

4.2 Employers' evaluation of Fajardo TEP completers teaching effectiveness using the IP-12 R Instrument

The EPP is using the IP-12 R Instrument to measure the Graduates Teaching effectiveness. The survey is composed of 44 premises that evaluate seven professional competencies. Full scale and one subscale could not be estimated because of low number of participants and data. The premises have a five-level scale with a range from very competent (5) to slightly competent. . The following table presents the professional competencies, premises and the codes assigned. Fajardo TEP completers on average met the target established for all the areas evaluated (See **Error! Reference source not found.**).

Professional competencies evaluated, premises and codifications in the instrument

Competency Measured	Code	Total Items	Mean Goal
Dominion of subject: Theoretical and Practical Knowledge	SK	6	24.00
Teaching Strategies	TS	13	52.00
Technology	IT	8	32.00
Disposition and ethical conduct	DS	6	24.00
Diversity	D	5	20.00
Research Skills	RS	6	24.00

The internal reliability of this instrument can be seen in the following table, subscales reliability is adequate.

Reliabilities of IP-12 subscales

	SK	TS	IT	DS	D	RS	Full Scale
Reliability	.718	.724	.936	.662	**	.763	*

* Not enough cases to estimate full scale reliability for sample. ** One item was missing making reliability impossible to estimate.

Employers Evaluation of Fajardo TEP Completers Competencies

	SK	TS	IT	DS	D	RS	Full Scale
N	6	6	5	6	5	6	5
Missing	0	0	1	0	1	0	1
Mean	24.50	55.33	34.60	26.83	17.80	24.50	183.00

Std. Deviation	1.97	3.33	4.39	2.48	.84	2.07	8.72
Minimum	23.00	51.00	29.00	24.00	17.00	22.00	169.00
Maximum	27.00	60.00	39.00	30.00	19.00	28.00	193.00
Target Met	X	X	X	X		X	X

Note. The legend for the dispositions is: SK= Dominion of subject: Theoretical and Practical Knowledge; TS= Teaching Strategies; IT= Technology; DS= Disposition and ethical conduct; D= Diversity and RS= Research Skills. The target means for SK= 24; KS= 52; IT= 32; CM= 24; D= 20; RT= 24 and Full scale= 176.

The completers evaluated by the employers teach pre-school (2), k-3 (1), elementary English (2), and elementary education 4-6 (1). The 100% of employers were very satisfied with Fajardo TEP completers and the majority rated as excellent (80%) the quality of the preparation of teachers. Most employers categorized completers as very effective (60%) or somewhat effective (40%).

Employer's opinion of Fajardo TEP completers preparation

	Frequency	Percent
Excellent	4	80
Good	1	20
Satisfactory	0	0
Deficient	0	0
Poor	0	0
Total	5	100

Employers Satisfaction with Fajardo TEP Completers

	Frequency	Percent
Very satisfied	5	100
Somewhat satisfied	0	0
Satisfied	0	0
Somewhat dissatisfied	0	0
Dissatisfied	0	0
Total	5	100

Employers opinion of Fajardo TEP completers Effectivity

	Frequency	Percent
Very effective	3	60
Somewhat effective	2	40
Effective	0	0

Somewhat ineffective	0	0
Ineffective	0	0
Total	5	100

Employers' evaluation of Fajardo TEP completers by specialty (IP-12 R)

The three specialties of the completers evaluated were preschool (2), K-3 (1), 4-6 (1) and English elementary (2). All but one of the professional competencies evaluated met the criteria established by Fajardo TEP. The professional competency that did not meet the goal was related to completers diversity. This was due to a missing case in all cases evaluated.

Employers Evaluation of Fajardo TEP Pre-School Completers Competencies

	SK	TS	IT	DS	D	RS	Full Scale
N	2	2	2	2	2	2	2
Missing	0	0	1	0	1	0	1
Mean	23.50	53.00	29.00	27.50	18.00	23.50	169.00
Std. Deviation	.71	3.54	0	3.54	0	.71	0
Minimum	23	51	29	25	18	23	169
Maximum	24	56	29	30	18	24	169
Target Met	X	X	X	X		X	X

Note. The legend for the dispositions is: SK= Dominion of subject: Theoretical and Practical Knowledge; TS= Teaching Strategies; IT= Technology; DS= Disposition and ethical conduct; D= Diversity and RS= Research Skills. The target means for SK= 24; KS= 52; IT= 32; CM= 24; D= 20; RT= 24 and Full scale= 176.

Employers Evaluation of Fajardo TEP K-3 Completer Competencies

	SK	TS	IT	DS	D	RS	Full Scale
N	1	1	1	1	1	1	1
Missing	0	0	0	0	0	0	0
Mean	27	60	39	25	17	25	193
Std. Deviation	0	0	0	0	0	0	0
Minimum	27	60	39	25	17	25	193
Maximum	27	60	39	25	17	25	193
Target Met	X	X	X	X		X	X

Note. The legend for the dispositions is: SK= Dominion of subject: Theoretical and Practical Knowledge; TS= Teaching Strategies; IT= Technology; DS= Disposition and ethical conduct; D= Diversity and RS= Research Skills. The target means for SK= 24; KS= 52; IT= 32; CM= 24; D= 20; RT= 24 and Full scale= 176.

Employers Evaluation of Fajardo TEP 4-6 Completer Competencies

	SK	TS	IT	DS	D	RS	Full Scale
--	----	----	----	----	---	----	------------

N		1	1	1	1	1	1	1
	Missing	0	0	0	0	0	0	0
Mean		27	58	32	24	19	25	185
Std. Deviation		0	0	0	0	0	0	0
Minimum		27	58	32	24	19	25	185
Maximum		27	58	32	24	19	25	185
Target Met		X	X	X	X		X	X

Note. The legend for the dispositions is: SK= Dominion of subject: Theoretical and Practical Knowledge; TS= Teaching Strategies; IT= Technology; DS= Disposition and ethical conduct; D= Diversity and RS= Research Skills. The target means for SK= 24; KS= 52; IT= 32; CM= 24; D= 20; RT= 24 and Full scale= 176.

Employers Evaluation of Fajardo TEP Elementary English Completers Competencies

		SK	TS	IT	DS	D	RS	Full Scale
N		2	2	2	2	2	2	2
	Missing	0	0	0	0	0	0	0
Mean		23.00	53.50	36.50	28.50	17.50	25.00	184
Std. Deviation		0	.71	3.54	.71	.71	4.24	1.41
Minimum		23	53	34	28	17	22	183
Maximum		23	54	36	29	18	28	185
Target Met		X	X	X	X		X	X

Note. The legend for the dispositions is: SK= Dominion of subject: Theoretical and Practical Knowledge; TS= Teaching Strategies; IT= Technology; DS= Disposition and ethical conduct; D= Diversity and RS= Research Skills. The target means for SK= 24; KS= 52; IT= 32; CM= 24; D= 20; RT= 24 and Full scale= 176