

Employer Survey: Spring 2014

Principals (employers) were asked to respond to 22 questions based on a 4-point Likert scale, 1 - Below Expectations, 2 - Meets Expectations, 3 -Above Expectations, and 4 - Not Applicable.

According to the 14 principals who responded to the electronic survey, UNC teacher candidates earned the highest scores when choosing effective instruction to achieve goals in mathematics ($\mu=2.85$), demonstrating content knowledge in their area of licensure and endorsement ($\mu=2.57$), engaging learners in meaningful ways with content($\mu=2.57$), developing instruction that integrates one or more of the content areas in an appropriate way($\mu=2.57$), demonstrating persistence with projects and goals despite the presence of obstacles and setbacks($\mu=2.57$), and pursuing ongoing professional development and incorporate new practices and ideas ($\mu=2.57$).

Principals noted that former UNC teacher candidates struggled while modifying their instructional plans based on assessments ($\mu=2.07$), using various forms of assessment to measure student progress ($\mu=2.14$), demonstrating effective and appropriate classroom management skills ($\mu=2.14$), or when choosing effective instruction to achieve goals in literacy ($\mu=2.14$).

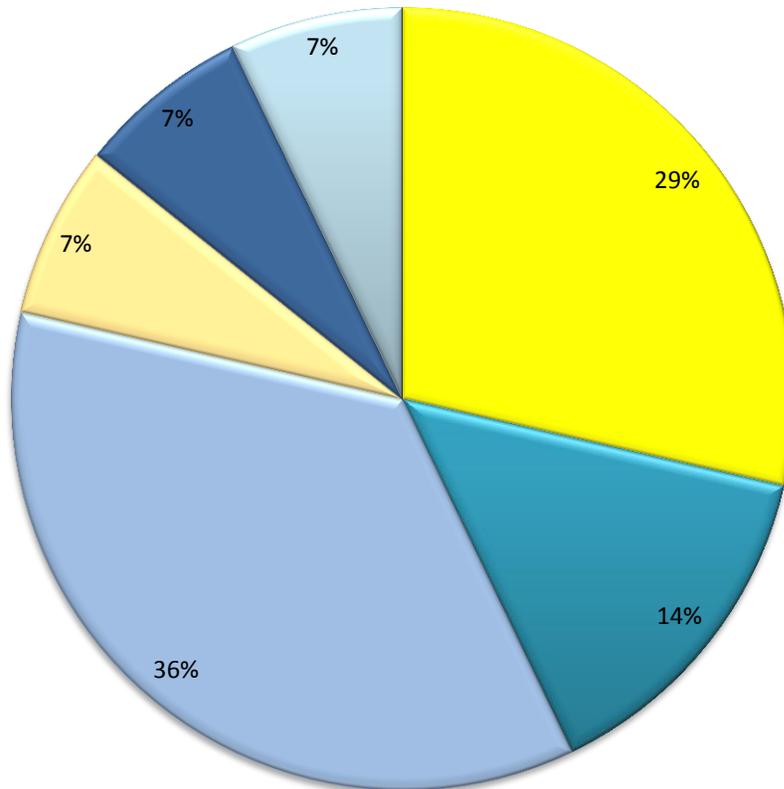
The table below provides both the questions and the percentage of the principals who of the total from the Likert-scale questions.

	N/A	% of 3	% of 2	% of 1
Total N=14		Above Expectations	Meets Expectations	Below Expectations
1. Uses a variety of effective instructional strategies.	0.00%	42.86%	42.86%	14.29%
2. Develops appropriate cognitive and academic goals for students with disabilities.	0.00%	35.71%	50.00%	14.29%
3. Chooses effective instruction to achieve goals in mathematics.	28.57%	35.71%	28.57%	7.14%
4. Chooses effective instruction to achieve goals in literacy.	0.00%	28.57%	57.14%	14.29%
5. Demonstrates effective and appropriate classroom management skills.	0.00%	35.71%	42.86%	21.43%
6. Exhibits content knowledge in area of licensure and endorsement.	0.00%	64.29%	28.57%	7.14%
7. Engages learners in meaningful ways with content.	0.00%	71.43%	14.29%	14.29%
8. Is able to develop and verbalize a philosophy of education.	0.00%	42.86%	42.86%	14.29%
9. Uses various forms of assessment to measure student progress.	0.00%	35.71%	42.86%	21.43%
10. Utilizes standards to guide instruction.	0.00%	57.14%	35.71%	7.14%
11. Demonstrates a caring disposition and maintain rapport with learners.	0.00%	57.14%	35.71%	7.14%
12. Modifies instructional plans based on assessment.	0.00%	28.57%	50.00%	21.43%

13. Develops instruction that integrates one or more content areas in an appropriate way.	7.14%	42.86%	50.00%	0.00%
14. Develops specific strategies for teaching students from diverse racial and ethnic backgrounds.	7.14%	28.57%	50.00%	14.29%
15. Communicates well with families	0.00%	42.86%	57.14%	0.00%
16. Pursues ongoing professional development and incorporate new practices and ideas.	0.00%	64.29%	28.57%	7.14%
17. Uses technology to enhance their quality of teaching.	0.00%	42.86%	57.14%	0.00%
18. Exhibits a professional demeanor.	0.00%	50.00%	50.00%	0.00%
19. Works effectively with educators and others in the community to promote the well-being of children and families.	0.00%	57.14%	35.71%	7.14%
20. Demonstrates sensitivity and skill in working with diverse individuals.	0.00%	50.00%	42.86%	7.14%
21. Engages in creative problem-solving.	0.00%	57.14%	35.71%	7.14%
22. Demonstrates persistence with projects and goals despite the presence of obstacles and setbacks.	0.00%	57.14%	42.86%	0.00%

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Please rate the quality of UNC teachers' performance overall in relation to the job performance



■ Among the top 10% of teachers with similar years of experience

■ Among the top 30% of teachers with similar years of experience

■ Middle 41-70% of teachers with similar years of experience

■ Among the lower 30-40% of teachers with similar years of experience

■ I do not track the institutions from which my teachers have graduated.

■ Not answered

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What is the level of the school where you are the principal?

