

**3rd Year Employer Average Ratings
Effectiveness and Impact on Students**

3rd Year Employer Ratings - 2022													
Performance Areas	BIOL	Englis h	FACS	Hist/G ovt	Math	Music	PE	Sec/P K-12	ECU	ELEM	MAT Sec	MAT SPED	OVER ALL
N=	2	3	3	1	5	1	3	18	1	11	6	7	43
a. The teacher plans instruction based on learning and developmental levels of all students.	3.00	3.00	2.67	4.00	3.20	4.00	2.67	3.00	3.00	3.00	3.33	3.29	3.09
b. The teacher recognizes and fosters individual differences to establish a positive classroom culture.	3.00	3.00	2.67	4.00	3.40	4.00	2.67	3.06	3.00	3.00	3.50	3.71	3.21
c. The teacher establishes a classroom environment conducive to learning.	3.00	3.00	3.00	4.00	3.20	4.00	2.67	3.06	3.00	2.91	3.17	3.29	3.07
d. The teacher demonstrates a thorough knowledge of content.	3.00	3.33	3.33	4.00	3.40	4.00	3.00	3.28	3.00	3.09	3.33	3.14	3.21
e. The teacher provides a variety of innovative applications of knowledge.	3.50	3.33	3.33	4.00	2.80	4.00	2.67	3.11	4.00	3.00	3.33	3.29	3.16
f. The teacher uses methods and techniques that are effective in meeting student needs.	3.00	3.33	2.67	4.00	2.80	4.00	2.67	2.94	3.00	3.00	3.17	3.43	3.07
g. The teacher uses varied assessments to measure learner progress.	3.00	3.33	3.33	4.00	3.00	4.00	2.67	3.11	3.00	3.00	3.33	3.14	3.12
h. The teacher delivers comprehensive instruction for students.	3.50	3.33	3.00	4.00	3.00	4.00	3.00	3.17	3.00	3.00	3.17	3.14	3.12
i. The teacher engages in reflection and continuous growth.	3.00	3.00	3.33	4.00	3.20	4.00	3.00	3.17	4.00	2.91	3.17	3.57	3.19
j. The teacher participates in collaboration and leadership opportunities.	3.00	3.00	3.33	4.00	3.00	4.00	2.67	3.06	3.00	3.00	3.17	3.29	3.09
k. Overall, the teacher has had a positive impact on student growth.	3.00	3.33	3.33	4.00	3.00	4.00	2.67	3.11	3.00	3.09	3.50	3.57	3.23

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3rd Year Employer Ratings - 2021														
Performance Areas	BIOL	ENGL	FACS	Math	Music	PE	Psych	Tech	All Sec / PK12	ECU	ELEM	MAT SEC	MAT SPED	ALL
	N=1	N=1	N=4	N=1	N=1	N=4	N=1	N=1	N=14	N=2	N=20	N=3	N=6	45
a. The teacher plans instruction based on learning and developmental levels of all students.	4	2	3	2	3	3	2	4	2.93	3	2.95	3.33	3.5	3.04
b. The teacher recognizes and fosters individual differences to establish a positive classroom culture.	4	2	3.25	3	2	3.25	3	4	3.14	3.5	3.3	3.67	3.67	3.33
c. The teacher establishes a classroom environment conducive to learning.	4	3	3.5	3	3	3.25	2	4	3.29	3.5	3.25	3.33	3.5	3.31
d. The teacher demonstrates a thorough knowledge of content.	4	3	3.25	4	3	3.25	2	4	3.29	3.5	2.9	3.33	3.33	3.13
e. The teacher provides a variety of innovative applications of knowledge.	4	2	3.25	3	3	3	2	4	3.07	3	3.1	3.33	3.17	3.11
f. The teacher uses methods and techniques that are effective in meeting student needs.	4	2	3	2	3	3.25	2	4	3	3.5	2.9	3.33	3.17	3.02
g. The teacher uses varied assessments to measure learner progress.	4	2	3	3	2	2.75	2	4	2.86	3	2.8	3	3.17	2.89
h. The teacher delivers comprehensive instruction for students.	4	3	3.25	3	3	3.25	2	4	3.21	3.5	2.95	3.33	3.17	3.11
i. The teacher engages in reflection and continuous growth.	4	3	3.25	3	2	3.25	3	4	3.21	3	3.15	3.67	3.67	3.27
j. The teacher participates in collaboration and leadership opportunities.	4	2	3.25	2	2	3.5	2	4	3.07	3.5	3.25	4	3.5	3.29
k. Overall, the teacher has had a positive impact on student growth.	4	3	3.25	3	2	3.25	2	4	3.14	3.5	3.25	3.67	3.67	3.31

**3rd Year Employer Average Ratings
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	3rd Year Employer Average Ratings - 2020														
MAJOR	BIOI	ENGL	FACS	Hist/ Gov	Math	Music	PE	Span	Tech	All Sec	ELEM	ECU	MAT Teach	MAT SPED	ALL
N	2	4	1	4	3	6	6	1	5	32	31	8	5	6	82
a. The teacher plans instruction based on learning and developmental levels of all students.	2.50	3.75	3.00	3.00	3.00	2.50	3.33	3.00	3.40	3.09	3.23	2.88	4.00	3.33	3.20
b. The teacher recognizes and fosters individual differences to establish a positive classroom culture.	3.00	3.75	3.00	3.00	3.00	2.50	3.50	3.00	3.60	3.19	3.45	3.13	4.00	3.67	3.37
c. The teacher establishes a classroom environment conducive to learning.	3.00	3.75	3.00	3.00	3.33	2.50	3.50	3.00	3.40	3.19	3.48	3.13	4.00	3.33	3.35
d. The teacher demonstrates a thorough knowledge of content.	3.00	3.50	2.00	3.00	3.67	3.17	3.33	3.00	3.80	3.31	3.32	3.00	4.00	3.17	3.32
e. The teacher uses a variety of teaching and learning strategies.	3.00	3.75	3.00	3.00	2.67	2.50	3.17	3.00	3.60	3.09	3.29	3.13	4.00	3.33	3.24
f. The teacher uses methods and techniques that are effective in meeting student needs.	3.00	3.75	3.00	3.00	3.00	2.67	3.50	3.00	3.60	3.22	3.29	2.75	4.00	3.50	3.27
g. The teacher uses a variety of assessment strategies to measure learner progress.	3.00	3.50	2.00	3.00	2.67	2.33	3.33	3.00	3.60	3.03	3.32	2.88	3.80	3.17	3.18
h. The teacher delivers comprehensive instruction for students.	3.50	3.75	3.00	3.00	3.00	2.00	3.33	3.00	3.60	3.09	3.39	2.63	4.00	3.33	3.23
i. The teacher engages in reflection and continuous growth.	3.50	4.00	3.00	3.25	3.00	2.67	3.50	3.00	3.60	3.31	3.39	3.25	4.00	3.17	3.37
j. The teacher participates in collaboration and leadership opportunities.	3.50	3.75	3.00	3.25	3.33	2.83	3.33	3.00	3.80	3.34	3.26	3.00	4.00	3.33	3.32
k. Overall, the teacher has had a positive impact on student growth.	3.00	4.00	3.00	3.50	3.00	2.50	3.50	3.00	3.80	3.31	3.39	3.00	4.00	3.67	3.38

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3rd Year Employer Average Ratings - 2019

MAJOR	Art	Biol	Engl	FACS	Hist/ Gov	Math	Music	PE	All Sec	ELEM	ECU	MAT Teach	MAT SPED	ALL
N	2	3	6	4	1	3	1	7	27	28	6	2	3	66
a. The teacher plans instruction based on learning and developmental levels of all students.	3.50	2.67	2.67	3.00	2.00	3.33	3.00	3.00	2.93	3.00	2.67	2.00	3.33	2.92
b. The teacher recognizes and fosters individual differences to establish a positive classroom culture.	3.50	3.33	2.83	3.25	3.00	3.00	4.00	3.29	3.19	3.07	3.00	2.00	3.33	3.09
c. The teacher establishes a classroom environment conducive to learning.	4.00	2.67	2.83	3.25	2.00	2.67	3.00	3.29	3.04	3.11	2.67	1.50	3.33	3.00
d. The teacher demonstrates a thorough knowledge of content.	4.00	3.33	3.33	3.00	3.00	3.33	4.00	3.14	3.30	3.00	2.83	3.00	3.00	3.11
e. The teacher uses a variety of teaching and learning strategies.	4.00	3.33	3.00	2.75	3.00	3.33	4.00	2.86	3.11	2.93	2.67	2.00	3.33	2.97
f. The teacher uses methods and techniques that are effective in meeting student needs.	4.00	3.00	2.67	3.25	3.00	3.00	3.00	3.29	3.11	3.00	2.67	2.00	3.33	3.00
g. The teacher uses a variety of assessment strategies to measure learner progress.	3.50	3.33	2.83	3.00	2.00	3.33	3.00	2.86	3.00	2.96	2.67	2.00	3.33	2.94
h. The teacher delivers comprehensive instruction for students.	3.50	3.00	2.67	3.25	2.00	3.00	3.00	3.14	3.00	3.11	2.83	2.00	3.00	3.00
i. The teacher engages in reflection and continuous growth.	4.00	3.00	2.83	3.25	3.00	3.33	3.00	3.14	3.15	2.86	2.67	1.50	3.33	2.94
j. The teacher participates in collaboration and leadership opportunities.	4.00	3.00	2.67	3.25	3.00	3.33	3.00	2.86	3.04	2.93	2.83	2.00	3.33	2.95
k. Overall, the teacher has had a positive impact on student growth.	4.00	3.33	2.67	3.25	3.00	3.00	3.00	3.14	3.11	3.14	2.83	2.00	3.33	3.08

**3rd Year Employer Average Ratings
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	3rd Year Employer Average Ratings - 2018																
MAJOR	Art	Biol	Engl	FACS	Hist/ Gov	Math	Music	PE	Psych	Spch/ Thea	Tech	All Sec	ELEM	ECU	MAT Teach	MAT SPED	ALL
N	2	1	2	1	3	1	1	4	1	1	2	19	31	4	2	3	59
a. The teacher plans instruction based on learning and developmental levels of all students.	2.50	3.00	3.50	2.00	3.00	3.00	3.00	3.25	3.00	3.00	2.50	2.95	3.06	2.75	3.50	3.67	3.05
b. The teacher recognizes and fosters individual differences to establish a positive classroom culture.	3.00	4.00	3.50	3.00	3.33	3.00	4.00	3.75	3.00	3.00	2.50	3.32	3.32	3.00	3.00	3.67	3.31
c. The teacher establishes a classroom environment conducive to learning.	3.00	3.00	4.00	4.00	3.33	3.00	3.00	3.75	3.00	2.00	2.50	3.26	3.23	3.25	4.00	3.67	3.29
d. The teacher demonstrates a thorough knowledge of content.	3.00	4.00	3.50	4.00	4.00	2.00	3.00	3.25	3.00	2.00	3.00	3.26	3.23	3.25	3.50	3.33	3.25
e. The teacher uses a variety of teaching and learning strategies.	2.50	3.00	3.50	3.00	3.33	3.00	3.00	3.00	3.00	3.00	2.50	3.00	3.13	3.00	3.50	3.67	3.12
f. The teacher uses methods and techniques that are effective in meeting student needs.	2.50	4.00	3.50	3.00	3.33	3.00	3.00	3.25	3.00	3.00	2.50	3.11	3.23	3.50	3.00	3.67	3.22
g. The teacher uses a variety of assessment strategies to measure learner progress.	2.50	3.00	3.00	3.00	3.00	2.00	3.00	3.25	3.00	2.00	2.50	2.84	3.06	3.00	3.50	3.33	3.02
h. The teacher delivers comprehensive instruction for students.	2.50	3.00	3.00	3.00	3.33	2.00	3.00	3.00	3.00	2.00	3.00	2.89	3.16	2.75	3.50	3.67	3.08
i. The teacher engages in reflection and continuous growth.	2.50	4.00	3.50	3.00	3.33	3.00	3.00	3.00	3.00	2.00	3.00	3.05	3.32	3.25	3.50	3.67	3.25
j. The teacher participates in collaboration and leadership opportunities.	3.00	3.00	4.00	2.00	3.33	3.00	3.00	3.50	3.00	3.00	3.00	3.21	3.13	3.00	3.50	3.67	3.19
k. Overall, the teacher has had a positive impact on student growth.	3.00	4.00	3.50	3.00	3.67	3.00	4.00	3.50	3.00	3.00	3.00	3.37	3.23	3.00	4.00	3.67	3.31