

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

| 3rd Year Employer Ratings - 2023 | | | | | | | | | | | | | |
|---|----------|----------|----------|----------|----------|----------|-----------------------|----------|----------|----------|--------------|-------------|-------------|
| Performance Areas | Art | FACS | Hist | Math | Music | PE | Secondary y /PK-12 | ECU | Elem | EEU | Mat Teach | Mat sped | ALL |
| N= | 2 | 1 | 1 | 3 | 3 | 3 | 13 | 5 | 8 | 3 | 6 | 7 | 42 |
| a. The teacher plans instruction based on learning and developmental levels of all students. | 3 | 3 | 4 | 3.33 | 3.33 | 3.33 | 3.31 | 3 | 3 | 3.33 | 2.83 | 2.86 | 3.07 |
| b. The teacher recognizes and fosters individual differences to establish a positive classroom culture. | 3 | 3 | 4 | 3 | 4 | 3.33 | 3.38 | 3.25 | 3.63 | 3.33 | 3 | 3.71 | 3.41 |
| c. The teacher establishes a classroom environment conducive to learning. | 3 | 3 | 4 | 4 | 4 | 3.67 | 3.69 | 3.25 | 3.25 | 3.33 | 3.17 | 3 | 3.34 |
| d. The teacher demonstrates a thorough knowledge of content. | 3.5 | 3 | 4 | 3.67 | 4 | 3.67 | 3.69 | 3 | 3.25 | 3.33 | 3.17 | 3 | 3.32 |
| e. The teacher provides a variety of innovative applications of knowledge. | 3 | 3 | 4 | 3.33 | 3.33 | 3.33 | 3.31 | 3 | 3.38 | 3.33 | 3 | 2.86 | 3.17 |
| f. The teacher uses methods and techniques that are effective in meeting student needs. | 3 | 3 | 4 | 3.5 | 3.33 | 3.67 | 3.42 | 3.25 | 3.25 | 3.33 | 3.17 | 3 | 3.25 |
| g. The teacher uses varied assessments to measure learner progress. | 3 | 3 | 4 | 3.33 | 3.33 | 2.67 | 3.15 | 3 | 3.13 | 3.33 | 3 | 3 | 3.1 |
| h. The teacher delivers comprehensive instruction for students. | 3 | 3 | 4 | 3.33 | 3.33 | 3.67 | 3.38 | 3 | 3.25 | 3.33 | 3 | 3.14 | 3.22 |
| i. The teacher engages in reflection and continuous growth. | 2.5 | 3 | 4 | 3.33 | 4 | 3.33 | 3.38 | 3 | 3.13 | 3.33 | 2.83 | 3.43 | 3.22 |
| j. The teacher participates in collaboration and leadership opportunities. | 3.5 | 3 | 4 | 3.67 | 3.33 | 3.67 | 3.54 | 3 | 2.88 | 3.33 | 3 | 3.14 | 3.2 |
| k. Overall, the teacher has had a positive impact on student growth. | 3 | 3 | 4 | 3.33 | 3.67 | 3.33 | 3.38 | 3 | 3.25 | 3.33 | 3.33 | 3.14 | 3.27 |

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|---|------|---------|------|---------------|------|-------|------|---------------|------|------|------------|-------------|---------------------|
| Performance Areas | BIOL | English | FACS | Hist/Go vt | Math | Music | PE | Sec/PK- 12 | ECU | ELEM | MAT Sec | MAT SPED | OVERA LL |
| 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 |

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

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 |

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

| 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 |