

Measure 3: Employer satisfaction survey results for completers graduating during 2019-2020.

The survey items were developed by Virginia Educator Assessment Collaborative (VEAC) as a way to streamline the survey process for employers in our region. Employers were asked to rate their teacher’s performance on each of the competencies below using the following scale: exemplary (4), proficient (3), developing/ needs improvement (2), unacceptable (1), and unable to assess (NA). The average ratings are reported with a response rate of 43% (n=12). All of the employers indicated that Randolph College completers are proficient (average = 3.3) regarding teaching performance in fourteen teaching areas. 100% of the employers surveyed rated their teachers as Mostly ready (33%) to fully ready (67%) to meet the needs of students in their schools.

Completer performance	Average
Demonstrates an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences. (1)	3.2 (SD .4)
Plans using state standards, the school’s curriculum, effective strategies, resources, and data to meet the needs of all students. (2)	3.3 (SD .5)
Effectively engages students in learning by using a variety of instructional strategies in order to meet individual learning needs. (3)	3.4 (SD.5)
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. (4)	3.0 (SD .000)
Uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning. (5)	3.5 (SD .5)
Maintains a commitment to professional ethics, communicates effectively, and takes responsibility for and participates in professional growth that results in enhanced student learning. (6)	3.5 (SD.8)
Their work results in acceptable, measurable, and appropriate student academic progress. (7)	3.2 (SD.4)
Selects technologies, informed by research, to promote learning for all students. (8)	3.2 (SD.4)
Integrates technology into instructional methods. (9)	3.3 (SD.5)
Brings multiple perspectives to instruction, including the learners’ personal, family, and community experiences/norms. (10)	3.2 (SD.4)
Integrates diverse language and cultures into instruction to promote the value of multilingual/multicultural perspectives. (11)	3.0 (SD .000)
Collaborates with learning community to meet the needs of all learners and contribute to a supportive culture. (12)	3.5 (SD.5)
Uses assessment results to inform and adjust practice. (13)	3.3 (SD.5)
Engages in reflective practice. (14)	3.7 (SD.5)
Summative Question: Based on your experience with this teacher, what best describes the extent to which they were ready to meet the needs of students in your school?	67% Fully ready 33% Mostly ready