

R4.2 Satisfaction of Employers
R4.3 Satisfaction of Completers

IDOE Principal and Completer Satisfaction Survey 3-Year Average Comparative Analysis 2022-2025

Description:

The table below was created using aggregate data from the last three cycles to compare the alignment of satisfaction of completers and principals administered by the Indiana Department of Education (IDOE) annually.

The number of principal surveys returned to the IDOE, rating Marian completers, was 56, with approximately 3,400 making up the state total. The N response to each statement for State Principals varies. The number of Marian completer surveys recorded in the 3-year cycle (2023-2025) was 96, compared to 4,133 in the state average of EPP completers. The table provides the 3-year aggregate percentage of “Strongly Agree” and “Agree” responses for principals and completers.

1A. Comparison of Satisfaction Ratings by Indicator

Knowledge Preparation of Teacher					
<i>Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses</i>	Principal/State Comparison		Completer/State Comparison		<i>Aggregated Completer Percentage of "Strongly Agree" and "Agree" Responses</i>
	Marian N= 56	State N= 3404	Marian N= 96	State N= 4133	
1. ...understand how students learn and develop at the grade level they are teaching.	100.0%	96.3%	99.0%	95.2%	1. ...understand how learners/students develop and grow
2. ...meet expectations of a beginning teacher for content preparation and knowledge.	98.2%	95.9%	97.9%	92.0%	2. ...meeting the content preparation and knowledge level expected of a beginning teacher.
3. ...adhere to the ethical requirements of the teaching profession.	100.0%	98.4%	97.9%	95.2%	3. ...adhering to the ethical requirements of the teaching profession.
4. ...adhere to the legal requirements of the teaching profession.	100.0%	98.8%	96.9%	93.6%	4. ...adhering to the legal requirements of the teaching profession.
			92.7%	93.6%	5. ...recognizing the importance of continued professional development.

R4.2 Satisfaction of Employers
R4.3 Satisfaction of Completers

Pedagogical Preparation of Teacher					
<i>Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses</i>	Principal/State Comparison		Completer/State Comparison		<i>Aggregated Completer Percentage of "Strongly Agree" and "Agree" Responses</i>
	Marian N= 56	State N= 3404	Marian N= 96	State N= 4133	
5. ...provide an appropriate and challenging learning experience.	98.2%	95.1%	95.8%	93.4%	6. ...providing appropriate and challenging learning experiences.
6. ...provide an inclusive learning environment.	98.2%	97.2%	99.0%	95.6%	7. ...providing an inclusive learning environment.
7. ...provide a rigorous learning environment.	96.4%	92.9%	93.8%	93.0%	8. ...providing a rigorous learning environment.
8. ...use a variety of assessment methods to guide, adjust, and improve instruction.	100.0%	94.6%	95.8%	93.7%	9. ...working collaboratively with school leaders and/or colleagues to promote safe and positive learning environments.
9. ...develop content specific assessments to test for student understanding of the lesson objectives.	98.2%	95.4%	96.9%	92.9%	10. ...differentiating instruction to meet all students' learning needs
10. ...differentiate instruction to meet all students' learning needs.	98.2%	92.6%	93.8%	91.8%	11. ...working effectively with students with all exceptionalities.
11. ...work effectively with students with all exceptionalities.	98.2%	94.3%	94.8%	91.8%	12. ...developing quality assessments to test for student understanding of lessons.
12. ...analyze student assessment data to improve classroom instruction.	100.0%	93.4%	92.7%	90.2%	13. ...analyzing student assessment data to improve classroom instruction.
13. ...use effective strategies to manage the learning environment.	96.4%	91.6%	95.8%	88.8%	14. ...using appropriate strategies to effectively manage learning environments.
14. ...integrate technological tools as appropriate to advance student learning.	100.0%	98.0%	96.9%	93.2%	15. ...integrating technological tools as appropriate to advance student learning.

R4.2 Satisfaction of Employers
R4.3 Satisfaction of Completers

Pedagogical Preparation of Teacher					
<i>Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses</i>	Principal/State Comparison		Completer/State Comparison		<i>Aggregated Completer Percentage of "Strongly Agree" and "Agree" Responses</i>
	Marian N= 56	State N= 3404	Marian N= 96	State N= 4133	
15. ...openly accept suggestions/constructive feedback.	100.0%	97.0%	96.9%	95.4%	16. ...openly accepting suggestions/constructive feedback.
16. ...exhibit ethical practice expected of educators.	100.0%	98.4%	96.9%	96.1%	17. ...exhibiting ethical practice.
17. ...work effectively with other professionals	100.0%	97.6%	95.8%	95.3%	18. ...working effectively with other professionals.
18. ...work effectively with parents/guardians	100.0%	96.1%	93.8%	87.6%	19. ...working effectively with parents/guardians.
19. ...work effectively with school leaders.	100.0%	97.8%	92.7%	93.4%	20. ...working effectively with school leaders.
20. ...work effectively within the school culture.	98.2%	97.1%	95.8%	94.2%	21. ...working effectively within the school culture.
Overall Assessment					
<i>Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses</i>	Principal/State Comparison		Completer/State Comparison		<i>Aggregated Completer Percentage of "Strongly Agree" and "Agree" Responses</i>
	Marian N= 56	State N= 3404	Marian N= 96	State N= 4133	
21. ... how satisfied are you with the training this teacher received from this EPP?	100.0%	95.8%	91.7%	90.9%	22. Indicate your overall assessment of how well you were prepared to teach by Marian University:

R4.2 Satisfaction of Employers
R4.3 Satisfaction of Completers

1b. Comparison of Satisfaction Ratings by Domain

<i>3-yr. average of responses "Strongly Agree" and "Agree" by section</i>	Principal/State Comparison		Completer/State Comparison	
	Marian N= 56	State N= 3404	Marian N= 96	State N= 4133
Knowledge Preparation of Teacher	99.1%	97.3%	96.9%	93.9%
Pedagogical Preparation of Teacher	98.4%	94.5%	95.5%	92.4%
Professional Disposition of Teacher	99.7%	97.4%	95.3%	93.7%

Analysis:

- Principals' ratings of their overall satisfaction with the preparation of Marian completers (100%) are higher than the overall EPP preparation state average (95.8%).
- Marian completers' overall satisfaction ratings with their preparation (91.7%), which is slightly higher than the state 3-year average (90.9%).
- Principals continue to rate their overall satisfaction with Marian preparation (100%), higher than Marian completers rate their own satisfaction with preparation at 91.7%.
- Marian completers score their overall satisfaction in each of the three domains higher than state averages.
 - Knowledge Preparation of Teacher: Marian Completors (95.9%), State Completors (93.9%)
 - Pedagogical Preparation of Teacher: Marian Completors (95.5%), State Completors (92.4%)
 - Professional Disposition of Teacher: Marian Completors (95.3%), State Completors (93.7%)
- Marian's program was consistently rated higher by principals in all three domain areas when compared to principals' overall statewide ratings. The greatest difference was in Pedagogical Preparation of Teachers, where the average agreement about Marian's completors was 98.4%, compared to the state's average of 94.5%.
- Over the three-year period, Marian completors were rated higher in all statements by principals than the state averages. Likewise, Marian completors rated their preparation higher than the state's average on 18 of the 20 statements.

Interpretation:

R4.2 Satisfaction of Employers

R4.3 Satisfaction of Completers

- The data across the three-year period show that Marian University's preparation program is rated highly by both principals and completers, with results consistently exceeding statewide averages in most domains.
- Principals' ratings of Marian completers are consistently slightly higher than completers' own self ratings; this trend holds across all three major domains (Knowledge, Pedagogy, and Professional Dispositions).
- While Marian completers generally rate their preparation above the state averages, two areas fall slightly below the state comparisons; Marian completers' (92.7%) ratings were slightly below the state's (93.6%) in recognizing the importance of ongoing professional development and working effectively with school leaders (Marian, 92.7%, State, 93.4%).
- Principals rated Marian completers higher than the statewide principal ratings on *all* items, with the largest margin in the Pedagogical Preparation domain (Marian 98.4% vs. State 94.5%).

EPP Conclusions and Next Steps

- Across the 2022–2025 three-year cycle, IDOE satisfaction data indicate that the EPP consistently provides a strong preparation overall, with principals' aggregated agreement with preparation items averaging 98–99%, demonstrating high confidence in Marian completers' readiness. Completers' satisfaction averages (95.3–96.9%) similarly reflect strong perceived preparation across all domains.
- Principals consistently rated Marian completers slightly higher than self-reported satisfaction ratings, reinforcing external validation of program quality. These results show that the EPP is performing at or above statewide benchmarks in every category, with only minor areas where completer ratings are slightly lower than the state averages.
- The IDOE only provides aggregated employer data; the EPP needs access to disaggregated employer feedback. To address this gap, the EPP will develop and pilot an employer satisfaction survey to better understand areas for refinement and reinforcement to inform program improvements.