



# THE CITADEL

ZUCKER FAMILY SCHOOL  
OF EDUCATION

## Measure 2 – Initial Programs

### R4.2/R5.3 Satisfaction of employers and stakeholder involvement.

The Teacher Education Employer Survey is an EPP developed survey administered by the Zucker Family School of Education (ZFSOE) to help inform the level of preparation of its initial program completers as determined by the current employers. Due to efforts on the part of the state to provide employment data, the EPP was able to compile employer email addresses and administer the survey accordingly. As such, we saw substantial increase in the number of respondents from the prior year. The survey was sent to 12 employers and responses were received by five, resulting in a 41.6% return rate. The survey utilized the following rating scale.

Employer Survey Scale	Rating
Very Satisfied	4
Satisfied	3
Dissatisfied	2
Very Dissatisfied	1

### AY 2022-2023 Teacher Education Employer Survey (n=5)

1 - Please select the grade levels in your school (select all that apply).						
Response Option	Weight	Frequency	Percent	Percent Responses		Means
P-3	(1)	0	0.00%			
P-5	(2)	0	0.00%			
P-12	(3)	0	0.00%			
6-8	(4)	2	40.00%			
9-12	(5)	3	60.00%			
Response Rate				5/5 (100%)		

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
a. Knowledge of content in their field.						
Response Option	Weight	Frequency	Percent	Percent Responses		Means
Very Satisfied	(4)	4	80.00%			3.80
Satisfied	(3)	1	20.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
Response Rate				Mean	STD	
5/5 (100%)				3.80	0.45	

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
b. Knowledge of professional, state, and institutional standards.						
Response Option	Weight	Frequency	Percent	Percent Responses		Means
Very Satisfied	(4)	3	60.00%			3.60
Satisfied	(3)	2	40.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
Response Rate				Mean	STD	
5/5 (100%)				3.60	0.55	

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:

c. Knowledge of adolescent growth and development.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Satisfied	(4)	2	40.00%		3.40
Satisfied	(3)	3	60.00%		
Dissatisfied	(2)	0	0.00%		
Very Dissatisfied	(1)	0	0.00%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
5/5 (100%)	3.40	0.55			

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:

d. Ability to integrate the use of technology in their teaching.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Satisfied	(4)	4	80.00%		3.80
Satisfied	(3)	1	20.00%		
Dissatisfied	(2)	0	0.00%		
Very Dissatisfied	(1)	0	0.00%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
5/5 (100%)	3.80	0.45			

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:

e. Importance of seeking opportunities for professional growth, development, and continuing education.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Satisfied	(4)	3	60.00%		3.60
Satisfied	(3)	2	40.00%		
Dissatisfied	(2)	0	0.00%		
Very Dissatisfied	(1)	0	0.00%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
5/5 (100%)	3.60	0.55			

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:

f. Ability to develop and manage meaningful educational experiences that address the needs of all learners with respect for their individual and cultural characteristics.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Satisfied	(4)	2	40.00%		3.40
Satisfied	(3)	3	60.00%		
Dissatisfied	(2)	0	0.00%		
Very Dissatisfied	(1)	0	0.00%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
5/5 (100%)	3.40	0.55			

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:

g. Ability to establish a learner-centered environment where all learners contribute and are actively engaged.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Satisfied	(4)	2	40.00%		3.40
Satisfied	(3)	3	60.00%		
Dissatisfied	(2)	0	0.00%		
Very Dissatisfied	(1)	0	0.00%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
5/5 (100%)	3.40	0.55			

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:

h. Ability to use research to inform my teaching.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Satisfied	(4)	3	60.00%		3.60
Satisfied	(3)	2	40.00%		
Dissatisfied	(2)	0	0.00%		
Very Dissatisfied	(1)	0	0.00%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
5/5 (100%)	3.60	0.55			

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
i. Providing a safe, supportive learning environment.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	4	80.00%			
Satisfied	(3)	1	20.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.80	0.45				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
j. The importance of showing a caring, fair, honest, responsible, and respectful attitude.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	4	80.00%			
Satisfied	(3)	1	20.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.80	0.45				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
k. The importance of establishing rapport with students, families, colleagues and communities.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	3	60.00%			
Satisfied	(3)	2	40.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.60	0.55				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
l. Modeling professionalism with students, families, colleagues, and communities.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	3	60.00%			
Satisfied	(3)	2	40.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.60	0.55				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
m. The importance of developing leadership skills that emphasize ethics, knowledge, and reflection.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	2	40.00%			
Satisfied	(3)	3	60.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.40	0.55				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
n. Ability to establish developmentally appropriate long-range plans.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	2	40.00%			
Satisfied	(3)	3	60.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.40	0.55				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:									
o. Develop and teach short-range instructional units that facilitate student achievement.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Very Satisfied	(4)	3	60.00%			3.60			
Satisfied	(3)	2	40.00%						
Dissatisfied	(2)	0	0.00%						
Very Dissatisfied	(1)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
5/5 (100%)	3.60	0.55							

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:									
p. Assess and analyze student performance to guide instructional planning.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Very Satisfied	(4)	1	20.00%			3.20			
Satisfied	(3)	4	80.00%						
Dissatisfied	(2)	0	0.00%						
Very Dissatisfied	(1)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
5/5 (100%)	3.20	0.45							

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:									
q. Establish and maintain high expectations for learners.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Very Satisfied	(4)	3	60.00%			3.60			
Satisfied	(3)	2	40.00%						
Dissatisfied	(2)	0	0.00%						
Very Dissatisfied	(1)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
5/5 (100%)	3.60	0.55							

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:									
r. Use varied instructional strategies to facilitate learning.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Very Satisfied	(4)	2	40.00%			3.40			
Satisfied	(3)	3	60.00%						
Dissatisfied	(2)	0	0.00%						
Very Dissatisfied	(1)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
5/5 (100%)	3.40	0.55							

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:									
s. Integrate technology into instructional processes.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Very Satisfied	(4)	4	80.00%			3.80			
Satisfied	(3)	1	20.00%						
Dissatisfied	(2)	0	0.00%						
Very Dissatisfied	(1)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
5/5 (100%)	3.80	0.45							

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:									
t. Provide meaningful content for students.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Very Satisfied	(4)	4	80.00%			3.80			
Satisfied	(3)	1	20.00%						
Dissatisfied	(2)	0	0.00%						
Very Dissatisfied	(1)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
5/5 (100%)	3.80	0.45							

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
u. Monitor, assess, and enhance student learning.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	3	60.00%			
Satisfied	(3)	2	40.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.60	0.55				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
v. Effectively manage the classroom.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	3	60.00%			
Satisfied	(3)	2	40.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.60	0.55				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
w. Maintain an environment that promotes learning.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	4	80.00%			
Satisfied	(3)	1	20.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.80	0.45				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
x. Become an ethical, responsible, contributing member of the profession.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	4	80.00%			
Satisfied	(3)	1	20.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.80	0.45				

2 - Please rate your level of satisfaction with the preparation program at The Citadel in the following areas:						
y. Ability to work with diverse P-12 students and their families.						
Response Option	Weight	Frequency	Percent	Percent Responses	Means	
Very Satisfied	(4)	2	40.00%			
Satisfied	(3)	3	60.00%			
Dissatisfied	(2)	0	0.00%			
Very Dissatisfied	(1)	0	0.00%			
				0 25 50 75 100	Question	
Response Rate	Mean	STD				
5/5 (100%)	3.40	0.55				

**Analysis of Data:** Upon review of the data, the Teacher Education program is very pleased with the responses from employers. Employers indicated they were either satisfied or very satisfied with all aspects of completers' preparation. Areas of particular strengths include content knowledge, integration of technology into instructional processes, providing a safe and supportive learning environment, demonstrating a caring, fair, honest, responsible, and respectful attitude, providing meaningful content for students, maintaining an environment that promotes learning and lastly, being an ethical, responsible and contributing of the profession.