

Sterling Teacher Education Program (STEP) Surveys from Academic Years 2016, 2017, 2018

Administrators Surveyed	Surveys Sent	Response Rate	% of Candidates with Known Employment
Employers of Alumni from Academic Years 2013, 2014, and 2015	Spring 2017	7/43 = 16%	91%
Employers of Alumni from Academic Years 2014, 2015, and 2016	Spring 2018	9/44 = 20%	92%
Employers of Alumni from Academic Years 2015, 2016, and 2017	Spring 2019	17/45 = 38%	100%

Employer Survey Results:					
Knowledge in Planning and Preparation, STEP prepares teachers that:	Highly Disagree	Disagree	Agree	Highly Agree	% that Agree and Highly Agree
Demonstrate proficiency in their Major content certification area.	0	0	15	17	100%
Plan instruction that will address the needs of diverse and special needs students including ELL.	0	3	21	8	91%
Identify development and readiness for learning to make instructional decisions for students' needs.	0	1	19	12	97%
Show an understanding of state, local and national curriculum standards and their application and integration to instruction.	0	0	18	14	100%
Demonstrate setting instruction outcomes that represent higher-level learning.	0	3	17	12	91%
Demonstrate an understanding of the importance of culture in learning.	0	4	20	8	88%
Demonstrate an understanding of the importance of teaching and learning resources, including technology.	0	1	20	11	97%
Align learning activities, instructional materials, and assessments.	0	1	15	16	97%
Utilize formative and summative assessments effectively.	0	2	17	13	94%
Foster an Engaging Classroom Environment, STEP prepares teachers that:	Highly Disagree	Disagree	Agree	Highly Agree	% that Agree and Highly Agree
Demonstrate an environment of respect and rapport.	0	3	12	17	91%
Establish an engaging culture for learning, or develops skills necessary to facilitate a productive and unified learning community.	0	4	13	15	88%
Develop an effective and consistent approach to classroom management. Manages time and transitions effectively.	0	7	11	14	78%

Develop skills necessary to respond effectively to misbehavior.	1	5	13	13	81%
Display effective use of physical space and resources.	0	0	16	16	100%
Are aware of students' behavior.	1	3	10	18	88%
Demonstrate a motivating and engaging learning atmosphere.	0	2	14	16	94%
Know to enthusiastically communicate the importance of the content taught.	0	2	15	15	94%
Effectively collaborate with support staff.	0	1	17	13	97%
Effective Instructional Strategies, STEP prepares teachers that:	Highly Disagree	Disagree	Agree	Highly Agree	% that Agree and Highly Agree
Communicate clear instructional objectives with students.	0	0	19	14	100%
Use effective verbal and nonverbal communication techniques with students.	0	2	16	15	94%
Utilize higher-level questions and thinking skills throughout instruction.	0	3	23	7	91%
Effectively engage students learning.	0	3	14	16	91%
Demonstrate persistence in their teaching.	0	0	15	18	100%
Facilitate engaging instruction that will address the needs of diverse students.	0	4	14	15	88%
Assess students regularly to set instruction goals.	0	3	20	10	91%
Are responsive to student needs and questions by providing quality and timely feedback to students.	0	2	16	15	94%
Use resources and technology to enhance student learning.	0	2	19	11	94%
Professional Responsibilities, STEP prepares teachers that:	Highly Disagree	Disagree	Agree	Highly Agree	% that Agree and Highly Agree
Regularly reflect on teaching practices and set goals for continued improvement.	0	1	18	14	97%
Demonstrate knowledge of the importance of accurate record keeping.	0	2	15	16	94%
Communicate appropriately with families.	0	1	19	13	97%
Interact professionally with colleagues and the school community.	0	0	16	17	100%
Demonstrate professional growth and development.	0	1	13	19	97%
Show professionalism by giving students fair opportunities to succeed.	0	3	12	18	91%
Use student data to plan instruction.	0	2	20	11	94%

Demonstrate ethical behavior.	0	1	12	20	97%
IDEAL Professional Attributes and Servant Leadership, STEP prepares teachers that:	Highly Disagree	Disagree	Agree	Highly Agree	% that Agree and Highly Agree
Model integrity, honesty, and confidentiality.	0	0	11	22	100%
Are dependable, reliable in attendance, punctual, and responsible. Preparation is of the highest quality and completed in a timely manner.	0	0	12	21	100%
Use the effective communication tools of listening, speaking, writing, and self-reflection.	0	0	18	15	100%
Model appropriate attitudes by being culturally responsive, diplomatic, collegial, cooperative, caring and enthusiastic.	0	1	12	20	97%
Demonstrate leadership qualities by being hardworking, adaptable, organized, collaborative, dressing appropriately, and embracing the concept of a lifelong learner.	0	0	14	19	100%

STEP Overall	Poor	Below Average	Average Satisfactory	Above Average	Superior	% of Superior, Above Average, and Average Satisfactory
Rate the overall education teachers receive in STEP.	0	0	9	16	8	100%