

2. Indicators of Teaching Effectiveness (4.2)

We chose to utilize observational measures to assess completers' effectiveness. Employers, who had implemented observational instruments, completed a survey documenting their professional observations of completers' knowledge, skills, and dispositions. Four employer surveys were returned completed. Of the six items in the survey, questions 1, 2, and 3 address Standard 4.2 and questions 4, 5, and 6 address Standard 4.3. This section reports employers' responses on completers' effective application of professional knowledge, skills, and dispositions in the field.

From the four employer surveys that were sent out for 2016-17 (Artifact 4.2c), three responded, representing 75% which meets our target of 60%. The employers were asked to rate completers on three qualities: knowledge, skills and dispositions.

Findings

The survey used a 5-point Likert scale (Not at all = 1 to Excellent = 5). Principal component EFA was used to evaluate the construct validity of this instrument, finding one factor with 89% of the variance and item loadings between .707 and .970. Thus, a very strong reliability was achieved (Cronbach's alpha = .971). The following three paragraphs outline the findings in each of the three areas important for Standard 4.2.

Knowledge: The data demonstrate that the completers have effectively applied the expected professional knowledge as classroom teachers. Four employers responded with mean scores of 5 and a standard deviation of 0 in 2014-15; mean scores of 4 with a standard deviation of 1.73 in 2015-16; and mean scores of 4.67 with a standard deviation of 0.58 in 2016-17.

Skills: The data demonstrate that the completers have effectively applied the expected professional skills as classroom teachers. Three employers responded with mean scores of 4.75 and a standard deviation of 0.5 in 2014-15; mean scores of 3.67 with a standard deviation of 1.53 in 2015-16; and mean scores of 4.67 with a standard deviation of 0.58 in 2016-17.

Dispositions: The data demonstrate that the completers have effectively applied the expected professional dispositions as classroom teachers. Three employers responded with mean scores of 4.75 and a standard deviation of 0.5 in 2014-15; mean scores of 3.67 with a standard deviation of 1.53 in 2015-16; mean scores of 4.67 with a standard deviation of 0.58 in 2016-17.

The Employer Survey shows the means and standard deviations of employers' ratings of completers' knowledge, skills, and dispositions based on employers' observations. The results indicate that our completers *probably* (4) or *definitely* (5) demonstrated the knowledge, skills, and dispositions per documented professional observations by employers.