

# College of Education Employer Survey

*of 2018-2019 Initial Completers*  
Survey Completions: 13/41 (32%)

## Respondents by Program

Field	Choice Count
Spec Ed(PK-8)/EChild(PK-4)	62% 8
Early Childhood (PK-4) BSEd	15% 2
Middle Level Ed (4-8) BSEd	15% 2
Curr & Instruction (CERT)	8% 1
Total	13

## Please rate the BU Alumni Employee on the following competencies:

Field	Exceeds Expectations	Meets Expectations	Emerging	Does not Meet Expectations	Total
1. Understands human growth and development.	18% 2	73% 8	9% 1	0% 0	11
2. Designs and develops appropriate and challenging learning experiences.	27% 3	55% 6	18% 2	0% 0	11
3. Uses understanding of individual differences and diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards.	45% 5	45% 5	9% 1	0% 0	11
4. Differentiates instruction to address the needs of diverse learners.	55% 6	36% 4	9% 1	0% 0	11
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 .	55% 6	45% 5	0% 0	0% 0	11
6. Possesses appropriate content knowledge and exhibits ability to expand and deepen learner content knowledge and skills.	27% 3	55% 6	18% 2	0% 0	11
7. Creates standards based lessons to ensure students can master content appropriate to their developmental levels.	18% 2	64% 7	18% 2	0% 0	11
8. Makes content knowledge accessible to learners by using multiple means of communication including digital media and information technology.	27% 3	64% 7	9% 1	0% 0	11
9. Understands how to connect concepts and use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving in authentic contexts.	36% 4	27% 3	36% 4	0% 0	11
10. Adequately integrates content across disciplines.	18% 2	73% 8	9% 1	0% 0	11

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.	36%	4	45%	5	18%	2	0%	0	11
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.	27%	3	64%	7	9%	1	0%	0	11
13. Plans instruction by collaborating with colleagues, specialists, community resources, families, and learners to meet individual learning needs.	55%	6	45%	5	0%	0	0%	0	11
14. Utilizes a variety of instructional strategies and make learning accessible to all learners.	27%	3	73%	8	0%	0	0%	0	11
15. Assumes ownership and responsibility for ongoing professional learning connected to learner needs.	55%	6	45%	5	0%	0	0%	0	11
16. Acts in accordance with ethical codes of conduct and professional standards.	73%	8	27%	3	0%	0	0%	0	11
17. Leads the classroom and seek out leadership opportunities in the school.	27%	3	55%	6	18%	2	0%	0	11

## School Placement of the BU Alumni Employee:

Field	Spec Ed(PK-8)/EChild(PK-4)		Early Childhood (PK-4) BSEd		Middle Level Ed (4-8) BSEd		Curr & Instruction (CERT)	
Public School	86%	6	0%	0	100%	1	100%	1
Intermediate Unit	14%	1	0%	0	0%	0	0%	0
Private School	0%	0	0%	0	0%	0	0%	0
Charter School	0%	0	50%	1	0%	0	0%	0
Other	0%	0	50%	1	0%	0	0%	0
Total		7		2		1		1

## BU Alumni Employee's role within Education:

Field	Spec Ed(PK-8)/EChild(PK-4)		Early Childhood (PK-4) BSEd		Middle Level Ed (4-8) BSEd		Curr & Instruction (CERT)	
Regular Education Teacher	0%	0	100%	2	100%	1	100%	1
Special Education Teacher	71%	5	0%	0	0%	0	0%	0
Specialty Area Teacher	0%	0	0%	0	0%	0	0%	0
Other within Education	29%	2	0%	0	0%	0	0%	0
Total		7		2		1		1

## How long has/was the BU Alumni Employee employed within your school?

Field	Spec Ed(PK-8)/EChild(PK-4)	Early Childhood (PK-4) BSEd	Middle Level Ed (4-8) BSEd	Curr & Instruction (CERT)
0 to 1 school year	14% 1	0% 0	0% 0	100% 1
1 to 2 school years	86% 6	100% 2	100% 1	0% 0
2 to 3 school years	0% 0	0% 0	0% 0	0% 0
Total	7	2	1	1

## Current Employment Status of the BU Alumni Employee?

Field	Spec Ed(PK-8)/EChild(PK-4)	Early Childhood (PK-4) BSEd	Middle Level Ed (4-8) BSEd	Curr & Instruction (CERT)
Full-Time Educator	100% 7	100% 2	100% 1	100% 1
Part-Time Educator	0% 0	0% 0	0% 0	0% 0
Full-Time Substitute Teacher	0% 0	0% 0	0% 0	0% 0
Part-Time Substitute Teacher	0% 0	0% 0	0% 0	0% 0
Tutor	0% 0	0% 0	0% 0	0% 0
Teacher's Aide	0% 0	0% 0	0% 0	0% 0
Total	7	2	1	1

## If provided the opportunity, would you consider hiring another BU graduate?

Field	Spec Ed(PK-8)/EChild(PK-4)	Early Childhood (PK-4) BSEd	Middle Level Ed (4-8) BSEd	Curr & Instruction (CERT)
Yes	100% 7	100% 2	100% 1	100% 1
No	0% 0	0% 0	0% 0	0% 0
Total	7	2	1	1

## Why or Why not?

I don't really look at the college when making a hiring decision

I feel that Bloomsburg does a great job of providing its students with the skills needed to become successful teachers. I see it consistently in the student teachers from the University that we have had in the building and in the teachers from the University that I have hired.

I think \*\*\* had a good foundation. The struggle she had is with being an ITINERANT Teacher. Most Early Intervention positions in the state are Itinerant positions, not classroom positions. I feel there is a lack of preparation for the requirements of this type of position.

Very pleased

## Is the BU Alumni Employee still employed with you?

Field	Spec Ed(PK-8)/EChild(PK-4)	Early Childhood (PK-4) BSEd	Middle Level Ed (4-8) BSEd	Curr & Instruction (CERT)
Yes	57% 4	100% 2	100% 1	100% 1
No	43% 3	0% 0	0% 0	0% 0
Prefer not to respond	0% 0	0% 0	0% 0	0% 0
Total	7	2	1	1

## You selected that the BU Alumni Employee is no longer employed within your school, can you provide reasoning?

Field	Spec Ed(PK-8)/EChild(PK-4)	Early Childhood (PK-4) BSEd	Middle Level Ed (4-8) BSEd	Curr & Instruction (CERT)
Terminated	0% 0	0% 0	0% 0	0% 0
Position discontinued	0% 0	0% 0	0% 0	0% 0
Employee left for personal, family, or medical reasons	0% 0	0% 0	0% 0	0% 0
Transferred to a different position within the district	0% 0	0% 0	0% 0	0% 0
Other	100% 3	0% 0	0% 0	0% 0
Total	3	0	0	0

## What are strengths of the BU Alumni Employee that you believe are a result of BU's programs?

Understanding diversity and flexibility when assisting students.

Good background knowledge of academics at preschool level

\*\*\*\* is a team player and will go above and beyond her job to make our community stronger

## What could BU have done differently to better prepare the BU Alumni Employee for this position?

This employee was well prepared to be a first-year teacher.

More instruction in dealing with challenging behaviors (behavior management) More emphasis on integration of concepts, analysis and reasoning

Build a network with local schools for partnerships with student teaching to first job. Also, preparing students for their interview in order to better represent their strengths.