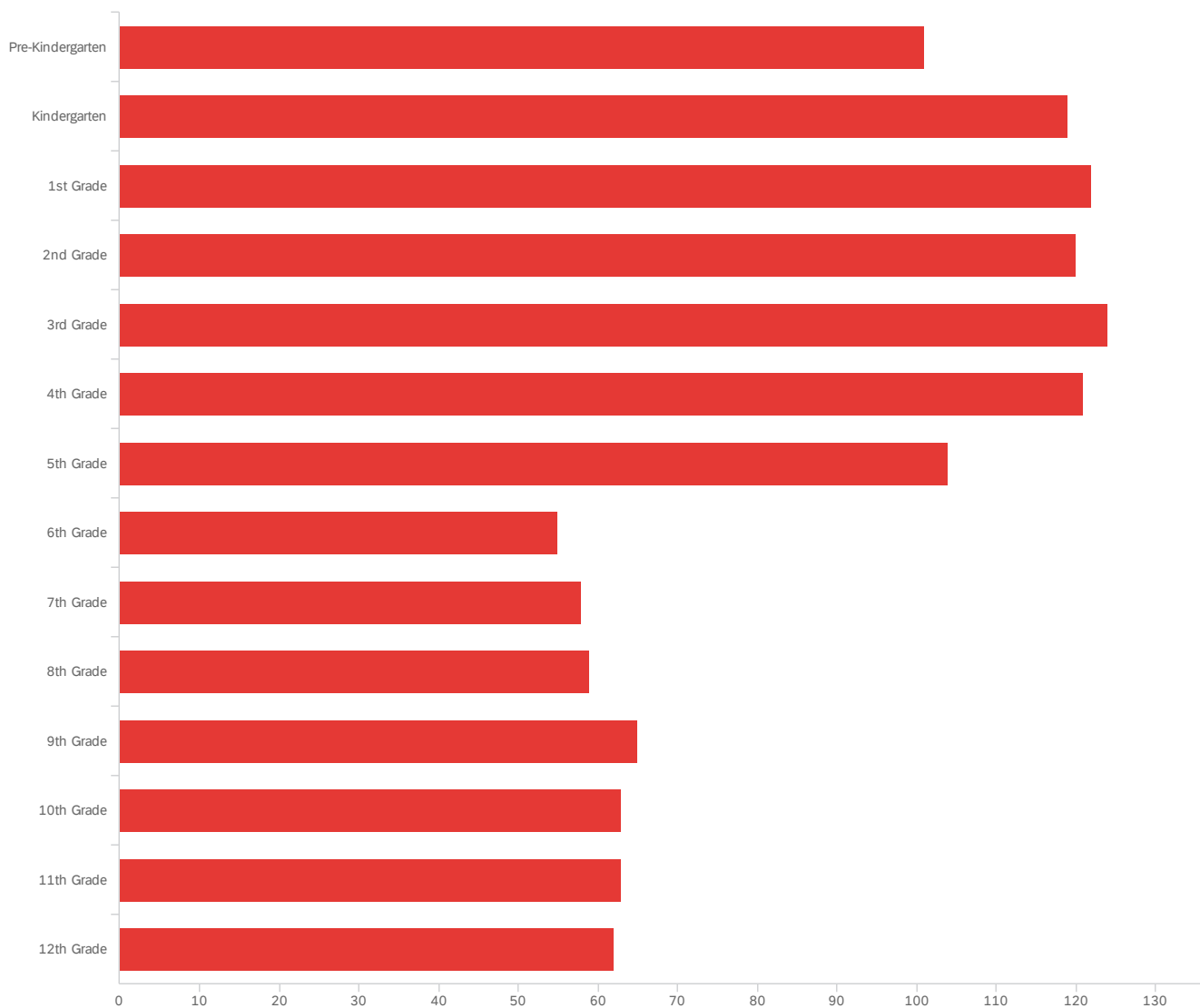


# 2020-2024 Full Employer Report

Survey of Recent SHSU College of Education Graduates' Employers

April 5, 2024 3:01 PM MDT

## Q3 - What grades are taught at your school campus?



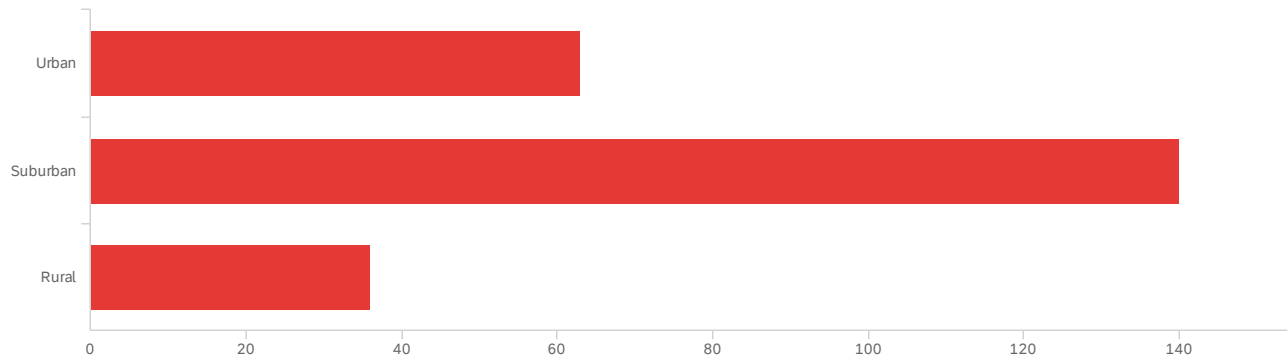
#	Field	Choice Count
1	Pre-Kindergarten	8.17% 101
2	Kindergarten	9.63% 119
3	1st Grade	9.87% 122
4	2nd Grade	9.71% 120
5	3rd Grade	10.03% 124
6	4th Grade	9.79% 121

#	Field	Choice Count
7	5th Grade	8.41% 104
8	6th Grade	4.45% 55
9	7th Grade	4.69% 58
10	8th Grade	4.77% 59
11	9th Grade	5.26% 65
12	10th Grade	5.10% 63
13	11th Grade	5.10% 63
14	12th Grade	5.02% 62

1236

Showing rows 1 - 15 of 15

## Q71 - Which of these best describes your school, campus or district?

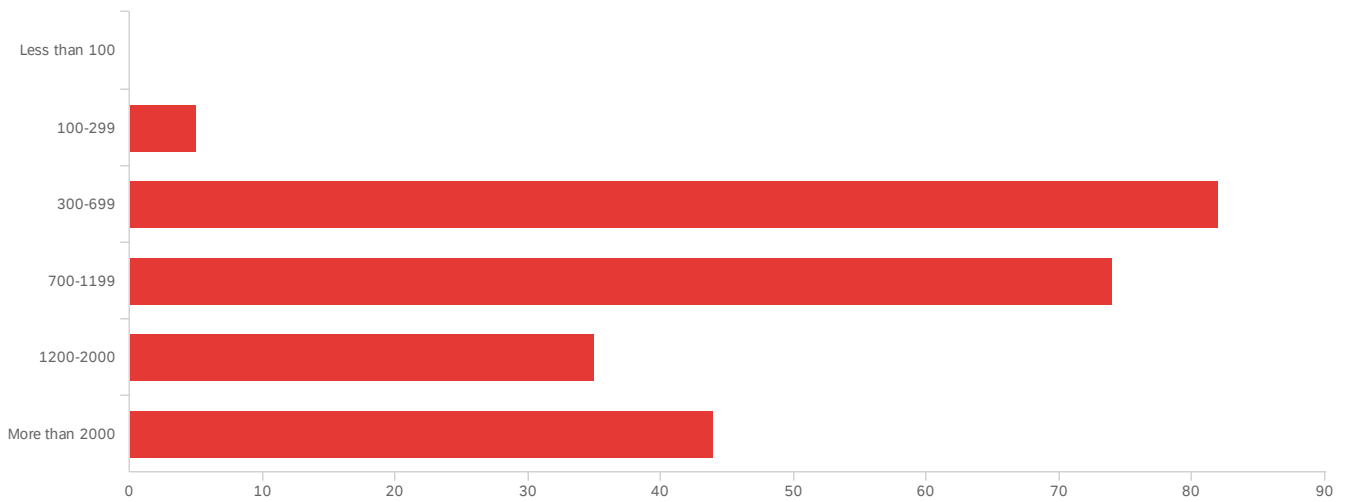


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which of these best describes your school, campus or district?	1.00	3.00	1.89	0.63	0.40	239

#	Field	Choice Count
1	Urban	26.36% 63
2	Suburban	58.58% 140
3	Rural	15.06% 36
		239

Showing rows 1 - 4 of 4

## Q10 - Approximately how many students attend your school campus?



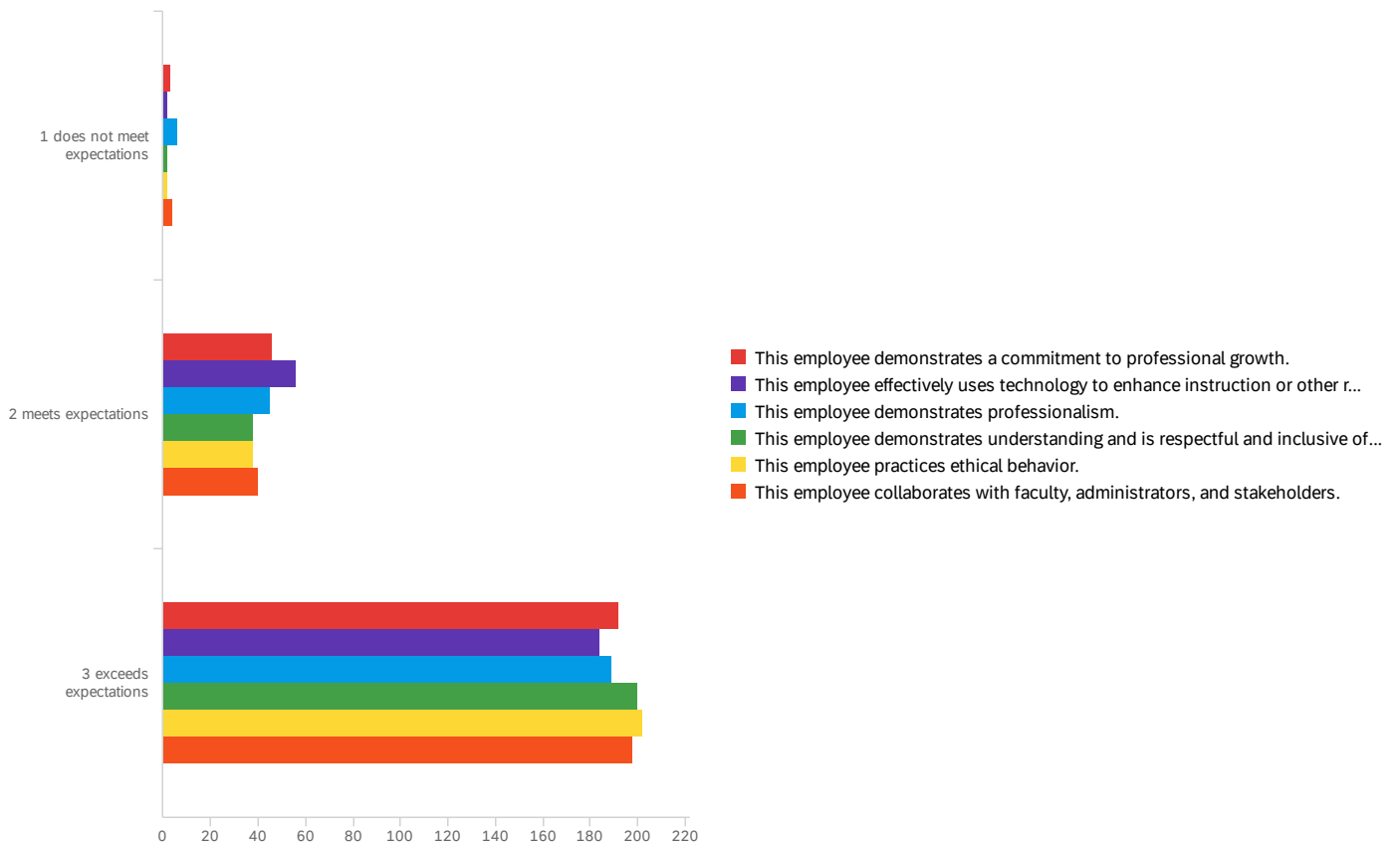
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Approximately how many students attend your school campus?	2.00	6.00	4.13	1.13	1.29	240

#	Field	Choice Count
1	Less than 100	0.00% 0
2	100-299	2.08% 5
3	300-699	34.17% 82
4	700-1199	30.83% 74
5	1200-2000	14.58% 35
6	More than 2000	18.33% 44

240

Showing rows 1 - 7 of 7

Q11 - Using the Likert scale, please indicate the extent to which:

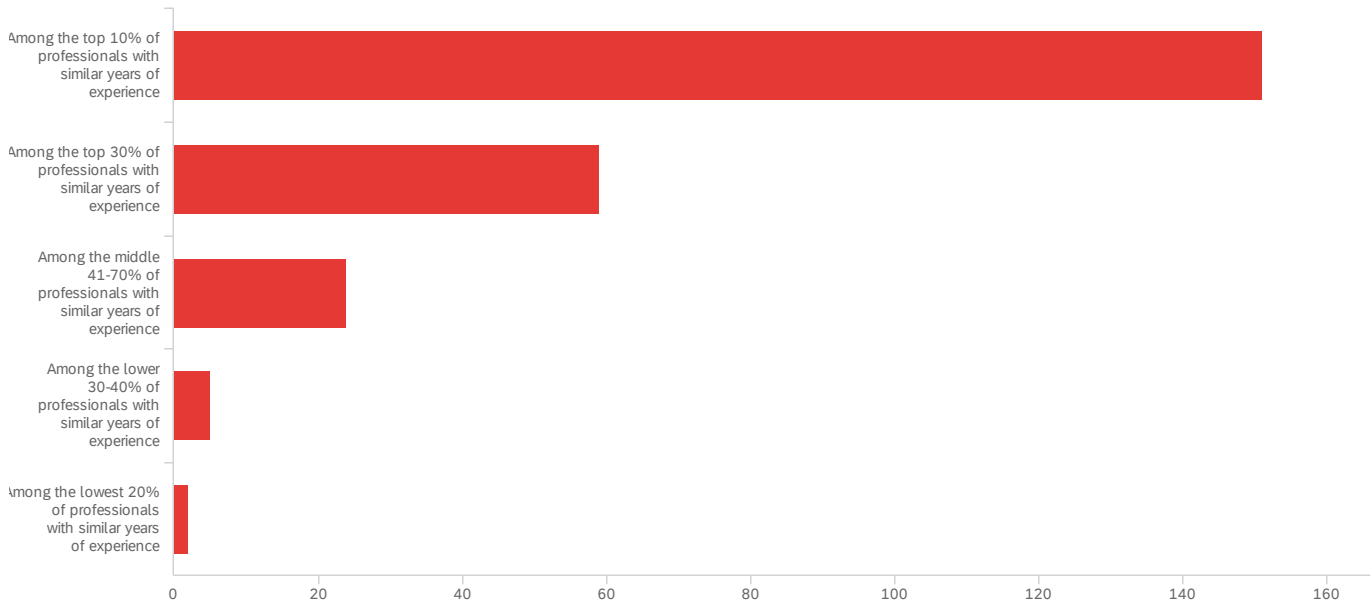


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	This employee demonstrates a commitment to professional growth.	1.00	3.00	2.78	0.44	0.19	241
2	This employee effectively uses technology to enhance instruction or other responsibilities.	1.00	3.00	2.75	0.45	0.20	242
3	This employee demonstrates professionalism.	1.00	3.00	2.76	0.48	0.23	240
4	This employee demonstrates understanding and is respectful and inclusive of diverse learners.	1.00	3.00	2.83	0.40	0.16	240
5	This employee practices ethical behavior.	1.00	3.00	2.83	0.40	0.16	242
6	This employee collaborates with faculty, administrators, and stakeholders.	1.00	3.00	2.80	0.44	0.19	242

#	Field	1 does not meet expectations	2 meets expectations	3 exceeds expectations	Total
1	This employee demonstrates a commitment to professional growth.	1.24% 3	19.09% 46	79.67% 192	241
2	This employee effectively uses technology to enhance instruction or other responsibilities.	0.83% 2	23.14% 56	76.03% 184	242
3	This employee demonstrates professionalism.	2.50% 6	18.75% 45	78.75% 189	240
4	This employee demonstrates understanding and is respectful and inclusive of diverse learners.	0.83% 2	15.83% 38	83.33% 200	240
5	This employee practices ethical behavior.	0.83% 2	15.70% 38	83.47% 202	242
6	This employee collaborates with faculty, administrators, and stakeholders.	1.65% 4	16.53% 40	81.82% 198	242

Showing rows 1 - 6 of 6

Q12 - Rate the quality of this employee's job performance with respect to impact on student learning.

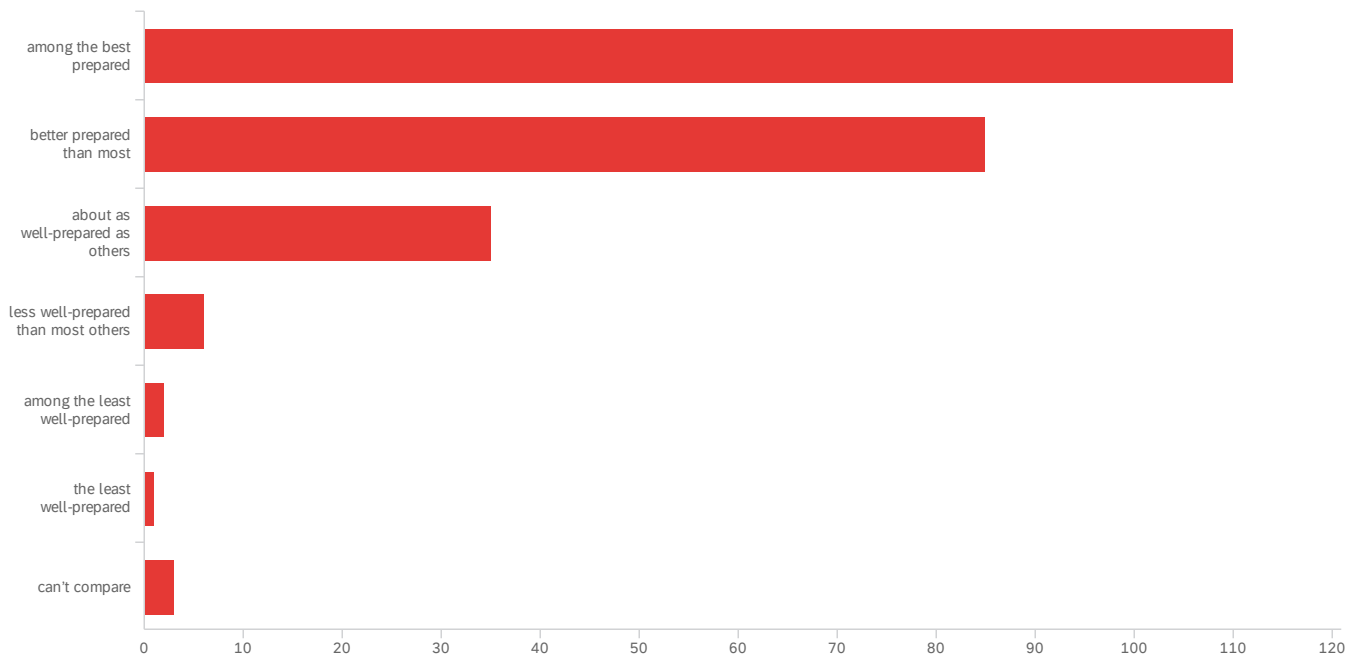


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Rate the quality of this employee's job performance with respect to impact on student learning.	1.00	5.00	1.54	0.82	0.67	241

#	Field	Choice Count
1	Among the top 10% of professionals with similar years of experience	62.66% 151
2	Among the top 30% of professionals with similar years of experience	24.48% 59
3	Among the middle 41-70% of professionals with similar years of experience	9.96% 24
4	Among the lower 30-40% of professionals with similar years of experience	2.07% 5
5	Among the lowest 20% of professionals with similar years of experience	0.83% 2
		241

Showing rows 1 - 6 of 6

### Q13 - Compared to professionals prepared at other institutions, this SHSU graduate is:



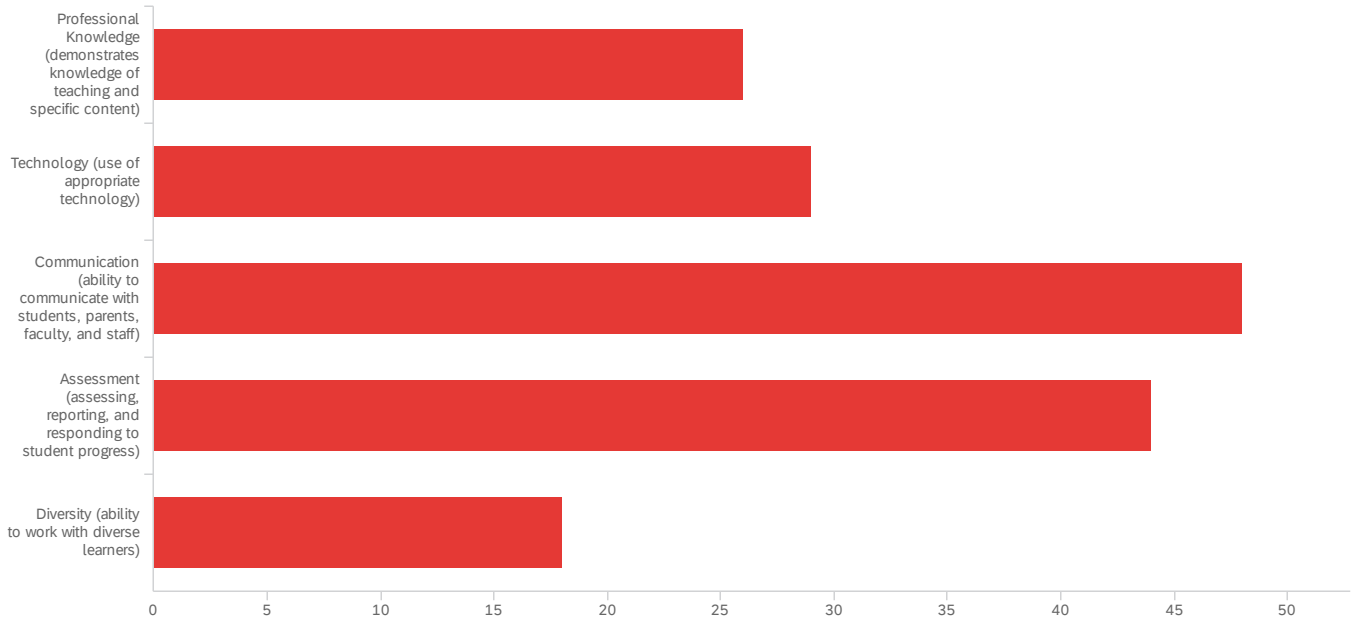
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Compared to professionals prepared at other institutions, this SHSU graduate is:	1.00	7.00	1.84	1.06	1.12	242

#	Field	Choice Count
1	among the best prepared	45.45% 110
2	better prepared than most	35.12% 85
3	about as well-prepared as others	14.46% 35
4	less well-prepared than most others	2.48% 6
5	among the least well-prepared	0.83% 2
6	the least well-prepared	0.41% 1
7	can't compare	1.24% 3
		242

Showing rows 1 - 8 of 8



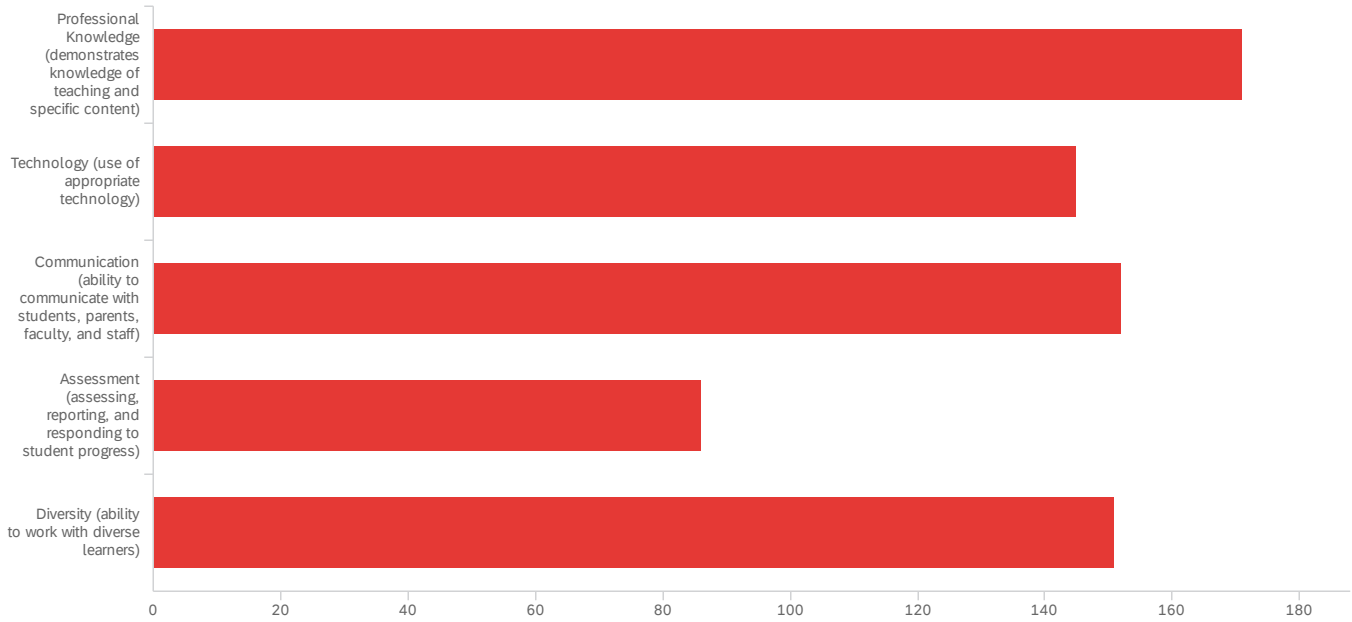
Q14 - Please indicate any areas where this employee needs additional instruction in the following five areas:



#	Field	Choice Count
1	Professional Knowledge (demonstrates knowledge of teaching and specific content)	15.76% 26
2	Technology (use of appropriate technology)	17.58% 29
3	Communication (ability to communicate with students, parents, faculty, and staff)	29.09% 48
4	Assessment (assessing, reporting, and responding to student progress)	26.67% 44
5	Diversity (ability to work with diverse learners)	10.91% 18
		165

Showing rows 1 - 6 of 6

Q15 - Please indicate strengths you have identified in this employee in the following five areas:



#	Field	Choice Count
1	Professional Knowledge (demonstrates knowledge of teaching and specific content)	24.26% 171
2	Technology (use of appropriate technology)	20.57% 145
3	Communication (ability to communicate with students, parents, faculty, and staff)	21.56% 152
4	Assessment (assessing, reporting, and responding to student progress)	12.20% 86
5	Diversity (ability to work with diverse learners)	21.42% 151
		705

Showing rows 1 - 6 of 6

# Q16 - In what ways can Sam Houston State University improve the preparation of professionals?

In what ways can Sam Houston State University improve the preparation of pr...

Helping instructional leaders understand they must address issues and not be afraid of conflict.

None

Real World Experiences

n/a

Having diagnosticians come out with more interpretation ability as well analysis of informal factors is something needed across all programs

Continue to provide guidance on current legal updates / results of the many due processes that are being filed

crucial conversations

NA

As much feedback from professional holding those positions in the public school system.

Provides hands on training.

Focus some on the entry level position into administration to help them get off to a great start. All information usually deals with the Principals role.

Keep up the good work

NA

This applicant is extremely prepared for her advanced position.

n/a

Na

Dawnette is amazing!

Leadership on campus in a counseling role

Continue with the current program of producing strong candidates for our campuses.

N/A

N/A

In what ways can Sam Houston State University improve the preparation of pr...

N/A

Focus on ARD facilitation

More focus on ARD processes and facilitation. Evaluation coverage is amazing

Instruction for diverse learners.

Work with future assistant principals on what that position is like and how to do the basics of that role. The focus is on a principal in any program and little time is spent on investigations, ARD facilitation, changing behaviors, intervention, tough conversations, written documentation, etc.

No idea, but Candice is one of the best!

More experiences using XBASS as a tool and cross battery for determining LD

Instruction

The applicant worked in a district administrative position. She did not work with students in any capacity, therefore, the ratings don't accurately reflect her level of skill in an office environment.

Sam Houston is a top notch program. EdDiags, including Sherri Schneider, come to my co-op very well prepared.

This is the second staff member through the program and I believe it prepared them well

Continue giving the students applicable examples of whatever field they are studying.

Continue to grow servant leaders.

Teaching on how to set appropriate boundaries to preserve burn out.

More field experience hours

I only chose assessment as a need for instruction because that comes with experience.

prepare professionals for parent/community interactions

N/A

Ask the students what they feel most uncomfortable with as they work with students.

N/A

Keep up the great work!

This employee was well prepared for an entry level

Behavior classes

She was extremely well prepared!

In what ways can Sam Houston State University improve the preparation of pr...

N/A

Tracking student progress in various modes.

If there are staff development sessions that y'all offer to your graduates, I would be interested in knowing the topics of sessions offered to them.

Mrs. Schneider was well prepared in all areas.

Evelyn Martinez is very well prepared and the school did an amazing job getting her prepared.

Continue what you are doing

I truly believe that the preparation is of equal value as the desire the professional to excel at their position.

Mrs. Shingler has been very well prepared for her current position as the school librarian.

Continue doing what you are doing.

Working with Children who have challenging behaviors

unknown

Professionalism in dress and working with colleagues.

Great Job...More Field-based experiences would always be helpful.

assessment and test intrepration

additional training on testing and report writing

Helping students with blended learning

Refresher webinars; Mrs. Morales is an amazing Librarian that you all prepared extremely well.

Conduct mini research with data analysis of their teaching.

Additional observation time of a variety of teachers

All of the SHSU alumni that I have hired have been highly prepared.

Provide more instructional strategies and knowledge of the TEKS

NA

Preparation and understanding of online learning for high school students

Leadership/crucial conversation skills, initiative...

In what ways can Sam Houston State University improve the preparation of pr...

Excellent results!

Great job!

I do not think the university had anything to do with this individual's deficiencies

A little less theory and more practical

**End of Report**