

Curriculum and Instruction Employer Survey

About

The Curriculum and Instruction (C & I) Employer Survey assesses the program's impact on candidates' skills, dispositions, and professional behaviors. The survey was developed collaboratively by the program faculty and the associate dean. The College of Education Advisory Council reviewed the employer survey, provided feedback on draft questions, and proposed additional questions. Their feedback was vital to this process, as many of the members are school- and district-level leaders and have a strong understanding of curriculum and instruction goals and needs. The Educator Preparation Provider (EPP) developed its own surveys for completers and their employers, as the Georgia Professional Standards Commission (GaPSC) does not cover these completers in the surveys currently utilized by the state. The C & I program first started in the summer of 2016, and it takes two years for candidates to complete it. This means our 2018 graduates were the first group to complete this program, and we collected the first set of completer surveys one year after completion in the summer of 2019. The EPP administers the Curriculum and Instruction Employer Survey to employers by email one year after a student completes the program.

Discussion of Results

The survey results below in Table 1, pages two to four, include our three most recent years of results, 2020, 2021, and 2022. While the response rate is acceptable at 28.57% in 2020, 36.36% in 2021, and 36.36% in 2022, only four survey responses were recorded each year. The sample size is very small, so the results were cautiously analyzed. The results indicated that employers are pleased with the skills and professional behaviors that completers demonstrate after completing the C & I program. Of the twelve employers responding, 92% indicated they either agreed or strongly agreed with how the program impacted the educators, with eleven out of twelve willing to recommend it to others (one selected "neither agree nor disagree"). Moreover, one respondent from the 2021 survey chose "neither agree nor disagree" for every question. Only one respondent provided a suggestion for program improvement. In 2022, one employer described the weakness of educator preparation in reading in Georgia and expressed their desire for the state to "ramp up" preparations in reading. This suggestion was specific to the field of elementary education, which is not the focus of this program. With only one suggestion for improvement at this time, we can draw no additional conclusions. The open-ended questions provided insights into individual program benefits, but the limited results do not allow for an analysis of themes. The employer survey indicates that the C & I program positively impacts candidates.

During the 2020-2021 academic year, the C & I program faculty determined that program modifications would be needed based on completer feedback and candidate performance. In 2021-2022, the program faculty examined and realigned the curriculum to state standards to balance and organize the C&I content across courses. They proposed a program modification to the university and Georgia Professional Standards Commission and the university in 2022-2023 to be implemented in 2023-2024. While the employer survey results have been overwhelmingly positive, we need to reconsider the questions we are asking to ensure we have actionable data. In 2022-2023, we revised the employer survey based on the CAEP Criteria for Evaluation of EPP-Created Surveys. The new employer survey is aligned with the standards and was piloted by outside experts in C & I to ensure the administration, purpose, content, and data quality meet the CAEP Sufficiency Criteria. The new survey will be administered in May of 2023 to the employers of individuals who graduated in 2022.

Table 1*Curriculum and Instruction Employer Survey Results*

Question	2020 Employers of 2019 Completers	2021 Employers of 2020 Completers	2022 Employers of 2021 Completers
	Total Number of Completers = 14 Response Rate of Employers = 28.57%	Total Number of Completers = 11 Response Rate of Employers = 36.36%	Total Number of Completers = 11 Response Rate of Employers = 36.36%
This program benefited the graduate in their current position as an educator.	Strongly Agree = 3 (75%) Agree = 1 (25%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 3 (75%) Agree = 1 (25%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
After participating in this program, the graduate is competent in their ability to design, implement, and evaluate curriculum to promote student learning.	Strongly Agree = 2 (50%) Agree = 2 (50%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 2 (50%) Agree = 1 (25%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
After participating in this program, the graduate is competent in their ability to plan, implement, and evaluate instruction to facilitate student learning.	Strongly Agree = 2 (50%) Agree = 2 (50%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
After completing this program, the graduate increased their depth and breadth of knowledge and skills as related to their academic discipline and pedagogy.	Strongly Agree = 1 (25%) Agree = 2 (75%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 2 (50%) Agree = 1 (25%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
After completing this program, the graduate advanced their knowledge of the student as influenced by cognitive, emotional, social, cultural, environmental, and economic factors.	Strongly Agree = 0 Agree = 4 (100%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
After completing this program, the graduate has advanced knowledge of assessment and the ability to use multiple sources of assessment for maximizing student learning.	Strongly Agree = 2 (50%) Agree = 2 (50%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 2 (50%) Agree = 1 (25%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0

The graduate is competent in conducting their own research studies to improve student learning.	Strongly Agree = 0 Agree = 4 (100%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
After completing this program, the graduate has the ability to use research to promote students' learning and to contribute to the teaching profession.	Strongly Agree = 2 (50%) Agree = 2 (50%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
After completing this program, the graduate feels confident in assessing the research of others to pinpoint strengths and weaknesses.	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
This program helped the graduate to continue to demonstrate high standards for professional practice.	Strongly Agree = 3 (75%) Agree = 1 (25%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 2 (50%) Agree = 1 (25%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
The program expanded the graduate's knowledge of student diversity.	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
The program expanded the graduate's knowledge of utilizing technology to engage students in their learning.	Strongly Agree = 1 (25%) Agree = 3 (75%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
I would recommend this program to educators interested in working toward a master's degree for a certificate upgrade.	Strongly Agree = 2 (50%) Agree = 2 (50%) Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0	Strongly Agree = 1 (25%) Agree = 2 (50%) Neither Agree nor Disagree = 1 (25%) Disagree = 0 Strongly Disagree = 0	Strongly Agree = 4 (100%) Agree = 0 Neither Agree nor Disagree = 0 Disagree = 0 Strongly Disagree = 0
In terms of academics (i.e., courses, content, research, assessments), what suggestions for improvement would	None	No suggestions at this time N/A	All Georgia colleges need to ramp up the teaching of reading. To be honest I try and get teachers from other states first that have more

you have for the Curriculum and Instruction program at the University of North Georgia?			course work in the teaching of reading. The #1 skill needed at the Elementary level is reading instruction. n/a
How did the program help the graduate further their educational career?	Offered new research based techniques to improve instructional practices. Applying strategies learned and used in the classroom	[Completer Name Redacted] will be Middle School Coordinator next semester in addition to her teaching duties. [Completer Name Redacted] is a leader in our ELA dept. This program allowed for [Completer Name Redacted] to participate in reflective practices. It provided an opportunity to evaluate current practices and thoughtfully reflect on those.	Yes The graduate is currently serving as the grade chair for her level. She has taken on more responsibility on her team and shows strong leadership. I believe she is confident in her professional practice!
How did the program help the graduate to become a stronger educator?	Open and accepting to feedback and revision of practice. Giving more strategies to meet a variety of student needs	It made her more cognizant of her practice and able to articulate her thoughts to her peers and supervisor. Stronger knowledge of assessment This graduate was a strong educator prior to this program. This program allowed the educator to grow and develop in her critical analysis skills.	Yes Since she is currently teaching, there is a wonderful opportunity to apply what she knows directly into the classroom.
Please use this space to share any additional comments you have regarding the Curriculum and Instruction, M.Ed. Program at UNG.	None	The schedule seemed to work well for a working professional.	Great program, we appreciate the way you make instruction applicable to their daily work!