



**Measure 2 (Initial): Satisfaction of employers and stakeholder involvement.
 (R4.2|R5.3)**

VEAC Data Chart for 2022-23 Employer Satisfaction with Initial Licensure Completers (R4.2, R5.3)

Shenandoah University joined the Virginia Education Assessment Collaborative (VEAC), which is a growing partnership among Educator Preparation Programs (EPP) in the Commonwealth of Virginia in 2018. VEAC’s purpose is to provide a centralized assessment structure for Virginia EPPs that standardizes and reduces the complexity of data collection for both the Virginia Department of Education (VDOE) and the Council for the Accreditation of Educator Preparation (CAEP).

For this recent survey of Virginia employers of SU Initial Teacher Licensure program completers in 2022-23, the item asks employers, “Based on your experiences with this teacher, what best describes the extent to which they were ready to meet the needs of students in your school?” Respondent employers could respond “5-Fully ready (able to have an immediate impact on student learning), 4-Mostly ready (able to successfully meet the needs of most students,” “3- Moderately ready (in order to be successful, needed additional training, support, and coaching beyond what is typically provided to beginning teachers),” “2-Minimally ready (limited success meeting the needs of students and improving outcomes even with additional supports)” or “1-Not ready (unable to meet the needs of students even with additional supports).”

Table 1 “Overall Satisfaction Scaled Descriptive” below shows that **employers are highly satisfied with Shenandoah University Completers** with a rating of 4.25, which shows that they were “Mostly to Fully Ready” to meet the needs of the school students. The rate of response for SU was 32%. Employers of SU teacher licensure candidates rated them slightly higher than the statewide mean (4.33) for the EPPs who participated. (1-5 pt. scale)

Table 1 Overall Satisfaction Scaled Descriptive

| VEAC Item | VEAC N | VEAC Mean, (SD) | EPP N | EPP Mean, (SD) | p-value |
|--|--------|-----------------|-------|----------------|---------|
| Based on your experience with this teacher, what best describes the extent to which they were ready to meet the needs of students in your school? ** | 1,208 | 4.33 (0.90) | 32 | 4.25 (0.62) | 0.12 |

Survey Responses - Detailed Data

The Chart below (Table 2) shows more details on Employer Satisfaction with Shenandoah University Initial Licensure Completers according to Virginia Uniform Performance Standards (VUPS) for Teachers, and the Council of Chief State School Officers (CCSSO) Interstate Teacher Assessment and Support Consortium (InTASC) Standards. The chart shows the mean scores (range is 1-4) for Shenandoah University are similar to the VEAC mean scores for all state institutions for teacher performance on state and national standards. The Survey was revised to align with InTASC in 2022.

Table 2 provides responses to the 2022-23 VEAC Initial Licensure Survey. Column 1 (VEAC Item) provides the text for each VEAC survey item. Column 2 (N) provides the total number of responses to the survey from all VEAC partners minus the number of NA responses. Column 3 (VEAC) provides the average response to the item for all responses from all VEAC partners along with the standard deviation in parenthesis. Column 4 (EPP) provides the average response to the item by the specific EPP along with the specific EPP standard deviation in parenthesis. Column 5 (p-value) provides the p-value from a two-tail difference in means test between the VEAC mean (column 3) and the institution specific mean (column 4).

Table 2: Shenandoah University 2022-23 Report

| VEAC Item (Revised 2022) | VEAC N | VEAC Mean, (SD) | EPP N | EPP Mean, (SD) | p-value |
|--|--------|-----------------|-------|----------------|---------|
| A: Demonstrates an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences. * | 1,185 | 3.27, (0.66) | 32 | 3.16, (0.63) | 0.24 |
| B: Plans using state standards, the school's curriculum, effective strategies, resources, and data to meet the needs of all students. * | 1,183 | 3.25, (0.67) | 32 | 3.06, (0.62) | 0.73 |
| C: Effectively engages students in learning by using a variety of instructional strategies in order to meet individual learning needs. * | 1,184 | 3.21, (0.71) | 32 | 3.19, (0.74) | 0.82 |
| D: Systematically gathers, analyzes, and uses all relevant data to measure student academic progress, guide instructional content and delivery methods, and provide timely feedback to students, caregivers, parents, & other educators. * | 1,179 | 3.15, (0.70) | 32 | 2.97 (0.69) | 0.11 |
| E: Uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning. * | 1,187 | 3.38, (0.95) | 32 | 2.97, (0.65) | 0.006 |

| | | | | | |
|--|-------|--------------|----|--------------|------|
| F: Maintains a commitment to professional ethics, communicates effectively, and takes responsibility for and participates in professional growth that results in enhanced student learning.* | 1,187 | 3.36, (0.69) | 32 | 3.34, (0.65) | 0.60 |
| G: Engages in practices that results in acceptable, measurable, and appropriate student academic progress* | 1,183 | 3.24, (0.68) | 32 | 3.19, (0.59) | 0.41 |
| H: Uses content-aligned and developmentally appropriate instructional technology to enhance student learning.* | 1,179 | 3.28, (0.62) | 31 | 3.32, (0.54) | 0.80 |

| VEAC Item | VEAC N | VEAC Mean, (SD) | EPP N | EPP Mean, (SD) | p-value |
|--|--------|-----------------|-------|----------------|---------|
| I (This item removed from survey) | | | | | |
| J: Demonstrates a commitment to equity by providing instructional practices and classroom strategies that results in culturally inclusive and responsive learning environments and academic achievement for all students.* | 1,177 | 3.33, (0.64) | 32 | 3.19, (0.47) | 0.078 |
| K. (This item removed from survey) | | | | | |
| L: Collaborates with the learning community (e.g. school personnel, caregivers, and volunteers) to meet the needs of all learners and contributes to a supportive culture.* | 1,185 | 3.34, (0.67) | 32 | 3.25, (0.57) | 0.27 |
| M: Uses assessment results to inform and adjust practice. * | 1,176 | 3.20, (0.67) | 32 | 3.12, (0.66) | 0.46 |
| N: Engages in reflection on the impact of their teaching practice and adapts to meet the needs of each learner.* | 1,183 | 3.22, (0.72) | 32 | 3.03, (0.69) | 0.087 |
| Based on your experience with this teacher, what best describes the extent to which they were ready to meet the needs of students in your school? ** | 1,208 | 4.33, (0.90) | 32 | 4.25, (0.62) | 0.12 |

* Items Range from 1-4

** Item Ranges from 1-5