Summary of Survey Results from Employers of 2021-22 Job-Embedded Initial Licensure Completers (i.e., teacher of record while completing preparation program) Collected Fall 2023

Employers (N = 43) were asked to rate the preparation of their employees who had completed their job-embedded preparation program at MTSU one year prior to receiving the survey. Ratings were on a four-point scale ranging from strongly agree to strongly disagree. Specific names of completers were provided to the employers. If an employer had more than one MTSU job-embedded completer working in their school, they considered all when rating. Responses were submitted anonymously.

Twenty-two employers completed the survey. The table includes the disaggregated data by grade band. Completers who were hired to work in their schools were working in K-3, 4-5, 6-8, 9-12, special education, and the library. Employers indicated that job-embedded completers of initial licensure programs at MTSU are prepared to support student learning, engage students, differentiate instruction, use assessment practices, and support with literacy development. Special education and 9th-12th teachers received less favorable ratings related to managing learner behavior and supporting learners with trauma informed practices. The percentage of employers who disagreed that these completers were not prepared to do these things was 16.7% and 28.6%, a small number of employers.

^{**}Data are not included for public reporting for grade bands with less than 5 respondents.

	Grade Level Taught by Completer								
			K-3rd	4th-5th	6th-8th	9th-12th	Special	Library	
		Total	grade	grade	grade	grade	Education	Specialist	
Total Respondents		22.0	1.0	2.0	2.0	7.0	6.0	1.0	
Recent MTSU graduates possess the entry level									
teacher ability to:		%				%	%		
Engage learners in activities that provide sufficient	Strongly	,,,				,,	,,		
	Disagree	0.0%				0.0%	0.0%		
	Disagree	0.0%				0.0%	0.0%		
	Agree Strongly	63.6%				71.4%	66.7%		
challenge.	Agree	36.4%				28.6%	33.3%		
	Don't Know	0.0%				0.0%	0.0%		
Facilitate learners' use	Strongly Disagree	0.0%				0.0%	0.0%		
of technology.	Disagree	0.0%				0.0%	0.0%		
	Agree	63.6%				71.4%	66.7%		
	Strongly								
	Agree	36.4%				28.6%	33.3%		
	Don't Know	0.0%				0.0%	0.0%		
Davidan	Characa alv								
Develop instructional	Strongly Disagree	0.0%				0.0%	0.0%		
plans aligned	Disagree	9.1%				0.0%	0.0%		
to state	Agree	54.5%				85.7%	66.7%		
standards.	Strongly	0 1.075				0070	00.7,0		
	Agree	36.4%				14.3%	33.3%		
	Don't Know	0.0%				0.0%	0.0%		
Organize	Strongly	0.0%				0.00/	0.00/		
content so that it is	Disagree					0.0%	0.0%		
personally	Disagree	9.1%				0.0%	0.0%		
relevant to	Agree Strongly	54.5%				71.4%	66.7%		
learners.	Agree	36.4%				28.6%	33.3%		
	Don't Know	0.0%				0.0%	0.0%		
Present	Strongly	0.00/				0.00/	0.00/		
content using visuals,	Disagree	0.0%				0.0%	0.0%		
examples, or	Disagree	0.0%				0.0%	0.0%		
modeling of	Agree Strongly	54.5%				57.1%	66.7%		
thinking.	Agree	45.5%				42.9%	33.3%		
	Don't Know	0.0%				0.0%	0.0%		

		Grade Level Taught by Completer						
			K-3rd	4th-5th	6th-8th	9th-12th	Special	Library
		Total	grade	grade	grade	grade	Education	Specialist
Use effective	Strongly	0.00/				0.0%	0.00/	
pacing and structure in lessons.	Disagree	0.0%					0.0%	
	Disagree	9.1%				0.0%	0.0%	
	Agree Strongly	59.1%				85.7%	66.7%	
	Agree	31.8%				14.3%	33.3%	
	Don't Know	0.0%				0.0%	0.0%	
Display	Strongly							
accurate	Disagree	0.0%				0.0%	0.0%	
content knowledge in	Disagree	0.0%				0.0%	0.0%	
all subjects	Agree	59.1%				71.4%	66.7%	
taught.	Strongly Agree	40.9%				28.6%	33.3%	
	Don't Know	0.0%				0.0%	0.0%	
	Don't know	0.070				0.070	0.070	
Use a variety	Strongly							
of subject-	Disagree	0.0%				0.0%	0.0%	
specific	Disagree	0.0%				0.0%	0.0%	
instructional strategies.	Agree	68.2%				85.7%	66.7%	
strategies.	Strongly	24.00/				4.4.20/	22.20/	
	Agree	31.8%				14.3%	33.3%	
	Don't Know	0.0%				0.0%	0.0%	
Incorporate	Strongly							
activities that	Disagree	0.0%				0.0%	0.0%	
reinforce	Disagree	0.0%				0.0%	0.0%	
multiple types	Agree	72.7%				71.4%	66.7%	
of problem solving.	Strongly	2= 22/						
J. J.	Agree	27.3%				28.6%	33.3%	
	Don't Know	0.0%				0.0%	0.0%	
Teach	Strongly							
foundational	Disagree	0.0%				0.0%	0.0%	
literacy skills	Disagree	0.0%				0.0%	0.0%	
(i.e., phonemic	Agree	66.7%				75.0%	50.0%	
awareness,	Strongly							
phonics, fluency).	Agree	20.0%				0.0%	33.3%	
	Don't Know	13.3%				25.0%	16.7%	
Promoto	Strongly							
Promote vocabulary	Strongly Disagree	0.0%				0.0%	0.0%	
development.	Disagree	0.0%				0.0%	0.0%	
•	Agree	59.1%				100.0%	66.7%	
	, 151 CC	33.1/0				100.070	00.770	

		Grade Level Taught by Completer						
			K-3rd	4th-5th	6th-8th	9th-12th	Special	Library
		Total	grade	grade	grade	grade	Education	Specialist
	Strongly Agree	27.3%				0.0%	33.3%	
	Don't Know	13.6%				0.0%	0.0%	
	DOIT CKNOW	13.070				0.070	0.070	
Promote	Strongly							
reading	Disagree	0.0%				0.0%	0.0%	
comprehensio	Disagree	0.0%				0.0%	0.0%	
n.	Agree	63.6%				100.0%	66.7%	
	Strongly	27.00/				2.22/	22.22/	
	Agree	27.3%				0.0%	33.3%	
	Don't Know	9.1%				0.0%	0.0%	
Support	Strongly							
language	Disagree	0.0%				0.0%	0.0%	
acquisition.	Disagree	0.0%				0.0%	0.0%	
	Agree	68.2%				100.0%	66.7%	
	Strongly							
	Agree	18.2%				0.0%	33.3%	
	Don't Know	13.6%				0.0%	0.0%	
Teach writing.	Strongly	0.0%				0.0%	0.0%	
	Disagree	0.0%				0.0%	0.0%	
	Disagree							
	Agree Strongly	59.1%				100.0%	66.7%	
	Agree	22.7%				0.0%	33.3%	
	Don't Know	18.2%				0.0%	0.0%	
Manage learner	Strongly	0.0%				0.0%	0.0%	
behavior.	Disagree	18.2%				28.6%	16.7%	
	Disagree Agree	59.1%				57.1%	66.7%	
	Strongly	39.1%				37.1%	00.770	
	Agree	22.7%				14.3%	16.7%	
	Don't Know	0.0%				0.0%	0.0%	
Facilitate	Strongly	_						
learner	Disagree	0.0%				0.0%	0.0%	
engagement.	Disagree	9.1%				14.3%	16.7%	
	Agree Strongly	59.1%				71.4%	66.7%	
	Agree	31.8%				14.3%	16.7%	
	Don't Know	0.0%				0.0%	0.0%	
	- J J. 1111011	5.075				0.070	0.070	

		Grade Level Taught by Completer						
			K-3rd	4th-5th	6th-8th	9th-12th	Special	Library
		Total	grade	grade	grade	grade	Education	Specialist
Create an environment to promote individual and group learning.	Strongly	2 22/						
	Disagree	0.0%				0.0%	0.0%	
	Disagree	0.0%				0.0%	0.0%	
	Agree	59.1%				85.7%	66.7%	
	Strongly Agree	40.9%				14.3%	33.3%	
	Don't Know	0.0%				0.0%	0.0%	
	DOIL KIIOW	0.076				0.076	0.076	
Create an	Strongly							
environment	Disagree	0.0%				0.0%	0.0%	
in which	Disagree	0.0%				0.0%	0.0%	
learners	Agree	59.1%				85.7%	66.7%	
exhibit caring	Strongly							
and respect for one	Agree	40.9%				14.3%	33.3%	
another.	Don't Know	0.0%				0.0%	0.0%	
Support	Strongly							
learners using	Disagree	0.0%				0.0%	0.0%	
trauma- informed	Disagree	13.6%				28.6%	16.7%	
practices.	Agree	54.5%				57.1%	50.0%	
practices.	Strongly	22.70/				0.00/	46.70/	
	Agree	22.7%				0.0%	16.7%	
	Don't Know	9.1%				14.3%	16.7%	
Use practices	Strongly							
that address	Disagree	0.0%				0.0%	0.0%	
the anticipated learning	Disagree	4.5%				14.3%	0.0%	
	Agree	72.7%				71.4%	66.7%	
	Strongly	, 2., , ,				, 1. 1, 0	00.770	
difficulties of students.	Agree	22.7%				14.3%	33.3%	
students.	Don't Know	0.0%				0.0%	0.0%	
Use	Strongly	0.654					6.55	
differentiated instructional	Disagree	0.0%				0.0%	0.0%	
methods to	Disagree	0.0%				0.0%	0.0%	
support	Agree	72.7%				71.4%	66.7%	
learners'	Strongly Agree	27.3%				28.6%	33.3%	
mastery of								
content.	Don't Know	0.0%				0.0%	0.0%	
Use formative	Strongly							
individual	Disagree	0.0%				0.0%	0.0%	
learner	Disagree	9.1%				0.0%	0.0%	
assessments	Agree	63.6%				71.4%	66.7%	
		23.370				, 2, 4,0	33.770	

		Grade Level Taught by Completer							
			K-3rd	4th-5th	6th-8th	9th-12th	Special	Library	
to alon	Chuna malu	Total	grade	grade	grade	grade	Education	Specialist	
to plan instruction.	Strongly Agree	27.3%				28.6%	33.3%		
mstraction.	Don't Know	0.0%				0.0%	0.0%		
	2011 (11.1011	0.070				0.070	0.070		
Use	Strongly								
summative individual learner assessments.	Disagree	0.0%				0.0%	0.0%		
	Disagree	0.0%				0.0%	0.0%		
	Agree Strongly	63.6%				71.4%	66.7%		
	Agree	36.4%				28.6%	33.3%		
	Don't Know	0.0%				0.0%	0.0%		
	6								
Assess instructional	Strongly Disagree	0.0%				0.0%	0.0%		
strategies to	Disagree	0.0%				0.0%	0.0%		
increase	Agree	77.3%				85.7%	66.7%		
learner	Strongly	77.570				03.770	00.770		
achievement.	Agree	22.7%				14.3%	33.3%		
	Don't Know	0.0%				0.0%	0.0%		
Work with grade level	Strongly	0.0%				0.0%	0.0%		
and/or subject	Disagree								
peers to	Disagree	9.1%				0.0%	0.0%		
facilitate student	Agree Strongly	59.1%				57.1%	66.7%		
learning.	Agree	31.8%				42.9%	33.3%		
J	Don't Know	0.0%				0.0%	0.0%		
Collaborate	Strongly								
with families	Disagree	0.0%				0.0%	0.0%		
to support	Disagree	0.0%				0.0%	0.0%		
student	Agree	86.4%				85.7%	83.3%		
learning.	Strongly	22, 9				22/0	22.3/0		
	Agree	13.6%				14.3%	16.7%		
	Don't Know	0.0%				0.0%	0.0%		