

## Summary of Employer Feedback Data

The UMBC Education Department Employer Survey is administered annually during the months of March and April using a web-based survey instrument. The Department invites participation from principals within its Professional Development School Network as well as from principals/schools that participated in the survey in previous years. Respondents are asked to provide feedback regarding the performance of UMBC alumni collectively rather than on each individual alumnus.

The survey asks the employer to rank the UMBC graduate on a scale from 1-4 (1=Not Prepared, 2=Somewhat Prepared, 3=Prepared, 4=Highly Prepared) with four representing the highest level of proficiency. The items on the survey contain the key knowledge, skills, and dispositions link to the unit's Conceptual Framework that UMBC teacher candidates are expected to possess and nurture across their career. The items on the survey are listed below with the mean scores and ranges for each item. All the employer feedback data for the past three years were analyzed together. Employers from Anne Arundel County, Baltimore City, Baltimore County, Howard County, and Prince George's County (n=5) provided feedback. All programs were analyzed together. Please remember that the employer feedback represents a collective view rather than views on individual alumnus. To view the more the more detailed data set, please click on Employer Feedback Data file attached to this exhibit.

<b>Employer Feedback Survey Summary Data UMBC Initial Certification Programs 2008-2010 N=5 School Districts</b>		
<b>Survey Items Key Knowledge, Skills and Dispositions</b>	<b>Range</b>	<b>Mean</b>
Knowledge and skills the areas of certification.	1-4	3.72
Implementation of lessons to meet students' diverse strengths and needs.	1-4	3.65
Management of students' behavior in a constructive manner	1-4	3.36
Professional dispositions of caring, responsiveness, and thoughtfulness	1-4	3.69
Reflection on practice	1-4	3.57
Understanding and valuing diversity	1-4	3.81
Collaboration with other professionals	1-4	3.64
Use of formal and informal assessments to evaluate student progress	1-4	3.36
Effective communication in speech and writing	1-4	3.62
Use of standards and objectives in planning lessons	1-4	3.70
Use of appropriate technology in the classroom	1-4	3.69
Positive interactions with students, families and school community	1-4	3.66
Advocacy for democracy and social justice in the classroom/school	1-4	3.66

These data show that the majority of employers find UMBC graduates to be prepared with means for items ranging from 3.36-3.81. UMBC alumnus show strongest with Understanding and Valuing Diversity (3.81) and the weakest with Management of students' behavior in a constructive manner (3.36) and Advocacy for democracy and social justice in the classroom/school (3.36). Employer feedback data is considered each semester by all programs in the continuous improvement review process.