



Employer Survey (Initial) - Spring 2025

Project Title: **Employers Survey (Initial Certification Completers) - Spring 2025**

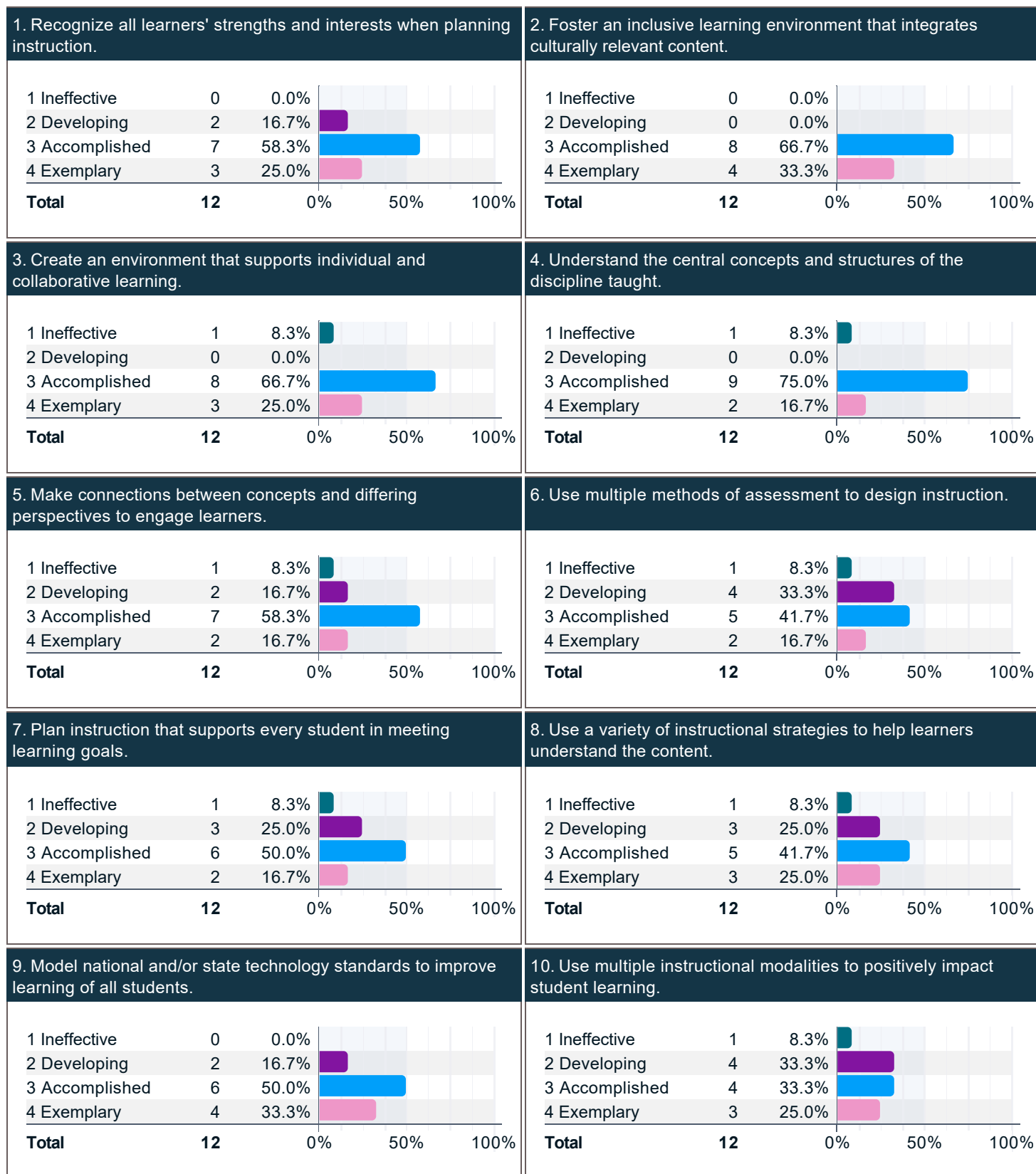
Survey Audience: **46**

Responses Received: **12**

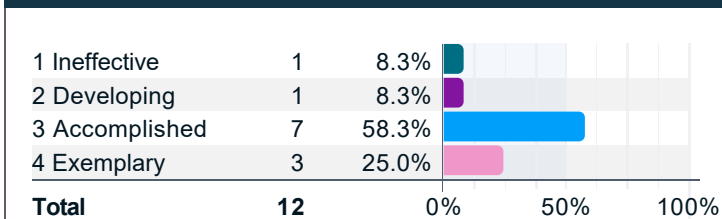
Response Ratio: **26.1%**

Creation Date: **Tuesday, April 22, 2025**

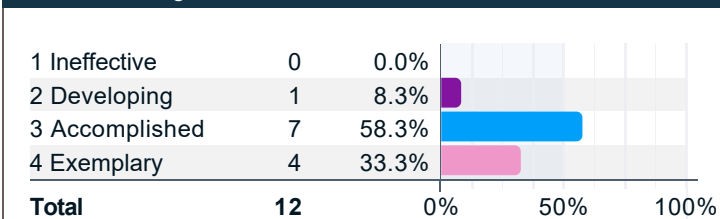
To what extent did the EPP prepare their completers to:



11. Evaluate the effect of one's actions on others.



12. Seek opportunities to collaborate with others to support student learning.



Based on the performance of the inexperienced teachers (0-3 years of experience) you hired, what did the Educator Preparation Program (EPP) do well?

Comments
I have been so impressed by the preparation of this student. As noted above, she is exemplary in every aspect. A little hesitant to share her good ideas with a whole group, but that will come with experience. She has been the best 1st year teacher I have ever had from any program. Keep up the good work Bellarmine.
Inexperienced teachers have come in with the ability to reflect and ask for help when needed. They are focused and hardworking, professional, and thoughtful in the planning of their lessons.
I love how the teachers are eager to jump into the school community. They collaborate with others very well. I also think that the prep program has provided consistent feedback and my Bellarmine teachers want to learn, grow, and value that feedback. I always think my Bellarmine teachers are more prepared than other new hires. I also love that Bellarmine provides multiple experiences for their teachers with various schools and I. Regular and special education settings.
These teachers truly seem to care about the students and have a desire to create a supportive classroom environment.
Using technology, using multiple learning strategies
Our teachers are working and making strides in the categories that I marked developing. They need to keep finding ways to incorporate tiered interventions within their block.
The teacher I hired was prepared to purposefully plan, create an optimal learning environment, connect with students, provide effective instruction, and collaborate with her team/school.
Well– educational methods and student observations
Work ethic and dependability
Have an understanding of the current HQIRs we are using, have a collaborative prespective and are ready to share their thoughts and insight with the team they are working with.

Based on the performance of the inexperienced teachers (0-3 years of experience) you hired, how could the Educator Preparation Program (EPP) do better?

Comments
I do believe that some of this simply comes with experience, but I have noted that recently hired inexperienced teachers have struggled to know how to support struggling learners and those above grade level. Most seem to teach to the middle and rely on support staff for those on either end of the spectrum.
I think continued experience to the changing demographics with our ELL students would be beneficial.
The teachers struggle a significant amount with standards based instruction. They have great difficulty with coherent lesson plans that builds upon previous concepts taught. They struggle with data tracking and using assessments to guide instruction. There's a major gap in knowledge related to content and instructional strategies. They also demonstrate a significant struggle in areas of classroom and behavior management. Some of this is because it's their first time with a classroom of their own, but some seems to be large gaps in learning as well. Significant time must be spent preparing educators to look to the standards, identify learning outcomes, plan accordingly, assess, and respond based on the assessment. The teachers seem to have little to no experience with this planning cycle.
Using data to inform instruction. Using multiple ways to assess student learning
The teachers need to gain experience in the field. We do a great job of mentoring new/newer teachers to discuss and receive feedback on training and support they may need to make them better teachers.
She was prepared.
The teachers struggle with application of methods and student engagement, as well as, meeting individual learner needs.
Behavior Management
Classroom management

Is there anything else you would like to share about the completers from Bellarmine University that can help us understand the data?

Comments
Bellarmino students are above all others. You have a wonderful program. It may be helpful to reiterate the importance of professional dress before graduation, but sadly I think that is just the era we are in. Thanks for all you're doing for our future teachers!
Our Bellarmine teachers are always more prepared than other student teachers.
The two teachers that completed the program seem to want to teach and have a passion for children and for education. However, there seem to be major gaps in their knowledge and experience as a whole. They may be able to identify best practice but do not consider it when planning. An example of this would be when discussing the academic supports for tiers 1,2 and 3, both were unsure where students fell and had tiers 1 and 3 backwards. Additionally, the lack of data tracking or even awareness of its importance is incredibly worrisome.
No
None.
In general, Bellarmine encompasses a great teacher program.
NA
Not at this time.