

Measure 2: Employer Satisfaction

To measure the satisfaction of employers with the preparedness of RMU graduates, employers of RMU alumni are surveyed. Employer survey is fielded to all known employers of education alumni three years out of completion. The results are presented in Table 1. Results of 2020-2021 and 2021-22 indicate employers were satisfied with the level of preparedness of RMU graduates. Results are not reported for programs when the sample size is small, therefore disaggregated results are not presented for external constituents.

Table 1. Employer Satisfaction of RMU Graduates

Questionnaire Item	AY	n	Well Prepared	Adequately Prepared	Not Prepared
Knowledge of key concepts, generalizations and principles most relevant to the major domains of content knowledge	2021-2022	9	88.9%	11.1%	0.0%
	2020-2021	7	85.7%	14.3%	0.0%
Planning of instruction and design of lessons	2021-2022	9	100%	0.0%	0.0%
	2020-2021	7	71.4%	28.6%	0.0%
Adaptation and modification of existing instructional materials to address learning objectives	2021-2022	9	100%	0.0%	0.0%
	2020-2021	7	71.4%	28.6%	0.0%
Use of PA's K-12 Academic Standards in lesson planning	2021-2022	9	66.6%	22.2%	11.1%
	2020-2021	7	85.7%	14.3%	0.0%
Knowledge of important issues facing American education today	2021-2022	9	22.2%	77.8%	0.0%
	2020-2021	7	28.6%	71.4%	0.0%
Understanding the theories of human growth and development	2021-2022	9	66.7%	33.3%	0.0%
	2020-2021	7	71.4%	28.6%	0.0%
Applying the theories of human growth and development for instruction	2021-2022	9	66.7%	33.3%	0.0%
	2020-2021	7	42.9%	57.1%	0.0%
Articulation of a personal philosophy of education	2021-2022	9	55.6%	44.4%	0.0%
	2020-2021	7	57.1%	42.9%	0.0%
Theories of behavior management and their relation to effective instruction	2021-2022	10	80.0%	20.0%	0.0%
	2020-2021	7	71.4%	28.6%	0.0%
Application of appropriate classroom management principles that facilitate effective instruction	2021-2022	9	90.0%	10.0%	0.0%
	2020-2021	7	85.7%	14.3%	0.0%
Use of instructional strategies and techniques derived from educational theories, research, and practice	2021-2022	8	100%	0.0%	0.0%
	2020-2021	6	100%	0.0%	0.0%
Development and/or use of valid assessment for summative purposes (quizzes, tests, performance tasks, etc.)	2021-2022	8	87.5%	12.5%	0.0%
	2020-2021	6	66.7%	33.3%	0.0%

Questionnaire Item	AY	n	Well Prepared	Adequately Prepared	Not Prepared
Development and/or use of valid assessment for formative purposes (observation, entrance/exit slips, pre/post-test, etc.)	2021-2022	8	87.5%	12.5%	0.0%
	2020-2021	6	50%	50%	0.0%
Modification of instruction based on analysis of assessment results	2021-2022	8	87.5%	12.5%	0.0%
	2020-2021	6	50%	50%	0.0%
Integration of content knowledge, teaching skills and curricula	2021-2022	8	75%	25%	0.0%
	2020-2021	6	100%	0.0%	0.0%
Ability to address exceptionalities, gender, culture, language, socioeconomic backgrounds, and other student characteristics and their influence on learning and on teaching behaviors	2021-2022	8	100%	0.0%	0.0%
	2020-2021	6	66.7%	33.3%	0.0%
Planning of instruction and design of lessons that acknowledge individual differences and learning styles	2021-2022	8	100%	0.0%	0.0%
	2020-2021	6	83.3%	16.7%	0.0%
Knowledge of key concepts, generalizations and principles most relevant to the major domains of content knowledge	2021-2022	8	100%	0.0%	0.0%
Classroom use of technology to incorporate more active learning strategies in assignments and projects to enhance instruction/student centered use of technology	2021-2022	8	75%	25%	0.0%
	2020-2021	6	83.3%	16.7%	0.0%
Establishing high standards for preparation, certification, practice, and ethical conduct in the teaching profession	2021-2022	9	66.7%	33.3%	0.0%
	2020-2021	6	66.7%	33.3%	0.0%
Critical thinking, problem solving, research, and decision-making skills across the curriculum	2021-2022	9	100%	0.0%	
	2020-2021	6	100%	0.0%	0.0%
Demonstration of adherence to the Pennsylvania Code of Conduct	2021-2022	9	88.9%	11.1%	
	2020-2021	6	83.3%	16.7%	0.0%
Written communication with students, colleagues, families, and other members of the community	2021-2022	9	88.9%	11.1%	
	2020-2021	6	83.3%	16.7%	0.0%
Verbal communication with students, colleagues, families, and other members of the community	2021-2022	9	88.9%	11.1%	0.0%
	2020-2021	6	83.3%	16.7%	0.0%
Integration of reading, writing, speaking and listening across the curriculum	2021-2022	9	88.9%	11.1%	0.0%
	2020-2021	6	100%	0.0%	0.0%
Develops appropriate rapport with students	2021-2022	9	100%	0.0%	0.0%
	2020-2021	6	100%	0.0%	0.0%
Effective communication with parents	2021-2022	9	100%	0.0%	0.0%
	2020-2021	6	100%	0.0%	0.0%
Use of hardware (personal computer, projection devices, Smartboard) in the classroom	2021-2022	9	66.7%	33.3%	0.0%
	2020-2021	6	66.7%	33.3%	0.0%
Use of instructional software	2021-2022	9	66.7%	33.3%	0.0%
	2020-2021	6	66.7%	33.3%	0.0%

