

4.3 Employers Satisfaction with Fajardo EPP completers using ISP-16 Instrument

Instrument was revised in October 2020. The EPP included additional premises in relation to Impact of the graduate in student learning. The following are the descriptive results of the Employers Satisfaction of TEP completers. The sample is composed of 6 employers that were evaluated by employers. The survey is composed of 34 premises that evaluate seven professional competencies. The internal reliability of this instrument was previously obtained as .987 this is an excellent reliability. In this sample reliability was low due to smaller sample size, and variability of answers. The premises have a five-level scale with a range from very satisfied (5) to no satisfaction (1).

Professional competencies evaluated, premises and codifications.

Competency Measured	Code	Total Items	Mean Goal
Dominion of subject: Theoretical and Practical Knowledge Premises 1-6	SK	6	24.00
Teaching Strategies Premises 7 to 14	TS	8	24.00
Technology Premises 15-17	IT	3	12.00
Disposition and ethical conduct Premises 18 to 21	DS	4	16.00
Diversity premises 22 to 24	D	3	12.00
Research Skills Premises (CCR Skills) 25 to 27	RS	3	12.00
Impact on student learning Premises 28 to 34	IL	7	12.00

Reliabilities of IP-12 subscales

	SK	TS	IT	DS	D	RS	IL	Full Scale
Reliability	.458	.481	.813	.554	*	.621	.732	.581

* Not enough cases to estimate full scale reliability for sample or problem with covariance structure (lack of sample variability).

The completers evaluated by the employers are distributed as follows: pre-school (2), elementary education k-3 (1), elementary English (2), and elementary education 4-6 (1). Targets were not met for two subscales subject knowledge and reflective thinking and research (see

following table). Most employers rated as excellent the quality of teacher’s performance (66.7%) and their preparation (66.7%).

Employers Satisfaction with Fajardo TEP Completers Competencies in the seven professional competencies

	SK	TS	IT	DS	D	RS	IL	Full Scale
N	6	5	6	6	6	6	6	5
Missing	0	1	0	0	0	0	0	1
Mean	23.83	33.60	14.00	17.83	13.33	11.83	12.83	127.80
Std. Deviation	1.72	1.95	1.26	1.60	.52	.98	1.17	4.32
Minimum	21.00	31.00	12.00	16.00	13.00	10.00	12.00	121.00
Maximum	26.00	36.00	15.00	20.00	14.00	13.00	15.00	131.00
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, RS= Research Skills and IL = Teacher Impact on student learning. The target means for SK= 24; TS= 24; IT= 12; DS= 16; D= 12; RS= 12; IL= 12 and Full scale=120.

Additional Questions in the Instrument that validates the employers satisfaction of the 2020 completers .

How do you evaluate the professional performance in the position held by the graduates / graduates of the Fajardo Campus Program that you employ and have supervised?

	Frequency	Percent
Excellent	4	33.3
Good	2	66.7
Satisfactory	0	0
Deficient	0	0
Poor	0	0
Total	6	100

How do you evaluate the quality of the academic preparation received by the graduates of the Fajardo Campus Program that you employ and have supervised?

	Frequency	Percent
Excellent	4	33.3
Good	2	66.7
Satisfactory	0	0
Deficient	0	0
Poor	0	0

Total	6	100
-------	---	-----

Employers Satisfaction with Fajardo TEP completers by specialty

(ISP-16 Employer Satisfaction Rev)

The three specialties of the completers evaluated were preschool (2), K-3 (1), 4-6 (1) and English elementary (2). All of the completers met the goal for the professional competencies evaluated.

Employers Satisfaction with Fajardo TEP Preschool Completers Competencies

	SK	TS	IT	DS	D	RS	IL	Full Scale
N	2	2	2	2	2	2	2	2
Missing	0	1	0	0	0	0	0	1
Mean	24.50	35.00	13.50	18.00	13.50	12.00	12.00	131.00
Std. Deviation	2.12	0	2.12	2.83	.71	0	0	0
Minimum	23	35	12	16	13	12	12	131
Maximum	26	35	15	20	14	12	12	131
Target Met	X	X	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, RS= Research Skills and IL = Teacher Impact on student learning. The target means for SK= 24; TS= 24; IT= 12; DS= 16; D= 12; RS= 12; IL= 12 and Full scale=120.

Employers Satisfaction with Fajardo TEP K-3 Completer Competencies

	SK	TS	IT	DS	D	RS	IL	Full Scale
N	1	1	1	1	1	1	1	1
Missing	0	0	0	0	0	0	0	0
Mean	25	36	15	16	13	12	13	130
Std. Deviation	0	0	0	0	0	0	0	0
Minimum	25	36	15	16	13	12	13	130
Maximum	25	36	15	16	13	12	13	130
Target Met	X	X	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, RS= Research Skills and IL = Teacher Impact on student learning. The target means for SK= 24; TS= 24; IT= 12; DS= 16; D= 12; RS= 12; IL= 12 and Full scale=120.

Employers Satisfaction with Fajardo TEP 4-6 Completer Competencies

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

N	1	1	1	1	1	1	1	1
Missing	0	0	0	0	0	0	0	0
Mean	21	33	14	18	13	12	15	126
Std. Deviation	0	0	0	0	0	0	0	0
Minimum	21	33	14	18	13	12	15	126
Maximum	21	33	14	18	13	12	15	126
Target Met	X	X	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, RS= Research Skills and IL = Teacher Impact on student learning. The target means for SK= 24; TS= 24; IT= 12; DS= 16; D= 12; RS= 12; IL= 12 and Full scale=120.

Employers Satisfaction with Fajardo TEP Elementary English Completer Competencies

	SK	TS	IT	DS	D	RS	IL	Full Scale
N	2	2	2	2	2	2	2	2
Missing	0	0	0	0	0	0	0	0
Mean	24	32	14	18.50	13.50	11.50	12.50	126
Std. Deviation	0	1.41	1.41	.71	.71	2.12	.71	7.07
Minimum	24	31	13	18	13	10	12	121
Maximum	24	33	15	19	14	13	13	131
Target Met	X	X	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, RS= Research Skills and IL = Teacher Impact on student learning. The target means for SK= 24; TS= 24; IT= 12; DS= 16; D= 12; RS= 12; IL= 12 and Full scale=120.