instruction
- w. Participates in your school through leadership positions (e.g. being a grade level representative, having committee assignments in the district or school, etc.)
- x. Appears to contribute to student success overall
- y. Appears to be improving your knowledge and skill base
- z. Appears to be familiar with laws and requirements for teachers
- aa. Makes good use of technology in the classroom

Please describe the strengths of the University of Utah graduate in comparison with other teachers you have hired from other licensure programs.

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HIRING PROCESS

In general, how much do you rely on each of the following when making the decision to hire a teacher for a position at your school?

Not at all

Somewhat

Quite a bit

A great deal

- a. A job candidate's portfolio
- b. A job candidate's student teaching evaluation ratings
- c. Letters of Recommendation
- d. Interview with the job candidate