

**4.3.2 Employers with Three or More Novice Completers Satisfaction
with the Teacher Preparation Program from the University of Puerto Rico, Río Piedras Campus**

This sample consist of **13 school principals** from schools in Puerto Rico that had 3 or more novice completers in their sheet. The employers were asked to evaluate University of Puerto Rico Teacher Preparation Program and its completers. The employers come mostly from private schools in the islands (69.02%). School principals work in different scenarios including: Pre-schools (7.7%), Elementary schools (15.4%), high schools (61.5%), specialized schools (7.7%) and, kinder to secondary; (7%). The schools of the employers that answered the questionnaire are mostly from urban areas (61.5%) 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: 3.61**

| 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 | 7; (53.8%) | 6; (46.2%) | | |
| b. integrate content standards into my discipline. | 8; (61.5%) | 5; (38.5%) | | |
| c. organize diverse and significant learning experiences for students. | 9; (69.2%) | 4; (30.8%) | | |

2. Knowledge of the Students and their Learning Process **Average Score: 3.72**

| Completers from the University of Puerto Rico Teacher Preparation Program: | 4: Highly Competent | 3: Competent | 2: Less Competent | 1: Are not Competent |
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| a. consider the diverse ways in which students develop. | 8; (61.5%) | 4; (30.8%) | 1; (7.7%) | |
| b. know and organize strategies, resources, teaching and learning activities that address the diverse needs, interests and talents of students. | 9; (69.2%) | 3; (23.1%) | 1; (7.7%) | |

*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: 3.49

| Completers from the University of Puerto Rico Teacher Preparation Program: | 4: Highly Competent | 3: Competent | 2: Less Competent | 1: Are not Competent |
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| a. align instructional objectives and activities with subject standards, and curriculum goals. | 9; (69.2%) | 3; (23.1%) | 1; (7.7%) | |
| b. select and sequence appropriate and relevant learning activities for students and the community to ensure the completion of learning objectives. | 9; (69.2%) | 4; (30.8%) | | |
| c. plan short and long-term curriculum goals with knowledge of my students and their community. | 5; (38.5%) | 8; (61.5%) | | |
| d. plan time distribution to achieve learning objectives. | 7; (53.8%) | 4; (30.8%) | 1; (7.7%) | |

4. Research and Teaching average score: 3.50

| 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. | 8; (61.5%) | 4; (30.8%) | 1; (7.7%) | |

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| 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. | 8; (61.5%) | 3; (23.1%) | 2; (15.4%) | |
| c. distribute time effectively to achieve teaching and educational goals with all students | 8; (61.5%) | 3; (23.1%) | 2; (15.4%) | |
| d. conduct research on the teaching and learning processes of my students. | 7; (53.8%) | 5; (38.5%) | 1; (7.7%) | |

5. Creating Inclusive Teaching Environments average score: 3.60

| 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. | 8; (61.5%) | 5; (38.5%) | | |
| b. Promote the active participation of all students in the learning process | 8; (61.5%) | 4; (30.8%) | | |
| c. Organize healthy, safe, appropriate and stimulating educational environments for the learning of all. | 8; (61.5%) | 4; (30.8%) | | |

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6. Communication Average Score: 3.60

| 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. | 9; (69.2%) | 4; (30.8%) | | |
| b. have correctness, propriety, and consistency in written expression. | 7; (53.8%) | 6; (46.2%) | | |
| c. project and articulate effectively verbal and non-verbal expression. | 8; (61.5%) | 5; (38.5%) | | |

7. Integration of Technology in Teaching Average Score: 3.70

| 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 | 9; (69.2%) | 3; (23.1%) | | |
| b. use technology to support and strengthen student's assessment. | 8; (61.5%) | 4; (30.8%) | | |
| c. use technology to facilitate and strengthen communication, collaboration, research and creation. | 9; (69.2%) | 3; (23.1%) | | |

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8. Learning's Assessment Average Score: 3.60

| 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. | 8; (61.5%) | 4; (30.8%) | 1; (7.7%) | |
| b. analyze information gathered to make decisions regarding the learning and ongoing development of each student and their educational practice | 8; (61.5%) | 4; (30.8%) | 1; (7.7%) | |
| c. Develop and apply appropriate, fair and ethical procedures for student qualification. | 8; (61.5%) | 5; (38.5%) | | |
| d. Organize and communicate the results of the evaluation to students and family members. | 8; (61.5%) | 5; (38.5%) | | |

9. Relationships with Community Average Score: 3.50

| 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. | 8; (61.5%) | 4; (30.8%) | 1; (7.7%) | |

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|--|
| b. Interact collaboratively with colleagues, families, the school community, and other institutions to support the learning and well-being of my students | 7; (53.8%) | 2; (15.4%) | 3; (23.1%) | |
| c. Promote participation in school core activities. | 8; (61.5%) | 4; (30.8%) | 1; (7.7%) | |

10. Professional Development Average Score: 3.50

| 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. | 9 (64.2%) | 4; (30.8%) | | |
| b. pursuit my professional development. | 7; (53.8%) | 2; (15.4%) | 3; (23.1%) | |

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11. Dispositions Average Score: 3.60

| 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 | 7; (53.8%) | 6; (46.2%) | | |
| b. plan the educational process based on the characteristics of my students and their socio-cultural contexts. | 6; (46.2%) | 6; (46.2%) | | |
| c. use varied assessment techniques to analyze and improve everyone's performance. | 7; (53.8%) | 5; (38.5%) | | |
| d. encourage fair and respectful relationships among all. | 8; (61.5%) | 4; (30.8%) | | |
| e. to value and promote democratic life, social justice, the dignity of the human being and a culture of peace. | 8; (61.5%) | 4; (30.8%) | | |

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| 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%) |

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