

4.3.3 Satisfaction of Employers Evidence

UPRM TPP has a phase-in plan starting in September 2016, that includes demonstration of the employers' satisfaction with the completers' preparation for their assigned responsibilities in working with P-12 students. In order to triangulate the data the research plan will comprise a combined multiple measure methodology of: 1) interviews of directors in the schools selected for the case studies where alumni are employed using the Employer Interview Protocol for evaluating teaching performance with employment milestones. (4.3.1); and 2) surveys for directors in the school districts that collaborate with UPRM TPP using the UPRM TPP Employer Survey (4.3.2). See evidence 4.1.1 - Program Impact Mixed Methods Research Plan, for the complete explanation of the case studies, the methodology to be used, including the instrument content, population represented and timing.

The employer satisfaction surveys will be sent out annually at the end of the second semester. Aggregated data will be available at the UPRM TPP webpage in http://uprm.edu/p/eppcaep/employer_survey. The analysis of strengths and weaknesses of alumni's reported by employees will be discussed at the annually UPRM TPP Faculty's Data Day Workshop, and at the TPP Advisory Committee Meetings in order to establish actionable plans that include the input of community stakeholders.

Employer Satisfaction Pilot Study Survey

In May 2015 UPRM EPP conducted a pilot test of the Employer Satisfaction survey with items aligned to InTASC Standards 2013 and the *Puerto Rico Department of Education Teacher Professional Standards* (PRDE-TPS) as well to the Candidate Proficiencies of UPRM EPP. The results of the pilot study suggested changes in the survey structure, instructions and purpose, items unambiguity, language clarity, and better alignment with the national (InTASC) and state standards (PRDE-TPS). Specific questions on promotion and retention were added to the revised version (see 4.3.2a).

Identify the percentage of UPRM EPP alumni teachers in your school that fit the criteria described in the item.	Alignment to Standards: CAEP; InTASC; PRDE-TPS	More than 90%	71-90%
CAEP 4.3 Employment Milestones			
1) Fully certified to teach the subjects assigned.	CAEP 4.3 Employment Milestone	100%	0%
2) Holds a master's degree in an area related to the teaching subjects assigned.	CAEP 4.3 Employment Milestone	67 %	33%
3) Regularly participates in professional development courses or workshops.	CAEP 4.3 Employment Milestone	100%	0%
4) Actively follows the teaching career guidelines set by the Puerto Rico Department of Education.	CAEP 4.3 Employment Milestone	67%	33%

I. The Learner and Learning			
8) Adjusts daily teaching to meet student needs.	InTASC #2 PRDE-TPS #5	100 %	0%
11) Know and practice reasonable accommodations for students with special needs.	InTASC #2 PRDE-TPS #5	100 %	0%
II. Content Knowledge			
5) Daily classroom practice reflects PRDE Professional Teaching Standards development.	InTASC #4.a PRDE-TPS #1	100 %	0%
6) Daily class plans and instruction reflect use and development of the corresponding content area standards.	InTASC #4.a, 7.a PRDE-TPS #1	100 %	0%
9) Develops student critical thinking as part of their class instruction.	InTASC #5.b PRDE-TPS #2, #8	67%	33%
III. Instructional Practice			
7) Daily class plans and instruction use a variety of strategies that attend multiple learning styles.	InTASC #7.a PRDE-TPS #3	67%	33%
10) Use various assessment and evaluation forms to measure academic performance.	InTASC #6.a PRDE-TPS #6	67%	33%
12) Develop extracurricular activities (conferences, field trips, etc.) that enrich the subject content.	InTASC #7.a PRDE-TPS #3	100 %	0%
IV. Professional Responsibility			
13) Meet with school peers to make decisions about class design and instruction offered to students.	InTASC #10 PRDE-TPS #9	67%	33%
14) Recognized by the school community as an efficient and responsible teacher.	InTASC #9.a PRDE-TPS #11	67%	33%

Distribution of Questions Employer Satisfaction Survey - Pilot Study

