

Employer Survey VEAC Report 2019-2020

Virginia
Education
Assessment
Collaborative

Virginia State University

Virginia Education Assessment Collaborative

The Virginia Education Assessment Collaborative (VEAC) is an outgrowth of several collaborations taking place between Educator Preparation Programs (EPP) in the Commonwealth of Virginia. The purpose of VEAC is to provide a centralized assessment structure for Virginia EPPs that standardizes and reduces the complexity of data collection for both the Virginia Department of Education (VDOE) and the Council for the Accreditation of Educator Preparation (CAEP).

Visit us at www.projectveac.org.

VEAC Steering Committee

Chairs:

Jillian McGraw – University of Virginia
Joel Hanel - University of Richmond

Leaders:

Mandy Turner - University of Virginia
Adrienne Sullivan – George Mason University
Amy Thelk – James Madison University
Angie Wetzel – Virginia Commonwealth University

Data Collection Process

VEAC partners submitted contact information for program completer's employers to VEAC in January 2020. Initial recruitment for the survey was conducted on July 30, 2020 and was open with reminders through late September 2020. Due to COVID-19, VEAC extended the timeline for data collection in the employer survey.

Survey Response Rates

For our 2019-2020 Pilot, VEAC fielded the Employer Survey to 1902 employers from 17 of the 18 EPP pilot participants who provided contact fields for program completers' employers.

Upon closing the survey in September 2020, VEAC collected 488 (25.66%) complete and partial responses. Related to the 14 InTASC/VUPS items, VEAC collected between 441 (23.19) to 456 (23.97%) responses. On the overall satisfaction item, VEAC collected 457 (24.03%) employer responses.

On the optional open-ended item, 201 (10.57%) employers provided a response to the open-ended items.

For Virginia State University, the EPP had a 25% response rate on the VEAC Employer Survey based on the total number of contacts submitted to VEAC minus the number of failed/bounced emails. Note that VEAC and Virginia State University worked to correct the number of bounced emails via list revisions.

Overall Program Satisfaction

This section addresses the overall readiness item in the VEAC employer survey. Specifically, the item asks employers, “Based on your experiences with this teacher, what best describes the extent to which they were ready to meet the needs of students in your school?” Respondent employers could respond “Fully ready (able to have an immediate impact on student learning), Mostly ready (able to successfully meet the needs of most students),” “Moderately ready (in order to be successful, needed additional training, support, and coaching beyond what is typically provided to beginning teachers),” “Minimally ready (limited success meeting the needs of students and improving outcomes even with additional supports)” or “Not ready (unable to meet the needs of students even with additional supports).” On this overall satisfaction item, there were 457 responses collected.

To find the average overall satisfaction, responses are coded, from 1 to 5. Higher values indicate more satisfaction, and lower values indicate more dissatisfaction. Table 1 provides descriptive statistics on this scaled version of the overall satisfaction item.

Table 1: Overall Satisfaction Scaled Descriptive

| | Mean | Standard Deviation | Standard Error | Lower 95% CI from Mean | Upper 95% CI from Mean | N |
|---------------------------|------|--------------------|----------------|------------------------|------------------------|-----|
| Virginia State University | 3.18 | 1.722 | 0.519 | 2.16 | 4.20 | 11 |
| ALL VEAC | 4.49 | .798 | .037 | 4.42 | 4.53 | 457 |

*Values range from 1 to 5

Employer Satisfaction on VUPS/InTASC

Table 2: Tagged VUPS/InTASC Survey Items

Please rate $\{e://Field/C.FirstName\}$ $\{e://Field/C.LastName\}$'s performance on each of the following:

| Item | EPP Mean Virginia State University | EPP N Virginia State University | VEAC Mean | VEAC Mean - 95% CI | VEAC Mean + 95% CI | VEAC N |
|--|--|---------------------------------------|--------------|--------------------------|--------------------------|-----------|
| A: Demonstrates an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences. | 2.82 | 11 | 3.34 | 3.31 | 3.42 | 456 |
| B: Plans using state standards, the school's curriculum, effective strategies, resources, and data to meet the needs of all students. | 2.82 | 11 | 3.29 | 3.29 | 3.40 | 456 |
| C: Effectively engages students in learning by using a variety of instructional strategies in order to meet individual learning needs. | 2.82 | 11 | 3.36 | 3.28 | 3.41 | 455 |
| D: Systematically gathers, analyzes, and uses all relevant data to measure student academic progress, guide instructional content and delivery methods, and provide timely feedback to both students and parents throughout the school year. | 2.91 | 11 | 3.11 | 3.20 | 3.32 | 455 |
| E: Uses resources, routines, and procedures to provide a respectful, positive, safe, student centered environment that is conducive to learning. | 2.82 | 11 | 3.43 | 3.32 | 3.45 | 456 |
| F: Maintains a commitment to professional ethics, communicates effectively, and takes responsibility for and participates in professional growth that results in enhanced student learning. | 2.82 | 11 | 3.6 | 3.40 | 3.52 | 456 |
| G: Work results in acceptable, measurable, and appropriate student academic progress. | 2.82 | 11 | 3.26 | 3.25 | 3.37 | 454 |

| Item | EPP Mean Virginia State University | EPP N Virginia State University | VEAC Mean | VEAC Mean - 95% CI | VEAC Mean + 95% CI | VEAC N |
|--|--|---------------------------------------|--------------|--------------------------|--------------------------|-----------|
| H: Selects technologies, informed by research, to promote learning for all students. | 2.73 | 11 | 3.33 | 3.28 | 3.38 | 453 |
| I: Integrates technology into instructional materials. | 2.73 | 11 | 3.34 | 3.29 | 3.40 | 452 |
| J: Brings multiple perspectives to instruction, including the learners' personal, family, and community experiences / norms. | 2.82 | 11 | 3.32 | 3.26 | 3.38 | 453 |
| K: Integrates diverse language and cultures into instruction to promote the value of multilingual / multicultural perspectives | 2.70 | 10 | 3.22 | 3.16 | 3.28 | 441 |
| L: Collaborates with the learning community to meet the needs of all learners and contribute to a supportive culture. | 2.82 | 11 | 3.42 | 3.36 | 3.48 | 456 |
| M: Uses assessment results to inform and adjust practice. | 2.73 | 11 | 3.30 | 3.25 | 3.36 | 455 |
| N: Engages in reflective practice. | 2.55 | 11 | 3.35 | 3.28 | 3.41 | 456 |

Values range from 1-4