

Montclair State University
Initial Teacher Programs Employer Satisfaction Survey Spring 2019

	N=16	
What is your position?	f	%
Principal	2	12.5
Supervisor	2	12.5
Director of HR	1	6.3
Superintendent	1	6.3
TOTAL	6	37.6
In what district are you currently employed?	f	%
Bloomfield	2	75.0
Clifton	2	12.5
Roselle BOE	1	6.3
Riverdell	1	6.3
Fairlawn	1	6.3
Ridgewood	1	6.3
Parsipanny Troy Hills	1	6.3
Rockaway	1	6.3
Elizabeth	1	6.3
Glen Ridge	1	6.3
Orange	1	6.3
TOTAL	13	93.8
Which grade level(s) does your school serve?	f	%
Infant/Toddler (0-2 years of age)	2	12.5
Preschool (3-5 years of age)	5	31.3
Elementary Education (K-6)	4	25.0
Middle School (7-8)	4	25.0
High School (9-12)	4	25.0
TOTAL	19	118.8
What subjects and/or grades are Montclair State University graduate teaching in your school? Text- MSU Graduate 1	f	%
Anastasia Panagakos	10	62.5
Elementary Ed	1	6.3
English	1	6.3
English	1	6.3
They teach at all levels in our district	1	6.3
TOTAL	14	87.7

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Please rate the level of preparation for teaching of all the MSU graduates you hired at your school in the last five years. In arriving at your rating, please keep in mind that a NOVICE teacher should not be expected to possess the knowledge and skills of an experience teacher: Demonstrates understanding of concepts and principles of the discipline.	f	%
Extremely Well Prepared	1	6.3
Well Prepared	3	18.8
Adequately Prepared	1	6.3
TOTAL	5	31.3
Plans measurable learning objectives aligned to standards and assessments. (NJPST & INTASC 2)	f	%
Extremely Well Prepared	1	6.3
Well Prepared	2	12.5
Adequately Prepared	1	6.3
TOTAL	4	25
Plans developmentally appropriate instruction that is inclusive of all students' learning needs. (NJPST & INTASC 1)	f	%
Extremely Well Prepared	0	0
Well Prepared	3	18.8
Adequately Prepared	1	6.3
TOTAL	4	25
Instruction incorporates knowledge of students' personal and cultural backgrounds to provide meaningful learning opportunities. (NJPST & INTASC 1)	f	%
Extremely Well Prepared	1	6.3
Well Prepared	1	6.3
Adequately Prepared	2	12.5
TOTAL	4	25
Incorporates a variety of teaching strategies grounded in theory to engage students in meaningful and challenging learning. (NJPST & INTASC 3)	f	%
Extremely Well Prepared	1	6.3
Well Prepared	1	6.3
Adequately Prepared	2	12.5
TOTAL	4	25

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Implements lessons that include assessments that appropriately monitor and assess student learning and progress. (NJPST & INTASC 3)	f	%
Extremely Well Prepared	0	0
Well Prepared	3	18.8
Adequately Prepared	1	6.3
TOTAL	4	25
Implements developmentally-appropriate instruction that builds on evidence of students' prior knowledge. (NJPST & INTASC 3)	f	%
Extremely Well Prepared	1	6.3
Well Prepared	2	12.5
Adequately Prepared	2	12.5
TOTAL	5	31.3
Enacts inclusive instruction that supports meaningful and challenging learning for all students. (NJPST & INTASC 3)	f	%
Extremely Well Prepared	0	0
Well Prepared	4	25
Adequately Prepared	0	0
TOTAL	4	25
Implements lessons that foster creative and critical thinking related to instructional content. (NJPST & INTASC 2)	f	%
Extremely Well Prepared	1	6.3
Well Prepared	3	18.8
Adequately Prepared	1	6.3
TOTAL	5	31.3
Facilitates appropriate systems and operational strategies to support instruction. (NJPST & INTASC 3)	f	%
Extremely Well Prepared	0	0.0
Well Prepared	3	18.8
Adequately Prepared	1	6.3
TOTAL	4	25

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Implements lessons that promote students to connect content knowledge to their own lives, local and/or global contexts. (NJPST & INTASC 2)	f	%
Extremely Well Prepared	0	0.0
Well Prepared	3	18.8
Adequately Prepared	1	6.3
TOTAL	4	25
Models and promotes thoughtful use of digital tools, content, or social networks to improve learning and engagement. (NJPST & INTASC 3)	f	%
Extremely Well Prepared	1	6.3
Well Prepared	2	12.5
Adequately Prepared	1	6.3
TOTAL	4	25
Creates and maintains supportive and empathetic learning environments that are conducive to learning. (NJPST & INTASC 1)	f	%
Extremely Well Prepared	0	0.0
Well Prepared	3	18.8
Adequately Prepared	1	6.3
TOTAL	4	25
Collaborates with stakeholders (colleagues, other professionals, or families). (NJPST & INTASC 4)	f	%
Extremely Well Prepared	0	0.0
Well Prepared	2	12.5
Adequately Prepared	2	12.5
TOTAL	4	25
Demonstrates integrity, honesty, and understanding of professional ethics and responsibilities. (NJPST & INTASC 4)	f	%
Extremely Well Prepared	1	6.3
Well Prepared	2	12.5
Adequately Prepared	1	6.3
TOTAL	4	25
Is a reflective practitioner who uses evidence and feedback to improve practice and learning for all students. (NJPST & INTASC 4)	f	%
Extremely Well Prepared	1	6.3
Well Prepared	2	12.5
Adequately Prepared	1	6.3
TOTAL	4	25

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Overall, how well prepared do you feel MSU graduates are to be effective teachers?	f	%
Extremely well	1	6.3
Very well	3	18.8
Slightly well	1	6.3
Not well at all	1	6.3
TOTAL	6	37.5
In comparison to teaches who graudated from non-MSU programs, plase rate the MSU graduates' preparedness in the following areas: Planning for student learning.	f	%
Much more prepared	1	6.3
moderately more prepared.	2	12.5
No noticeable difference.	1	6.3
Slightly less prepared.	1	6.3
TOTAL	5	31.3
Teaching for student learning.	f	%
moderately more prepared.	1	6.3
No noticeable difference.	2	12.5
Slightly less prepared.	1	6.3
TOTAL	4	25
Assessing for student learning.	f	%
moderately more prepared.	2	12.5
No noticeable difference.	2	12.5
TOTAL	4	25
Creating a positive learning environment for student learning.	f	%
Much more prepared	1	6.3
moderately more prepared.	1	6.3
No noticeable difference.	2	12.5
TOTAL	4	25
Professionalism	f	%
Much more prepared	1	6.3
No noticeable difference.	3	18.8
Slightly less prepared.	1	6.3
TOTAL	5	31.3
Addressing the needs of all learners in a classroom.	f	%
moderately more prepared.	2	12.5
No noticeable difference.	1	6.3
Slightly less prepared.	1	6.3
TOTAL	4	25.0
Please provide any suggestions or comments you have for improving teacher preparation at Montclair State University.	f	%
I have noticed that the students coming to work with us even prior to graduating need more time. They appear shocked by the amount of planning and collaboration involved in lessons. They are not always willing to take critique from seasoned teachers and appear to feel that they are experts in the field fairly quickly.	1	6.3
TOTAL	1	6.3