



**EMPLOYER SATISFACTION AND STAKEHOLDER INVOLVEMENT
(Initial and Advanced Programs)**

American College of Education (ACE) conducts an employer survey every two years; the last year was in 2022. For 2024, the Employer Satisfaction for all programs at ACE has been sent. Once the results from the survey are collected, analyzed, they are shared with the Initial and Advanced Program Advisory Boards to discuss results as well as determine next steps for programmatic improvement based on the data. These results will be included as part of the 2024 CAEP annual report.

The results from the 2022 Employer survey are provided.

2022 Initial Program Employer Satisfaction Data

Employer agreement with “ACE completers from the teacher preparation program...”

InTASC Competency Domain	2022		
	N	% Agree or Strongly Agree	Mean Rating (out of 5)
Understand learner development	4	100%	4.3
Understand and address learning differences	4	75%*	4.0
Create environments that support individual and collaborative learning, and that encourage positive social interaction and active engagement	4	100%	4.5
Understand the central concepts, tools of inquiry, and structures of the discipline(s) they teach	4	100%	4.5
Engage learners in critical thinking, creativity, and collaborative problem solving	4	100%	4.3
Use multiple methods of assessment	4	100%	4.3
Plan instruction that supports every student in meeting rigorous learning goals	4	100%	4.3
Use a variety of instructional strategies to encourage learners to develop deep understanding of content areas and to apply knowledge in meaningful ways	4	100%	4.3
Engage in ongoing professional learning and use evidence to continually evaluate their practice	4	100%	4.5
Seek opportunities to take responsibility for student learning, to collaborate with learners, families, colleagues, other school professionals, and community members	4	100%	4.5

*2022 - one candidate rated as “neither agree nor disagree”

2022 Advanced Program Employer Satisfaction Data

Employer agreement with “ACE completers from the Educational Leadership program understand and demonstrate the capacity to effectively lead and manage in the following areas...”

NELP Competency Domain	2022		
	N	% Agree or Strongly Agree	Mean Rating (out of 5)
Mission, Vision, and Improvement			
School mission and vision	113	99%	4.6
School improvement processes that include data use	116	94%	4.5
Ethics and Professional Norms			
Professional dispositions and norms	118	98%	4.6
Ethical and legal decisions	117	97%	4.6
Model ethical behavior and cultivate ethical behavior in others	117	97%	4.7
Equity, Inclusiveness, and Cultural Responsiveness			
Supportive and inclusive school culture	118	98%	4.7
Equitable access to educational resources, technologies, and opportunities	117	97%	4.6
Equitable, inclusive, and culturally responsive instruction and behavior support practices	117	98%	4.6
Learning and Instruction			
High-quality, technology-rich curricula programs and other supports	118	95%	4.5
Resources and services that support equity, digital literacy, and the school's academic and non-academic systems	117	96%	4.5
Formal and informal culturally responsive and accessible assessments	117	92%	4.4
Curriculum, instruction, technology, data systems, and assessment practices	117	95%	4.5
Community and External Leadership			
Engagement with diverse families in strengthening student learning	118	93%	4.5
Relationships with diverse community members, partners, and other constituencies	117	95%	4.5
Communication within the larger organization and community	117	92%	4.4
Operations and Management			
Management, communication, technology, school-level governance, and operation systems	118	91%	4.3
Data-informed and equitable resourcing plan	117	90%	4.4
Laws, rights, policies, and regulations	117	91%	4.3
Building Professional Capacity			
Recruiting, selecting, and hiring activities	118	83%	4.2
Collaborative professional culture designed to promote school improvement, teacher retention, and student success	117	96%	4.5
Professional learning designed to promote reflection, cultural responsiveness, distributed leadership, digital literacy, school improvement, and student success	117	94%	4.5
Staff supervision, support, and evaluation	116	84%	4.3

Stakeholder Involvement

American College of Education (ACE) promotes stakeholder involvement through advisory committee activities. Advisory Committees have been established for both the initial and advanced program levels. Summaries of 2022-2023 advisory committee meetings are reported below.

2022-2023 ACE Advisory Committee - Initial Programs

Membership: 8 member representing TX, IN, OH, AZ, SC and FL. even members are practicing educators working in P-12 schools, and one member is a Senior HR Manager who oversees student teaching placements for virtual school setting.

Meeting Date	Data Shared and Program Updates	Discussion, Activities and Topics
4/24/2023	<ul style="list-style-type: none"> • 2022 Student Data • Principal Survey Data • CFAST Data • Licensure Exam Pass Rate 100% 	<ul style="list-style-type: none"> • Brainstorming ideas for educator impact • Staying in contact better/ longer with graduates • Working with mentors paired with our graduates post graduation • Professional credit options- already working in a teaching position, access to school administrators, work to communicate often and early
8/29/2023	<ul style="list-style-type: none"> • Adding SPED T2T/MAT 2024 • Virtual placement added to field-based courses last year, will begin for this year in the October term • Course offerings will change for 2024 to reduce the amount of field-based courses that run in the summer. • Assessment updates- new rubrics that specifically address skills in this program 	<p>What are the changes in the field that impact necessary skills of new teachers?</p> <ul style="list-style-type: none"> • Expectations around technology- being technology proficient, creating virtual lessons (specifically developed for online learners), using digital tools (Nearpod, chats, LMS, Zoom...), building rapport in the virtual environment • Current required teacher trainings- Trauma informed practice, suicide prevention, CPR • Possible additions- medical needs, drug use, homelessness, recognizing abuse and mandated reporting- Benchmarks as a potential placement for trainings? Could be added to Benchmark 2 (Interview) and potentially add an interview question. • Getting feedback from graduates on classroom impact- possible plan- check ins lead by someone outside of ACE, do we want to add mentors? Inviting mentors to participate

2022-2023 ACE Advisory Committee - Advanced Programs

Membership: 17 members representing AZ (3), FL (3), IN (4), OH (3), and TX (1). Sixteen members are practicing administrators working in P-12 schools and one member is a university administrator overseeing educator preparation programs.

Meeting Date	Data Shared	Collaborative Activities and Topics
6/13/2023	Council for the Accreditation of Educator Preparation (CAEP) Report <ul style="list-style-type: none">▪ Completer Impact and Effectiveness▪ Employer Satisfaction and Stakeholder Involvement▪ Candidate Competency at Completion▪ Ability of Completers to Be Hired in Positions for Which They Have Been Prepared▪ Received CAEP approval- 5/26/2023	Trends in the Field <ul style="list-style-type: none">▪ Discuss any new trends advisory board members are noticing in field