

## **Employers' evaluation of Fajardo TEP year 2021 completers effectiveness in their workplace (IP-12 R)**

The following are the descriptive results of the Employers Evaluation of TEP 2021 completers effectiveness in their workplace. The sample of employers that completed the survey is composed of 6 employers that evaluated Fajardo TEP completer's professional competencies. Three K-3 teachers and three Elementary English teachers were evaluated.

The teachers worked in the following schools: two from Fajardo Academy, two from Colegio Alyonez, one from Tiny Footsteps, and one from MDC Bilingual Academy.

The survey is composed of 51 premises that evaluate six professional competencies. The Cronbach's Alpha coefficient estimated for this scale was 0.99, which is considered excellent. The premises have a five-level scale with a range from very competent (5) to slightly competent (1). TEP understands that they more competent, more effective the completer will perform in the schools.

Table 4 presents the professional competencies, premises, and the codes assigned.

### *Professional competencies evaluated, premises and codifications.*

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 Integration	TI	8	32.00
Commitment to profession	CP	6	24.00
Diversity	D	5	20.00
Knowledge and Skills	KS	13	52.00

The internal reliability of this instrument can be seen in 05. The internal reliabilities for this instrument were mostly excellent. However, the internal reliability for the Commitment to Profession subscale was questionable.

Table 5

### *Reliabilities of IP-12 subscales*

	SK	TS	TI	CP	D	KS	Full Scale
Reliability	0.937	0.955	0.996	0.533	0.875	0.992	0.990

Fajardo TEP completers met goals for all competencies measured , which means that the employers evaluated that the 6 completers are competent /very competent in their job . (see Table 6).

Table 6  
*Employers Evaluation of Fajardo TEP Completers Competencies*

	SK	TS	TI	CP	D	KS	Full Scale
N	6	6	6	6	6	6	6
Missing	0	0	0	0	0	0	0
Mean	28.67	62.50	37.50	29.50	23.33	62.50	244.00
Std. Deviation	2.34	4.72	6.12	1.22	2.58	6.12	22.22
Minimum	24.00	53.00	25.00	27.00	20.00	50.00	199.00
Maximum	30.00	65.00	40.00	30.00	25.00	65.00	255.00
Target Met	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; TI= Technology Integration; CP= Commitment to Profession; D= Diversity, and KS= Knowledge and Skills. The target mean for SK= 24; TS= 52; TI= 32; CP= 24; D= 20; KS= 52 and Full scale= 204.

### Open ended questions in the Survey

The survey has 3 open ended questions for the employers to complete.

Most employers (83.3%) were very satisfied with Fajardo TEP completers (see Table 7) and rated as excellent (83.3%) the quality of the preparation of teachers (see Table 8). In addition, most employers (83.3%) indicated that Fajardo TEP completers are very effective/competent (see Table 9).

Table 9

#### *Employer's opinion of Fajardo TEP completers preparation*

	Frequency	Percent
Very satisfied	4	80
Mostly satisfied	1	20
Satisfied	0	0
Somewhat satisfied	0	0
Not satisfied	0	0
Total	5	100

#### *Employer's satisfaction with Fajardo TEP completers preparation*

	Frequency	Percent
Very satisfied	4	80
Mostly satisfied	1	20
Satisfied	0	0
Somewhat satisfied	0	0

Not satisfied	0	0
Total	5	100

*Employers' opinion of Fajardo TEP completers Effectivity*

	Frequency	Percent
Very effective	4	80
Mostly effective	1	20
Effective	0	0
Somewhat effective	0	0
Ineffective	0	0
Total	5	100

### Evaluation of the employers by Specialty

The following are the results of the evaluation by specialty. Fajardo TEP K-3 completers ( 3 ) met goals for all competencies measured (see Table 10).

Table 10  
*Employers Evaluation of Fajardo TEP K-3 Completers Competencies*

	SK	TS	TI	CP	D	KS	Full Scale
N	3	3	3	3	3	3	3
Missing	0	0	0	0	0	0	0
Mean	29.67	64.67	40.00	30.00	23.33	65.00	252.67
Std. Deviation	0.58	0.58	0.00	0.00	2.87	0.00	4.04
Minimum	29.00	64.00	40.00	30.00	20.00	65.00	248.00
Maximum	30.00	65.00	40.00	30.00	25.00	65.00	255.00
Target Met	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; TI= Technology Integration; CP= Commitment to Profession; D= Diversity, and KS= Knowledge and Skills. The target mean for SK= 24; TS= 52; TI= 32; CP= 24; D= 20; KS= 52 and Full scale= 204.

All employers were very satisfied with Fajardo TEP K-3 completers (see Table 11) and rated as excellent the quality of the preparation of teachers (see Table 12). In addition, employers indicated that Fajardo TEP K-3 completers are very effective (see Table 13).

*Table 11  
Employer's opinion of Fajardo TEP completers preparation*

	Frequency	Percent
Very satisfied	3	100
Mostly satisfied	0	0
Satisfied	0	0
Somewhat satisfied	0	0
Not satisfied	0	0
Total	3	100

*Table 12  
Employer's satisfaction with Fajardo TEP completers preparation*

	Frequency	Percent
Very satisfied	3	100
Mostly satisfied	0	0
Satisfied	0	0
Somewhat satisfied	0	0
Not satisfied	0	0
Total	3	100

*Table 13  
Employers' opinion of Fajardo TEP completers Effectivity*

	Frequency	Percent
Very effective	3	100
Mostly effective	0	0
Effective	0	0
Somewhat effective	0	0
Ineffective	0	0
Total	3	100

Fajardo TEP English Elementary completers met goals for all competencies measured (see Table 14).

Table 14

*Employers Evaluation of Fajardo TEP English Elementary Completers Competencies*

	SK	TS	TI	CP	D	KS	Full Scale
N	3	3	3	3	3	3	3
Missing	0	0	0	0	0	0	0
Mean	27.67	60.33	35.00	29.00	23.33	60.00	235.33
Std. Deviation	3.21	6.43	8.66	1.73	2.87	8.66	31.50
Minimum	24.00	53.00	25.00	27.00	20.00	50.00	199.00
Maximum	30.00	65.00	40.00	30.00	25.00	65.00	255.00
Target Met	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; TI= Technology Integration; CP= Commitment to Profession; D= Diversity, and KS= Knowledge and Skills. The target mean for SK= 24; TS= 52; TI= 32; CP= 24; D= 20; KS= 52 and Full scale= 204.

Most employers (66.7%) were very satisfied with Fajardo TEP English Elementary completers (see Table 15) and rated as excellent (66.7%) the quality of the preparation of teachers (see Table 16). In addition, most employers (66.7%) indicated that Fajardo TEP English Elementary completers are very effective (see Table 17).

*Employer's opinion of Fajardo TEP English Elementary completers preparation*

	Frequency	Percent
Very satisfied	2	67
Mostly satisfied	1	33
Satisfied	0	0
Somewhat satisfied	0	0
Not satisfied	0	0
Total	3	100

*Employer's satisfaction with Fajardo TEP English Elementary completers preparation*

	Frequency	Percent
Very satisfied	2	67
Mostly satisfied	1	33
Satisfied	0	0
Somewhat satisfied	0	0
Not satisfied	0	0
Total	3	100

*Employers' opinion of Fajardo TEP English Elementary completers Effectivity*

	Frequency	Percent
Very effective	2	67
Mostly effective	1	33
Effective	0	0
Somewhat effective	0	0
Ineffective	0	0
Total	3	100