Measure 3 Table 1. Summary Data of Employer Survey 2017-2018 Randolph College EPP Completers. (CAEP 4.3)

Data represent 87% response rate N=15. Employer prompt: The following statements, based on InTASC standards (CAEP 1.1), represent teaching skills that influence student achievement. Please rate the teacher's ability to demonstrate them, basing your assessments on teacher behaviors observed by you and/or your staff.

Survey Question: The Teacher:	InTASC Standard	Response * Range	N	Min./Max response	Mean	STDEVs	RC Target Mean score	% met
1. uses understanding of individual differences and diverse cultures to ensure inclusive learning environments that enable each learner to meet high standards.	2	1-4	13	2-4	3.2	.6	Average 3	100%
2. understands how learners grow and develop, recognizing that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas.	1	1-4	13	2-4	3.2	.6	Average 3	100%
3. designs and implements developmentally appropriate and challenging learning experiences.	7	1-4	12	2-4	3.1	.7	Average 3	100%
4. works with others to create environments that support individual and collaborative learning.	3	1-4	13	3-4	3.5	.5	Average 3	100%
5. encourages positive social interaction, active engagement in learning, and self-motivation.	1,2,3,	1-4	13	3-4	3.5	.5	Average 3	100%

Survey Question: The Teacher:	InTASC Standard	Response * Range	N	Min./Max response	Mean	STDEVs	RC Target Mean score	% met
6. understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches.	4,5,8	1-4	13	1-4	3.1	.9	Average 3	100%
7. creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content.	3	1-4	13	2-4	3.3	.6	Average 3	100%
8. understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to authentic local and global issues.	4,5	1-4	13	2-4	3.0	.7	Average 3	100%
9. understands and uses multiple methods of assessment to engage learners in their own growth.	6	1-4	13	1-4	2.9	.8	Average 3	Not met
10. monitors learner progress.	6	1-4	13	2-4	3.2	.7	Average 3	100%
11. plans instruction that supports every student in meeting rigorous learning goals.	7	1-4	11	2-4	3.1	.5	Average 3	100%
12. uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections.	5,8	1-4	13	2-4	3.1	.8	Average 3	100%

Survey Question: The Teacher:	InTASC Standard	Response * Range	N	Min./Max response	Mean	STDEVs	RC Target Mean score	% met
13. uses a variety of instructional strategies to build skills to apply knowledge in meaningful ways.	8	1-4	13	2-4	3.1	..8	Average 3	100%
14. engages in ongoing professional learning and uses evidence to continually evaluate his/her teaching practice.	9	1-4	13	2-4	3.5	.7	Average 3	100%
15. adapts practice to meet the needs of each learner.	6	1-4	13	2-4	3.2	.6	Average 3	100%
16. seeks leadership roles and opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth, and to advance the profession.	9,10	1-4	13	2-4	3.3	.6	Average 3	100%
17. is familiar with IDEA and 504 regulations, and is able to contribute to a student's IEP or 504 during meetings.	2	1-4	13	2-4	3.2	.6	Average 3	100%
Overall Evaluation of the Teacher's Effectiveness 18. Please rate the overall effectiveness of the teacher on a scale of 1 to 5 **	1-10	1-5**	13	3-5	3.5	.7	Average 3	100%

Legend: * (item 1-17) 4=Highly Skilled 3=Proficiently Skilled 2=Not adequately skilled 1=Skill level is not acceptable

** (item 18) 5. The teacher is excellent, in the top 5% of teachers I've supervised. 4. The teacher is good. 3. The teacher is average.

2. The teacher is below average. 1. The teacher is unacceptable.