

Employer Survey Data SUNY Cortland

The Employer Survey is distributed to employers or program completers every three years in an attempt to maximize response rate. Employers are asked to provide information on SUNY Cortland completers they have or do employ including number of completers employed, content areas in which they are employed and descriptive demographic information pertaining to this group of employees.

The survey asks employers to respond to items with the following Likert scale responses: strongly disagree, disagree, neutral, agree, and strongly agree. Areas covered by these items include content mastery, pedagogical content skills, communication skills, ability to integrate technology into instruction, ability to enhance learners’ communication skills, ability to reflect on practice, ability to engage stakeholders, ability to use research/data to guide instruction, ability to meaningfully assess learners, ability to create positive environments, ability to understand and respect educational policies, ability to demonstrate behavior that supports fairness and the belief that all students can learn, ability to manage a classroom, ability to foster learners’ critical thinking skills, ability to promote parental involvement, ability to effectively teach English language learners, and ability to teach students with disabilities.

Employer Survey Data – 2020 and 2023

In 2020 our employer survey was sent out to 833 potential schools/districts giving a response rate of 2% (n=46). However, in review of our targeted employer audience, which included all schools that had hosted a SUNY Cortland student for either an early field or student teaching semester, it was decided that the EPP would work to target our employer survey to districts that we knew had hired our completers. These included nearly all regional partners which we now employ many of our completers. In addition, we added a new question to the 1-year and 3-year alumni survey asking if they would be willing to share the name of a school or district where they had been or were currently employed. This was an optional field.

Using the data from both these sources, the 2023 Employer Survey was distributed to 107 targeted school districts. Response rate was higher, 10% (n=10) but we continue to seek out better ways to gather data from our employers.

Key Data Points

General Information: To the best of your knowledge, about how many recent SUNY Cortland Teacher Education or related graduates have you employed over the last three years in each of the categories below?

Employment Category	Survey 2020	Survey 2023
Principals/Administrators	12	8
Full-time Teachers	119+	47+
Part-time/Substitute Teachers	71+	38+
Teaching Assistants/Aides	14	2
Paraprofessionals	4	3

+ Indicates respondent noted more than 6 teachers were hired so this number could be higher.

Areas of Employment: To the best of your knowledge, about how many recent SUNY Cortland Teacher Education or related graduates have you employed over the last three years in the content areas below?

Content Areas of Employment	Survey 2020	Survey 2023
Elementary Education (Grades 1-6)	63+	32+
Early Childhood Education (Grades PreK-2)	44+	13+
English (Grades 7-12)	4	6
Mathematics (Grades 7-12)	8	5
Social Studies (Grades 7-12)	6	4
Biology (Grades 7-12)	2	2
Chemistry (Grades 7-12)	0	0
Earth Science (Grades 7-12)	0	0
Physics (Grades 7-12)	0	0
Science (Grades 7-12)	1	1
French (Grades 7-12)	1	0
Spanish (Grades 7-12)	1	2
English to Speakers of Other Languages (ESOL) (Grades K-12)	0	1
Special Education (Grades 1-6)	10	13
Special Education (Grades 7-12)	5	3
Literacy/Reading (Grades B-6)	9	5
Literacy/Reading (Grades 5-12)	2	0
Health Education (Grades K-12)	5	1
Physical Education (Grades K-12)	33	13
Speech Pathology (Grades K-12)	2	2
School Building Leader/Principal	11	4
School District Leader	6	1
School District Business	0	2
Total	213	110

+ Indicates respondent noted more than 6 teachers were hired so this number could be higher.

24 Likert Scale Preparation Questions for Employers

Likert Scale Preparation Questions	Survey Year	Strongly Agree and Agree	Neutral	Disagree and Strongly Disagree
Q1: Recent SUNY Cortland graduates have demonstrated in-depth knowledge and understanding of content in their field.	2023	89%	0%	11%
	2020	91%	9%	0%
Q2: Recent SUNY Cortland graduates have demonstrated in-depth knowledge and understanding of instructional theory and strategies for planning instruction that supports all students in meeting learning goals.	2023	78%	0%	22%
	2020	83%	17%	0%
Q3: Recent SUNY Cortland graduates have demonstrated the ability to create learning experiences that make their content in a discipline accessible and meaningful for students.	2023	89%	0%	11%
	2020	85%	13%	2%
Q4: Recent SUNY Cortland graduates have demonstrated the ability to integrate technology and digital media into their practice capably and strategically.	2023	78%	11%	11%
	2020	83%	15%	2%
Q5: Recent SUNY Cortland graduates have demonstrated the skills necessary to improve students' reading, writing, speaking, listening and language abilities.	2023	56%	11%	33%
	2020	64%	34%	2%
Q6: Recent SUNY Cortland graduates have demonstrated the ability to reflect on their work as a professional.	2023	78%	0%	22%
	2020	87%	11%	2%
Q7: Recent SUNY Cortland graduates have demonstrated an understanding and respect for student, family, and community diversity.	2023	89%	11%	0%
	2020	76%	18%	6%
Q8: Recent SUNY Cortland graduates have demonstrated an understanding of the importance of analyzing and using educational research in their field.	2023	67%	22%	11%
	2020	63%	30%	7%
Q9: Recent SUNY Cortland graduates have demonstrated the ability to understand and use multiple ways to assess student learning, and to use these assessments to improve student learning.	2023	78%	0%	22%
	2020	74%	22%	4%

Likert Scale Preparation Questions	Survey Year	Strongly Agree and Agree	Neutral	Disagree and Strongly Disagree
Q10: Recent SUNY Cortland graduates have demonstrated the ability to create a positive environment that supports learning and development for all students.	2023	89%	0%	11%
	2020	91%	9%	0%
Q11: Recent SUNY Cortland graduates have demonstrated the ability to build on students' developmental levels in designing and implementing learning experiences.	2023	78%	0%	22%
	2020	83%	17%	0%
Q12: Recent SUNY Cortland graduates have demonstrated the ability to understand and apply educational and institutional policies that relate to their work.	2023	67%	11%	22%
	2020	76%	22%	2%

Q13: Recent SUNY Cortland graduates have demonstrated the ability to demonstrate behavior that supports fairness and the belief that all students can learn.	2023	78%	11%	11%
	2020	85%	15%	0%
Q14: Recent SUNY Cortland graduates have demonstrated the ability to manage classrooms to promote a safe learning environment.	2023	78%	11%	11%
	2020	87%	13%	0%
Q15: Recent SUNY Cortland graduates have demonstrated the ability to use various techniques to manage student behavior.	2023	78%	11%	11%
	2020	80%	20%	0%
Q16: Recent SUNY Cortland graduates have demonstrated knowledge of a variety of teaching strategies to develop students' critical thinking and problem-solving skills.	2023	78%	0%	22%
	2020	79%	21%	0%
Q17: Recent SUNY Cortland graduates have demonstrated the ability to promote parental involvement to support student learning.	2023	78%	11%	11%
	2020	59%	32%	9%
Q18: Recent SUNY Cortland graduates have demonstrated the knowledge and skills necessary to work with English language learners in their field.	2023	50%	25%	25%
	2020	44%	49%	7%
Q19: Recent SUNY Cortland graduates have demonstrated the knowledge and skills necessary to work with students with disabilities in their field.	2023	89%	11%	0%
	2020	70%	26%	4%

Likert Scale Preparation Questions	Survey Year	Strongly Agree and Agree	Neutral	Disagree and Strongly Disagree
Q20: Recent SUNY Cortland graduates have demonstrated an understanding of how to effectively use technology to enhance teaching and promote active engagement in learning.	2023	89%	0%	11%
	2020	83%	15%	2%
Q21: Recent SUNY Cortland graduates have demonstrated the knowledge and skills necessary to collect, analyze, and use student data to inform curriculum and instructional practices.	2023	56%	22%	22%
	2020	71%	24%	5%
Q22: Recent SUNY Cortland graduates have demonstrated the ability to foster positive social interaction and active engagement among students in their classroom.	2023	89%	0%	11%
	2020	87%	13%	0%

Q23: Recent SUNY Cortland graduates have demonstrated the ability to implement and manage instruction in ways that actively engage students in meeting learning objectives.	2023	78%	11%	11%
	2020	80%	18%	2%
Q24: Recent SUNY Cortland graduates have demonstrated the knowledge to connect concepts and use multiple perspectives to engage learners in problem solving within their content area.	2023	63%	0%	37%
	2020	79%	19%	2%