

## **2021-2022 Impact Measures**

- **Measure 2 (Initial and Advanced): Satisfaction of employers and stakeholder involvement. (R4.2|R5.3| RA4.1)**

Note: Advanced programs satisfaction of employer and stakeholder involvement survey data to become available fall of 2023.

Initial program satisfaction of employer and stakeholder involvement survey data outcomes starts on page 2.

**Planning and Preparation (Required Element)**

Form Element Type: Rating Scale

Total Individual Response(s): 3 Individual Response(s)

Response Legend: 1 = Inefficient Evidence 2 = Unprepared 3 = Somewhat Prepared 4 = Prepared 5 = Well Prepared

Rated Item(s)	Total	Distribution %					Average	Median	Mode	Standard Deviation
		1	2	3	4	5				
Demonstrates knowledge of content subject matter and pedagogy	3	0.00%	0.00%	0.00%	33.33%	66.67%	4.67	5	5	0.47
Demonstrates knowledge of student differences and diversity	3	0.00%	0.00%	0.00%	33.33%	66.67%	4.67	5	5	0.47
Demonstrates knowledge of instructional goals, county and state standards	3	0.00%	0.00%	0.00%	66.67%	33.33%	4.33	4	4	0.47
Demonstrates knowledge of resources	3	0.00%	0.00%	0.00%	66.67%	33.33%	4.33	4	4	0.47
Selects appropriate instructional goals/objectives/standards	3	0.00%	0.00%	33.33%	33.33%	33.33%	4	4	4	0.82
Uses multiple means of assessment based on specific goals/outcomes/standards to monitor learner progress	3	0.00%	0.00%	33.33%	33.33%	33.33%	4	4	3,4,5	0.82
<b>Total</b>	<b>18</b>	<b>0.00%</b>	<b>0.00%</b>	<b>11.11%</b>	<b>44.44%</b>	<b>44.44%</b>	<b>4.33</b>	<b>4</b>	<b>4,5</b>	<b>0.67</b>

**Classroom Environment (Required Element)**

Form Element Type: Rating Scale

Total Individual Response(s): 3 Individual Response(s)

Response Legend: 1 = Inefficient Evidence 2 = Unprepared 3 = Somewhat Prepared 4 = Prepared 5 = Well Prepared

Rated Item(s)	Total	Distribution %					Average	Median	Mode	Standard Deviation
		1	2	3	4	5				
Exhibits mutual respect to support the learning environment	3	0.00%	0.00%	0.00%	33.33%	66.67%	4.67	5	5	0.47
Facilitates student engagement	3	0.00%	0.00%	0.00%	33.33%	66.67%	4.67	5	5	0.47
Demonstrates understanding of content to create appropriate adaptations for diverse learners	3	0.00%	0.00%	0.00%	66.67%	33.33%	4.33	4	4	0.47
Demonstrates ability to monitor and respond appropriately to student behavior	3	0.00%	0.00%	0.00%	66.67%	33.33%	4.33	4	4	0.47
Uses appropriate and varied materials and instructional resources	3	0.00%	0.00%	33.33%	33.33%	33.33%	4	4	3,4,5	0.82
<b>Total</b>	<b>15</b>	<b>0.00%</b>	<b>0.00%</b>	<b>6.67%</b>	<b>46.67%</b>	<b>46.67%</b>	<b>4.4</b>	<b>4</b>	<b>4,5</b>	<b>0.61</b>

**Instruction (Required Element)**

Form Element Type: Rating Scale

Total Individual Response(s): 3 Individual Response(s)

Response Legend: 1 = Inefficient Evidence 2 = Unprepared 3 = Somewhat Prepared 4 = Prepared 5 = Well Prepared

Rated Item(s)	Total	Distribution %					Average	Median	Mode	Standard Deviation
		1	2	3	4	5				
Communicates/implements consistent procedures and expectations for appropriate behavior	3	0.00%	0.00%	0.00%	33.33%	66.67%	4.67	5	5	0.47
Demonstrates a variety of questioning strategies to facilitate learning	3	0.00%	0.00%	33.33%	33.33%	33.33%	4	4	3,4,5	0.82

Uses varied and appropriate instructional strategies to motivate and engage diverse learners	3	0.00%	0.00%	33.33%	0.00%	66.67%	4.33	5	5	0.94
Uses learner assessment data to inform instruction	3	0.00%	0.00%	33.33%	33.33%	33.33%	4	4	3,4,5	0.82
Differentiates instruction using developmentally effective approaches	3	0.00%	0.00%	33.33%	33.33%	33.33%	4	4	3,4,5	0.82
<b>Total</b>	<b>15</b>	<b>0.00%</b>	<b>0.00%</b>	<b>26.67%</b>	<b>26.67%</b>	<b>46.67%</b>	<b>4.2</b>	<b>4</b>	<b>5</b>	<b>0.83</b>

**Professional Responsibilities (Required Element)**

Reference Label: Professional Responsibilities

Form Element Type: Rating Scale

Total Individual Response(s): 3 Individual Response(s)

Response Legend: 1=Insufficient Evidence 2=Unprepared 3=Somewhat Prepared 4=Prepared 5=Well Prepared

Rated Item(s)	Total	Distribution %					Average	Median	Mode	Standard Deviation
		1	2	3	4	5				
Uses self-reflection to guide practice and enhance professional growth	3	0.00%	0.00%	0.00%	66.67%	33.33%	4.33	4	4	0.47
Maintains accurate records	3	0.00%	0.00%	0.00%	33.33%	66.67%	4.67	5	5	0.47
Builds family and community relationships	3	0.00%	0.00%	0.00%	66.67%	33.33%	4.33	4	4	0.47
Is immersed in school opportunities	3	0.00%	0.00%	33.33%	0.00%	66.67%	4.33	5	5	0.94
Seeks and responds appropriately to feedback from mentor teacher, supervisor, and administrators, and uses opportunities for professional growth	3	0.00%	0.00%	0.00%	66.67%	33.33%	4.33	4	4	0.47
Maintains an appropriate level of professionalism and ethical behavior	3	0.00%	0.00%	0.00%	33.33%	66.67%	4.67	5	5	0.47
<b>Total</b>	<b>18</b>	<b>0.00%</b>	<b>0.00%</b>	<b>5.56%</b>	<b>44.44%</b>	<b>50.00%</b>	<b>4.44</b>	<b>4.5</b>	<b>5</b>	<b>0.6</b>

**Impact on Student Growth (Required Element)**

Reference Label: Student Growth

Form Element Type: Rating Scale

Total Individual Response(s): 3 Individual Response(s)

Response Legend: 1=Insufficient Evidence 2=Unmet 3=Developing 4=Proficient 5=Exemplary

Rated Item(s)	Total	Distribution %					Average	Median	Mode	Standard Deviation
		1	2	3	4	5				
Please rate and comment on the teacher's impact on student growth	3	0.00%	0.00%	33.33%	33.33%	33.33%	4	4	3,4,5	0.82
<b>Total</b>	<b>3</b>	<b>0.00%</b>	<b>0.00%</b>	<b>33.33%</b>	<b>33.33%</b>	<b>33.33%</b>	<b>4</b>	<b>4</b>	<b>3,4,5</b>	<b>0.82</b>

Please select no more than five of the following descriptors that most accurately represent the dispositional strengths of recent Bowie State University graduates in your school. (Required Element)

Reference Label: Dispositions

Form Element Type: Multiple Answers Possible

Total Individual Response(s): 3 Individual Response(s)

Response(s)	Count	Percent
Cooperation	3	100.00%
Professional Attitude	3	100.00%
Acceptable Role Model	0	0.00%
Initiative/Personal Motivation	1	33.33%
Time Management	0	0.00%
Professional Judgment	3	100.00%
Problem Solving Skills	1	33.33%
Emotional Composure	1	33.33%
Intrapersonal Skills	3	100.00%

**Overall, how would you describe the preparation and performance of Bowie State University teacher graduates, in general, in your school? (Required Element)**

Reference Label: Preparation and Performance

Form Element Type: Open Ended Response

Total Individual Response(s): 3 Individual Response(s)

Response(s)

Open-ended responses are not available on this report.

**On the basis of the preparation and performance of Bowie State University graduates, how likely are you to employ other Bowie teacher graduates? (Required Element)**

Reference Label: Employment Future Graduates

Form Element Type: Open Ended Response

Total Individual Response(s): 3 Individual Response(s)

Response(s)

Open-ended responses are not available on this report.

**What is your current position at the school? (Required Element)**

Reference Label: Current Position

Form Element Type: Open Ended Response

Total Individual Response(s): 3 Individual Response(s)

Response(s)

Open-ended responses are not available on this report.

## Q1 Planning and Preparation

Answered: 1 Skipped: 0

Demonstrates  
knowledge of...



Demonstrates  
knowledge of...

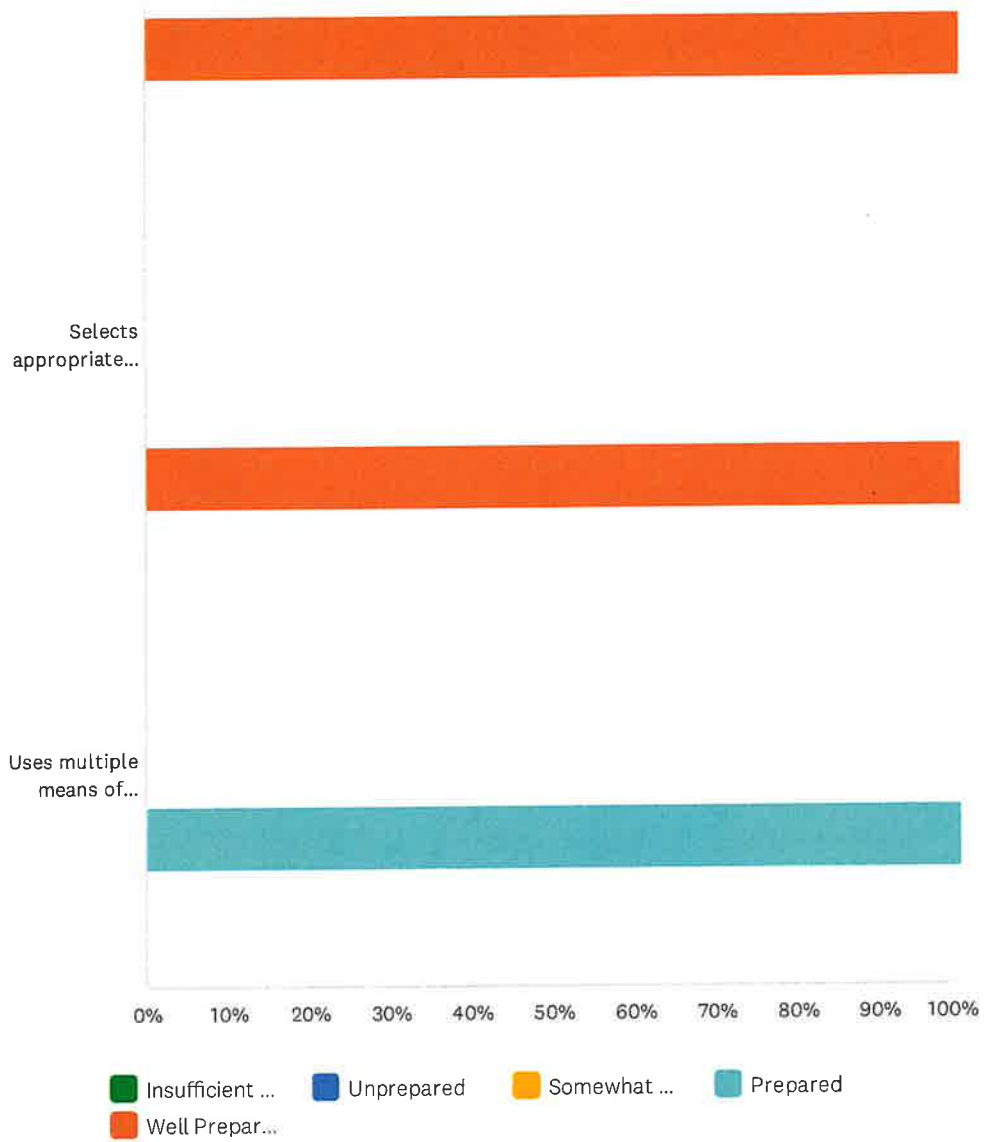


Demonstrates  
knowledge of...



Demonstrates  
knowledge of...

# EMPLOYER SURVEY (Initial Certification Graduates - First Year of Teaching)



EMPLOYER SURVEY (Initial Certification Graduates - First Year of Teaching)

	INSUFFICIENT EVIDENCE	UNPREPARED	SOMEWHAT PREPARED	PREPARED	WELL PREPARED	TOTAL	WEIGHTED AVERAGE
Demonstrates knowledge of content subject matter and pedagogy (InTASC 4)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.00
Demonstrates knowledge of student differences and diversity (InTASC 1,2,7)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00
Demonstrates knowledge of instructional goals, county and state standards (InTASC 1,7)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00
Demonstrates knowledge of resources	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.00
Selects appropriate instructional goals/objectives/standards (InTASC 4)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.00
Uses multiple means of assessment based on specific goals/outcomes/standards to monitor learner progress (InTASC 6)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00

## Q2 Classroom Environment

Answered: 1 Skipped: 0

Exhibits  
mutual respe...



Facilitates  
student...



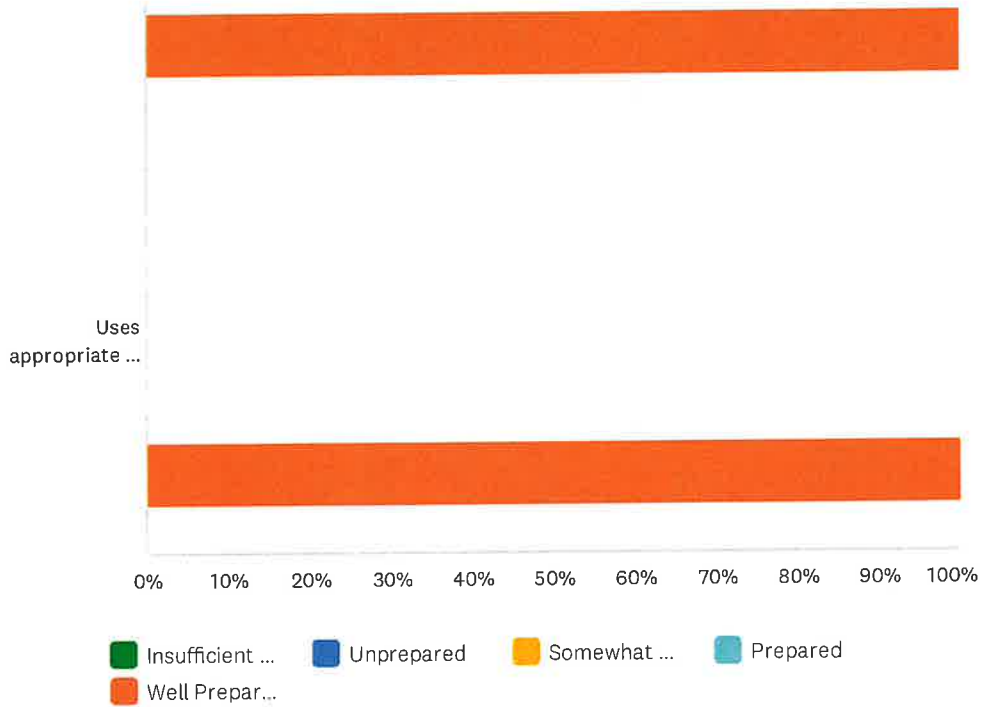
Demonstrates  
understandin...



Demonstrates  
ability to...



EMPLOYER SURVEY (Initial Certification Graduates - First Year of Teaching)



	INSUFFICIENT EVIDENCE	UNPREPARED	SOMEWHAT PREPARED	PREPARED	WELL PREPARED	TOTAL	WEIGHTED AVERAGE
Exhibits mutual respect to support the learning environment (InTASC 3)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00
Facilitates student engagement (InTASC 1)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00
Demonstrates understanding of content to create appropriate adaptations for diverse learners (InTASC 5)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00
Demonstrates ability to monitor and respond appropriately to student behavior	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.00
Uses appropriate and varied materials and instructional resources (InTASC 7)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.00

### Q3 Instruction

Answered: 1 Skipped: 0

Communicates/im  
plements...



Demonstrates a  
variety of...

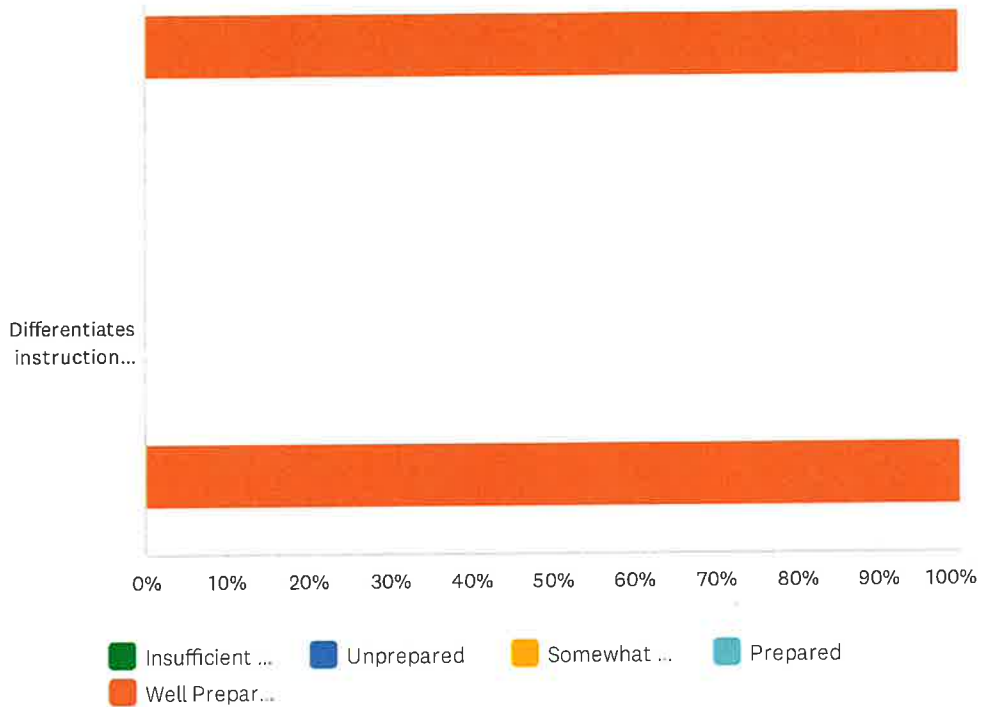


Uses varied  
and appropri...



Uses learner  
assessment d...

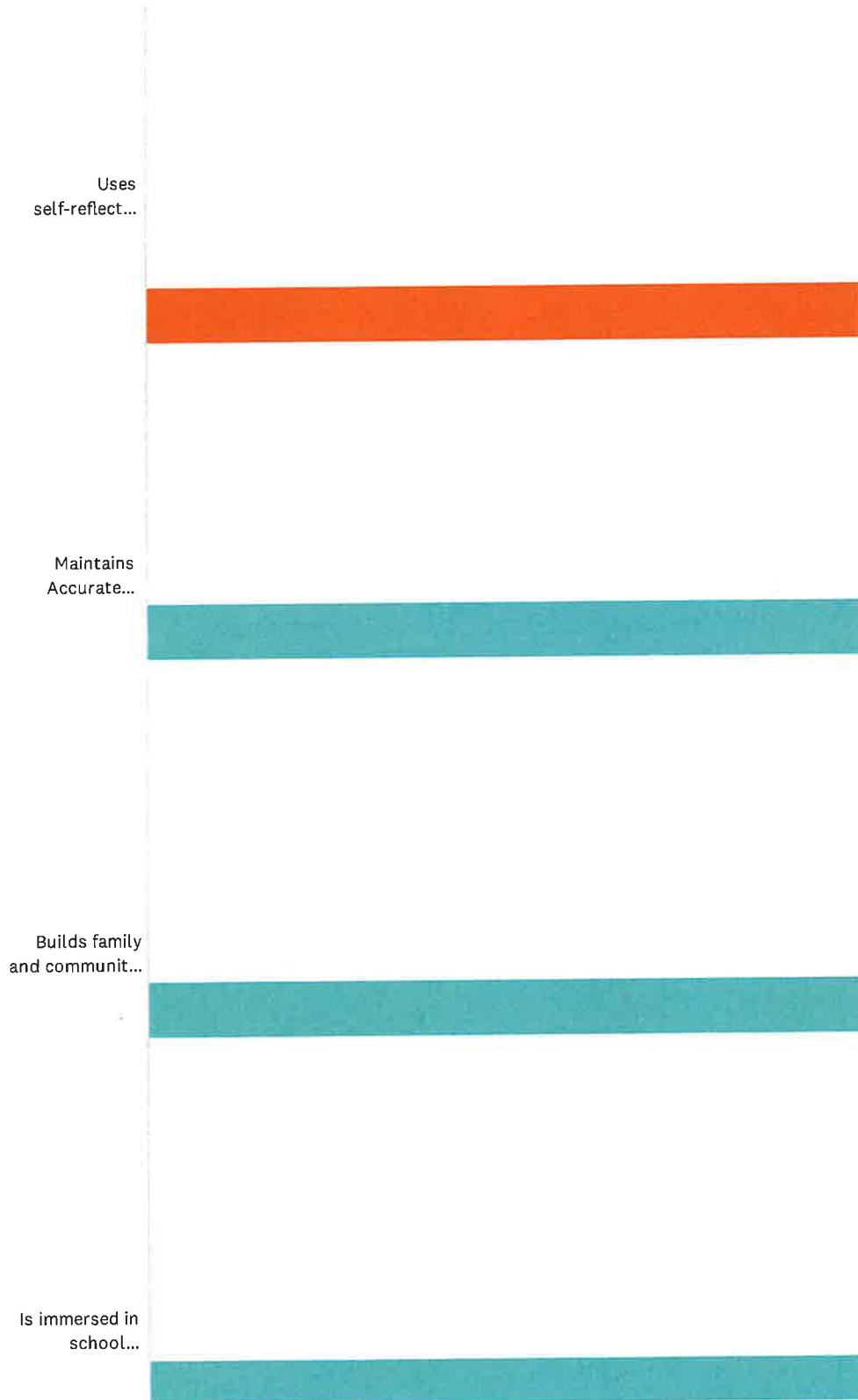
EMPLOYER SURVEY (Initial Certification Graduates - First Year of Teaching)



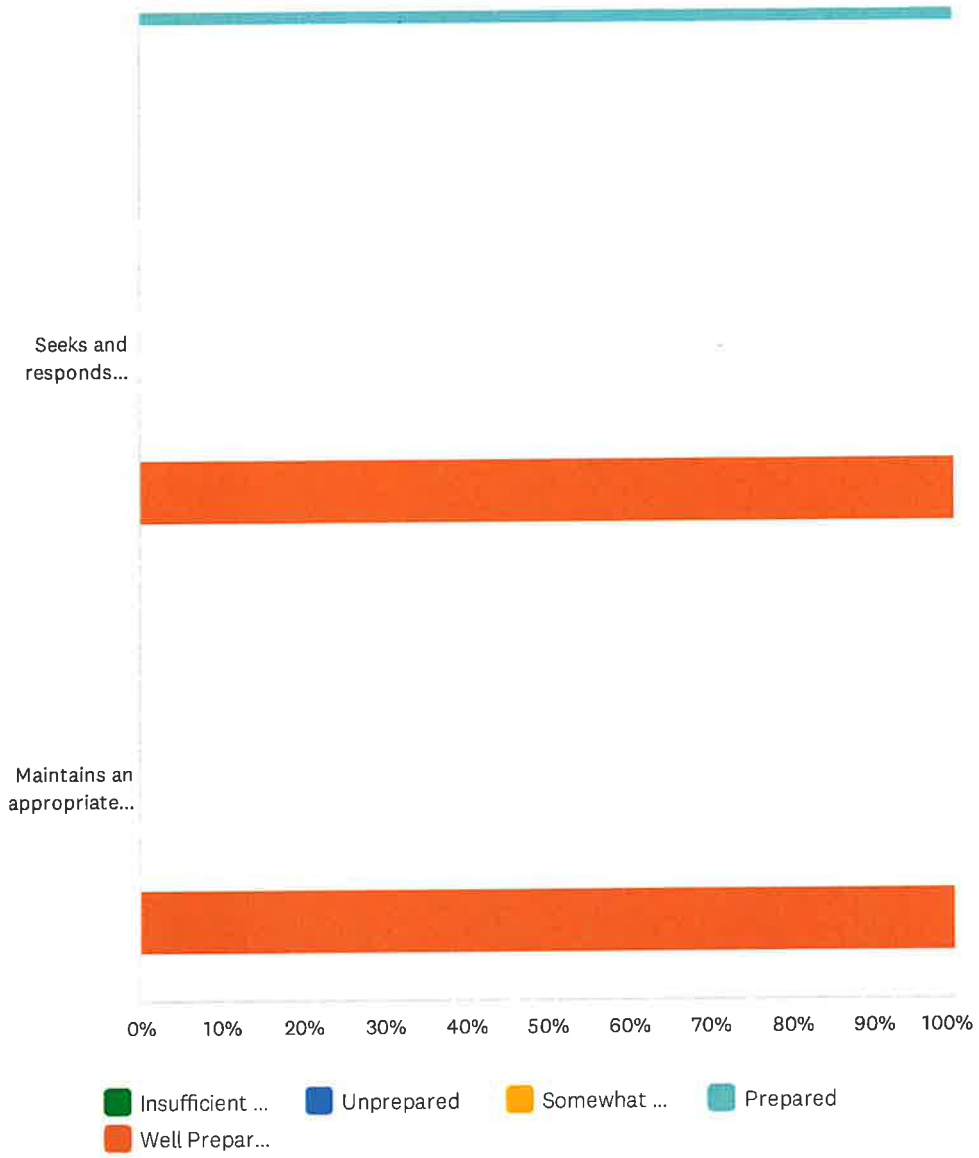
	INSUFFICIENT EVIDENCE	UNPREPARED	SOMEWHAT PREPARED	PREPARED	WELL PREPARED	TOTAL	WEIGHTED AVERAGE
Communicates/implements consistent procedures and expectations for appropriate behavior (InTASC 1,3,4,5,8)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.0
Demonstrates a variety of questioning strategies to facilitate learning (InTASC 8)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.0
Uses varied and appropriate instructional strategies to motivate and engage diverse learners (InTASC 8)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.0
Uses learner assessment data to inform instruction (InTASC 6)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.0
Differentiates instruction using developmentally effective approaches (InTASC 1, 2)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.0

## Q4 Professional Responsibilities

Answered: 1 Skipped: 0



EMPLOYER SURVEY (Initial Certification Graduates - First Year of Teaching)



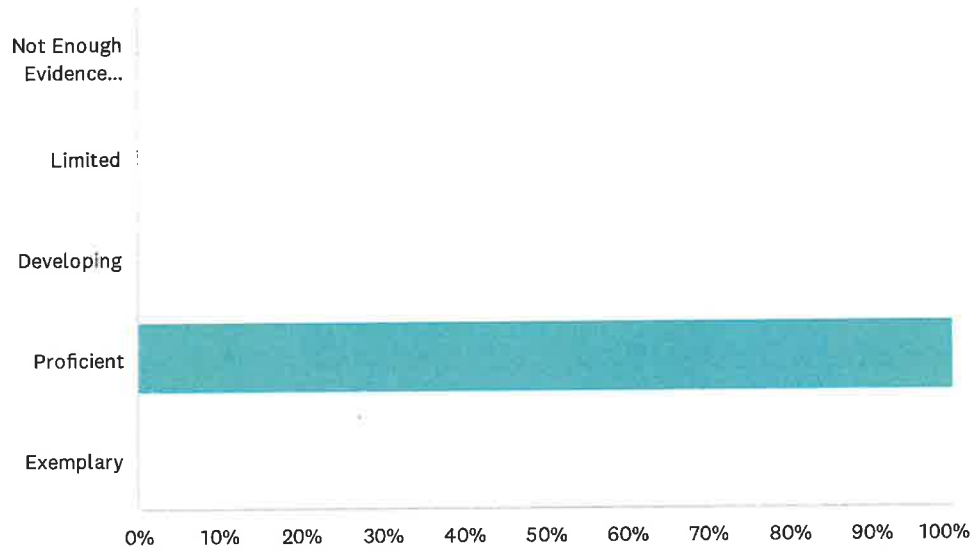
EMPLOYER SURVEY (Initial Certification Graduates - First Year of Teaching)

	INSUFFICIENT EVIDENCE	UNPREPARED	SOMEWHAT PREPARED	PREPARED	WELL PREPARED	TOTAL	WEIGHTED AVERAGE
Uses self-reflection to guide practice and enhance professional growth (InTASC 9)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.00
Maintains Accurate Records	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00
Builds family and community relationships (InTASC 10)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00
Is immersed in school opportunities (InTASC 10)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1	3.00
Seeks and responds appropriately to feedback from mentor teacher, supervisor, and administrators, and uses opportunities for professional growth (InTASC 9)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.00
Maintains an appropriate level of professionalism and ethical behavior ( InTASC 9, 10)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1	4.00

EMPLOYER SURVEY (Initial Certification Graduates - First Year of Teaching)

Q5 Please rate and comment on the teacher's impact on student growth.

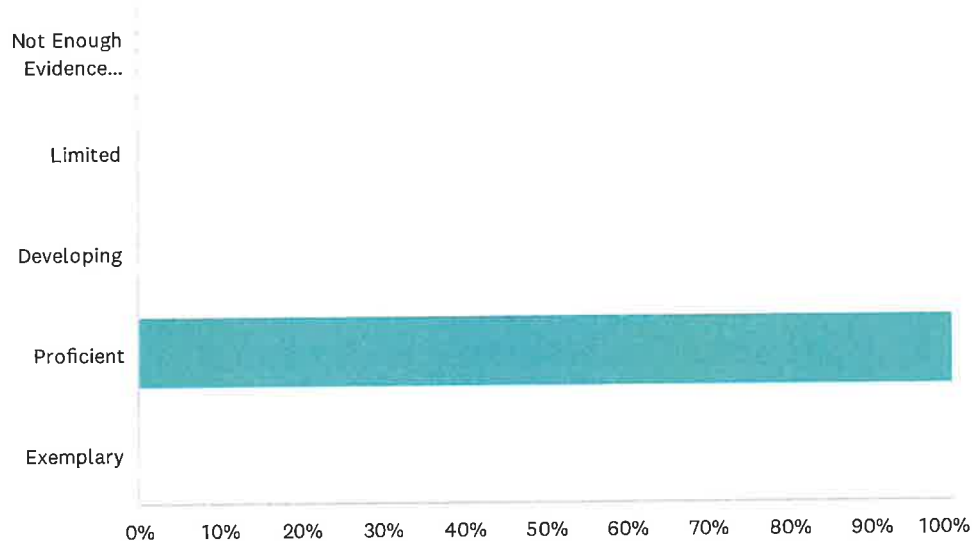
Answered: 1 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not Enough Evidence (Insufficient Evidence)	0.00%	0
Limited	0.00%	0
Developing	0.00%	0
Proficient	100.00%	1
Exemplary	0.00%	0
<b>TOTAL</b>		<b>1</b>

Q6 Please identify the area of strength of this beginning teacher.

Answered: 1 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not Enough Evidence (Insufficient Evidence)	0.00%	0
Limited	0.00%	0
Developing	0.00%	0
Proficient	100.00%	1
Exemplary	0.00%	0
<b>TOTAL</b>		<b>1</b>