

**California State University, Fresno  
2020-21 - Employer Survey Results**

Survey Section - Question	Question Number	Question	Response	Total Question Respondents	Total Responses	Percent of Total Responses	Mean	Standard Deviation	STATE Total Question Respondents	STATE Total Responses	STATE Percent of Total Responses	STATE Mean	STATE Standard Deviation
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q8b	Select, adapt, and develop materials, resources, and technologies to make subject matter accessible to all students	1 - Not at all	24	0	0.0%	3.58	0.83	383	0	0.0%	3.79	0.86
			2 - Poorly	24	2	8.3%	3.58	0.83	383	27	7.0%	3.79	0.86
			3 - Adequately	24	9	37.5%	3.58	0.83	383	109	28.5%	3.79	0.86
			4 - Well	24	10	41.7%	3.58	0.83	383	166	43.3%	3.79	0.86
			5 - Very well	24	3	12.5%	3.58	0.83	383	81	21.1%	3.79	0.86
General Information	Q02	What best describe your current position? select one.	Principal/ Superintendent	24	23	95.8%			389	331	85.1%		
			Vice/Assistant Principal	24	0	0.0%			389	17	4.4%		
			Department Chair or Program Manager	24	0	0.0%			389	6	1.5%		
			Lead Teacher	24	0	0.0%			389	0	0.0%		
			Other	24	1	4.2%			389	35	9.0%		
General Information	Q03	What type of school do you currently work at?	Public (non-charter) School	24	16	66.7%			390	273	70.0%		
			Charter School	24	5	20.8%			390	55	14.1%		
			Private School	24	0	0.0%			390	0	0.0%		



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General Information	Q05	How many new teachers from the institution you identified have you hired in the past 5 years?	More than 20	24	2	8.3%			386	13	3.4%		
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q06a	Connect classroom learning to the real world	1 - Not at all	24	0	0.0%	3.75	0.61	382	2	0.5%	3.86	0.82
			2 - Poorly	24	0	0.0%	3.75	0.61	382	10	2.6%	3.86	0.82
			3 - Adequately	24	8	33.3%	3.75	0.61	382	115	30.1%	3.86	0.82
			4 - Well	24	14	58.3%	3.75	0.61	382	167	43.7%	3.86	0.82
			5 - Very well	24	2	8.3%	3.75	0.61	382	88	23.0%	3.86	0.82
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q06b	Engage students in inquiry, problem solving, and reflection to promote their critical thinking	1 - Not at all	24	0	0.0%	3.71	0.75	383	2	0.5%	3.80	0.91
			2 - Poorly	24	1	4.2%	3.71	0.75	383	27	7.0%	3.80	0.91
			3 - Adequately	24	8	33.3%	3.71	0.75	383	109	28.5%	3.80	0.91
			4 - Well	24	12	50.0%	3.71	0.75	383	152	39.7%	3.80	0.91
			5 - Very well	24	3	12.5%	3.71	0.75	383	93	24.3%	3.80	0.91
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to	Q06c	Meet the instructional needs of English learners	1 - Not at all	24	0	0.0%	3.29	0.91	382	2	0.5%	3.62	0.92
			2 - Poorly	24	4	16.7%	3.29	0.91	382	38	9.9%	3.62	0.92

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CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q06c	Meet the instructional needs of English learners	3 - Adequately	24	12	50.0%	3.29	0.91	382	137	35.9%	3.62	0.92
			4 - Well	24	5	20.8%	3.29	0.91	382	132	34.6%	3.62	0.92
			5 - Very well	24	3	12.5%	3.29	0.91	382	73	19.1%	3.62	0.92
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q06d	Identify and address special learning needs with appropriate teaching strategies	1 - Not at all	24	0	0.0%	3.50	0.83	383	4	1.0%	3.57	0.97
			2 - Poorly	24	2	8.3%	3.50	0.83	383	48	12.5%	3.57	0.97
			3 - Adequately	24	11	45.8%	3.50	0.83	383	129	33.7%	3.57	0.97
			4 - Well	24	8	33.3%	3.50	0.83	383	130	33.9%	3.57	0.97
			5 - Very well	24	3	12.5%	3.50	0.83	383	72	18.8%	3.57	0.97
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q07a	Establish and maintain a safe and respectful learning environment for all students	1 - Not at all	23	0	0.0%	3.87	0.76	381	1	0.3%	3.98	0.85
			2 - Poorly	23	0	0.0%	3.87	0.76	381	14	3.7%	3.98	0.85
			3 - Adequately	23	8	34.8%	3.87	0.76	381	93	24.4%	3.98	0.85
			4 - Well	23	10	43.5%	3.87	0.76	381	156	40.9%	3.98	0.85
			5 - Very well	23	5	21.7%	3.87	0.76	381	117	30.7%	3.98	0.85

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Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q07b	Create a productive learning environment with high expectations for all students	1 - Not at all	24	0	0.0%	3.63	0.71	382	1	0.3%	3.86	0.89
			2 - Poorly	24	1	4.2%	3.63	0.71	382	23	6.0%	3.86	0.89
			3 - Adequately	24	9	37.5%	3.63	0.71	382	107	28.0%	3.86	0.89
			4 - Well	24	12	50.0%	3.63	0.71	382	149	39.0%	3.86	0.89
			5 - Very well	24	2	8.3%	3.63	0.71	382	102	26.7%	3.86	0.89
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q08a	Use effective instructional strategies to teach specific subject matter and skills	1 - Not at all	24	0	0.0%	3.79	0.59	383	2	0.5%	3.78	0.86
			2 - Poorly	24	0	0.0%	3.79	0.59	383	24	6.3%	3.78	0.86
			3 - Adequately	24	7	29.2%	3.79	0.59	383	107	27.9%	3.78	0.86
			4 - Well	24	15	62.5%	3.79	0.59	383	172	44.9%	3.78	0.86
			5 - Very well	24	2	8.3%	3.79	0.59	383	78	20.4%	3.78	0.86
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are	Q09a	Plan instruction based on students' prior knowledge, academic readiness, language proficiency, cultural background, and individual development	1 - Not at all	23	1	4.3%	3.39	0.94	379	1	0.3%	3.68	0.86
			2 - Poorly	23	2	8.7%	3.39	0.94	379	29	7.7%	3.68	0.86
			3 - Adequately	23	9	39.1%	3.39	0.94	379	126	33.2%	3.68	0.86

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When you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q09a	Plan instruction based on students' prior knowledge, academic readiness, language proficiency, cultural background, and individual development	4 - Well	23	9	39.1%	3.39	0.94	379	157	41.4%	3.68	0.86
			5 - Very well	23	2	8.7%	3.39	0.94	379	66	17.4%	3.68	0.86
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q09b	Plan and adapt instruction that incorporates appropriate strategies, resources and technologies to meet the learning needs of all students	1 - Not at all	23	0	0.0%	3.52	0.85	378	0	0.0%	3.71	0.89
			2 - Poorly	23	3	13.0%	3.52	0.85	378	39	10.3%	3.71	0.89
			3 - Adequately	23	7	30.4%	3.52	0.85	378	103	27.2%	3.71	0.89
			4 - Well	23	11	47.8%	3.52	0.85	378	165	43.7%	3.71	0.89
			5 - Very well	23	2	8.7%	3.52	0.85	378	71	18.8%	3.71	0.89
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q10a	Involve all students in self-assessment, goal setting, and monitoring progress	1 - Not at all	24	1	4.2%	3.00	0.98	379	4	1.1%	3.50	0.93
			2 - Poorly	24	6	25.0%	3.00	0.98	379	48	12.7%	3.50	0.93
			3 - Adequately	24	11	45.8%	3.00	0.98	379	138	36.4%	3.50	0.93
			4 - Well	24	4	16.7%	3.00	0.98	379	133	35.1%	3.50	0.93
			5 - Very well	24	2	8.3%	3.00	0.98	379	56	14.8%	3.50	0.93
Feedback on the Preliminary Preparation	Q10b	Give productive feedback to students to guide their learning	1 - Not at all	24	0	0.0%	3.42	0.83	378	4	1.1%	3.62	0.91

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Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q10b	Give productive feedback to students to guide their learning	2 - Poorly	24	3	12.5%	3.42	0.83	378	35	9.3%	3.62	0.91
			3 - Adequately	24	10	41.7%	3.42	0.83	378	127	33.6%	3.62	0.91
			4 - Well	24	9	37.5%	3.42	0.83	378	146	38.6%	3.62	0.91
			5 - Very well	24	2	8.3%	3.42	0.83	378	66	17.5%	3.62	0.91
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?	Q11a	Evaluate the effects of actions on student learning and modify plans accordingly	1 - Not at all	24	0	0.0%	3.33	0.87	380	4	1.1%	3.66	0.91
			2 - Poorly	24	4	16.7%	3.33	0.87	380	37	9.7%	3.66	0.91
			3 - Adequately	24	10	41.7%	3.33	0.87	380	111	29.2%	3.66	0.91
			4 - Well	24	8	33.3%	3.33	0.87	380	162	42.6%	3.66	0.91
			5 - Very well	24	2	8.3%	3.33	0.87	380	66	17.4%	3.66	0.91
Feedback on the Preliminary Preparation Program, organized by CSTP - Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a	Q11b	Work with colleagues to improve instruction	1 - Not at all	24	0	0.0%	3.88	0.90	380	2	0.5%	4.02	0.91
			2 - Poorly	24	2	8.3%	3.88	0.90	380	19	5.0%	4.02	0.91
			3 - Adequately	24	5	20.8%	3.88	0.90	380	84	22.1%	4.02	0.91
			4 - Well	24	11	45.8%	3.88	0.90	380	141	37.1%	4.02	0.91

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each of the following as a beginning teacher?	Q11b	Work with colleagues to improve instruction	5 - Very well	24	6	25.0%	3.88	0.90	380	134	35.3%	4.02	0.91
General Information	Q12	Overall, how well-prepared do you think this program's completers are as teachers?	1 - Not at all	24	0	0.0%	3.88	0.80	381	2	0.5%	3.96	0.92
			2 - Poorly	24	0	0.0%	3.88	0.80	381	19	5.0%	3.96	0.92
			3 - Adequately	24	9	37.5%	3.88	0.80	381	98	25.7%	3.96	0.92
			4 - Well	24	9	37.5%	3.88	0.80	381	133	34.9%	3.96	0.92
			5 - Very Well	24	6	25.0%	3.88	0.80	381	127	33.3%	3.96	0.92
			6 - Don't know	24	0	0.0%	3.88	0.80	381	2	0.5%	3.96	0.92