2023 Curriculum and Instruction Employer Survey

About

The Curriculum and Instruction (C & I) Employer Survey assesses the program's impact on candidates' skills and professional knowledge from the perspective of those who supervise the completers. The survey was developed collaboratively by the program faculty and the associate dean in 2018-2019 and was revised during the 2022-2023 academic year ahead of the spring 2023 implementation. The survey was revised to ensure that it will meet CAEP Sufficiency Criteria and provide actionable data in alignment with the program standards. The revised survey was piloted with a panel of external stakeholders who reviewed the employer survey, shared their interpretations of the questions, and provided feedback on questions. Their feedback was vital to this process, as panelists were school-based leaders and had a strong understanding of curriculum and instruction goals and needs. The survey questions were revised based on their feedback prior to the spring 2023 implementation. The Educator Preparation Provider (EPP) developed its surveys for completers and their employers, as the Georgia Professional Standards Commission (GaPSC) does not cover these completers in the surveys currently utilized by the state. The EPP administers the Curriculum and Instruction Employer Survey to employers by email one year after a student completes the program.

Discussion of Results

The survey results below in Table 1, pages two to six, include our most recent data from the 2023 administration. The response rate was acceptable at 31.8%. The results indicated that employers are pleased with the skills and professional behaviors that completers demonstrate in the areas of curriculum, instruction, content, knowledge of students, research, assessment, and professional practices after completing the program. Of the seven employers responding, 100% indicated they were either satisfied or extremely satisfied with how the program impacted the educators. There were no recommendations or suggestions for improvements. Overall, the employer survey indicates that the program positively impacts candidates.

As the survey is administered annually, the EPP will aggregate results and analyze trends longitudinally. The EPP notes limitations to administering a survey to employers a year after program completion. One limitation of the survey administration can be employer turnover and shifts of principals within school districts. At times, respondents may be new to their position or school and need to familiarize themselves with the educator they are evaluating. It is also possible for the employer to have not worked with the educator before their enrollment in the program and subsequent completion. This can limit their comparison of the educator’s performance and the amount of information they can contribute in their responses.

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Table 1

Curriculum and Instruction Employer Survey Results

<table>
<tr><td>Question</td><td>2023 Employers of 2022 Completers</td></tr>
<tr><td></td><td>Total Number of Completers = 22
Response Rate of Employers = 31.8%</td></tr>
<tr><td>1. What is the graduate's current professional position?</td><td>Classroom Teacher: 100%
Other: 0%</td></tr>
<tr><td>2. To what extent are you satisfied or dissatisfied with the program completer’s preparation in Knowledge of Curriculum?</td><td>
<table>
<tr><th></th><th>Extremely Satisfied</th><th></th><th>Satisfied</th><th></th><th>Dissatisfied</th><th></th><th>Extremely Dissatisfied</th><th></th><th>Total</th></tr>
<tr><td>Advanced ability to design curriculum to promote student learning</td><td>85.71%</td><td>6</td><td>14.29%</td><td>1</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>7</td></tr>
<tr><td>Advanced ability to implement curriculum to promote student learning</td><td>85.71%</td><td>6</td><td>14.29%</td><td>1</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>7</td></tr>
<tr><td>Advanced ability to evaluate curriculum by using student performance data</td><td>85.71%</td><td>6</td><td>14.29%</td><td>1</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>7</td></tr>
<tr><td>Advanced ability to refine curriculum by using student performance data</td><td>85.71%</td><td>6</td><td>14.29%</td><td>1</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>7</td></tr>
<tr><td>Advanced knowledge of philosophical frameworks that undergird curriculum design</td><td>85.71%</td><td>6</td><td>14.29%</td><td>1</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>7</td></tr>
<tr><td>Advanced ability to align curriculum across local, state, and national standards within and across subject areas</td><td>85.71%</td><td>6</td><td>14.29%</td><td>1</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>7</td></tr>
<tr><td>Advanced knowledge of technology to support evidence-based teaching practices</td><td>85.71%</td><td>6</td><td>14.29%</td><td>1</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>7</td></tr>
<tr><td>Advanced ability to implement technology to support evidence-based teaching practices</td><td>85.71%</td><td>6</td><td>14.29%</td><td>1</td><td>0.00%</td><td>0</td><td>0.00%</td><td>0</td><td>7</td></tr>
</table>
</td></tr>
<tr><td>3. To what extent are you satisfied or dissatisfied with the program completer’s preparation in Knowledge of Instruction?</td><td>
<table>
<tr><th></th><th>Extremely Satisfied</th><th></th><th>Satisfied</th><th></th><th>Dissatisfied</th><th></th><th>Extremely Dissatisfied</th><th></th><th>Total</th></tr>
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	Advanced ability to design engaging environments that promote student learning based on evidence-based practices and student performance data	85.71%	6	14.29%	1	0.00%	0	0.00%	0	7
	Advanced ability to modify environments that promote student learning based on evidence-based practices and student performance data	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to differentiate instruction through the use of best practices, student performance data, and appropriate resources.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to implement culturally responsive pedagogy through best practices and knowledge of students and their families.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to evaluate instruction based on a variety of data, educational research, and continuous self-assessment.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to modify instruction based on a variety of data, educational research, and continuous self-assessment.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7

4. To what extent are you satisfied or dissatisfied with the program completer's preparation in Knowledge of Content?		Extremely Satisfied		Satisfied		Dissatisfied		Extremely Dissatisfied		Total
	Advanced depth and breadth of knowledge in their academic discipline.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced depth and breadth of skills in their academic discipline.	85.71%	6	14.29%	1	0.00%	0	0.00%	0	7
	Advanced depth and breadth of knowledge in their academic discipline's pedagogy.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced depth and breadth of skills in their academic discipline's pedagogy.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to apply current research in the content area to demonstrate content knowledge.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to apply current research and data in the content area to identify appropriate resources to promote student success.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced pedagogical content knowledge to plan, implement, and assess the important ideas and organizational structure of the	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7

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	domains represented in their content body of knowledge to benefit each student.									
5. To what extent are you satisfied or dissatisfied with the program completer's preparation in Knowledge of Students?		Extremely Satisfied		Satisfied		Dissatisfied		Extremely Dissatisfied		Total
	Advanced knowledge of major learning and developmental theories and how they explain student learning.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced knowledge of the cultural contexts of learning.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced knowledge of the linguistic contexts of learning.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to meet the diverse needs of all students.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to work with diverse students' families.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
6. To what extent are you satisfied or dissatisfied with the program completer's preparation in Knowledge of Research?		Extremely Satisfied		Satisfied		Dissatisfied		Extremely Dissatisfied		Total
	Advanced ability to apply theoretical insights to curriculum, instruction, and assessment in P-12 systems to improve student learning, classroom processes, and /or institutional practices.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to apply research findings to curriculum, instruction, and assessment in P-12 systems to improve student learning, classroom processes, and /or institutional practices.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to use research methods to investigate education problems and articulate the findings in a variety of forums.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
7. To what extent are you satisfied or dissatisfied with the program completer's preparation in Knowledge of Assessment?		Extremely Satisfied		Satisfied		Dissatisfied		Extremely Dissatisfied		Total
	Advanced knowledge of assessment that enables appropriate analysis and evaluation for facilitating student learning and effective instruction.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced knowledge of the principles of assessment design.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to use assessment results to differentiate instruction.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7

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	Advanced ability to use assessment results to provide timely and effective feedback to improve student learning.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to conduct program evaluations to determine the effectiveness of the curriculum.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to conduct evaluations to determine the effectiveness of instructional practice.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to use assessment data to identify longitudinal trends.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to use assessment data to identify achievement gaps.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to use assessment data to establish goals for improvement.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
	Advanced ability to use assessment data to articulate pertinent information to a variety of stakeholders.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7

8. To what extent are you satisfied or dissatisfied with the program completer's preparation in Professional Practices?

	Extremely Satisfied		Satisfied		Dissatisfied		Extremely Dissatisfied		Total
Advanced ability as an educator to establish high standards for academic rigor, intellectual inquiry, and professional integrity.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7
Advanced ability as an educator to lead professional learning experiences to promote effective practices.	85.71%	6	14.29%	1	0.00%	0	0.00%	0	7
Advanced ability as an educator to advocate for the profession by modeling collaboration, leadership, and professionalism.	71.43%	5	28.57%	2	0.00%	0	0.00%	0	7

9. To what extent was the completer's preparation in these areas relevant to the responsibilities of their position?

	%	Count
Extremely Relevant	57.14%	4
Relevant	42.86%	3
Irrelevant	0.00%	0
Extremely Irrelevant	0.00%	0

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<tr><td>10. In what ways did the program prepare the educator to further their career?</td><td>Gives insight into best practices and how to incorporate research-based approaches into their classroom.

<Name Redacted> is serving as a grade level lead for math.

Designing, understanding and implementing quality instruction is at the heart of the teaching profession. This degree has helped <Name Redacted> hone her skills as a teacher that facilitates quality instruction.</td></tr>
<tr><td>11. In what ways could the program better prepare the educator to further their career?</td><td>There were no suggestions provided.</td></tr>
<tr><td>12. Overall, to what extent are you satisfied or dissatisfied with the program completer's preparation from the Curriculum and Instruction Program at the University of North Georgia?</td><td><table><tr><td></td><td>%</td><td>Count</td></tr><tr><td>Extremely Satisfied</td><td>42.86%</td><td>3</td></tr><tr><td>Satisfied</td><td>57.14%</td><td>4</td></tr><tr><td>Dissatisfied</td><td>0.00%</td><td>0</td></tr><tr><td>Extremely Dissatisfied</td><td>0.00%</td><td>0</td></tr><tr><td>Total</td><td>100%</td><td>7</td></tr></table></td></tr>
<tr><td>13. Please use this space to provide any other feedback you’d like to share with us for program improvement.</td><td>This program seems to be doing a great job preparing educators.
Great program
I have no suggestions.</td></tr>
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