

Commonwealth University Employer Survey as of 5/3/2024	Exceeds Expectations	Meets Expectations	Emerging	Does not Meet Expectations
1. Understands human growth and development.	0	7	0	0
2. Designs and develops appropriate and challenging learning experiences.	2	5	0	0
3. Uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.	0	6	1	0
4. Differentiates instruction to address the needs of diverse learners.	0	5	2	0
5. Works with others to create safe environments that support individual and collaborate learning, and that encourage positive social interaction, active engagement in learning, and self-motivation.	3	2	2	0
6. Possesses appropriate content knowledge and exhibits ability to expand and deepen learner content knowledge and skills.	1	4	2	0
7. Creates standards-based lessons to ensure students can master content appropriate to their developmental levels.	2	4	1	0
8. Makes content knowledge accessible to learners by using multiple means of communication including digital media and information technology.	1	4	2	0
9. Understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving in authentic contexts.	0	6	1	0
10. Adequately integrates content across disciplines.	1	3	1	3

11. Utilizes multiple methods of assessment to engage learners in their own growth, to monitor learner progress, and to guide my decision making as well as the learner's decision making. * 1 surveyor no response.	0	3	2	0
12. Selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills. * 1 surveyor no response.	0	4	2	0
13. Plans instruction by collaborating with colleagues, specialists, community resources, families, and learners to meet individual learning needs. * 1 surveyor no response.	0	5	0	1
14. Utilizes a variety of instructional strategies and make learning accessible to all learners. * 1 surveyor no response.	2	2	2	0
15. Assumes ownership and responsibility for ongoing professional learning connected to learner needs. * 1 surveyor no response.	0	5	1	0
16. Acts in accordance with ethical codes of conduct and professional standards. * 1 surveyor no response.	0	5	1	0
17. Leads the classroom and seek out leadership opportunities in the school. * 1 surveyor no response.	0	4	1	1

Question: What kind of School Placement of the CU Alumni Employee: Public School – all 7 responses

Question: What is the Grade-level of the CU Alumni Employee:

Responses: Elementary 5, Middle 3, Secondary 2

Question: What is the CU Alumni Employee's role within Education:

Responses: Regular Education Teacher 6, Other Special Education Supervisor

Question: What is the Current Employment Status of the CU Alumni Employee?

Responses: Full-Time Educator 7

Question: If provided the opportunity, would you consider hiring another Commonwealth University graduate?

Responses: Yes - 7; No - 0

Follow up from previous question: Why or Why not?

We hired three from Commonwealth last year, two have been good, one has not. 66% success rate.

Question: Is the CU Alumni Employee still employed with you?

Responses – Yes 7; No - 0

Question: How long has/was the CU Alumni Employee employed within your school?

0 to 1 school year – 3

1 to 2 school years - 1

2 to 3 school years - 3

4 or more school years - 0

Question: What are strengths of the CU Alumni Employee that you believe are a result of Bloomsburg University's programs?

- Knowledge of skills needed to be a successful elementary teacher
- Students are connected to the Educational Community.

Question: What could Commonwealth University have done differently to better prepare the CU Alumni Employee for this position?

- The mental health and behavioral needs of our students has grown exponentially. This needs to be a focus of all pre-service teachers.

- Additional time in the classroom and more classroom monitoring by supervisor during student-teaching period.
- Courses need to prepare teacher candidates for the current challenges' teachers experience and how to build better relationships with students. A first-year teacher does not have the depth of knowledge to be able to navigate the complexities of what baggage students come to school with today. Teachers need to be better prepared to manage their self-care so that they do not burn out quickly.
- I believe you should consider a more intensive course on classroom management. I think a stand-alone course might be of benefit. Additionally, grading is a concern. I think more time should be spent on assessment. A good book to reference, although from 2013, is Guskey and Jung, Answers to Essential Questions about Standards, Assessments, Grading, & Reporting.