

Employer Survey

Combined **Percentage** of respondents who rated completers as **Teacher Leader** or **Effective Teacher**

Percentage of respondents who rated completers as Teacher Leader or Effective Leader broken out

Item	Question:	2018		2019		2020		2021			
		EPP	State	EPP	State	EPP	State	EPP		State	
1	understanding of how learners grow and develop	58	54	64	50	46	54	56	< 5%	50	< 5%
2	understanding of learners' commonalities and individual differences	58	56	69	51	52	56	51	< 5%	49	< 5%
3	manage the learning environment to engage learners actively	NR	61	69	59	64	62	63	< 5%	55	8
4	understand the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches	71	65	54	64	54	60	57	< 5%	58	< 5%
5	create learning experiences that make discipline accessible and meaningful for learners to assure mastery of the content	63	60	86	55	62	61	68	< 5%	54	6
6	connect concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues	58	54	77	52	64	55	51	< 5%	48	< 5%
7	use, design, or adapt multiple methods of assessment or document, monitor, and support learner progress appropriate for learning goals and objectives	65	55	71	54	54	55	54	< 5%	48	< 5%
8	implement assessments in an ethical manner and minimize bias to enable learners to display the full extent of their learning	79	72	78	67	65	70	71	< 5%	64	6
9	plan instruction based on information from formative and summative assessments as well as other sources and systematically adjust plans to meet each student's learning needs	61	57	69	43	60	58	51	< 5%	49	< 5%
10	understand and use a variety of instructional strategies and make learning accessible to all learners	76	66	65	60	56	62	57	< 5%	55	< 5%
11	encourage learners to develop deep understanding of content areas, make connections across content, and applies content knowledge in meaningful ways	60	57	64	54	58	55	54	< 5%	49	< 5%

12	use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners' needs	60	58	53	54	58	60	53	< 5%	49	< 5%
13	practice the profession in an ethical manner	93	87	66	84	83	81	76	16	69	16
14	collaborate with others to build a positive learning climate marked by respect, rigor, and responsibility	67	67	64	65	60	66	69	13	64	12
15	engage learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues	60	56	68	53	56	57	56	< 5%	47	< 5%
16	use assessment to engage learners in their own growth	59	60	67	57	60	60	54	< 5%	50	< 5%
17	select, create, and sequence learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills	58	57	69	56	54	65	44	< 5%	46	< 5%
18	plan instruction by collaborating with colleagues, specialists, community resources, families and learners to meet individual learning needs	68	65	51	61	62	65	60	9	55	< 5%
19	engage in continuous professional learning to more effectively meet the needs of each learner	75	68	76	63	60	66	65	< 5%	58	< 5%
20	collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth	74	65	68	60	70	68	63	< 5%	58	< 5%
21	seek appropriate leadership roles and opportunities that would allow me to take responsibility for student learning and to advance in the profession	57	56	73	53	56	55	44	< 5%	43	< 5%
22	has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); and Alabama Connecting Classrooms, Edu	43	41	56	41	52	43	37	< 5%	38	< 5%
23	possesses knowledge of Alabama's state assessment system	56	51	60	51	52	48	51	< 5%	48	< 5%
24	integrates Alabama-wide programs and initiatives into the curriculum and instructional process	57	49	58	48	54	52	41	< 5%	45	< 5%

25	communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiative	42	42	68	44	50	50	46	< 5%	41	< 5%
26	understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model Code of Ethics for Educators, (MCEE), professional standards of practice and relevant law and policy	74	72	69	66	69	64	56	< 5%	59	< 5%

Blue = the EPP average is above the State Average

Red = the EPP average is below the State Average

*ALACTE does not report percentages when 5% or fewer completers were rated in a category. In 2021, due to the decrease in the proportion of both in EPP and statewide completers being rated as a teacher leader, the EPP was unable to report data in the same way as previous years. Instead data was reported separately for Teacher Leader and Effective Teacher, and red and blue coding was used when the EPP was able to determine a comparison to statewide completers.

Completer Survey		Percentage of EPP Completers who chose "Strongly Agree" or "Agree"															
		2018				2019				2020							
Item	Question	EPP		State Average		EPP		State Average		EPP		State Average		EPP		State Average	
		Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree	Agree	Strongly Agree	Agree
1	understanding of how learners grow and develop	61	38	49	47	41	56	43	53	65	35	61	37	48	48	48	48
		99		96		97		96		100		98		96		96	
2	understanding of learners' commonalities and individual differences	59	39	48	48	45	54	42	52	65	35	62	36	45	47	45	48
		98		96		99		94		100		98		92		93	
3	manage the learning environment to engage learners actively	64	31	45	47	42	50	39	52	60	40	58	39	49	47	47	45
		95		92		92		91		100		97		96		92	
4	understand the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches	58	40	47	49	41	56	42	54	63	37	58	41	52	44	50	45
		98		96		97		96		100		99		96		95	
5	create learning experiences that make discipline accessible and meaningful for learners to assure mastery of the content	57	37	44	52	40	56	40	54	63	37	58	41	50	43	49	45
		94		96		96		94		100		99		93		94	
6	connect concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues	52	44	44	50	39	57	39	54	61	39	56	42	55	41	50	43
		96		94		96		93		100		98		96		93	
7	use, design, or adapt multiple methods of assessment or document, monitor, and support learner progress appropriate for learning goals and objectives	57	40	45	49	42	51	41	53	61	39	57	41	53	39	51	44
		97		94		93		94		100		98		92		95	
8	implement assessments in an ethical manner and minimize bias to enable learners to display the full extent of their learning	62	38	50	46	47	49	45	52	65	35	65	34	50	46	48	49
		100		96		96		97		100		99		96		97	
9	plan instruction based on information from formative and summative assessments as well as other sources and systematically adjust plans to meet each student's learning needs	60	33	49	48	47	50	43	53	63	35	63	35	45	48	47	48
		93		97		97		96		98		98		93		95	
10	understand and use a variety of instructional strategies and make learning accessible to all learners	61	33	51	46	48	51	47	50	60	40	65	34	51	46	49	48
		94		97		99		97		100		99		97		97	
11	encourage learners to develop deep understanding of content areas, make connections across content, and applies content knowledge in meaningful ways	58	39	49	47	43	54	44	52	68	32	61	37	51	48	48	47
		97		96		97		96		100		98		99		95	
12	use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners' needs	60	38	45	51	43	53	41	55	60	40	61	36	54	41	49	46
		98		96		96		96		100		97		95		95	
13	practice the profession in an ethical manner	74	24	66	33	64	36	62	38	75	25	73	26	43	56	38	62
		98		99		100		100		100		99		99		100	

14	collaborate with others to build a positive learning climate marked by respect, rigor, and responsibility	71	27	59	39	56	43	54	43	67	33	65	34	43	56	40	57
		98		98		99		97		100		99		99		97	
15	engage learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues	62	36	49	48	47	49	46	49	67	33	62	36	49	48	46	49
		98		97		96		95		100		98		97		95	
16	use assessment to engage learners in their own growth	59	40	46	49	43	54	41	53	61	39	61	37	48	47	48	46
		99		95		97		94		100		98		95		94	
17	select, create, and sequence learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills	55	43	43	52	41	56	39	55	61	39	60	38	52	42	52	42
		98		95		97		94		100		98		94		94	
18	plan instruction by collaborating with colleagues, specialists, community resources, families and learners to meet individual learning needs	58	33	49	46	41	56	44	51	63	37	61	37	46	47	46	47
		91		95		97		95		100		98		93		93	
19	engage in continuous professional learning to more effectively meet the needs of each learner	66	33	52	45	51	49	47	50	63	37	60	38	47	47	48	48
		99		97		100		97		100		98		94		96	
20	collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth	61	36	49	46	44	53	44	51	67	33	60	37	49	46	47	46
		97		95		97		95		100		97		95		93	
21	seek appropriate leadership roles and opportunities that would allow me to take responsibility for student learning and to advance in the profession	NR	NR	NR	NR	45	54	40	54	63	35	55	41	55	43	49	44
		NR		NR		99		94		98		96		98		93	
22	has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); and Alabama Connecting Classrooms, Edu	NR	NR	NR	NR	44	43	37	48	58	40	45	46	46	48	46	37
		NR		NR		87		85		98		91		94		83	
23	possesses knowledge of Alabama's state assessment system	NR	NR	NR	NR	33	49	29	51	46	49	42	46	52	33	48	29
		NR		NR		82		80		95		88		85		77	
24	integrates Alabama-wide programs and initiatives into the curriculum and instructional process	NR	NR	NR	NR	38	54	29	56	51	47	44	47	55	35	52	32
		NR		NR		92		85		98		91		90		84	
25	communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiative	NR	NR	NR	NR	34	56	28	50	44	53	43	44	52	33	44	31
		NR		NR		90		78		97		87		85		75	
26	understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model Code of Ethics for Educators, (MCEE), professional standards of practice and relevant law and policy	NR	NR	NR	NR	39	50	39	53	63	37	58	39	49	46	47	44
		NR		NR		89		92		100		97		95		91	

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Red = the EPP average is below the State Average