

Employer Survey Overview

The Employer Survey is administered regularly with the last three iterations being in 2010, 2015, and 2017 to approximately 350 districts where our candidates are typically hosted and hired. Response rates for 2010 and 2015 were at 20% or more and 14% in 2017. Generally, employers have been satisfied with completers' preparation for their assigned responsibilities in working with P-12 students. The majority of employers across all three iterations of the survey agreed or strongly agreed that completers had strong content knowledge, pedagogical knowledge, instructional planning, respect for diversity, and the ability to create positive learning environments in their classrooms. In all three iterations over 60% of the respondents were from high needs districts and 69% or more had hired full-time employees that encompassed all of SUNY Cortland's education programs.

Combined Findings from 2010, 2015, and 2017 Employer Surveys

Q1: Recent SUNY Cortland graduates have demonstrated: in-depth knowledge and content in my field. InTASC: CK-4.			Q2: Recent SUNY Cortland graduates have demonstrated: in-depth knowledge and understanding of instructional theory and strategies for planning instruction that supports all students in meeting learning goals. InTASC: IP-7,8			Q3: Recent SUNY Cortland graduates have demonstrated: the ability to create learning experiences that make content in my discipline accessible and meaningful for students. InTASC: CK-4.		
Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree
76%	18%	6%	76%	18%	5%	83%	15%	2%
Q4: Recent SUNY Cortland graduates have demonstrated: the ability to integrate technology and digital media into my practice capably and strategically. InTASC: CK-4.			Q5: Recent SUNY Cortland graduates have demonstrated: with the skills necessary to improve students' reading, writing, speaking, listening, and language abilities. InTASC: LL-1			Q6: Recent SUNY Cortland graduates have demonstrated: with the ability to reflect on my work as a professional. InTASC: PR-9		
Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree
71%	26%	3%	65%	22%	5%	79%	17%	4%
Q7: Recent SUNY Cortland graduates have demonstrated: the understanding and respect for student, family, and community diversity. InTASC: LL-2			Q8: Recent SUNY Cortland graduates have demonstrated: understanding the importance of analyzing and using educational research in my field. InTASC: PR-9			Q9: Recent SUNY Cortland graduates have demonstrated: the ability to assess student learning, use these assessments to inform my work, and improve student learning. InTASC: IP-6		
Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree
80%	16%	5%	58%	31%	11%	67%	21%	12%

Q10: Recent SUNY Cortland graduates have demonstrated: the ability to create a positive environment that supports learning and development for all students. InTASC: LL-3			Q11: Recent SUNY Cortland graduates have demonstrated: the ability to build on students' developmental levels in designing and implementing learning experiences. InTASC: LL-1			Q12: Recent SUNY Cortland graduates have demonstrated: the ability to understand and apply educational and institutional policies that relate to my work. InTASC: PR-9		
Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree
87%	11%	1%	79%	18%	3%	75%	23%	3%
Q13: Recent SUNY Cortland graduates have demonstrated: the ability to demonstrate behavior that supports fairness and the belief that all students can learn. InTASC: IP-7			Q14: Recent SUNY Cortland graduates have demonstrated: the ability to manage classrooms to promote a safe learning environment. InTASC: LL-3			Q15: Recent SUNY Cortland graduates have demonstrated: the ability to use various techniques to manage student behavior. InTASC: LL-3		
Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree
84%	13%	3%	81%	17%	3%	74%	21%	4%
Q16: Recent SUNY Cortland graduates have demonstrated: the knowledge of a variety of teaching strategies to develop student's critical thinking and problem-solving skills. InTASC: IP-8			Q17: Recent SUNY Cortland graduates have demonstrated: the ability to promote parental involvement to support student learning. InTASC: PR-10			Q18: Recent SUNY Cortland graduates have demonstrated: the knowledge and skills necessary to work with English language learners in my field. InTASC: LL-2		
Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree
66%	29%	5%	63%	31%	6%	37%	55%	8%
Q19: Recent SUNY Cortland graduates have demonstrated: the knowledge and skills necessary to work with students with disabilities in my field. InTASC: LL-2			Q20: Recent SUNY Cortland graduates have demonstrated: an understanding of how to effectively use technology to enhance teaching and promote active engagement in learning. InTASC: LL-3; CK-4			Q21: Recent SUNY Cortland graduates have demonstrated: the knowledge and skills necessary to collect, analyze, and use student data to inform curriculum and instructional practices. InTASC: PR-9		
Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree
72%	23%	4%	60%	33%	7%	54%	35%	11%
Q22: Recent SUNY Cortland graduates have demonstrated: the ability to foster positive social interaction and active engagement among students in my classroom. InTASC: LL-3			Q23: Recent SUNY Cortland graduates have demonstrated: the ability to implement and manage instruction in ways that actively engage students in meeting learning objectives. InTASC: LL-3			Q24: Recent SUNY Cortland graduates have demonstrated: the knowledge to connect concepts and use multiple perspective to engage learners in problem solving within my content. InTASC: CK-5		
Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree	Strongly Agree/Agree	Neutral	Disagree/Strongly Disagree
77%	16%	7%	76%	19%	5%	67%	28%	5%

Key: InTASC (2011) Domain/Category - 1: Learner and Learning (1,2, & 3); 2: Content Knowledge (4 & 5); 3: Instructional Practice (6 & 7); 4: Professional Responsibilities (8 & 9).