



## Employer Survey: 2018-2019

The Commission is seeking feedback from employers who have hired at least 2 completers from the same institution over the past 3-5 years. The intention is that the individual who has seen the new teachers teach is the person who completes this survey. If you have not seen the individuals teach, please forward the link to this survey to someone who has seen the individuals teach.

The purpose of this survey is not to gather information on the knowledge and skills of the individual completers, but to gather information about the strengths and weaknesses of the preparation program. This information, along with information from program completers, current candidates, master teachers and others, will be used as part of the institution's accreditation process.

Please complete this survey for 1 institution from which you have hired at least 2 preliminary credentialed teachers within the past 3-5 years. If you have hired new teachers from more than 1 institution, you may complete a separate survey for each additional institution(s).

1. What is your current position?
  - Principal
  - Vice/Assistant Principal
  - Department Chair or Program Manager
  - Lead Teacher
  - Other (Specify)
  
2. What type of school do you currently work at?
  - Public (non-charter) School
  - Charter School
  - Private School
  - District Office
  - I work at multiple schools
  - Other (Specify)
  
3. How many new teachers have you hired in the past 5 years?
  - None
  - 1-2
  - 3-5
  - 6-10
  - 11-20
  - 21-50
  - 51 or more
  
4. Please identify the segment from which you have hired at least 2 new teachers in the past 5 school years:
  - California State University (CSU)
  - University of California (UC)
  - Private college or university
  - District Intern program



5. From which CSU Campus did you hire at least 2 new teachers over the past 3-5 years?

- California Polytechnic State University, San Luis Obispo
- California State Polytechnic University, Pomona
- California State University, Bakersfield
- California State University, Channel Islands
- California State University, Chico
- California State University, Dominguez Hills
- California State University, East Bay
- California State University, Fresno
- California State University, Fullerton
- California State University, Long Beach
- California State University, Los Angeles
- California State University, Monterey Bay
- California State University, Northridge
- California State University, Sacramento
- California State University, San Bernardino
- California State University, San Marcos
- California State University, Stanislaus
- CalState TEACH
- Humboldt State University
- San Diego State University
- San Francisco State University
- San Jose State University
- Sonoma State University

6. From which UC Campus did you hire at least 2 program completers?

- University of California, Berkeley
- University of California, Davis
- University of California, Irvine
- University of California, Los Angeles
- University of California, Riverside
- University of California, San Diego
- University of California, Santa Barbara
- University of California, Santa Cruz

7. From which private college or university have you hired at least 2 program completers?

- Academy of Art University
- Alliant International University
- Antioch University
- Argosy University
- Azusa Pacific University
- Bard College
- Biola University
- Brandman University
- California Baptist University
- California Lutheran University
- Chapman University
- Claremont Graduate University
- Concordia University Irvine
- Dominican University of California
- Drexel University
- Fresno Pacific University
- Hebrew Union College
- Holy Names University
- Hope International University
- Humphreys College
- La Sierra University
- Loyola Marymount University
- Mills College
- Mount Saint Mary's University
- National University
- Notre Dame de Namur University
- Pacific Oaks College
- Pacific Union College
- Patten University
- Pepperdine University
- Point Loma Nazarene University
- San Diego Christian College
- Santa Clara University
- Simpson University
- St. Mary's College of California
- Stanford University
- Teachers College of San Joaquin
- The Master's College
- Touro University
- United States University
- University of La Verne
- University of Phoenix
- University of Redlands
- University of San Diego
- University of San Francisco
- University of Southern California
- University of the Pacific
- Vanguard University
- Western Governors University
- Westmont College
- Whittier College
- William Jessup University

8. From which district intern program did you hire at least 2 program completers?

- Bay Area School of Enterprise (REACH Institute)
- High Tech High
- Los Angeles County Office of Education
- Los Angeles Unified School District
- Mt. Diablo Unified School District/Fortune School of Education
- Orange County
- Sacramento County Office of Education
- San Joaquin County Office of Education
- Santa Clara COE
- Stanislaus COE
- Tulare County Office of Education



## Feedback on the Preliminary Preparation Program, organized by CSTP

1. When did you/your school last hire a completer from the identified institution?

Within the last year

- 1-2 years ago
- 3-5 years ago
- 6 or more years ago--please do not complete a survey for this institution if you have not hired a completer within the past 5 years from this institution

2. How many new teachers from the institution you identified have you hired in the past 5 years?

- |                               |                                       |
|-------------------------------|---------------------------------------|
| <input type="checkbox"/> 1    | <input type="checkbox"/> 11-15        |
| <input type="checkbox"/> 2    | <input type="checkbox"/> 16-20        |
| <input type="checkbox"/> 3-5  | <input type="checkbox"/> more than 20 |
| <input type="checkbox"/> 6-10 |                                       |

3. Engaging and Supporting all Students in Learning: Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?

	Not at all	Poorly	Adequately	Well	Very well
Connect classroom learning to the real world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engage students in inquiry, problem solving, and reflection to promote their critical thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meet the instructional needs of English learners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identify and address special learning needs with appropriate teaching strategies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Creating and Maintaining Effective Environments for Student Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

	Not at all	Poorly	Adequately	Well	Very well
Establish and maintain a safe and respectful learning environment for all students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create a productive learning environment with high expectations for all students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



5. Understanding and Organizing Subject Matter for Student Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Not at all    Poorly    Adequately    Well    Very well

Use effective instructional strategies to teach specific subject matter and skills

Select, adapt, and develop materials, resources, and technologies to make subject matter accessible to all students

6. Planning Instruction and Designing Learning Experiences for All Students: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Not at all    Poorly    Adequately    Well    Very well

Plan instruction based on students' prior knowledge, academic readiness, language proficiency, cultural background, and individual development

Plan and adapt instruction that incorporates appropriate strategies, resources and technologies to meet the learning needs of all students

7. Assessing Students for Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Not at all    Poorly    Adequately    Well    Very well

Involve all students in self-assessment, goal setting, and monitoring progress

Give productive feedback to students to guide their learning

8. Developing as a Professional Educator: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Not at all    Poorly    Adequately    Well    Very well

Evaluate the effects of actions on student learning and modify plans accordingly

Work with colleagues to improve instruction

9. Overall, how well-prepared do you think this program's completers are as teachers

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| <input type="checkbox"/> Not at all | <input type="checkbox"/> Well       |
| <input type="checkbox"/> Poorly     | <input type="checkbox"/> Very Well  |
| <input type="checkbox"/> Adequately | <input type="checkbox"/> Don't know |

10. Please use the space below for any other comments you may have regarding Preliminary Teacher Preparation at the institution you identified.