

## IDOE Principal and Completer Satisfaction Survey 3-Year Average Comparative Analysis 2022-2024

### Description:

The table below was created using aggregate data from the last three cycles to analyze 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 69, with 3,315 making up the state total. The number of Marian completer surveys recorded in the 3-year cycle (2022-2024) was 71, compared to 3186 in the state average of EPP completers. The table provides the 3-year aggregate percent 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>	<b>Principal/State Comparison</b>		<b>Completer/State Comparison</b>		<i>Aggregated Completer Percentage of "Strongly Agree" and "Agree" Responses</i>
	<b>Marian N= 69</b>	<b>State N=3315</b>	<b>Marian N= 71</b>	<b>State N=3186</b>	
1. ...understand how students learn and develop at the grade level they are teaching.	98.6%	96.3%	100.0%	96.5%	1. ...understand how learners/students develop and grow
2. ...meet expectations of a beginning teacher for content preparation and knowledge.	97.1%	95.3%	97.2%	92.9%	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%	97.7%	98.6%	96.4%	3. ...adhering to the ethical requirements of the teaching profession.
4. ...adhere to the legal requirements of the teaching profession.	98.6%	97.8%	98.6%	94.9%	4. ...adhering to the legal requirements of the teaching profession.
			93.0%	94.7%	5. ...recognizing the importance of continued professional development.

<b>Pedagogical Preparation of Teacher</b>					
<i>Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses</i>	<b>Principal/State Comparison</b>		<b>Completer/State Comparison</b>		<i>Aggregated Completer Percentage of "Strongly Agree" and "Agree" Responses</i>
	<b>Marian N= 69</b>	<b>State N=3315</b>	<b>Marian N= 71</b>	<b>State N=3186</b>	
5. ...provide an appropriate and challenging learning experience.	95.7%	94.7%	90.1%	94.4%	6. ...providing appropriate and challenging learning experiences.
6. ...provide an inclusive learning environment.	97.1%	97.0%	98.6%	97.0%	7. ...providing an inclusive learning environment.
7. ...provide a rigorous learning environment.	91.3%	91.6%	88.7%	94.2%	8. ...providing a rigorous learning environment.
8. ...use a variety of assessment methods to guide, adjust, and improve instruction.	98.6%	93.5%	94.4%	94.7%	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.	97.1%	94.6%	95.8%	93.9%	10. ...differentiating instruction to meet all students' learning needs
10. ...differentiate instruction to meet all students' learning needs.	95.7%	91.5%	91.5%	92.1%	11. ...working effectively with students with all exceptionalities.
11. ...work effectively with students with all exceptionalities.	97.1%	93.5%	95.8%	92.9%	12. ...developing quality assessments to test for student understanding of lessons.
12. ...analyze student assessment data to improve classroom instruction.	97.1%	92.0%	94.4%	91.4%	13. ...analyzing student assessment data to improve classroom instruction.
13. ...use effective strategies to manage the learning environment.	94.2%	90.0%	94.4%	90.6%	14. ...using appropriate strategies to effectively manage learning environments.
14. ...integrate technological tools as appropriate to advance student learning.	100.0%	97.0%	94.4%	94.0%	15. ...integrating technological tools as appropriate to advance student learning.

<b>Pedagogical Preparation of Teacher</b>					
<i>Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses</i>	<b>Principal/State Comparison</b>		<b>Completer/State Comparison</b>		<i>Aggregated Completer Percentage of "Strongly Agree" and "Agree" Responses</i>
	<b>Marian N= 69</b>	<b>State N=3315</b>	<b>Marian N= 71</b>	<b>State N=3186</b>	
15. ...openly accept suggestions/constructive feedback.	98.6%	95.6%	97.2%	96.9%	16. ...openly accepting suggestions/constructive feedback.
16. ...exhibit ethical practice expected of educators.	100.0%	98.1%	98.6%	97.5%	17. ...exhibiting ethical practice.
17. ...work effectively with other professionals	95.7%	96.9%	98.6%	96.7%	18. ...working effectively with other professionals.
18. ...work effectively with parents/guardians	97.1%	95.9%	93.0%	88.5%	19. ...working effectively with parents/guardians.
19. ...work effectively with school leaders.	98.6%	97.1%	95.8%	94.8%	20. ...working effectively with school leaders.
20. ...work effectively within the school culture.	98.6%	94.9%	98.6%	96.0%	21. ...working effectively within the school culture.

<b>Overall Assessment</b>					
<i>Aggregated Principal Percentage of "Strongly Agree" and "Agree" Responses</i>	<b>Principal/State Comparison</b>		<b>Completer/State Comparison</b>		<i>Aggregated Completer Percentage of "Strongly Agree" and "Agree" Responses</i>
	<b>Marian N= 69</b>	<b>State N=3315</b>	<b>Marian N= 71</b>	<b>State N=3186</b>	
21. ... how satisfied are you with the training this teacher received from this EPP?	98.6%	95.4%	85.9%	91.9%	22. Indicate your overall assessment of how well you were prepared to teach by Marian University:

### 1b. Comparison of Satisfaction Ratings by Domain

<i>3-yr. average of responses "Strongly Agree" and "Agree" by section</i>	<b>Principal/State Comparison</b>		<b>Completer/State Comparison</b>	
	<b>Marian N=69</b>	<b>State N=3315</b>	<b>Marian N= 71</b>	<b>State N=3186</b>
<b>Knowledge Preparation of Teacher</b>	98.6%	96.8%	97.5%	95.1%

<b>Pedagogical Preparation of Teacher</b>	96.4%	93.5%	93.8%	93.5%
<b>Professional Disposition of Teacher</b>	98.1%	96.4%	97.0%	95.1%

#### Analysis:

- Principals' ratings of their **overall satisfaction** with the preparation of Marian completers (98.6%) are higher than the overall EPP preparation state average (95.4%).
- Marian completers' overall satisfaction ratings with their preparation (85.9%) are notably lower than the state average (91.9%).
- Principals continue to rate their **overall satisfaction** with the Marian preparation (98.6%) higher than Marian completers rate their own satisfaction with preparation (85.9%); however, Marian completers score their overall satisfaction in each of the three domains higher than state averages.
- Marian's program was consistently rated higher by principals in all three domain areas when compared to principals' overall statewide ratings. The largest difference is in **Pedagogical Preparation of Teachers**, where the average agreement about Marian's completers was 96.4%, compared to the state's average of 93.5%.
- There was a difference of -5.6% in percentage agreement between principals (100%) for the preparation of Marian completers to "integrate technological tools as appropriate to advance student learning" compared to the agreement rate of Marian completers (94.4%).
- Over the three-year period, Marian completers were rated higher in 18 of the 20 statements by principals than the state averages. Likewise, Marian completers rated their preparation in 16 of the 20 statements higher than the state averages.

#### Interpretation:

Interestingly, the principals' ratings exceeded the state averages on 17 of the 20 statements, while the completers' ratings only exceeded the state averages on 6 of their 21 statements. The question arises as to who has the most objective vantage point to evaluate the preparation of the completer. It is likely that recent completers are more acutely aware of their limitations as beginning teachers and judge themselves more harshly. In contrast, principals have more experience and context working with novice teachers. The overall positive response from administrators indicates that the EPP is preparing completers who principals believe are well-prepared to work in the classroom. Both principals and completers agreed that Marian graduates outperform the state average in understanding student development, adhering to legal requirements, and using various assessment methods. This highlights the specific strengths of Marian's program.

The EPP has made progress in increasing completers' satisfaction ratings in their ability to "integrate technology effectively in the classroom," rising from a 3-year average of 87.5% agreement in 2021-2023 to 94.4% in 2022-2024. Progress has also been made in completers' satisfaction with "working effectively with parents/guardians," rising from an average of 85.7% in 2021-2023 to 93.0% in 2022-2024.