NCDPI Employer Satisfaction Survey Data

The Employer Survey is administered annually by the North Carolina Department of Public Instruction (NCDPI) to principals employing first-year teachers in NC public schools. The data is compiled annually and shared with EPPs; additionally, the data is presented publicly on the NCDPI EPP Dashboard.

The Employer Survey consists of multiple survey items, aligned to the following NCEES standards: *Standard 1: Leadership*, *Standard 2: Classroom Environment*, *Standard 3: Content Knowledge*, *Standard 4: Facilitating Student Learning*, and *Standard 5: Reflecting on Practice*. Alignment information is published by NCDPI and SAS® and is available through the NCDPI EPP Dashboard. The Employer Survey results in this packet are organized into tables by NCEES standard. New items, including literacy-related items were added to the Employer Survey in 2018-2019.

The images below present Employer Survey results for 2023-2024. For each survey item, participants were asked to rate the effectiveness of the new teacher relative to other first-year teachers, using a 5-point Likert Scale with the following rating criteria: 1 - Much Less Effective, 2 - Less Effective, 3 - Comparable, 4 - More Effective, 5 - Much More Effective. Alignment of the NCEES Standards with InTASC standards is presented in Appendix A.

Common Abbreviations: NCEES – North Carolina Educator Effectiveness System, NCDPI – North Carolina Department of Public Instruction

Note: The 2023-2024 employer satisfaction survey results for initial licensure program completers do not include responses from alternatively licensed teacher candidates. The North Carolina Department of Public Instruction (NCDPI) inadvertently omitted alternatively licensed completers from its survey pool. Please see the letter from NCDPI at the end of this document (Appendix B) for further details regarding the missing data.
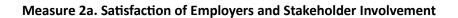
Tables 1a-e. ECU Employer Satisfaction Survey Results – Traditional Pathway (2023-2024)

2023-2024 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 1 – Leadership

Effectiveness relative to other first year teachers is noted in the tables using the scale of much less to much more.
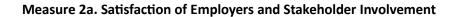
Survey Item	Data Type	Much Less	Less	Comparable	More	Much More
Contributing to the productivity of school wide goals	Count of Score	0.0	12.0	100.0	45.0	24.0
Contributing to the productivity of school wide goals	% of Total Count of Score	0%	7%	55%	25%	13%
Seeking solutions to address students' learning needs in a proactive manner	Count of Score	1.0	19.0	77.0	57.0	27.0
Seeking solutions to address students' learning needs in a proactive manner	% of Total Count of Score	1%	10%	43%	31%	15%
Taking an active role in professional learning communities	Count of Score	1.0	18.0	92.0	47.0	23.0
Taking an active role in professional learning communities	% of Total Count of Score	1%	10%	51%	26%	13%
Using data to guide practice	Count of Score	2.0	13.0	93.0	49.0	24.0
Using data to guide practice	% of Total Count of Score	1%	7%	51%	27%	13%

2023-2024 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 2 – Classroom Environment

Survey Item	Data Type	Much Less	Less	Comparable	More	Much More
Adapting teaching to benefit students with unique learning needs	Count of Score	1.0	18.0	85.0	52.0	25.0
Adapting teaching to benefit students with unique learning needs	% of Total Count of Score	1%	10%	47%	29%	14%
Demonstrating skill in support of English second language learners	Count of Score	2.0	12.0	119.0	29.0	19.0
Demonstrating skill in support of English second language learners	% of Total Count of Score	1%	7%	66%	16%	10%
Incorporating instructional materials that reflect a diverse set of student experiences	Count of Score	0.0	12.0	91.0	49.0	29.0
Incorporating instructional materials that reflect a diverse set of student experiences	% of Total Count of Score	0%	7%	50%	27%	16%
Investing families and other significant adults in students' learning	Count of Score	2.0	13.0	92.0	48.0	26.0
Investing families and other significant adults in students' learning	% of Total Count of Score	1%	7%	51%	27%	14%
Maintaining a classroom environment that enables students to learn	Count of Score	2.0	19.0	66.0	58.0	36.0
Maintaining a classroom environment that enables students to learn	% of Total Count of Score	1%	10%	36%	32%	20%
Making expectations about student behavior clear	Count of Score	5.0	20.0	72.0	49.0	35.0
Making expectations about student behavior clear	% of Total Count of Score	3%	11%	40%	27%	19%
Managing disruptive behavior in the classroom	Count of Score	5.0	22.0	78.0	45.0	31.0
Managing disruptive behavior in the classroom	% of Total Count of Score	3%	12%	43%	25%	17%
Respecting diversity and multiple perspectives of students	Count of Score	1.0	10.0	83.0	57.0	30.0
Respecting diversity and multiple perspectives of students	% of Total Count of Score	1%	6%	46%	31%	17%

Employer Survey Results

		Much Less	Less	Comparable	More	Much More
Serving students from diverse economic backgrounds	Count of Score	2.0	11.0	81.0	36.0	43.0
Serving students from diverse economic backgrounds	% of Total Count of Score	1%	6%	47%	21%	25%
Teaching in a multicultural or multilingual setting	Count of Score	0.0	12.0	84.0	36.0	33.0
Teaching in a multicultural or multilingual setting	% of Total Count of Score	0%	7%	51%	22%	20%

2023-2024 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 3 – Content Knowledge
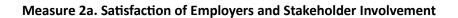
Survey Item	Data Type	Much Less	Less	Comparable	More	Much More
Aligning instruction with the North Carolina Standard Course of Study	Count of Score	1.0	11.0	95.0	47.0	27.0
Aligning instruction with the North Carolina Standard Course of Study	% of Total Count of Score	1%	6%	52%	26%	15%
Demonstrating pedagogical competency	Count of Score	1.0	13.0	90.0	48.0	29.0
Demonstrating pedagogical competency	% of Total Count of Score	1%	7%	50%	27%	16%
Exhibiting a strong foundation of knowledge in his/her content area(s)	Count of Score	0.0	13.0	87.0	56.0	25.0
Exhibiting a strong foundation of knowledge in his/her content area(s)	% of Total Count of Score	0%	7%	48%	31%	14%
Making instruction relevant to 21st century students	Count of Score	1.0	15.0	95.0	45.0	25.0
Making instruction relevant to 21st century students	% of Total Count of Score	1%	8%	52%	25%	14%

Employer Survey Results

2023-2024 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 4 – Facilitating Student Learning

Survey Item	Data Type	Much Less	Less	Comparable	More	Much More
Communicating in ways that are clearly understood by students	Count of Score	1.0	18.0	82.0	52.0	28.0
Communicating in ways that are clearly understood by students	% of Total Count of Score	1%	10%	45%	29%	15%
Facilitating learning through student collaboration in small groups and teams	Count of Score	1.0	14.0	95.0	47.0	24.0
Facilitating learning through student collaboration in small groups and teams	% of Total Count of Score	1%	8%	52%	26%	13%
Helping students believe they can do well in school	Count of Score	0.0	12.0	83.0	54.0	32.0
Helping students believe they can do well in school	% of Total Count of Score	0%	7%	46%	30%	18%
Helping students value learning	Count of Score	0.0	15.0	86.0	49.0	31.0
Helping students value learning	% of Total Count of Score	0%	8%	48%	27%	17%
Integrating technology into instruction to enhance learning	Count of Score	1.0	10.0	98.0	47.0	25.0
Integrating technology into instruction to enhance learning	% of Total Count of Score	1%	6%	54%	24%	13%
Leveraging a variety of formal and informal assessments to drive student learning	Count of Score	1.0	15.0	98.0	44.0	23.0
Leveraging a variety of formal and informal assessments to drive student learning	% of Total Count of Score	1%	8%	54%	24%	13%
Promoting critical thinking in students	Count of Score	0.0	19.0	98.0	47.0	17.0
Promoting critical thinking in students	% of Total Count of Score	0%	10%	54%	26%	9%
Using state and/or district mandated assessments to inform instruction	Count of Score	1.0	13.0	101.0	41.0	25.0

Using state and/or district mandated assessments to inform instruction	% of Total Count of Score	1%	7%	56%	23%	14%
Utilizing a variety of appropriate instructional materials	Count of Score	0.0	10.0	93.0	49.0	29.0
Utilizing a variety of appropriate instructional materials	% of Total Count of Score	0%	6%	51%	27%	16%

2023-2024 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 5 – Reflecting on Practice

Survey Item	Data Type	Much Less	Less	Comparable	More	Much More
Engaging in professional development to address identified improvement needs	Count of Score	2.0	8.0	106.0	44.0	21.0
Engaging in professional development to address identified improvement needs	% of Total Count of Score	1%	4%	59%	24%	12%
Reflecting on practice and identifying areas for improvement	Count of Score	2.0	13.0	90.0	51.0	25.0
Reflecting on practice and identifying areas for improvement	% of Total Count of Score	1%	7%	50%	28%	14%

Appendix A: NCEES, NCPTS, and INTASC Alignment

NCEES, NCPTS, and INTASC Standard Alignment		
NCEES Standard	**NCPTS Standard**	**INTASC Standard**

Std I: Leadership	Std I: Teachers Demonstrate Leadership
	   a. Teachers lead in their classrooms.
	   b. Teachers demonstrate leadership in the school.
	   c. Teachers lead the profession
	   d. Teachers demonstrate high ethical standards
		Std 1 Learner Development
		Std 2 Learning Differences
		Std 3 Learning Environment
		Std 6 Assessment
		Std 7 Planning for Instruction
		Std 8 Instructional Strategies
		Std 9 Professional Learning & Ethical Practice
		Std 10 Leadership & Collaboration

Std II: Classroom Environment	Std II: Teachers Establish a Respectful Environment for a Diverse Population of Students
	   a. Teachers provide an environment in which each child has a positive, nurturing relationship with caring adults.
	   b. Teachers embrace diversity in the school community and the world.
	   c. Teachers treat students as individuals
	   d. Teachers adapt their teaching for the benefit of students with special needs.
	   e. Teachers work collaboratively with the families and significant adults in the lives of their students.
		Std 1 Learner Development
		Std 2 Learning Differences
		Std 3 Learning Environment
		Std 9 Professional Learning & Ethical Practice
		Std 10 Leadership & Collaboration

Std III: Content Knowledge	Std III: Teachers Know the Content They Teach
	   a. Teachers align their instruction with the North Carolina Standard Course of Study.
	   b. Teachers know the content appropriate to their teaching specialty.
	   c. Teachers recognize the interconnectedness of content areas/disciplines.
	   d. Teachers make instruction relevant to students.
		Std 4: Content Knowledge
		Std 5: Application of Content Knowledge

Std IV: Facilitating Student Learning	Std IV: Teachers Facilitate Learning for Their Students
	   a. Teachers know the way in which learning takes place, and they know the appropriate levels of intellectual, physical, social, and emotional development of their students.
	   b. Teachers plan instruction appropriate for their students.
	   c. Teachers use a variety of instructional methods.
	   d. Teachers integrate and use technology in their instruction.
	   e. Teachers help students develop critical thinking and problem-solving skills.
	   f. Teachers help students work in teams and develop leadership qualities.
	   g. Teachers communicate effectively.
	   h. Teachers use a variety of methods to assess what each student has learned.
		Std 1 Learner Development
		Std 2 Learning Differences
		Std 3 Learning Environment
		Std 6 Assessment
		Std 7 Planning for Instruction
		Std 8 Instructional Strategies

Std V: Reflecting on Practice	Std V: Teachers Reflect on Their Practice
	   a. Teachers analyze student learning.
	   b. Teachers link professional growth to their professional goals.
	   c. Teachers function effectively in a complex, dynamic environment.
		Std 6 Assessment
		Std 7 Planning for Instruction
		Std 8 Instructional Strategies
		Std 9 Professional Learning & Ethical Practice
		Std 10 Leadership & Collaboration

Employer Survey Results