Question	EMPLOYER		COMPLETER	
	Administered. September 2023		2023	
	2022 Employers of Troy First and Second year Graduates	2022 Employers Of Other Universities First and Second year Graduates	Troy Graduates- First and Second year Teacher Responses	State wide First and Second year Teacher Responses
	(Percent of responses in the Teacher Leader-Effective Range)	(Percent of responses in the Teacher Leader-Effective Range)	(Percent of responses in the Strongly Agree-Agree range). N=84	(Percent of responses in the Strongly Agree-Agree range)
...understanding of how learners grow and develop?	62%	56%	94%	96%
...manage the learning environment to engage learners actively	61%	58%	88%	89%
...understand the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches	61%	61%	100%	95%
connect concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues	60%	53%	97%	95%

use, design, or adapt multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives	55%	55%	94%	95%
...implement assessments in an ethical manner and minimize bias to enable learners to display the full extent of their learning	70%	69%	97%	97%
...plan instruction based on information from formative and summative assessments as well as other sources and systematically adjust plans to meet each student's learning needs	58%	57%	98%	96%
...understand and use a variety of instructional strategies and make learning accessible to all learners	67%	61%	98%	96%
...encourage learners to develop deep understanding of content areas, make connections across content, and applies content knowledge in meaningful ways	66%	56%	98%	96%

...use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners' needs	53%	54%	98%	95%
...engage learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues	58%	51%	99%	97%
...use assessment to engage learners in their own growth	57%	56%	98%	95%
...select, create, and sequence learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills	55%	51%	97%	95%
Mean	60%	57%	97%	95%