

CAEP Assessment Cover Form	Satisfaction of employers and employment milestones: ODHE Employer Survey
Administration and Purpose	<p>Originally, the Ohio Department of Higher Education (ODHE) distributed the previously titled Survey of Ohio Educators to employers of Ohio-prepared teachers to gather information on the quality of preparation provided by the EPPs.</p> <p>In 2021-2022, the ODHE opted to discontinue the administration of the survey, but provided all questions to EPPs so administration and collection of data would continue to be possible. This survey, now referred to as the ODHE Employer Survey, is emailed to employers (principals) every winter in mid-February.</p>
Informing Candidates	Candidates are not expressly informed, as the survey is about completers' preparation. However, candidates are aware the survey exists as they sign an agreement at the end of student teaching to allow the EPP to contact their future employer. Completers also provide their principal's name and contact information when the EPP posts an annual alumni update survey on department social media posts.
Content of Assessment	The Employer Survey includes 15 items aligned with Ohio's Learning Standards, Ohio licensure requirements, and elements of national accreditation. All items are listed below.
Scoring	Each survey item has a 4-point Likert type scale with 1 representing "strongly disagree" and 4 representing "strongly agree."
Data Validity or Survey Content	The Employer Survey is found to have strong content validity as demonstrated through crosswalks detailing the alignment of the ODHE instruments to the Ohio Standards for the Teaching Profession (InTASC aligned), the Ohio School Operating Standards, and the Ohio Standards for Professional Development. The face validity of the Employer Survey was verified through evaluation by subject matter experts. Their feedback resulted in modifications to the survey.
Data Reliability or Data Quality	
Comments	There have been challenges when tracking completers, but more coordination and assistance from department student workers has helped the EPP track completers and gather principals' names and emails. CAB members' suggestions to provide "heads-up" emails to district-level administrators before emailing surveys may increase response rates further. Response rates have been higher since the pandemic ranging from 28-48%.

ODHE Employer Survey			
Year Distributed	2022- 2023	2023-2024	2024-2025
Item	OWU Average ^a (n=8)	OWU Average ^b (n=12)	OWU Average ^c (n=9)
1. The institution prepares its graduates to understand student learning and development.	3.63	3.42	3.56
2. The institution prepares its graduates to respect the diversity of the students they teach.	3.63	3.89	4.00
3. The institution prepares its graduates to know and understand the content area for which they have instructional responsibility.	3.88	3.57	3.78
4. The institution prepares its graduates to understand and use content-specific instructional strategies to effectively teach the central concepts and skills of the discipline.	3.63	3.49	3.44
5. The institution prepares its graduates to be knowledgeable about assessment types, their purposes, and the data they generate.	3.25	3.30	3.67
6. The institution prepares its graduates to analyze data to monitor student progress and learning.	3.63	3.25	3.44
7. The institution prepares its graduates to use data to plan, differentiate, and modify instruction.	3.25	3.23	3.44
8. The institution prepares its graduates to align their instructional goals and	3.63	3.64	3.56

activities with school and district priorities.			
9. The institution prepares its graduates to differentiate instruction to support the learning needs of all students.	3.13	3.20	3.44
10. The institution prepares its graduates to treat students fairly and establish an environment that is respectful, supportive, and caring.	3.63	3.82	3.67
11. The institution prepares its graduates to maintain an environment that is conducive to learning for all students.	3.38	3.77	3.56
12. The institution prepares its graduates to communicate clearly and effectively.	3.88	3.55	3.56
13. The institution prepares its graduates to collaborate effectively with other teachers, administrators, and district staff.	3.50	3.86	3.67
14. The institution prepares its graduates to understand, uphold, and follow professional ethics, policies, and legal codes of professional conduct.	3.75	3.91	3.75
15. The institution prepares its graduates to assume responsibility for professional growth.	3.63	3.61	3.67
Average	3.56	3.58	3.61
<p><i>Note.</i> All items are scored on a 1-4 scale.</p> <p>^a The EPP response rate for 2022-2023 was 28%</p> <p>^b The EPP response rate for 2023-2024 was 48%</p> <p>^c The EPP response rate for 2024-2025 was 32%</p>			