

R4.1 Completer Effectiveness  
R4.2 Satisfaction of Employers

**IDOE Principal Satisfaction Survey 3-Year Analysis 2022-2025**

**Description:**

Each year, the Indiana Department of Education (IDOE) surveys completers' principals to determine their satisfaction with the preparation those completers received from their EPPs. This survey is administered with no interaction from the EPPs. It includes 21 questions covering three main areas of teacher preparation (knowledge, pedagogy, and professional disposition) and one question simply asking for the principal's general satisfaction with the preparation provided by the EPP. In addition, the table includes the aggregated state averages for the three cycles, and the final two columns show the total percentage of "Agree" and "Strongly Agree" for both the EPP and the state. The last row also includes two columns that show the combined "Satisfied" and "Very Satisfied" responses for both the EPP and the state for the general satisfaction question.

<b>Knowledge Preparation of Teacher</b>																
Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses	2024-2025				2023-2024				2022-2023				(3 yrs.) Aggregated			
	Marian		State		Marian		State		Marian		State		Marian		State	
	N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=	
1. ...understand how students learn and develop at the grade level they are teaching.	15	100%	95.8%	1236	26	100%	96.7%	1090	15	100%	96.5%	952	55	100%	96.3%	3278
2. ...meet expectations of a beginning teacher for content preparation and knowledge.	15	100%	95.8%	1232	25	96.2%	95.2%	1073	15	100%	96.1%	945	54	98.2%	95.9%	3250
3. ...adhere to the ethical requirements of the teaching profession.	15	100%	98.5%	1261	26	100%	97.3%	1097	15	100%	98.5%	968	55	100%	98.4%	3326
4. ...adhere to the legal requirements of the teaching profession.	15	100%	98.7%	1265	26	100%	98.0%	1104	15	100%	98.5%	966	55	100%	98.8%	3335

Pedagogical Preparation of Teacher																
Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses	2024-2025				2023-2024				2022-2023				(3 yrs.) Aggregated			
	Marian		State		Marian		State		Marian		State		Marian		State	
	N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=	
5. ...provide an appropriate and challenging learning experience.	15	100%	95.6%	1233	25	96.2%	94.7%	1067	14	93.3%	94.7%	935	54	96.4%	95.1%	3235
6. ...provide an inclusive learning environment.	15	100%	96.9%	1249	26	100.0%	97.4%	1098	14	93.3%	96.9%	956	55	98.2%	97.2%	3303
7. ...provide a rigorous learning environment.	15	100%	93.6%	1202	25	96.2%	91.8%	1035	14	93.3%	92.5%	908	54	96.4%	92.9%	3145
8. ...use a variety of assessment methods to guide, adjust, and improve instruction.	15	100%	95.1%	1221	26	100.0%	93.4%	1053	15	100.0%	94.5%	932	56	100%	94.6%	3206
9. ...develop content-specific assessments to test for student understanding of the lesson objectives.	15	100%	95.4%	1230	26	100.0%	94.0%	1059	15	100.0%	95.8%	945	56	100%	95.4%	3234
10. ...differentiate instruction to meet all students' learning needs.	15	100%	93.1%	1199	26	100.0%	91.0%	1026	14	93.3%	93.3%	920	55	98.2%	92.6%	3145
11. ...work effectively with students with all exceptionalities.	15	100%	95.0%	1224	26	100.0%	93.4%	1053	14	93.3%	93.9%	926	55	98.2%	94.3%	3203
12. ...analyze student assessment data to improve classroom instruction.	15	100%	94.0%	1211	26	100.0%	92.5%	1042	15	100.0%	92.9%	911	56	100%	93.4%	3164
13. ...use effective strategies to manage the learning environment.	15	100%	92.4%	1188	25	96.2%	89.5%	1009	14	93.3%	92.4%	906	54	96.4%	91.6%	3103

14. ...integrate technological tools as appropriate to advance student learning.	15	100%	98.6%	1265	26	100.0%	96.5%	1088	15	100.0%	98.1%	963	56	100%	98.0%	3316
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**Professional Disposition of Teacher**

Commented [EW1]: Has this data set been updated?

Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses	2024-2025				2022-2023				2021-2022				(3 yrs.) Aggregated			
	Marian		State		Marian		State		Marian		State		Marian		State	
	N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=		N=	% Agree or Strongly Agree	N=	
15. ...openly accept suggestions/constructive feedback.	15	100%	97.5%	1257	26	100%	96.9%	1092	15	100%	96.1%	949	56	100%	97.0%	3298
16. ...exhibit ethical practice expected of educators.	15	100%	98.5%	1270	26	100%	98.0%	1104	15	100%	98.6%	972	56	100%	98.4%	3346
17. ...work effectively with other professionals	15	100%	98.8%	1270	26	100%	97.2%	1096	15	100%	97.3%	957	56	100%	97.6%	3323
18. ...work effectively with parents/guardians	15	100%	96.0%	1236	26	100%	95.7%	1078	15	100%	96.2%	946	56	100%	96.1%	3260
19. ...work effectively with school leaders.	15	100%	98.4%	1265	26	100%	97.8%	1102	15	100%	96.6%	948	56	100%	97.8%	3315
20. ...work effectively within the school culture.	15	100%	97.9%	1240	26	100%	95.3%	1074	15	100%	95.9%	929	56	100%	97.1%	3243
<b>Overall</b>																
21. ... how satisfied are you with the training this teacher received from this EPP?	15	100%	96.1%	1240	26	100%	95.1%	1072	15	100%	96.0%	948	56	100%	95.8%	3260

**Analysis:**

Marian University maintains high satisfaction levels (91.7% to 100%) from both the principals who hire their graduates and the graduates (completers) themselves.

- Principals rated Marian graduates exceptionally high, with 100% satisfaction in their overall training, compared to a 95.8% state average.
- Marian teachers exceeds state averages in all three primary domains:
  - *Knowledge Preparation*: 99.1% (Marian) vs. 97.3% (State)
  - *Pedagogical Preparation*: 98.4% (Marian) vs. 94.5% (State)
  - *Professional Disposition*: 99.7% (Marian) vs. 97.4% (State)
- Principals reported 100% satisfaction with Marian graduates' ability to integrate technological tools and use assessment methods to improve instruction. This is significantly higher than the state averages of 98.0% and 94.6%, respectively.
- When it comes to data-driven instruction and the ability of Marian teachers to analyze assessment data 93.4% of principals statewide are satisfied, however 100% of principals hiring Marian teachers expressed satisfaction. However, this was the lowest area (92.7%) of self-rating Marian graduates
- Marian graduates are perceived as particularly strong in ethical practice, collaborative work, and understanding student development, often hitting 100% agreement from principals in these areas.
- Marian graduates are perceived as better prepared to manage learning environments (96.4%) compared to the state average (91.6%)
- The highest self-rating from graduates (99.0%) was in providing an inclusive learning environment, suggesting the program effectively instills values of diversity and equity.

**Interpretation:**

The results suggest that Marian University's Educator Preparation Program (EPP) is highly effective at producing "classroom-ready" teachers.

1. A 100% satisfaction rate from principals suggests that Marian graduates meet or exceed the practical expectations of Indiana schools.
2. Principals (99.1%–99.7%) generally rate the graduates higher than the graduates' rate themselves (95.3%–96.9%). This "confidence gap" is common in early-career professionals, where employers see high competency that the new teachers may still feel tentative about.
3. In technical pedagogical areas—such as analyzing student data (100% principal satisfaction vs. 93.4% state) and managing learning environments (96.4% vs. 91.6%)—Marian seems to provide a significant edge over other EPP programs.
4. There is a “confidence gap” where principals view our graduates as more prepared than the graduates view themselves overall.