Shepherd University EPP Employer Survey Responses – Standard R1 [R4.2]

The degree to which Employer Respondents report satisfaction in each of the following categories for our recent graduates employed within their districts within the last five years (scale of 1-7 / on average) are as follows [disaggregated as related specific to the criteria in R1]:

Standard R1 Criterion	Characteristic	Employer Survey 2023 (N = 4)				Employer Survey 2024 (N = 17)				Employer Survey 2025 (N = 17)			
		Mean	Median	Mode	Range	Mean	Median	Mode	Range	Mean	Median	Mode	Range
[See Below]	Q1. Analytical Skills	5.75	6	6	1	4.59	4	4	4	5	4	4	4
	Q1. Critical Thinking Skills	6	6	6	2	4.59	4	4	4	4.75	4	4	3
	Q1. Oral Communication Skills	6	6	6	2	4.82	5	4	4	6.4	7	7	4
	Q1. Problem-Solving Skills	5.75	6	6	3	4.76	5	4	4	5.8	7	7	4
	Q1. Written Communication Skills	5.5	6	6	2	4.94	5	4	4	5.2	4	4	3
Professional Responsibility	Q2. Commitment to Their Current Job	6	6	6	2	5.24	5	5	5	6.1	7	7	3
Professional Responsibility	Q2. Professionalism	6.25	6	6	1	5.41	5	5	3	4.75	7	7	4
Professional Responsibility	Q2. Work Ethic	5.75	5.5	5	2	5.12	5	5	3	6.4	7	7	3
Instructional Practice	Q3. Apply Knowledge of Assessment Strategies	5.5	5	5	2	4.53	4	4	4	5.8	5.5	4	4
Professional Responsibility	Q3. Build Collaborative Professional Relationships	6	6	6	3	5	5	4	3	5.2	7	7	5
Learner and Learning	Q3. Create a Productive Classroom Environment	5.5	5.5	n/a	2	4.65	4	4	4	6.1	7	7	4
Instructional Practice	Q3. Demonstrate Effective Classroom Instruction	6	6	6	1	4.71	5	5	5	4.75	7	7	4
Instructional Practice	Q3. Develop Effective Lesson Plans	5.75	6	6	2	4.88	5	5	4	6.4	4	4	3
Professional Responsibility	Q3. Display Appropriate Professional Skills	5.75	5.5	5	2	4.82	5	4	3	5.8	7	7	5
Content Knowledge	Q3. Exhibit a Mastery of Relevant Content	5.5	5.5	n/a	3	5.06	5	5	4	5.2	7	7	4
Technology	Q3. Integrate Technology into the Teaching Experience	5.75	5.5	5	2	5	5	4	4	6.1	7	7	3
Learner and Learning	Q3. Reflect the Value of Diversity in Teaching	5.5	5.5	5	1	4.94	5	4	3	7	7	7	4

Responses (overall mean) Related to the Specific Criteria for R1	2023 (N = 4)	2024 (N = 17)	2025 (N = 17)
R1.1: Learner and Learning	5.5	4.74	5.43
R1.2: Content Knowledge:	5.5	5.06	5.20
R1.3: Instructional Practice	5.75	4.78	6.03
R1.4: Professional Responsibility	5.95	5.12	5.65
Technology	5.75	5	6.1

Shepherd University EPP
Employer Survey Responses – Standard R4.2
[2023 – 2025 / N = 38]

The degree to which Employer Respondents report satisfaction in each of the following categories for our recent graduates employed within their districts within the last five years are as follows (Scale 1 [Not at All] to 7 [Extremely]):

Question	Employer Survey 2023 (N = 4)				Employer Survey 2024 (N = 17)				Employer Survey 2025 (N = 17)			
	Mean	Median	Mode	Range	Mean	Median	Mode	Range	Mean	Median	Mode	Range
Q4a. Are you satisfied with the overall performance of recent graduates from the EPP at Shepherd University? [CAEP R4]	6	6	6	2	5.06	5	5	4	6.4	7	7	3
Q4b. Would you recommend that your school/organization hire graduates from the EPP at Shepherd University in the Future? [CAEP R4]	6.5	6.5	6	1	5.24	5	6	4	5.8	7	7	3

(Scale of 1-7)

The degree to which Employer Respondents report satisfaction in each of the following categories for our recent graduates employed within their districts within the last five years are as follows (Scale 0-5* [See below]):

Question	Employer Survey 2023 (N = 4)				Employer Survey 2024 (N = 17)				Employer Survey 2025 (N = 17)			
	Mean	Median	Mode	Range	Mean	Median	Mode	Range	Mean	Median	Mode	Range
Q5. In comparison to other recent hires with similar levels of education and experience, how would you rate the preparation of recent graduates from the EPP at Shepherd University? [CAEP R4]	4	4	3	2	3.94	4	3	2	5.2	4	4	5

(Scale of 0-5)

- Among the Best Prepared [5]
- Better Prepared than Others [4]
- About as Prepared as Others [3]
- Less Prepared than Others [2]
- Among the Least Prepared [1]
- *Unable to Make a Comparison [0] **

** Option Added to survey in 2025*

Employer Survey
Qualitative Responses / Q6
[2023 – 2025 / N = 38]

“What could the EPP at Shepherd University do to improve the preparation of our graduates?”

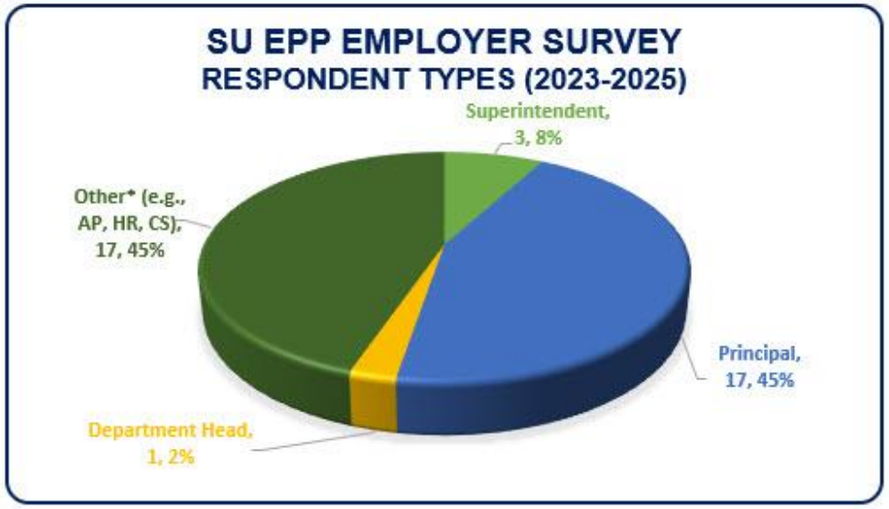
**Common Themes Identified:	Approx. Mentions
Classroom Management	**10+**
Differentiation/Engagement	6–7
Special Education / Behavioral Needs	5–6
Science of Reading / Literacy	4–5
Data Use / Assessment	3–4
Professionalism / Communication	3–4
Licensure / Practical Preparation	2–3
SEL & Teacher Wellbeing	2–3
Positive Feedback / No Suggestions	*6+*

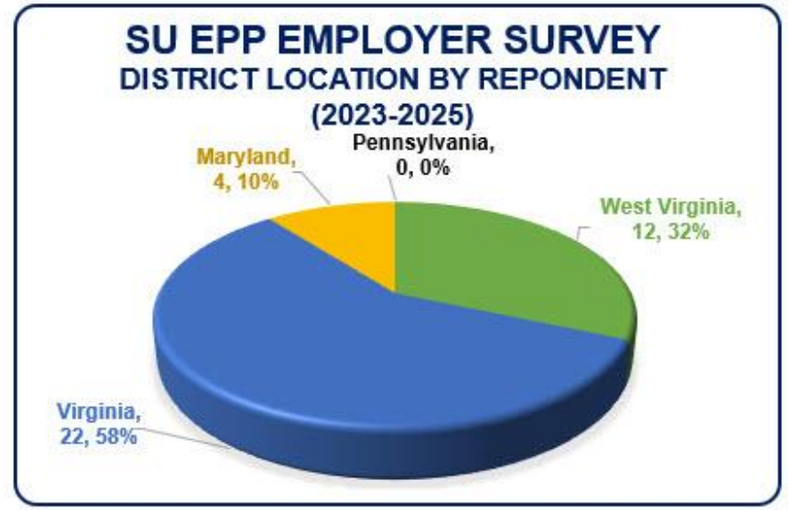
****Based on this feedback, the EPP at Shepherd University might consider the following Continuous Improvement measures:**

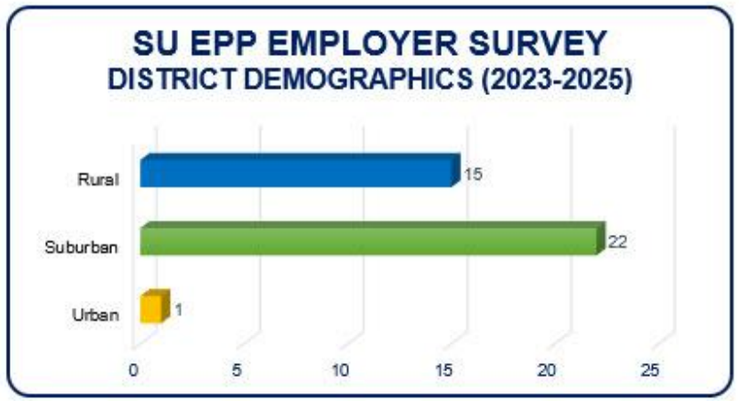
1. Strengthening the implementation of classroom management and behavioral strategies across the curriculum.
2. Embedding Science of Reading and literacy-focused instruction more deeply in education coursework.
3. Expanding training in differentiated instruction and student engagement practices.
4. Offering more practicum or hands-on experiences with diverse learners (SPED, SEL, behavioral needs).
5. Better preparing students for real-world professionalism and licensure requirements.

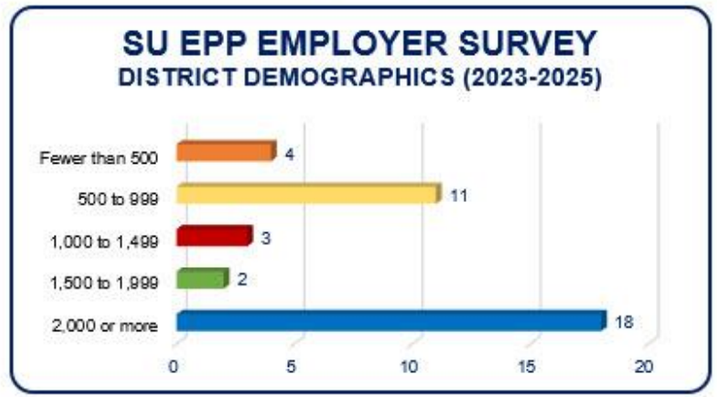
***via ChatGPT Analysis of all responses received 2023 - 2025 / July 1, 2025*

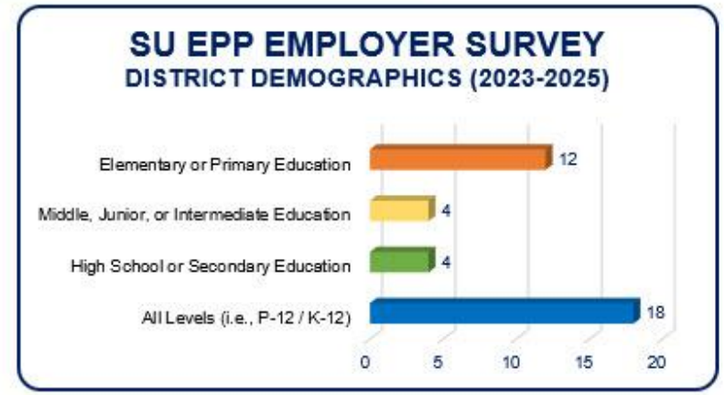
DEMOGRAPHIC INFORMATION
EMPLOYER SURVEY RESPONDENTS
[2023 – 2025 / N = 38]











Respondent Type = Other* (Please Specify)

- Human Resources Senior Manager
- Human Resources
- Teaching and Learning Coordinator
- Assistant Superintendent
- Teaching and Learning Coordinator
- Teacher & New Teacher Mentor
- Diversity Recruitment & Retention Specialist
- Teacher Induction Supervisor
- Deputy Superintendent for Instruction
- Coordinator in Teaching and Learning
- Executive Director
- Chief HR Officer (in conj w/curriculum specialist & academic coach)
- Director
- Assistant Principal
- Assistant Principal
- Human Resources