

Measure 2 (Initial and Advanced): Satisfaction of employers and stakeholder involvement.

Goal 12 Satisfaction of Employees

Employers are satisfied with the completer's preparation for their assigned responsibilities in working with diverse P-12 students and families

Indirect Assessment: TEA Principal Survey

What does evidence from indicate regarding strengths?

- **Targets**
 - TEA Principal Survey - 90% of candidates surveyed by principals will score a sufficiently prepared (2 rating) or better in all areas (planning) of the Principal Survey of first year teacher preparedness.
 - The survey results rate the effectiveness of educator preparation programs in equipping teachers for success in the classroom.
- **Strength Areas**
 - Principals evaluated a total of 42 MSU Texas beginning teachers regarding how well the Educator Preparation Program (EPP) prepared them for their profession. Overall, 88% of employers felt satisfied with the preparation provided by the EPP for new teachers.
 - Although the standard was met by the state, our target of 90% was not met. When analyzing the results by gender and ethnicity, and program the EPP achieved the required minimum score in each category, with the exception of the Black/African American, Female, EC6, 4-8/7-12 ELAR groups. Note that some groups had a small sample size. Individual programs with a mean score below the acceptable mark, based on race or gender, included those with fewer than ten teachers, except for the Female and EC-6 groups/programs. The EPP is monitoring these findings to watch for patterns in AY 24-25.
- **Supporting Data**
 - Survey on candidate performance (n=42) in 2023-2024. Of the 42 candidates that principals assessed, 88% (n=37) received a 2 or higher overall rating; 12% (n= 5) did not receive an overall sufficiently prepared rating by their principal.
 - *Ethnicity breakdown:*
 - White: 90% (n=38) received an overall 2 or higher rating; 10% (n=4) received below a 2-overall rating
 - *Black/African American: 100% (n=1) received below a 2 rating
 - Hispanic/Latino: 100% (n=5) received a 2 or higher overall rating
 - *Gender:*
 - *Female: 86% (n=30) received an overall rating of 2 or higher; 14% (n=5) received below a 2 rating
 - Male: 100% (n=7) received an overall rating of 2 or higher
 - *Program:*
 - EC3: no data
 - *EC6: 79% (n=19) received an overall 2 or higher rating; 21% (n=4) received below a 2-overall rating
 - All Level PE: 100% (n=4) received an overall 2 or higher rating
 - 4-8 Science: 100% (n=1) received an overall 2 or higher rating-no data for 7-12 science
 - 4-8 & 7-12 Social Studies 100% (n=3) received an overall 2 or higher rating

- 4-8 & 7-12 Math 100% (n=4) received an overall 2 or higher rating
- *4-8 & 7-12 ELAR 66% (n=2) received an overall 2 or higher rating and 33% (n=1) received below a 2 rating
- **Target not met** an overall 90% for each category was not achieved (*yellow highlight).