

Employer Satisfaction Survey Results

Drury University and Missouri Statewide Percentages

Academic Years 2017-18, 2018-19, & 2019-20

The following data is from the First-Year Teacher Survey which is collected in collaboration by Missouri's Department of Elementary and Secondary Education (DESE), and The University of Missouri's Office of Social and Economic Data Analysis (OSED). The principal of the first-year teacher completes the survey providing the teacher's respective educator preparation program (EPP) with data regarding their effectiveness based on the nine Missouri Teacher Standards.

	2017-18		2018-19		2019-20	
	Drury	Statewide	Drury	Statewide	Drury	Statewide
Standard 1 – Content Knowledge						
1. The teacher was prepared to incorporate interdisciplinary instruction.						
○ Strongly Agree	23%	25%	24%	24%	22%	28%
○ Agree	63%	54%	74%	55%	68%	54%
○ Neutral	8%	11%	2%	12%	8%	11%
○ Disagree	8%	7%	0%	7%	3%	5%
○ Strongly Disagree	0%	2%	0%	2%	0%	1%
2. The teacher was prepared in his or her content area.						
○ Strongly Agree	25%	38%	24%	37%	27%	39%
○ Agree	68%	50%	74%	51%	65%	51%

<ul style="list-style-type: none"> ○ Neutral ○ Disagree ○ Strongly Disagree 	5%	7%	0%	8%	8%	6%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	3%	4%	2%	5%	0%	3%
<ul style="list-style-type: none"> ○ Strongly Disagree 	0%	2%	0%	2%	0%	1%
3. The teacher was prepared to engage students in his or her content area.						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	25%	25%	29%	34%	28%	36%
	65%	65%	67%	51%	58%	50%
	5%	5%	5%	8%	14%	8%
	5%	5%	0%	5%	0%	5%
	0%	0%	0%	2%	0%	1%
4. The teacher was prepared to make content meaningful to students.						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	28%	34%	31%	33%	27%	36%
	63%	50%	60%	51%	57%	50%
	3%	8%	5%	9%	16%	8%
	8%	6%	5%	5%	0%	5%
	0%	2%	0%	2%	0%	1%
Standard 2 – Learning, Growth, and Development						
5. The teacher was prepared to design lessons that include differentiated instruction.						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	25%	27%	21%	26%	19%	28%
	58%	47%	60%	46%	62%	49%
	8%	19%	10%	15%	19%	13%
	10%	9%	10%	10%	0%	8%
	0%	2%	0%	2%	0%	2%

<p>6. The teacher was prepared to implement instruction based on a student's IEP.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	28%	23%	21%	23%	22%	24%
	53%	47%	64%	47%	54%	48%
	13%	19%	7%	20%	22%	18%
	5%	9%	7%	9%	3%	7%
	3%	2%	0%	2%	0%	2%
<p>7. The teacher was prepared to modify instruction for English language learners.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	15%	16%	14%	15%	14%	18%
	40%	33%	52%	34%	38%	36%
	28%	42%	31%	41%	46%	38%
	15%	8%	2%	9%	3%	7%
	3%	2%	0%	2%	0%	2%
<p>8. The teacher was prepared to modify instruction for gifted learners.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	20%	18%	14%	17%	14%	19%
	40%	39%	48%	40%	41%	41%
	25%	33%	33%	33%	41%	31%
	13%	8%	5%	9%	5%	7%
	3%	2%	0%	2%	0%	2%
<p>9. The teacher was prepared to create lesson plans to engage all learners.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree 	23%	29%	24%	27%	24%	30%
	63%	51%	62%	51%	57%	49%

<ul style="list-style-type: none"> ○ Neutral ○ Disagree ○ Strongly Disagree 	8%	11%	10%	12%	16%	12%
	5%	7%	5%	8%	3%	7%
	3%	2%	0%	2%	0%	1%
Standard 3 – Curriculum Implementation						
10. The teacher was prepared to deliver lessons based on curriculum standards.						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	28%	33%	31%	32%	27%	35%
	63%	53%	57%	54%	57%	52%
	3%	7%	7%	8%	11%	8%
	8%	5%	5%	5%	5%	4%
	0%	2%	0%	2%	0%	1%
11. The teacher was prepared to deliver lessons for diverse learners.						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Agree 	13%	24%	21%	23%	22%	26%
	68%	51%	60%	51%	59%	50%
	10%	15%	12%	15%	19%	15%
	10%	8%	7%	8%	0%	7%
	0%	2%	0%	2%	0%	1%
Standard 4 – Critical Thinking						
12. The teacher was prepared to implement a variety of instructional strategies.						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	23%	29%	31%	28%	24%	30%
	60%	51%	57%	51%	62%	51%
	13%	10%	5%	11%	14%	11%
	3%	8%	7%	8%	0%	7%
	3%	2%	0%	2%	0%	1%

13. The teacher was prepared to engage students in critical thinking.						
○ Strongly Agree	18%	26%	24%	24%	19%	27%
○ Agree	53%	49%	52%	51%	57%	49%
○ Neutral	18%	14%	14%	14%	19%	15%
○ Disagree	10%	9%	10%	8%	5%	7%
○ Strongly Disagree	3%	2%	0%	2%	0%	1%
14. The teacher was prepared to model critical thinking and problem solving.						
○ Strongly Agree	15%	26%	21%	24%	24%	29%
○ Agree	68%	50%	67%	51%	51%	49%
○ Neutral	8%	13%	5%	14%	22%	14%
○ Disagree	8%	8%	7%	8%	3%	7%
○ Strongly Disagree	3%	2%	0%	2%	0%	1%
15. The teacher was prepared to use technology to enhance student learning.						
○ Strongly Agree	30%	31%	31%	30%	16%	34%
○ Agree	50%	52%	62%	53%	68%	51%
○ Neutral	8%	11%	7%	11%	14%	10%
○ Disagree	10%	5%	0%	4%	3%	4%
○ Strongly Disagree	3%	2%	0%	1%	0%	1%
Standard 5 – Positive Classroom Environment						
16. The teacher was prepared to create a classroom environment that						

<p>encourages student engagement.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 						
	33%	34%	31%	33%	32%	36%
	48%	47%	62%	49%	51%	46%
	5%	9%	7%	9%	11%	10%
	13%	7%	0%	7%	5%	7%
	3%	3%	0%	3%	0%	2%
<p>17. The teacher was prepared to use a variety of classroom management strategies.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 						
	20%	28%	19%	27%	24%	30%
	58%	44%	67%	45%	54%	44%
	10%	13%	10%	13%	14%	13%
	8%	11%	2%	11%	8%	10%
	5%	4%	2%	4%	0%	4%
<p>18. The teacher was prepared to manage a variety of discipline issues.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 						
	20%	25%	24%	24%	19%	26%
	50%	44%	57%	45%	57%	44%
	15%	14%	12%	15%	16%	13%
	10%	13%	5%	12%	5%	12%
	5%	4%	2%	5%	3%	5%
<p>19. The teacher was prepared to motivate his or her students to learn.</p> <ul style="list-style-type: none"> ○ Strongly Agree 						
	33%	32%	33%	31%	32%	34%

<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	55%	49%	60%	50%	51%	47%
<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	8%	10%	5%	11%	16%	10%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	5%	6%	2%	6%	0%	6%
<ul style="list-style-type: none"> ○ Strongly Disagree 	0%	2%	0%	2%	0%	2%
<p>20. The teacher was prepared to keep his or her students on task.</p>						
<ul style="list-style-type: none"> ○ Strongly Agree 	30%	29%	24%	28%	31%	30%
<ul style="list-style-type: none"> ○ Agree 	53%	48%	64%	49%	58%	48%
<ul style="list-style-type: none"> ○ Neutral 	10%	11%	7%	11%	11%	11%
<ul style="list-style-type: none"> ○ Disagree 	5%	8%	5%	8%	0%	7%
<ul style="list-style-type: none"> ○ Strongly Disagree 	3%	3%	0%	3%	0%	3%
<p>21. The teacher was prepared to foster positive student relationships.</p>						
<ul style="list-style-type: none"> ○ Strongly Agree 	50%	45%	50%	44%	38%	48%
<ul style="list-style-type: none"> ○ Agree 	38%	43%	48%	44%	57%	42%
<ul style="list-style-type: none"> ○ Neutral 	8%	7%	0%	7%	5%	6%
<ul style="list-style-type: none"> ○ Disagree 	5%	3%	2%	3%	0%	3%
<ul style="list-style-type: none"> ○ Strongly Disagree 	0%	2%	0%	2%	0%	1%
<p>22. The teacher was prepared to facilitate smooth transitions for his or her students.</p>						
<ul style="list-style-type: none"> ○ Strongly Agree 	40%	32%	36%	31%	19%	33%
<ul style="list-style-type: none"> ○ Agree 	43%	49%	57%	50%	65%	48%
<ul style="list-style-type: none"> ○ Neutral 	10%	11%	7%	11%	16%	11%
<ul style="list-style-type: none"> ○ Disagree 	8%	6%	0%	6%	0%	6%
<ul style="list-style-type: none"> ○ Strongly Disagree 	0%	2%	0%	2%	0%	1%

Standard 6 – Effective Communication						
23. The teacher was prepared to use effective communication strategies to foster learning. <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	38%	32%	31%	31%	19%	34%
	50%	52%	64%	53%	65%	51%
	10%	9%	5%	9%	14%	9%
	3%	5%	0%	5%	3%	4%
	0%	2%	0%	2%	0%	1%
24. The teacher was prepared to effectively communicate with parents. <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	28%	29%	26%	28%	19%	31%
	55%	48%	57%	50%	62%	51%
	13%	13%	14%	13%	11%	12%
	3%	7%	0%	6%	8%	5%
	3%	2%	2%	2%	0%	1%
25. The teacher was prepared to effectively communicate with staff. <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	43%	32%	33%	31%	27%	36%
	40%	51%	57%	52%	54%	50%
	13%	10%	5%	10%	8%	10%
	0%	5%	5%	5%	11%	4%
	5%	2%	0%	2%	0%	1%
26. The teacher was prepared to promote respect for diverse cultures, genders,						

<p>and intellectual / physical abilities.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	38%	32%	31%	32%	24%	36%
<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	48%	52%	62%	53%	68%	51%
<ul style="list-style-type: none"> ○ Neutral ○ Disagree ○ Strongly Disagree 	13%	11%	7%	11%	8%	10%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	0%	3%	0%	3%	0%	3%
<ul style="list-style-type: none"> ○ Strongly Disagree 	3%	2%	0%	1%	0%	1%
<p>27. The teacher was prepared to use technology as a communication tool.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	38%	35%	31%	34%	22%	39%
<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	53%	52%	64%	53%	70%	51%
<ul style="list-style-type: none"> ○ Neutral ○ Disagree ○ Strongly Disagree 	5%	9%	5%	9%	5%	7%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	5%	3%	0%	3%	3%	2%
<ul style="list-style-type: none"> ○ Strongly Disagree 	0%	1%	0%	1%	0%	1%
<p>28. The teacher was prepared to enhance students' skills in using technology as a communication tool.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	33%	29%	29%	29%	22%	33%
<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	45%	52%	62%	53%	65%	52%
<ul style="list-style-type: none"> ○ Neutral ○ Disagree ○ Strongly Disagree 	20%	13%	7%	13%	11%	11%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	3%	4%	2%	4%	3%	3%
<ul style="list-style-type: none"> ○ Strongly Disagree 	0%	1%	0%	1%	0%	1%
<p>Standard 7 – Student Assessment and Data Analysis</p>						
<p>29. The teacher was prepared to use assessments to evaluate learning.</p> <ul style="list-style-type: none"> ○ Strongly Agree 	25%	27%	24%	27%	19%	29%

<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	60%	54%	69%	55%	65%	54%
<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	8%	12%	5%	12%	14%	11%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	8%	5%	2%	5%	3%	4%
<ul style="list-style-type: none"> ○ Strongly Disagree 	0%	2%	0%	2%	0%	1%
<p>30. The teacher was prepared to develop assessments to evaluate learning.</p>						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	18%	23%	17%	22%	14%	24%
<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	55%	53%	67%	53%	58%	53%
<ul style="list-style-type: none"> ○ Neutral ○ Disagree ○ Strongly Disagree 	20%	15%	2%	16%	22%	15%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	5%	8%	12%	8%	6%	6%
<ul style="list-style-type: none"> ○ Strongly Disagree 	3%	2%	2%	2%	0%	1%
<p>31. The teacher was prepared to analyze assessment data to improve instruction.</p>						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	18%	23%	17%	22%	19%	25%
<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	58%	51%	68%	52%	56%	51%
<ul style="list-style-type: none"> ○ Neutral ○ Disagree ○ Strongly Disagree 	20%	16%	2%	17%	17%	16%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	3%	8%	12%	8%	8%	7%
<ul style="list-style-type: none"> ○ Strongly Disagree 	3%	2%	0%	2%	0%	1%
<p>32. The teacher was prepared to help students set learning goals based on assessment results.</p>						
<ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	15%	22%	21%	21%	19%	25%
<ul style="list-style-type: none"> ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	63%	49%	60%	50%	53%	51%
<ul style="list-style-type: none"> ○ Neutral ○ Disagree ○ Strongly Disagree 	15%	18%	7%	18%	22%	16%
<ul style="list-style-type: none"> ○ Disagree ○ Strongly Disagree 	8%	9%	12%	9%	6%	8%
<ul style="list-style-type: none"> ○ Strongly Disagree 	0%	2%	0%	2%	0%	1%

<p>33. The teacher was prepared to work with colleagues to set learning goals using assessment results.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	<p>28%</p> <p>55%</p> <p>13%</p> <p>3%</p> <p>3%</p>	<p>26%</p> <p>51%</p> <p>14%</p> <p>7%</p> <p>2%</p>	<p>21%</p> <p>60%</p> <p>12%</p> <p>7%</p> <p>0%</p>	<p>25%</p> <p>53%</p> <p>14%</p> <p>6%</p> <p>2%</p>	<p>19%</p> <p>58%</p> <p>17%</p> <p>3%</p> <p>3%</p>	<p>28%</p> <p>52%</p> <p>13%</p> <p>5%</p> <p>1%</p>
Standard 8 – Professionalism						
<p>34. The teacher was prepared to analyze data to reflect on areas for professional growth.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	<p>15%</p> <p>58%</p> <p>23%</p> <p>3%</p> <p>3%</p>	<p>24%</p> <p>52%</p> <p>15%</p> <p>8%</p> <p>2%</p>	<p>19%</p> <p>67%</p> <p>7%</p> <p>7%</p> <p>0%</p>	<p>23%</p> <p>53%</p> <p>16%</p> <p>7%</p> <p>2%</p>	<p>17%</p> <p>58%</p> <p>19%</p> <p>6%</p> <p>0%</p>	<p>26%</p> <p>52%</p> <p>14%</p> <p>6%</p> <p>1%</p>
<p>35. The teacher was prepared to reflect on his or her practices for professional growth.</p> <ul style="list-style-type: none"> ○ Strongly Agree ○ Agree ○ Neutral ○ Disagree ○ Strongly Disagree 	<p>28%</p> <p>58%</p> <p>5%</p> <p>5%</p> <p>5%</p>	<p>30%</p> <p>52%</p> <p>10%</p> <p>5%</p> <p>2%</p>	<p>29%</p> <p>62%</p> <p>5%</p> <p>5%</p> <p>0%</p>	<p>29%</p> <p>53%</p> <p>10%</p> <p>5%</p> <p>2%</p>	<p>22%</p> <p>69%</p> <p>6%</p> <p>3%</p> <p>0%</p>	<p>34%</p> <p>51%</p> <p>9%</p> <p>4%</p> <p>2%</p>

Standard 9 – Professional Collaboration							
36. The teacher was prepared to collaborate with colleagues to support student learning.							
	○ Strongly Agree	33%	33%	36%	32%	28%	37%
	○ Agree	55%	53%	55%	54%	58%	51%
	○ Neutral	8%	8%	5%	8%	6%	8%
	○ Disagree	3%	4%	5%	4%	6%	3%
	○ Strongly Disagree	3%	2%	0%	2%	3%	2%
37. The teacher was prepared to collaborate with parents to support student learning.							
	○ Strongly Agree	20%	26%	27%	25%	22%	29%
	○ Agree	55%	52%	59%	54%	61%	53%
	○ Neutral	20%	14%	10%	14%	14%	12%
	○ Disagree	3%	6%	2%	6%	3%	4%
	○ Strongly Disagree	3%	2%	2%	2%	0%	1%
38. The teacher was prepared to participate in professional organizations.							
	○ Strongly Agree	18%	26%	29%	26%	19%	29%
	○ Agree	54%	52%	64%	53%	64%	51%
	○ Neutral	21%	17%	5%	17%	14%	16%
	○ Disagree	3%	4%	2%	3%	3%	3%
	○ Strongly Disagree	5%	1%	0%	1%	0%	1%
Question / Standard							

<p>39. Please click on the response that best reflects your perspective about the overall quality of the professional education program your teacher completed.</p> <ul style="list-style-type: none"> ○ Very Good ○ Good ○ Fair ○ Poor ○ Very Poor 	<p>35%</p> <p>43%</p> <p>20%</p> <p>0%</p> <p>3%</p>	<p>36%</p> <p>45%</p> <p>13%</p> <p>4%</p> <p>2%</p>	<p>31%</p> <p>55%</p> <p>10%</p> <p>5%</p> <p>0%</p>	<p>34%</p> <p>46%</p> <p>14%</p> <p>5%</p> <p>2%</p>	<p>27%</p> <p>54%</p> <p>19%</p> <p>0%</p> <p>0%</p>	<p>36%</p> <p>45%</p> <p>14%</p> <p>4%</p> <p>1%</p>
<p>39b. Based upon the performance-based evaluation of this first-year teacher, how would you rate his/her impact upon students?</p> <ul style="list-style-type: none"> ○ Highly Effective ○ Effective ○ Minimally Effective ○ Ineffective 	<p>33%</p> <p>50%</p> <p>18%</p> <p>0%</p>	<p>34%</p> <p>51%</p> <p>12%</p> <p>3%</p>	<p>33%</p> <p>60%</p> <p>7%</p> <p>0%</p>	<p>33%</p> <p>52%</p> <p>12%</p> <p>4%</p>	<p>32%</p> <p>57%</p> <p>11%</p> <p>0%</p>	<p>34%</p> <p>51%</p> <p>12%</p> <p>3%</p>