

Employer Satisfaction Survey

Screenshots of the survey as distributed in Google Forms.

Sp24 Bluefield State University Employer Satisfaction Survey

tstiltner@bluefieldstate.edu [Switch account](#)



Not shared

Displays knowledge of academic content to include appropriate state and national standards demonstrated through planning and lessons.

- Excellent
- Good
- Fair
- Poor

Incorporates variety of technologies to promote problem solving and collaboration.

- Excellent
- Good
- Fair
- Poor

Establishes a learning culture where all students can be successful.

- Excellent
- Good
- Fair
- Poor

Creates instructional opportunities adapted to the needs of diverse learners.

- Excellent
- Good
- Fair
- Poor

Uses a variety of instructional strategies to promote a positive learning environment.

- Excellent
- Good
- Fair
- Poor

Uses of a variety of assessment strategies, both formal and informal.

- Excellent
- Good
- Fair
- Poor

Critically examines practice through cycle of reflection and self-renewal.

- Excellent
- Good
- Fair
- Poor

Promotes school mission and foster relationships with parents and outside agencies.

Excellent

Good

Fair

Poor

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This form was created inside of Bluefield State College. - [Contact form owner](#)

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Google Forms

This survey will be distributed again in May of 2026. Participants are selected from current employers. The last distribution of the Employer Satisfaction Survey was e-mailed to participants on 5/1/2024 with the following message:

Good afternoon!

As we conclude our academic year and prepare for accreditation, I was hoping that you would take a moment to complete this survey. This allows us to better see where we need to improve our educator preparation program. You are asked to complete this survey as an employer of our graduates. I estimate this will only take about 5 minutes of your time (8 selection-type questions in which you will rate the teacher as *Excellent, Good, Fair, or Poor*).

Survey Link: <https://forms.gle/>

We appreciate all that you do to support our students and graduates and look forward to our continued work with you.

Thank you,

**Terene M. Stiltner, Ed.D.
Director of Teacher Education
Associate Professor of Special Education
Bluefield State University**

**219 Rock Street (P215)
Bluefield WV 24701
P: 304-327-4172
Pronouns: she, her, hers**

**Employer Satisfaction Survey (n=12)
2024**

Question	Excellent (4)	Good (3)	Fair (2)	Poor (1)
1. Displays knowledge of academic content to include appropriate state and national standards demonstrated through planning and lessons (InTASC 4)	6/50%	5/42%	1/8%	0/0%
2. Incorporates variety of technologies to promote problem solving and collaboration (InTASC 5)	7/58%	5/42%	0/0%	0/0%
3. Establishes a learning culture where all students can be successful (InTASC 3)	5/42%	7/58%	0/0%	0/0%
4. Creates instructional opportunities adapted to the needs of diverse learners (InTASC 1)	5/42%	6/50%	1/8%	0/0%
5. Uses a variety of instructional strategies to promote a positive learning environment (InTASC 8)	5/42%	6/50%	1/8%	0/0%
6. Uses a variety of assessment strategies, both formal and informal. (InTASC 6)	4/33%	6/50%	2/17%	0/0%
7. Critically examines practice through cycle of reflection and self-renewal (InTASC 9)	3/25%	8/67%	1/8%	0/0%
8. Demonstrates desire to promote school mission and foster relationships with parents and outside agencies (InTASC 10)	5/42%	6/50%	0/0%	1/8%

Employer Satisfaction Survey (n=4) 2022

Note: The state adopted the use of Skyfactor for data collection during this collection period. The EPP no longer has access to Skyfactor but the survey items are indicated within the results below.

Population: Bluefield State College > All Respondents (no filter selected) (4 responses)

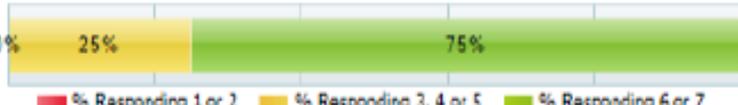
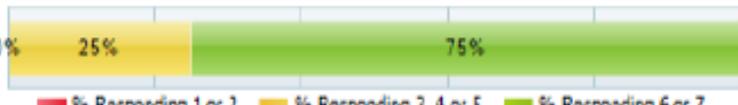
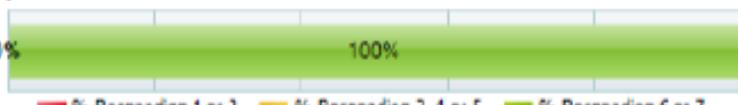
Report Selections [Close](#)

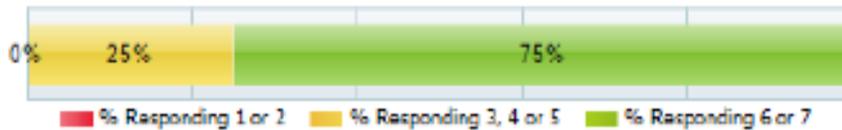
Standard: CAEP Standards for Accreditation of Educator Preparation

Criteria: All Criteria

Mean Frequency

Show up to 1 Criteria per Report Page
[← Prev](#) Report Page 1 of 2 [Next →](#)

Standard 1: 1.1 Content and pedagogical knowledge																						
<p>Q009. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Apply knowledge of assessment strategies</p>  <p style="font-size: small; text-align: center;"> ■ % Responding 1 or 2 ■ % Responding 3, 4 or 5 ■ % Responding 6 or 7 </p>	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <thead> <tr> <th>Key Text</th> <th>N (%N)</th> </tr> </thead> <tbody> <tr><td>(1) Not at all</td><td>0 (0%)</td></tr> <tr><td>(2)</td><td>0 (0%)</td></tr> <tr><td>(3)</td><td>0 (0%)</td></tr> <tr><td>(4) Moderately</td><td>0 (0%)</td></tr> <tr><td>(5)</td><td>1 (25%)</td></tr> <tr><td>(6)</td><td>0 (0%)</td></tr> <tr><td>(7) Extremely</td><td>3 (75%)</td></tr> </tbody> </table>	Key Text	N (%N)	(1) Not at all	0 (0%)	(2)	0 (0%)	(3)	0 (0%)	(4) Moderately	0 (0%)	(5)	1 (25%)	(6)	0 (0%)	(7) Extremely	3 (75%)	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr><td>% Resp = 100.0 %</td></tr> <tr><td>N = 4</td></tr> <tr><td>Mean = 6.50</td></tr> <tr><td>Std Dev = 0.87</td></tr> </table>	% Resp = 100.0 %	N = 4	Mean = 6.50	Std Dev = 0.87
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<p>Q010. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Build collaborative professional relationships</p>  <p style="font-size: small; text-align: center;"> ■ % Responding 1 or 2 ■ % Responding 3, 4 or 5 ■ % Responding 6 or 7 </p>	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <thead> <tr> <th>Key Text</th> <th>N (%N)</th> </tr> </thead> <tbody> <tr><td>(1) Not at all</td><td>0 (0%)</td></tr> <tr><td>(2)</td><td>0 (0%)</td></tr> <tr><td>(3)</td><td>0 (0%)</td></tr> <tr><td>(4) Moderately</td><td>0 (0%)</td></tr> <tr><td>(5)</td><td>1 (25%)</td></tr> <tr><td>(6)</td><td>1 (25%)</td></tr> <tr><td>(7) Extremely</td><td>2 (50%)</td></tr> </tbody> </table>	Key Text	N (%N)	(1) Not at all	0 (0%)	(2)	0 (0%)	(3)	0 (0%)	(4) Moderately	0 (0%)	(5)	1 (25%)	(6)	1 (25%)	(7) Extremely	2 (50%)	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr><td>% Resp = 100.0 %</td></tr> <tr><td>N = 4</td></tr> <tr><td>Mean = 6.25</td></tr> <tr><td>Std Dev = 0.83</td></tr> </table>	% Resp = 100.0 %	N = 4	Mean = 6.25	Std Dev = 0.83
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<p>Q011. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Create a productive classroom environment</p>  <p style="font-size: small; text-align: center;"> ■ % Responding 1 or 2 ■ % Responding 3, 4 or 5 ■ % Responding 6 or 7 </p>	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <thead> <tr> <th>Key Text</th> <th>N (%N)</th> </tr> </thead> <tbody> <tr><td>(1) Not at all</td><td>0 (0%)</td></tr> <tr><td>(2)</td><td>0 (0%)</td></tr> <tr><td>(3)</td><td>0 (0%)</td></tr> <tr><td>(4) Moderately</td><td>0 (0%)</td></tr> <tr><td>(5)</td><td>0 (0%)</td></tr> <tr><td>(6)</td><td>1 (25%)</td></tr> <tr><td>(7) Extremely</td><td>3 (75%)</td></tr> </tbody> </table>	Key Text	N (%N)	(1) Not at all	0 (0%)	(2)	0 (0%)	(3)	0 (0%)	(4) Moderately	0 (0%)	(5)	0 (0%)	(6)	1 (25%)	(7) Extremely	3 (75%)	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr><td>% Resp = 100.0 %</td></tr> <tr><td>N = 4</td></tr> <tr><td>Mean = 6.75</td></tr> <tr><td>Std Dev = 0.43</td></tr> </table>	% Resp = 100.0 %	N = 4	Mean = 6.75	Std Dev = 0.43
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<p>Q012. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Demonstrate effective classroom instruction</p>  <p style="font-size: small; text-align: center;"> ■ % Responding 1 or 2 ■ % Responding 3, 4 or 5 ■ % Responding 6 or 7 </p>	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <thead> <tr> <th>Key Text</th> <th>N (%N)</th> </tr> </thead> <tbody> <tr><td>(1) Not at all</td><td>0 (0%)</td></tr> <tr><td>(2)</td><td>0 (0%)</td></tr> <tr><td>(3)</td><td>0 (0%)</td></tr> <tr><td>(4) Moderately</td><td>0 (0%)</td></tr> <tr><td>(5)</td><td>1 (25%)</td></tr> <tr><td>(6)</td><td>0 (0%)</td></tr> <tr><td>(7) Extremely</td><td>3 (75%)</td></tr> </tbody> </table>	Key Text	N (%N)	(1) Not at all	0 (0%)	(2)	0 (0%)	(3)	0 (0%)	(4) Moderately	0 (0%)	(5)	1 (25%)	(6)	0 (0%)	(7) Extremely	3 (75%)	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr><td>% Resp = 100.0 %</td></tr> <tr><td>N = 4</td></tr> <tr><td>Mean = 6.50</td></tr> <tr><td>Std Dev = 0.87</td></tr> </table>	% Resp = 100.0 %	N = 4	Mean = 6.50	Std Dev = 0.87
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<p>Q013. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Develop effective lesson plans</p>	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <thead> <tr> <th>Key Text</th> <th>N (%N)</th> </tr> </thead> <tbody> <tr><td>(1) Not at all</td><td>0 (0%)</td></tr> </tbody> </table>	Key Text	N (%N)	(1) Not at all	0 (0%)	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr><td>% Resp = 100.0 %</td></tr> <tr><td>N = 4</td></tr> </table>	% Resp = 100.0 %	N = 4														
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(2)	0 (0%)
(3)	0 (0%)
(4) Moderately	0 (0%)
(5)	1 (25%)
(6)	0 (0%)
(7) Extremely	3 (75%)

Mean = 6.50
Std Dev = 0.87

Q014. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Display appropriate professional skills



Key Text	N (%N)
(1) Not at all	0 (0%)
(2)	0 (0%)
(3)	0 (0%)
(4) Moderately	0 (0%)
(5)	1 (25%)
(6)	0 (0%)
(7) Extremely	3 (75%)

% Resp = 100.0 %
N = 4
Mean = 6.50
Std Dev = 0.87

Q015. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Exhibit a mastery of relevant content



Key Text	N (%N)
(1) Not at all	0 (0%)
(2)	0 (0%)
(3)	0 (0%)
(4) Moderately	0 (0%)
(5)	1 (25%)
(6)	0 (0%)
(7) Extremely	3 (75%)

% Resp = 100.0 %
N = 4
Mean = 6.50
Std Dev = 0.87

Q016. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Integrate technology into the teaching experience



Key Text	N (%N)
(1) Not at all	0 (0%)
(2)	0 (0%)
(3)	0 (0%)
(4) Moderately	0 (0%)
(5)	1 (25%)
(6)	0 (0%)
(7) Extremely	3 (75%)

% Resp = 100.0 %
N = 4
Mean = 6.50
Std Dev = 0.87

Q017. Learning Outcomes - To what degree are you satisfied with recent graduates (i.e., graduated five or fewer years ago) from Bluefield State College's Educator Preparation Program regarding their ability to: Reflect the value of diversity in teaching



Key Text	N (%N)
(1) Not at all	0 (0%)
(2)	0 (0%)
(3)	0 (0%)
(4) Moderately	0 (0%)
(5)	1 (25%)
(6)	0 (0%)
(7) Extremely	3 (75%)

% Resp = 100.0 %
N = 4
Mean = 6.50
Std Dev = 0.87

Show up to Criteria per Report Page

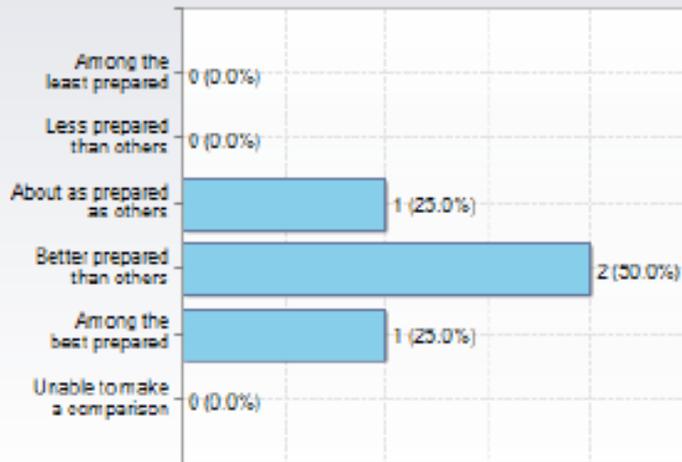
Report Page of 2

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Report: Accreditation / Standards
Report Generated: 5/16/2022 10:55 AM

Benchworks Teacher Education Employer Assessment (Order: 50037)
Population: Bluefield State College > All Respondents (no filter selected)

D020. Comparison In comparison to other recent hires with similar levels of education and experience, how would you rate the preparation of recent graduates from Bluefield State College's Educator Preparation Program?



Answer	N	% of Total
Among the least prepared	0	0.0%
Less prepared than others	0	0.0%
About as prepared as others	1	25.0%
Better prepared than others	2	50.0%
Among the best prepared	1	25.0%
Unable to make a comparison	0	0.0%

**Employer Satisfaction Survey (n=4)
2020**

Question	Excellent (4)	Good (3)	Fair (2)	Poor (1)
1. Displays knowledge of academic content to include appropriate state and national standards demonstrated through planning and lessons (InTASC 4)	1/25%	3/75%	0/0%	0/0%
2. Incorporates variety of technologies to promote problem solving and collaboration (InTASC 5)	1/25%	3/75%	0/0%	0/0%
3. Establishes a learning culture where all students can be successful (InTASC 3)	1/25%	3/75%	0/0%	0/0%
4. Creates instructional opportunities adapted to the needs of diverse learners (InTASC 1)	1/25%	3/75%	0/0%	0/0%
5. Uses a variety of instructional strategies to promote a positive learning environment (InTASC 8)	1/25%	3/75%	0/0%	0/0%
6. Uses a variety of assessment strategies, both formal and informal. (InTASC 6)	1/25%	3/75%	0/0%	0/0%
7. Critically examines practice through cycle of reflection and self-renewal (InTASC 9)	1/25%	3/75%	0/0%	0/0%
8. Demonstrates desire to promote school mission and foster relationships with parents and outside agencies (InTASC 10)	1/25%	3/75%	0/0%	0/0%

Data Analysis: The Employer Satisfaction Survey is distributed every 2 years. Employer Satisfaction Surveys demonstrated acceptable response rates (above 20% or better) in the 2 most recent of the represented cycles. Respondents were targeted based on the number of graduates and employment areas. Faculty targeted 9 employers/administrators in 2020, 4 employers/administrators in 2022 (when the state adopted the use of Skyfactor for data collection during this collection period), and 15 employers/administrators in 2024. The EPP found that the criterion of “incorporates variety of technologies to promote problem solving and collaboration” and “establishes a learning culture where all students can be successful” were among the highest rated areas overall. The area of “uses a variety of assessment strategies, both formal and informal” appears to be an area of weakness and the EPP has found that candidates need additional support in understanding the use of formative versus summative assessment to ensure learner progress.

InTASC and WVPTS Alignment to Survey Items

Survey Item	InTASC Standard(s)	WV Professional Teaching Standard(s)
1. Apply knowledge of assessment strategies	6	1, 3
2. Build collaborative professional relationships	10	5
3. Create a productive classroom environment	3	2
4. Demonstrate effective classroom instruction	8	3
5. Develop effective lesson plans	7	1
6. Display appropriate professional skills	9	4
7. Exhibit a mastery of relevant content	4	1
8. Integrate technology into teaching	8	3
9. Reflect the value of diversity in teaching	2	2

BLUEFIELD STATE UNIVERSITY
Content Validity Ratio Analysis of
Graduate/Employer Satisfaction Survey

Criteria	# Essential	# Useful, but Not Essential	# Not Essential	CVR
Displays knowledge of academic content to include appropriate state and national standards demonstrated through planning and lessons	10			1.0
Incorporates variety of technologies to promote problem solving and collaboration	10			1.0
Establishes a learning culture where all students can be successful	10			1.0
Creates instructional opportunities adapted to the needs of diverse learners	10			1.0
Uses a variety of instructional strategies to promote a positive learning environment	10			1.0
Uses a variety of assessment strategies, both formal and informal	10			1.0
Critically examines practice through cycle of reflection and self-renewal	4	6		-0.2
Demonstrates desire to promote school mission and foster relationships with parents and outside agencies	10			1.0

Results: The data in this table is based on survey responses from 10 members of Bluefield State University’s EPPAC. EPPAC includes administrators and faculty from local school districts that partner with Bluefield State University’s Teacher Education Program.

Seven of the eight criteria have a validity score of 1, which is the strongest CVR possible based on the sample size. This indicates that, according to the EPPAC finds most aspects of the program are highly relevant and essential to measure. For the remaining criterion – “Critically examines practice through cycle of reflection and self-renewal” – the CVR is -.15 and indicates that this criterion is not strongly endorsed by the current EPPAC members, but the EPP felt that was an important component to keep for evaluation.

Graduate / Employer Survey Aligned to InTASC

Employer Survey Item	InTASC Standard	Employer Observations
1. Displays knowledge of academic content to include appropriate state and national standards demonstrated through planning and lessons	Standard 4: Content Knowledge	Employers observe that graduates can design and deliver lessons aligned to standards and demonstrate mastery of content.
2. Incorporates variety of technologies to promote problem solving and collaboration	Standard 5: Application of Content	Employers note graduates' use of technology to engage students and facilitate collaboration/problem-solving.
3. Establishes a learning culture where all students can be successful	Standard 3: Learning Environment	Employers observe graduates fostering positive classroom culture that supports all learners.
4. Creates instructional opportunities adapted to the needs of diverse learners	Standard 2: Learning Differences	Employers see graduates differentiating instruction and responding effectively to diverse learning needs.
5. Uses a variety of instructional strategies to promote a positive learning environment	Standard 8: Instructional Strategies	Employers report graduates using multiple teaching methods to engage students and maintain a positive environment.
6. Uses a variety of assessment strategies, both formal and informal	Standard 6: Assessment	Employers observe graduates using assessments to inform instruction and monitor student learning.
7. Critically examines practice through cycle of reflection and self-renewal	Standard 9: Professional Learning & Ethical Practice	Employers note graduates engage in reflective practice and demonstrate ongoing professional growth.
8. Demonstrates desire to promote school mission and foster relationships with parents and outside agencies	Standard 10: Leadership & Collaboration	Employers see graduates supporting school initiatives and building positive relationships with families and community partners.