Sterling Teacher Education Program (STEP)
Surveys from Academic Years 2023, 2024, 2025

Administrators Surveyed	Surveys Sent
Employers of Alumni from Academic Years 2019, 2020, and 2021	Spring 2023
Employers of Alumni from Academic Years 2020, 2021, and 2022	Spring 2024
Employers of Alumni from Academic Years 2021, 2022, 2023	Spring 2025

Employer Survey Results:

Managing the Classroom	Need Additional Support	Developing Skill	Accomplished Skill	Able to Lead Others	% receiving Accomplished Skill or Able to Lead Others
Develop a behavioral management plan	2	4	3	5	57%
Organize professional spaces in preparation to teach	0	4	5	5	71%
Manage personal life in preparation to be a role model for students	0	3	6	5	79%
Evaluate ethical decisions in a professional environment	0	1	8	5	93%
Establish a positive classroom environment	1	4	3	6	64%
Establish grading procedures	1	4	5	4	64%
My overall assessment of my ability to manage my classroom	1	3	5	5	71%
Planning Units and Lessons	**Need Additional Support**	**Developing Skill**	**Accomplished Skill**	**Able to Lead Others**	**% receiving Accomplished Skill or Able to Lead Others**
Develop and explain learning outcomes	0	6	4	4	57%
Develop and explain learning objectives	0	7	3	4	50%
Design units of instruction	0	7	2	5	50%
Design effective lessons	0	6	3	5	57%
Implement planned learning activities	0	4	5	5	71%
Adjust instruction to address the emerging needs of learners	1	5	4	4	57%
My overall assessment of my ability to plan units and lessons	0	6	3	5	57%
Understanding the Learners	**Need Additional Support**	**Developing Skill**	**Accomplished Skill**	**Able to Lead Others**	**% receiving Accomplished Skill or Able to Lead Others**

Describe learning as a continuum of life experiences that change as students mature and develop	0	5	4	5	64%
Analyze established group dynamics	1	4	4	5	64%
Articulate established and desired group norms	1	5	3	5	57%
Understand and respect diverse learning needs of students from varying cultural and economic backgrounds	0	3	6	5	79%
Recognize differences among my experiences and the experiences of students who have different backgrounds from me	0	3	6	5	79%
My overall assessment of my ability to understand my learners	0	4	5	5	71%

Utilizing Methods of Teaching and Instruction	**Need Additional Support**	**Developing Skill**	**Accomplished Skill**	**Able to Lead Others**	**% receiving Accomplished Skill or Able to Lead Others**
Recognize varying modalities and learning styles	1	4	4	5	64%
Determine instructional approaches, based upon desired learning outcomes and objectives	2	5	3	4	50%
Utilize effective research-based strategies consistent with the learning outcomes	1	5	4	4	57%
Vary instructional approaches to meet the different learning needs of specific students	2	3	5	4	64%
My overall assessment of my ability to utilize methods of teaching and instruction	1	3	5	5	71%

Assessing and Tracking Student Performance	**Need Additional Support**	**Developing Skill**	**Accomplished Skill**	**Able to Lead Others**	**% receiving Accomplished Skill or Able to Lead Others**
Document student performance	0	5	5	4	64%
Communicate expectations for mastering content	1	4	5	4	64%
Track student progress	1	4	4	5	64%
Provide specific, corrective, and supportive feedback	0	8	1	5	43%
Assess learning by developing Formative, Interim, and Summative Assessments	2	4	3	5	57%
Communicate growth and change in student performance	1	5	3	5	57%
My overall assessment of my ability to assess and track student performance	0	6	3	5	57%

Technology Integration	Need Additional Support	Developing Skill	Accomplished Skill	Able to Lead Others	% receiving Accomplished Skill or Able to Lead Others
Promoting interactive technologies locally and globally	1	4	4	5	64%
Collaborating in face-to-face and virtual environments	0	5	4	5	64%
Using technology to support assessment practices	0	5	4	5	64%
Engaging learners to access, interpret, evaluate, and apply information	0	5	4	5	64%
Modeling safe, legal, and ethical use of information in source citation	1	2	5	6	79%
Respecting others in the use of social media	0	2	6	6	86%
My overall assessment of my ability to integrate technology to promote learning	0	5	4	5	64%
Equity	Need Additional Support	Developing Skill	Accomplished Skill	Able to Lead Others	% receiving Accomplished Skill or Able to Lead Others
Managing the learning environment to actively and equitably engage learners	1	4	4	5	64%
Accessing school and/or district-based resources to evaluate the learner's content knowledge in their primary language	0	5	4	5	64%
Facilitating learners' ability to develop diverse social and cultural perspectives that expand their understanding of local and global issues	0	7	2	5	50%
Collaborating with families, communities, colleagues, and other professionals to promote learner growth and development	1	3	5	5	71%
My overall assessment of my ability to foster an equitable learning environment	0	5	4	5	64%