

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:	2019		2020		2020		2021				
		EPP	State	EPP	State	EP P	State	EPP		State		
1	Respondents could choose: Teacher Leader, Effective Teacher, Emerging Teacher, and Ineffective Teacher.											
1	understanding of how learners grow and develop	64	50	46	54	56	50	48	< 5%	45	< 5%	
2	understanding of learners' commonalities and individual differences	69	51	52	56	51	49	50	< 5%	45	< 5%	
3	manage the learning environment to engage learners actively	69	59	64	62	63	55	48	< 5%	48	< 5%	
4	understand the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches	54	64	54	60	57	58	50	< 5%	51	< 5%	
5	create learning experiences that make discipline accessible and meaningful for learners to assure mastery of the content	86	55	62	61	68	54	50	7	48	< 5%	
6	connect concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues	77	52	64	55	51	48	48	< 5%	45	< 5%	
7	use, design, or adapt multiple methods of assessment or document, monitor, and support learner progress appropriate for learning goals and objectives	71	54	54	55	54	48	48	< 5%	43	< 5%	
8	implement assessments in an ethical manner and minimize bias to enable learners to display the full extent of their learning	78	67	65	70	71	64	62	< 5%	59	< 5%	
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	69	43	60	58	51	49	48	< 5%	45	< 5%	
10	understand and use a variety of instructional strategies and make learning accessible to all learners	65	60	56	62	57	55	52	7	50	< 5%	
11	encourage learners to develop deep understanding of content areas, make connections across content, and applies content knowledge in meaningful ways	64	54	58	55	54	49	52	< 5%	46	< 5%	

12	use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners' needs	53	54	58	60	53	49	52	< 5%	45	< 5%
13	practice the profession in an ethical manner	66	84	83	81	76	69	62	10	63	11
14	collaborate with others to build a positive learning climate marked by respect, rigor, and responsibility	64	65	60	66	69	64	57	< 5%	56	7
15	engage learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues	68	53	56	57	56	47	52	< 5%	42	< 5%
16	use assessment to engage learners in their own growth	67	57	60	60	54	50	52	< 5%	44	< 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	69	56	54	65	44	46	40	< 5%	40	< 5%
18	plan instruction by collaborating with colleagues, specialists, community resources, families and learners to meet individual learning needs	51	61	62	65	60	55	57	< 5%	50	6
19	engage in continuous professional learning to more effectively meet the needs of each learner	76	63	60	66	65	58	52	< 5%	55	< 5%
20	collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth	68	60	70	68	63	58	52	10	50	6
21	seek appropriate leadership roles and opportunities that would allow me to take responsibility for student learning and to advance in the profession	73	53	56	55	44	43	43	< 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	56	41	52	43	37	38	38	< 5%	34	< 5%
23	possesses knowledge of Alabama's state assessment system	60	51	52	48	51	48	45	< 5%	43	< 5%
24	integrates Alabama-wide programs and initiatives into the curriculum and instructional process	58	48	54	52	41	45	57	< 5%	45	< 5%

25	communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiative	68	44	50	50	46	41	50	< 5%	39	< 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	69	66	69	64	56	59	55	< 5%	50	< 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"															
		2019				2019				2020				2021			
Item	Question	EPP		State Average		EPP		State Average		EPP		State Average		EPP		State	
		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	41	56	43	56	65	35	61	37	48	48	48	48	51	45	48	47
		97		96		100		98		96		96		96		95	
2	understanding of learners' commonalities and individual differences	45	54	42	52	65	35	62	36	45	47	45	48	45	48	46	47
		99		94		100		98		92		93		93		93	
3	manage the learning environment to engage learners actively	42	50	39	52	60	40	58	39	49	47	47	45	43	46	43	46
		92		91		100		97		96		92		89		89	
4	understand the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches	41	56	42	54	63	37	58	41	52	44	50	45	43	41	45	49
		97		96		100		99		96		95		84		94	
5	create learning experiences that make discipline accessible and meaningful for learners to assure mastery of the content	40	56	40	54	63	37	58	41	50	43	49	45	43	49	44	48
		96		94		100		99		93		94		92		92	
6	connect concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues	39	57	39	54	61	39	56	42	55	41	50	43	38	43	41	52
		96		93		100		98		96		93		81		93	
7	use, design, or adapt multiple methods of assessment or document, monitor, and support learner progress appropriate for learning goals and objectives	42	51	41	53	61	39	57	41	53	39	51	44	44	48	44	48
		93		94		100		98		92		95		92		92	
8	implement assessments in an ethical manner and minimize bias to enable learners to display the full extent of their learning	47	49	45	52	65	35	65	34	50	46	48	49	48	48	48	46
		96		97		100		99		96		97		96		94	

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	47	50	43	53	63	35	63	35	45	48	47	48	46	45	47	45
		97		96		98		98		93		95		91		92	
10	understand and use a variety of instructional strategies and make learning accessible to all learners	48	51	47	50	60	40	65	34	51	46	49	48	48	47	49	46
		99		97		100		99		97		97		95		95	
11	encourage learners to develop deep understanding of content areas, make connections across content, and applies content knowledge in meaningful ways	43	54	44	52	68	32	61	37	51	48	48	47	45	51	48	46
		97		96		100		98		99		95		96		94	
12	use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners' needs	43	53	41	55	60	40	61	36	54	41	49	46	39	53	44	49
		96		96		100		97		95		95		92		93	
13	practice the profession in an ethical manner	64	36	62	38	75	25	73	26	43	56	38	62	60	40	63	35
		100		100		100		99		99		100		100		98	
14	collaborate with others to build a positive learning climate marked by respect, rigor, and responsibility	56	43	54	43	67	33	65	34	43	56	40	57	56	42	59	39
		99		97		100		99		99		97		98		98	
15	engage learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues	47	49	46	49	67	33	62	36	49	48	46	49	48	45	48	45
		96		95		100		98		97		95		93		93	
16	use assessment to engage learners in their own growth	43	54	41	53	61	39	61	37	48	47	48	46	44	49	43	49
		97		94		100		98		95		94		93		92	

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	41	56	39	55	61	39	60	38	52	42	52	42	41	52	42	51
		97		94		100		98		94		94		93		93	
18	plan instruction by collaborating with colleagues, specialists, community resources, families and learners to meet individual learning needs	41	56	44	51	63	37	61	37	46	47	46	47	45	47	46	46
		97		95		100		98		93		93		92		92	
19	engage in continuous professional learning to more effectively meet the needs of each learner	51	49	47	50	63	37	60	38	47	47	48	48	43	52	45	50
		100		97		100		98		94		96		95		95	
20	collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth	44	53	44	51	67	33	60	37	49	46	47	46	41	51	45	47
		97		95		100		97		95		93		92		92	
21	seek appropriate leadership roles and opportunities that would allow me to take responsibility for student learning and to advance in the profession	45	45	40	54	63	35	55	41	55	43	49	44	41	52	42	48
		99		94		98		96		98		93		93		90	
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	44	43	37	48	58	40	45	46	46	48	46	37	43	46	37	47
		87		85		98		91		94		83		89		84	
23	possesses knowledge of Alabama's state assessment system	33	49	29	51	46	49	42	46	52	33	48	29	29	50	30	47
		82		80		95		88		85		77		79		77	
24	integrates Alabama-wide programs and initiatives into the curriculum and instructional process	38	54	29	56	41	47	44	47	55	35	52	32	32	53	31	52
		92		85		98		91		90		84		85		83	

25	communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiative	34	56	28	50	44	53	43	44	52	33	44	31	28	51	30	46
		90		78		97		87		85		75		79		76	
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	39	50	39	53	63	37	58	39	49	46	47	44	42	51	42	49
		89		92		100		97		95		91		93		91	

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