4.3.1 Employers Satisfaction with the Teacher Preparation Program from the University of Puerto Rico, , Río Piedras Campus

The sample consist of **86 school principals** from schools in Puerto Rico. The employers were asked to evaluate University of Puerto Rio Teacher Preparation Program and its completers. The employers come mostly from public schools in the islands (61.63%). School principals work in different scenarios including: Pre-schools (7%), Elementary schools (27.9%) Middle schools (14%), high schools (19.8%), Second units (10.5%), kinder to secondary; (7%) and other educational institutions (5.8%). The schools of the employers that answered the questionnaire are mostly from rural areas (60.5%) Employers were asked to evaluate completers in 10 fundamental teaching competences ranging from highly competent to is not competent. Employers reported their opinion and insight on completers competence, teaching dispositions, the teacher preparation program, student achievement promoted by completers, retention and promotions.

1: Teacher's Mastery of Knowledge and Content **Average Score**: __3.36___

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. connect the taught content with other disciplines	33; (38.4%)	44; (51.2%)	8; (9.3%)	1; (1.2%)
b. integrate content standards into my discipline.	40; (46.5%)	38; (41.9%)	7; (8.1%)	
c. organize diverse and significant learning experiences for students.	43; (50%)	36; (41.1%)	5; (5.8%)	1; (1.2%)

2. Knowledge of the Students and their Learning Process Average Score: __3.31___

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. consider the diverse ways in which students develop.	38; (44.2%)	40; (46.5%)	9; (10.5%)	1; (1.2%)
b. know and organize strategies, resources, teaching and learning activities that address the diverse needs, interests and talents of students.	37; (43%)	40; (40.5%)	8; (9.3%)	1; (1.2%)

*Percentages don't always ass up to 100% because of missing answers in some queries. Employers were asked to think of all completers from the University of Puerto Rico Teacher Preparation Program they have employed (including novice and experienced completers).

3. Teaching Planning Average Score: ____**3.02**___

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. align instructional objectives and activities with subject standards, and curriculum goals.	41; (47.7%)	36; (41.9%)	7; (8.1%)	1; (1.2%)
b. select and sequence appropriate and relevant learning activities for students and the community to ensure the completion of learning objectives.	35; (40.7%)	45; (52.3%)	5; (5.8%)	1; (1.2%)
c. plan short and long-term curriculum goals with knowledge of my students and their community.	37; (43%)	39; (45.3%)	8; (9.3%)	2; (2.3%)
d. plan time distribution to achieve learning objectives.	40; (46.5%)	34; (39.5%)	11; (12.8)	

4. **Research and Teaching average score: ____3.20__**

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. select and use various practices, strategies, methods and appropriate materials to promote the learning of all students according to their diverse needs and interests.	33; (38.4%)	39; (45.3%)	13; (15.1%)	1; (1.21%)

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		4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
b.	select and use teaching strategies and materials to promote the development of critical thinking and problem solving issues that affect the local and international environment.	31; (36%)	39; (45.3%)	15; (17.4%)	1; (1.2%)
c.	distribute time effectively to achieve teaching and educational goals with all students	37; (43%)	33; (38.4%)	16; (18.6%)	
d.	conduct research on the teaching and learning processes of my students.	26; (30.2%)	37; (43%)	16; (18.6%)	5; (5.8%)

5. Creating Inclusive Teaching Environments average score: ____3.46__

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. use my knowledge of student's behavior to create a social-emotional environment of respect, and inclusion, based on norms of healthy coexistence.	41; (47.7%)	36; (41.9%)	5; (5.8%)	1; (1.2%)
b. Promote the active participation of all students in the learning process	48; (55.8%)	30; (34.9)	6; (7%)	
c. Organize healthy, safe, appropriate and stimulating educational environments for the learning of all.	49; (57%)	26; (30.2%)	9; (10.5%)	

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6. Communication Average Score: ____**3.47**____

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. have correctness, propriety, and consistency in oral expression.	47; (54.7%)	36; (41.9%)	3; (3.5%)	
b. have correctness, propriety, and consistency in written expression.	39; (45.3%)	43; (50%)	4; (4.7%)	
c. project and articulate effectively verbal and non-verbal expression.	48; (55.8%)	33; (38.4%)	5; (5.8%)	

7. Integration of Technology in Teaching Average Score: ___**3.30**____

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. integrate technology to strengthen and promote active and meaningful learning of my students	43; (50%)	31; (36%)	8; (9.3%)	2; (2.3%)
b. use technology to support and strengthen student's assessment.	41; (47.7%)	31; (36%)	10; (11.6%)	2; (2.3%)
c. use technology to facilitate and strengthen communication, collaboration, research and creation.	40; (46.5%)	31; (36%)	11; (12.8%)	2; (2.3%)

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8. Learning's Assessment Average Score: ___3.35__

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. select, develop, adapt and use various means and techniques to collect information to evaluate student learning.	33; (38.4%)	44; (51.2%)	9; (10.5%)	
b. analyze information gathered to make decisions regarding the learning and ongoing development of each student and their educational practice	37; (43%)	36; (41.9%)	12; (14%)	
c. Develop and apply appropriate, fair and ethical procedures for student qualification.	39; (45.3%)	39; (45.3%)	8; (9.3%)	
d. Organize and communicate the results of the evaluation to students and family members.	46; (53.5%)	34; (39.5%)	6; (7%)	

9. Relationships with Community Average Score: _____3.36___

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. know the social contexts that condition teaching and to consider them in my practice to support the learning and well-being of students.	38; (44.2%)	39; (45.3%)	8; (9.3%)	

*Percentages don't always ass up to 100% because of missing answers in some queries. Employers were asked to think of all completers from the University of Puerto Rico Teacher Preparation Program they have employed (including novice and experienced completers).

		4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
b.	Interact collaboratively with colleagues, families, the school community, and other institutions to support the learning and well-being of my students	36; (41.9%)	41; (47.7%)	8; (9.3%)	
c.	Promote participation in school core activities.	41; (47.7%)	36; (41.9%)	7; (8.1%)	

10. Professional Development Average Score: _____**3.38**_____

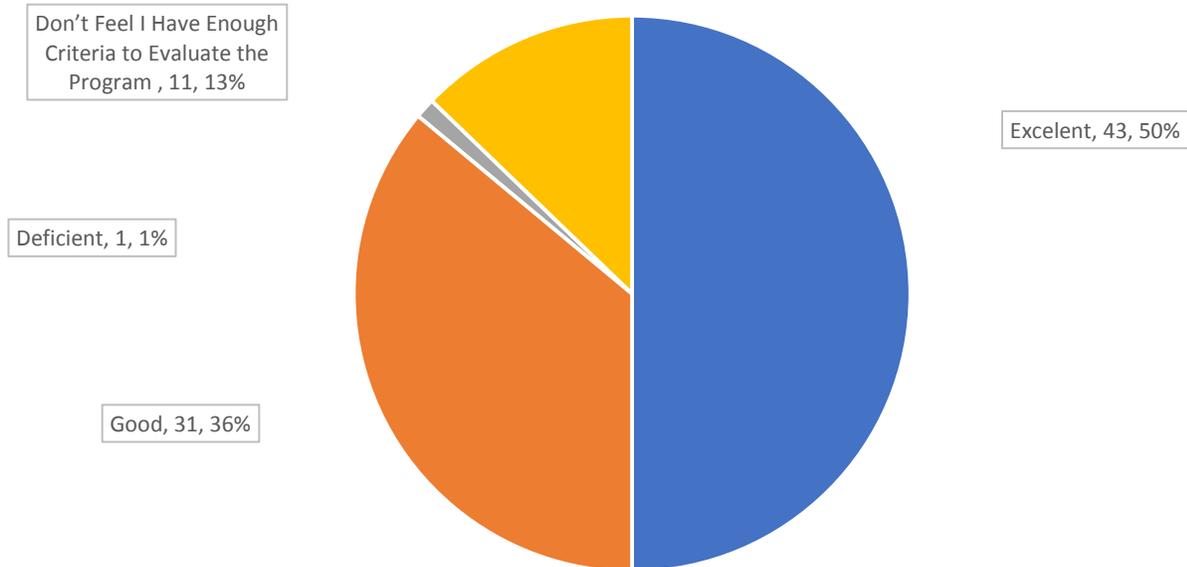| Completers from the University of Puerto Rico Teacher Preparation Program:	4: Highly Competent	3: Competent	2: Less Competent	1: Are not Competent
a. reflect on my professional responsibilities, teaching and the effect of my decisions and actions on students, family, colleagues and community.	41; (47.7%)	36; (41.9%)	8; (9.3%)	
b. be responsible with the academic requirements of teaching.	47; (54.7%)	31; (36%)	8; (9.3%)	
c. pursuit my professional development.	37; (43%)	35; (40.7%)	13; (15.1%)	

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11. Dispositions Average Score: _____**3.39**____

Completers from the University of Puerto Rico Teacher Preparation Program:	4: Agree without reservations	3: Agree with minimum reservations	2: Agree with many reservations	1: Don't Agree
a. develop learning environments sensitive to the diversity of my students intellectual and social development	38; (44.2%)	43; (50%)	3; (3.5%)	2; (2.4%)
b. plan the educational process based on the characteristics of my students and their socio-cultural contexts.	36; (41.9%)	41; (47.7%)	8; (9.3%)	1; (1.2%)
c. use varied assessment techniques to analyze and improve everyone's performance.	39; (45.3%)	39; (45.3%)	7; (8.1%)	1; (1.2%)
d. encourage fair and respectful relationships among all.	47; (54.7%)	32; (37.2%)	4; (4.7%)	1; (1.2%)
e. to value and promote democratic life, social justice, the dignity of the human being and a culture of peace.	46; (53.5%)	32; (37.2%)	7 (8.1%)	1; (1.2%)

*Percentages don't always ass up to 100% because of missing answers in some queries. Employers were asked to think of all completers from the University of Puerto Rico Teacher Preparation Program they have employed (including novice and experienced completers).

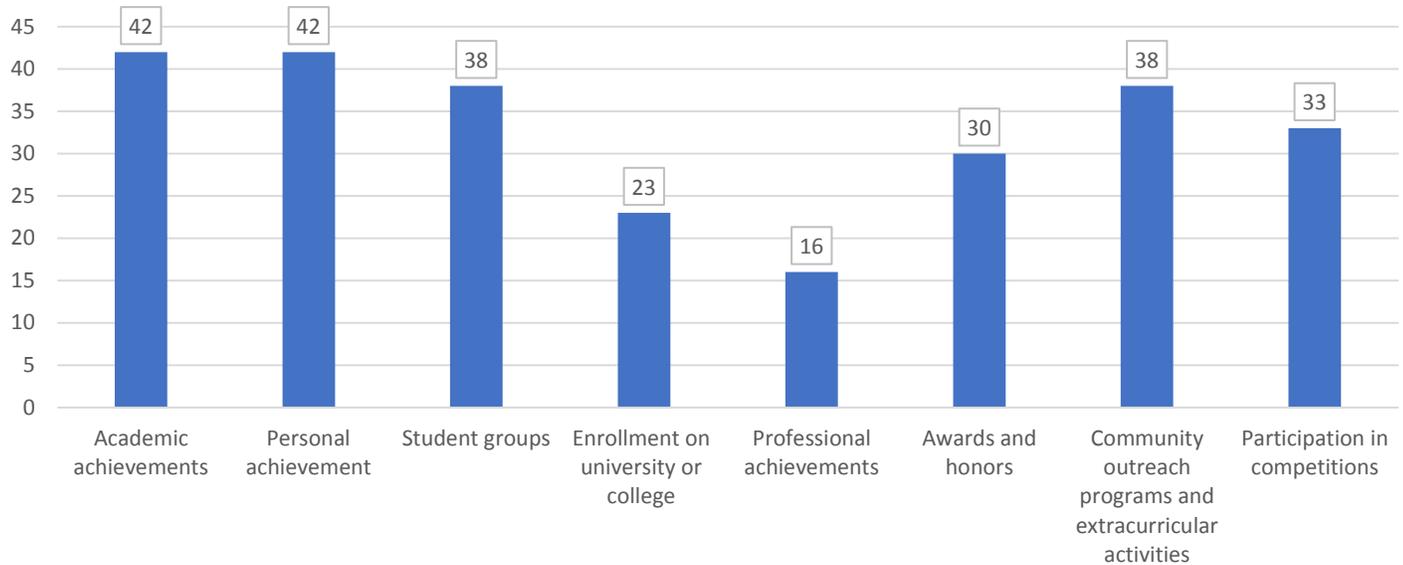## Employers Opinion of the Teacher Prepration Program from the University of Puerto Rico at Rio Piedras n=86

Don't Feel I Have Enough Criteria to Evaluate the Program , 11, 13%

Deficient, 1, 1%

Good, 31, 36%

Excelent, 43, 50%

Students Achievements Promoted by Completers	Employers Reporting Student Achievement Promoted by Completers
Academic achievements	**42**
Personal achievement	**42**
Student groups	38
Enrollment on university or college	23
Professional achievements	16
Awards and honors	30
Community outreach programs and extracurricular activities	38
Participation in competitions	33

*Employers could choose more than one student achievement, a total of 77 (89%) employers marked at least one student achievement promoted by their completers.

*Percentages don't always ass up to 100% because of missing answers in some queries. Employers were asked to think of all completers from the University of Puerto Rico Teacher Preparation Program they have employed (including novice and experienced completers).

Employers Report of Student Achievement Promoted by Completers

Category	Value
Academic achievements	42
Personal achievement	42
Student groups	38
Enrollment on university or college	23
Professional achievements	16
Awards and honors	30
Community outreach programs and extracurricular activities	38
Participation in competitions	33

Completers re-employability rate	Employers
All the time	22 (25%)
Most of the time	39 (43.3%)
Rarely	12 (14.8)
Never	3 (3.4%)

Completers promotion	Employers reporting completers promotions
Completers Receive promotions	47; (53.4%)
Completers don't receive promotions	38.6; (38.6%)

*Percentages don't always ass up to 100% because of missing answers in some queries. Employers were asked to think of all completers from the University of Puerto Rico Teacher Preparation Program they have employed (including novice and experienced completers).