

Skyfactor Benchworks
Teacher Education Employer Assessment for
Initial and Advanced-Level
Educator Preparation Programs
West Chester University of Pennsylvania

2021 & 2018 Administrations

Evidence of the following standard:

CAEP Standard R4.2 Satisfaction of Employers: The provider demonstrates that employers are satisfied with the completers' preparation for their assigned responsibilities in working with diverse P-12 students and their families.

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Employer Survey for Initial and Advanced-Level Educator Preparation Programs – Survey Tool

General Learning Outcomes								
To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their:	Not at all	Moderately					Extremely	N/A
	1	2	3	4	5	6	7	
Q1. Analytical Skills								
Q2. Critical thinking skills								
Q3. Oral communication skills								
Q4. Problem-solving skills								
Q5. Written communication skills								

Employee Traits								
To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their:	Not at all	Moderately					Extremely	N/A
	1	2	3	4	5	6	7	
Q6. Commitment to their current job								
Q7. Professionalism								
Q8. Work ethic								

Learning Outcomes								
To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to:	Not at all	Moderately					Extremely	N/A
	1	2	3	4	5	6	7	
Q9. Apply knowledge of assessment strategies								
Q10. Build collaborative professional relationships								
Q11. Create a productive classroom environment								
Q12. Demonstrate effective classroom instruction								
Q13. Develop effective lesson plans								
Q14. Display appropriate professional skills								
Q15. Exhibit a mastery of relevant content								
Q16. Integrate technology into the teaching experience								
Q17. Reflect the value of diversity in teaching								

Overall Evaluation								
To what degree:	Not at all	Moderately					Extremely	N/A
	1	2	3	4	5	6	7	
Q18. Are you satisfied with the overall performance of recent graduates from this program?								
Q19. Would you recommend that your school/organization hire graduates from this program in the future?								

Comparison					
Q20. In comparison to other recent hires with similar levels of education and experience, how would you rate the preparation of graduates from this program?					
Among the least prepared	Less prepared than others	About as prepared as others	Better prepared than others	Among the best prepared	Unable to make a comparison

Comments
Q21. What could this program do to improve the preparation of graduates?

Demographics			
Q22. What best describes your role at your school/organization?			
Department head	Principal	Superintendent/Chief School Administrator	Other (Please specify.)
Q23. What best describes your school/organization?			
Public school	Private school	Charter school	Other (Please specify.)
Q24. What best describes the location of your school/organization?			
Urban	Suburban	Rural	
Q25. Approximately how many students are currently enrolled at your school/organization?			
Fewer than 500	500 to 999	1,000 to 1,499	1,500 to 1,999
		2,000 or more	

Q26. What best describes the grade level of the students at your school/organization?						
All levels (i.e., K-12)	Early childhood education	Elementary or primary education	Middle, junior, or intermediate education	High school or secondary education	Higher education or postseconda- ry education	Other (Please specify.)
Q27. In what state is your school/organization located?						

Source: Benchworks Teacher Education Employer Assessment (Skyfactor © Copyright 2021)

Employer Survey for Initial and Advanced-Level Educator Preparation Programs – Results

The following tables include responses to questions from employers of West Chester University of Pennsylvania teacher candidate program graduates. The employer survey was administered online via Skyfactor Benchworks. The data tables display results on employers’ satisfaction with program graduates and their preparation. Additionally, employer demographic information is included to contextualize the results.

Survey Information				
Year	Administration Dates	Employers Surveyed	Employers Responded	Response Rate
2021	February 3-20, 2021	203	19	9.4%
2018	April 25 to May 18, 2018	76	13	17%

Q1. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Analytical skills									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	4 (21.1%)	12 (63.2%)	2 (10.5%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	5 (38.5%)	6 (46.2%)	2 (15.4%)	0	13

Q2. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Critical thinking skills									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	4 (21.1%)	12 (63.2%)	3 (15.8%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	4 (30.8%)	6 (46.2%)	3 (23.1%)	0	13

Q3. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Oral communication skills									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	4 (21.1%)	10 (52.6%)	5 (26.3%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (15.4%)	9 (69.2%)	2 (15.4%)	0	13

Q4. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Problem-solving skills									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	5 (26.3%)	8 (42.1%)	5 (26.3%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	5 (38.5%)	5 (38.5%)	3 (23.1%)	0	13

Q5. General Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Written communication skills									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	1 (5.9%)	5 (29.4%)	7 (41.2%)	4 (23.5%)	2	17
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (27.3%)	6 (54.6%)	2 (18.2%)	0	11

Q6. Employee Traits - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Commitment to their current job									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	1 (5.3%)	10 (52.6%)	7 (36.8%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	9 (69.2%)	4 (30.8%)	0	13

Q7. Employee Traits - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Professionalism									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (15.8%)	9 (47.4%)	7 (36.8%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (7.7%)	8 (61.5%)	4 (30.8%)	0	13

Q8. Employee Traits - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their: Work ethic									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (15.8%)	10 (52.6%)	6 (31.6%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (7.7%)	8 (61.5%)	4 (30.8%)	0	13

Q9. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Apply knowledge of assessment strategies									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	1 (5.9%)	4 (23.5%)	9 (52.9%)	3 (17.7%)	2	17
2018	0 (0%)	0 (0%)	0 (0%)	2 (15.4%)	4 (30.8%)	6 (46.2%)	1 (7.7%)	0	13

Q10. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Build collaborative professional relationships									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	3 (15.8%)	10 (52.6%)	5 (26.3%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (15.4%)	8 (61.5%)	3 (23.1%)	0	13

Q11. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Create a productive classroom environment									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (11.1%)	13 (72.2%)	3 (16.7%)	1	18
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (16.7%)	8 (66.7%)	2 (16.7%)	0	12

Q12. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Demonstrate effective classroom instruction									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	2 (10.5%)	2 (10.5%)	12 (63.2%)	3 (15.8%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	4 (30.8%)	6 (46.2%)	3 (23.1%)	0	13

Q13. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Develop effective lesson plans									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	1 (5.3%)	0 (0%)	3 (15.8%)	12 (63.2%)	3 (15.8%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	6 (46.2%)	3 (23.1%)	4 (30.8%)	0	13

Q14. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Display appropriate professional skills									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	4 (21.1%)	11 (57.9%)	4 (21.1%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (15.4%)	7 (53.9%)	4 (30.8%)	0	13

Q15. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Exhibit a mastery of relevant content									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	4 (21.1%)	11 (57.9%)	4 (21.1%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	5 (38.5%)	6 (46.2%)	2 (15.4%)	0	13

Q16. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Integrate technology into the teaching experience									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	9 (47.4%)	10 (52.6%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	2 (16.7%)	1 (8.3%)	5 (41.7%)	4 (33.3%)	0	12

Q17. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from this program regarding their ability to: Reflect the value of diversity in teaching									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	1 (5.6%)	0 (0%)	5 (27.8%)	9 (50%)	3 (16.7%)	1	18
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	4 (33.3%)	5 (41.7%)	3 (25%)	0	12

Q18. Overall Evaluation - To what degree: Are you satisfied with the overall performance of recent graduates from this program?									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	1 (5.3%)	2 (10.5%)	10 (52.6%)	6 (31.6%)	0	19
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (23.1%)	8 (61.5%)	2 (15.4%)	0	13

Q19. Overall Evaluation - To what degree: Would you recommend that your school/organization hire graduates from this program in the future?									
Year	Not at all	Moderately					Extremely	N/A	Total
	1	2	3	4	5	6	7		
2021	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (11.8%)	6 (35.3%)	9 (52.9%)	1	17
2018	0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (23.1%)	8 (61.5%)	2 (15.4%)	0	13

Q20. Comparison - In comparison to other recent hires with similar levels of education and experience, how would you rate the preparation of recent graduates from this program?		
	2018	2021
Among the least prepared	0 (0%)	0 (0%)
Less prepared than others	0 (0%)	0 (0%)
About as prepared as others	5 (41.7%)	3 (15.8%)
Better prepared than others	4 (33.3%)	9 (47.4%)
Among the best prepared	3 (25%)	7 (36.8%)
Unable to make a comparison	0 (0%)	0 (0%)
Total	12	19

Q21. What could this program do to improve the preparation of graduates?	
2018	2021
Survey responses for this prompt are confidential.	

Q22. Demographics - What best describes your role at your school/organization?		
	2018	2021
Department head	0 (0%)	0 (0%)
Principal	13 (100%)	19 (100%)
Superintendent/Chief School Administrator	0 (0%)	0 (0%)
Other (Please specify.)	0 (0%)	0 (0%)
Total	13	19

Q23. Demographics - What best describes your role at your school/organization?		
	2018	2021
Public school	13 (100%)	19 (100%)
Private school	0 (0%)	0 (0%)
Charter school	0 (0%)	0 (0%)
Other (Please specify.)	0 (0%)	0 (0%)
Total	13	19

Q24. Demographics - What best describes the location of your school/organization?		
	2018	2021
Urban	1 (7.7%)	2 (10.5%)
Suburban	11 (84.6%)	14 (73.7%)
Rural	1 (7.7%)	3 (15.8%)
Total	13	19

Q25. Demographics - Approximately how many students are currently enrolled at your school/organization?		
	2018	2021
Fewer than 500	2 (15.4%)	3 (15.8%)
500 to 999	8 (61.5%)	13 (68.4%)
1,000 to 1,499	2 (15.4%)	2 (10.5%)
1,500 to 1,999	1 (7.7%)	0 (0%)
2,000 or more	0 (0%)	1 (5.3%)
Total	13	19

Q26. Demographics - What best describes the grade level of the students at your school/organization?		
	2018	2021
All levels (i.e., K-12)	0 (0%)	0 (0%)
Early childhood education	0 (0%)	0 (0%)
Elementary or primary education	7 (53.9%)	13 (68.4%)
Middle, junior, or intermediate education	3 (23.1%)	3 (15.8%)
High school or secondary education	2 (15.4%)	2 (10.5%)
Higher education or postsecondary education	0 (0%)	0 (0%)
Other (Please specify.)	1 (7.7%)	1 (5.3%)
Total	13	19

Q27. In what state is your school/organization located?		
	2018	2021
Pennsylvania	13 (100%)	19 (100%)
Total	13	19