

2016 Completer Survey-Employers

National University

The Commission is seeking feedback from employers who have hired at least 2 completers from the same institution over the past 3-5 years. The intention is that the individual who has seen the new teachers teach is the person who completes this survey. If you have not seen the individuals teach, please forward the link to this survey to someone who has seen the individuals teach.

The purpose of this survey is not to gather information on the knowledge and skills of the individual completers, but to gather information about the strengths and weaknesses of the preparation program. This information, along with information from program completers, current candidates, master teachers and others, will be used as part of the institution's accreditation process.

Please complete this survey for 1 institution from which you have hired at least 2 preliminary credentialed teachers within the past 3-5 years. If you have hired new teachers from more than 1 institution, you may complete a separate survey for each additional institution(s).

1. What is your current position

	Program		Statewide	
	12	100.0%	835	100.0%
Principal	7	58.3%	557	66.7%
Vice/Assistant Principal	0	0.0%	12	1.4%
Department Chair or Program Manager	0	0.0%	8	1.0%
Lead Teacher	0	0.0%	0	0.0%
Other (please specify)	5	41.7%	258	30.9%

2. What type of school do you currently work at?

	Program		Statewide	
	12	100.0%	835	100.0%
Public (non-charter) school	9	75.0%	563	67.4%
Charter School	0	0.0%	37	4.4%
Private School	0	0.0%	58	6.9%
District Office	1	8.3%	120	14.4%
I work at multiple schools	0	0.0%	9	1.1%
Other (please specify)	2	16.7%	48	5.7%

3. How many new teachers have you hired in the past 5 years

	Program		Statewide	
	12	100.0%	830	99.4%
1 = none	0	0.0%	20	2.4%
2 = 1-2	1	8.3%	74	8.9%
3 = 3-5	4	33.3%	184	22.2%
4 = 6-10	3	25.0%	206	24.8%
5 = 11-20	1	8.3%	155	18.7%
6 = 21-50	1	8.3%	96	11.6%
7 = 51 or more	2	16.7%	95	11.4%
Mean : SD	4.25	1.66	4.29	1.55

4. Please identify the segment from which you have hired at least 2 new teachers in the past 5 school years

	Program		Statewide	
	12	100.0%	784	93.9%
California State University (CSU)	0	0.0%	481	61.4%
University of California (UC)	0	0.0%	57	7.3%
Private college or university	12	100.0%	189	24.1%
District Intern program	0	0.0%	57	7.3%

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Feedback on the Preliminary Preparation Program, organized by CSTP

1. When did you/your school last hire a completer from the identified institution?

	Program		Statewide	
	7	58.3%	562	67.3%
1 = Within the last year	5	71.4%	312	55.5%
2 = 1-2 years ago	0	0.0%	177	31.5%
3 = 3-5 years ago	1	14.3%	60	10.7%
4 = 6 or more years ago	1	14.3%	13	2.3%
Mean : SD	1.71	1.25	1.60	0.77

2. How many new teachers from the institution you identified have you hired in the past 5 years?

	Program		Statewide	
	8	66.7%	561	67.2%
1 = 1	2	25.0%	68	12.1%
2 = 2	3	37.5%	172	30.7%
3 = 3-5	2	25.0%	203	36.2%
4 = 6-10	1	12.5%	65	11.6%
5 = 11-15	0	0.0%	15	2.7%
6 = 16-20	0	0.0%	18	3.2%
7 = more than 20	0	0.0%	20	3.6%
Mean : SD	2.25	1.04	2.86	1.36

3. Engaging and Supporting all Students in Learning: Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?

	Connect classroom learning to the real world				Engage students in inquiry, problem solving, and reflection to promote their critical thinking				Meet the instructional needs of English learners				Identify and address special learning needs with appropriate teaching strategies			
	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
1 = Not at all	0	0.0%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	2	0.4%	0	0.0%	2	0.4%
2 = Poorly	0	0.0%	19	3.4%	1	12.5%	39	6.9%	1	12.5%	55	9.8%	1	12.5%	70	12.5%
3 = Adequately	4	50.0%	182	32.4%	4	50.0%	180	32.0%	5	62.5%	219	39.0%	4	50.0%	197	35.2%
4 = Well	4	50.0%	259	46.2%	3	37.5%	227	40.4%	2	25.0%	198	35.3%	3	37.5%	209	37.3%
5 = Very well	0	0.0%	100	17.8%	0	0.0%	115	20.5%	0	0.0%	87	15.5%	0	0.0%	82	14.6%
Mean : SD	3.50	0.53	3.78	0.78	3.25	0.71	3.74	0.87	3.13	0.64	3.56	0.88	3.25	0.71	3.53	0.90

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4. Creating and Maintaining Effective Environments for Student Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

	Establish and maintain a safe and respectful learning environment for all students				Create a productive learning environment with high expectations for all students			
	Program		Statewide		Program		Statewide	
	8	66.7%	560	67.1%	8	66.7%	559	66.9%
1 = Not at all	0	0.0%	2	0.4%	0	0.0%	1	0.2%
2 = Poorly	0	0.0%	32	5.7%	0	0.0%	32	5.7%
3 = Adequately	4	50.0%	158	28.2%	4	50.0%	166	29.7%
4 = Well	3	37.5%	223	39.8%	3	37.5%	221	39.5%
5 = Very well	1	12.5%	145	25.9%	1	12.5%	139	24.9%
Mean : SD	3.63	0.74	3.85	0.88	3.63	0.74	3.83	0.87

5. Understanding and Organizing Subject Matter for Student Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

	Use effective instructional strategies to teach specific subject matter and skills				Select, adapt, and develop materials, resources, and technologies to make subject matter accessible to all students			
	Program		Statewide		Program		Statewide	
	8	66.7%	558	66.8%	8	66.7%	554	66.3%
1 = Not at all	0	0.0%	1	0.2%	0	0.0%	1	0.2%
2 = Poorly	0	0.0%	20	3.6%	0	0.0%	27	4.9%
3 = Adequately	3	37.5%	183	32.8%	5	62.5%	179	32.3%
4 = Well	5	62.5%	238	42.7%	3	37.5%	231	41.7%
5 = Very well	0	0.0%	116	20.8%	0	0.0%	116	20.9%
Mean : SD	3.63	0.52	3.80	0.81	3.38	0.52	3.78	0.84

6. Planning Instruction and Designing Learning Experiences for All Students: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

	Plan instruction based on students' prior knowledge, academic readiness, language proficiency, cultural background, and individual development				Plan and adapt instruction that incorporates appropriate strategies, resources and technologies to meet the learning needs of all students			
	Program		Statewide		Program		Statewide	
	8	66.7%	560	67.1%	8	66.7%	558	66.8%
1 = Not at all	0	0.0%	2	0.4%	0	0.0%	1	0.2%
2 = Poorly	0	0.0%	39	7.0%	1	12.5%	39	7.0%
3 = Adequately	6	75.0%	202	36.1%	5	62.5%	192	34.4%
4 = Well	2	25.0%	227	40.5%	2	25.0%	227	40.7%
5 = Very well	0	0.0%	90	16.1%	0	0.0%	99	17.7%
Mean : SD	3.25	0.46	3.65	0.84	3.13	0.64	3.69	0.85

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7. Assessing Students for Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

	Involve all students in self-assessment, goal setting, and monitoring progress				Give productive feedback to students to guide their learning			
	Program		Statewide		Program		Statewide	
	8	66.7%	559	66.9%	8	66.7%	557	66.7%
1 = Not at all	0	0.0%	3	0.5%	0	0.0%	3	0.5%
2 = Poorly	1	12.5%	59	10.6%	0	0.0%	50	9.0%
3 = Adequately	6	75.0%	230	41.1%	7	87.5%	211	37.9%
4 = Well	1	12.5%	198	35.4%	1	12.5%	213	38.2%
5 = Very well	0	0.0%	69	12.3%	0	0.0%	80	14.4%
Mean : SD	3.00	0.53	3.48	0.86	3.13	0.35	3.57	0.86

8. Developing as a Professional Educator: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

	Evaluate the effects of actions on student learning and modify plans accordingly				Work with colleagues to improve instruction			
	Program		Statewide		Program		Statewide	
	8	66.7%	561	67.2%	8	66.7%	557	66.7%
1 = Not at all	0	0.0%	2	0.4%	0	0.0%	0	0.0%
2 = Poorly	1	12.5%	46	8.2%	0	0.0%	21	3.8%
3 = Adequately	4	50.0%	211	37.6%	4	50.0%	139	25.0%
4 = Well	3	37.5%	210	37.4%	4	50.0%	232	41.7%
5 = Very well	0	0.0%	92	16.4%	0	0.0%	165	29.6%
Mean : SD	3.25	0.71	3.61	0.87	3.50	0.53	3.97	0.83

9. Overall, how well-prepared do you think this program's completers are as teachers

	Program		Statewide	
	8	66.7%	560	67.1%
1 = Not at all	0	0.0%	1	0.2%
2 = Poorly	0	0.0%	31	5.5%
3 = Adequately	5	62.5%	160	28.6%
4 = Well	3	37.5%	200	35.8%
5 = Very well	0	0.0%	167	29.9%
Don't know *	0	-	1	-
Mean : SD	3.38	0.52	3.90	0.90

* Responses of "Don't Know" or variations on "N/A" are excluded from the percentage calculations.