

Georgia Professional Standards Commission (GaPSC) Employer Perception of Preparation Survey

The 31-item Employer Perception of Preparation Survey includes items about the teacher’s capability and preparedness, based on InTASC Standards, and is sent to principals supervising first year teachers in Georgia’s traditional and charter public schools near the end of the program completer’s first year of teaching. Item responses of strongly agree, agree, disagree, and strongly disagree are assigned values of 4, 3, 2, and 1 respectively. Responses are averaged to generate an individual score with a possible range of 1-4, and the mean score for the three most current survey years are reported. *Source: www.gapsc.org*

Summary Performance by Academic Year

Performance Type	Academic Year	This EPP	All EPPs	Similar EPPs
Number of Responses	2021	109	2,510	584
	2020	101	2,235	426
	2019	127	2,541	537
Mean Score	2021	3.31	3.28	3.27
	2020	3.27	3.24	3.22
	2019	3.17	3.20	3.16
Response Rate	2021	26%	26%	25%
	2020	24%	23%	21%
	2019	46%	41%	36%

Mean Survey Item Scores by EPP Type

Survey Items	Academic Year	Mean Scores			
		This EPP	All EPPs	Similar EPPs	
1. Plans instruction incorporating the basic theories of student development appropriate to the age and grade level taught. (InTASC Standard 1)	2020-21	3.36	3.33	3.32	
	2019-20	3.38	3.31	3.30	
	2018-19	3.22	3.28	3.23	
2. Delivers instruction incorporating the basic theories of student development appropriate to the age and grade level taught. (InTASC Standard 1)	2020-21	3.42	3.33	3.34	
	2019-20	3.42	3.30	3.29	
	2018-19	3.25	3.27	3.23	
3. Develops and manages a collaborative classroom in which all students have ownership. (InTASC Standard 3)	2020-21	3.31	3.28	3.28	
	2019-20	3.31	3.24	3.22	
	2018-19	3.17	3.22	3.16	
4. Implements effective classroom management strategies and procedures in all school areas. (InTASC Standard 3)	2020-21	3.26	3.24	3.23	
	2019-20	3.25	3.20	3.17	
	2018-19	3.13	3.16	3.09	
5. Understands how individual differences and diverse cultures impact student learning and classroom environments and uses that information to design and deliver instructions. (InTASC Standard 3)	2020-21	3.27	3.28	3.28	
	2019-20	3.25	3.24	3.23	
	2018-19	3.15	3.21	3.17	
6. Uses differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to real world applications. (InTASC Standard 5)	2020-21	3.24	3.25	3.24	
	2019-20	3.24	3.21	3.18	
	2018-19	3.18	3.19	3.15	
7. Plans and delivers differentiated instruction using a wide range of evidence-based instructional strategies, resources, and technological tools to meet the diverse needs of the following:	Gifted Students	2020-21	3.20	3.17	3.17
		2019-20	3.11	3.12	3.10
		2018-19	3.08	3.09	3.09
	Students with Disabilities	2020-21	3.30	3.24	3.26
		2019-20	3.24	3.19	3.20
		2018-19	3.14	3.16	3.15
	English Language Learners	2020-21	3.18	3.19	3.23
		2019-20	3.07	3.15	3.12
		2018-19	3.09	3.12	3.12
	At-Risk Students	2020-21	3.20	3.21	3.22

Survey Items (InTASC Standard 2)	Academic Year	Mean Scores		
		This EPP	All EPPs	Similar EPPs
	2019-20	3.18	3.17	3.16
	2018-19	3.10	3.13	3.10
8. Uses technological tools and a variety of communication strategies to build communities that engage learners. (InTASC Standard 10)	2020-21	3.38	3.33	3.33
	2019-20	3.32	3.28	3.25
	2018-19	3.20	3.22	3.18
9. Create experiences to build accurate conceptual understandings. (InTASC Standard 4)	2020-21	3.33	3.28	3.27
	2019-20	3.31	3.25	3.23
	2018-19	3.23	3.21	3.17
10. Creates opportunities for students to learn, practice, and master academic language. (InTASC Standard 4)	2020-21	3.32	3.29	3.28
	2019-20	3.28	3.26	3.23
	2018-19	3.17	3.22	3.16
11. Uses academic language in a way that encourages learners to integrate content areas. (InTASC Standard 4)	2020-21	3.27	3.26	3.25
	2019-20	3.23	3.23	3.20
	2018-19	3.18	3.19	3.15
12. Utilizes strategies to create learning environments which engage students in individual and collaborative learning. (InTASC Standard 3)	2020-21	3.38	3.30	3.29
	2019-20	3.37	3.27	3.25
	2018-19	3.24	3.23	3.17
13. Creates opportunities for learners to develop diverse social and cultural perspectives. (InTASC Standard 5)	2020-21	3.25	3.23	3.23
	2019-20	3.23	3.20	3.20
	2018-19	3.16	3.17	3.13
14. Engages learners in understanding, questioning, analyzing ideas, and mastering content from diverse perspectives. (InTASC Standard 4)	2020-21	3.21	3.21	3.20
	2019-20	3.21	3.18	3.16
	2018-19	3.20	3.15	3.13
15. Examines data to understand each learner's progress and learning needs. (InTASC Standard 6)	2020-21	3.33	3.26	3.27
	2019-20	3.31	3.24	3.24
	2018-19	3.20	3.19	3.16
16. Engages learners in monitoring their own progress. (InTASC Standard 6)	2020-21	3.18	3.16	3.14
	2019-20	3.16	3.13	3.09
	2018-19	3.09	3.08	3.04
17. Develops supports for literacy development across content areas. (InTASC Standard 5)	2020-21	3.25	3.22	3.21
	2019-20	3.24	3.19	3.18
	2018-19	3.19	3.15	3.13
18. Develops flexible learning environments that foster discovery, exploration, and expression. (InTASC Standard 5)	2020-21	3.27	3.25	3.23
	2019-20	3.24	3.22	3.19
	2018-19	3.18	3.17	3.11
19. Utilizes a variety of technological resources to support and promote student learning. (InTASC Standard 8)	2020-21	3.35	3.30	3.29
	2019-20	3.29	3.26	3.23
	2018-19	3.18	3.21	3.18
20. Promote students' responsible use of interactive technologies. (InTASC Standard 3)	2020-21	3.33	3.28	3.27
	2019-20	3.28	3.24	3.23
	2018-19	3.21	3.19	3.16
21. Uses a variety of diagnostic, formative, and summative assessments to assess and address learner needs. (InTASC Standard 6)	2020-21	3.33	3.26	3.26
	2019-20	3.28	3.23	3.23
	2018-19	3.13	3.18	3.15
22. Seeks appropriate ways to integrate technology to support assessment practice and to assess larger needs. (InTASC Standard 6)	2020-21	3.33	3.28	3.27
	2019-20	3.30	3.24	3.22
	2018-19	3.19	3.18	3.15
23. Uses a formative and summative data to adjust instruction to enhance learning. (InTASC Standard 6)	2020-21	3.36	3.26	3.24
	2019-20	3.30	3.23	3.21
	2018-19	3.19	3.18	3.15
24. Uses a variety of evidence-based practices to differentiate and	2020-21	3.24	3.23	3.22
	2019-20	3.22	3.19	3.18

Survey Items	Academic Year	Mean Scores		
		This EPP	All EPPs	Similar EPPs
support learning. (InTASC Standard 7)	2018-19	3.16	3.14	3.12
25. Uses a variety of instructional strategies to support learners' communication through speaking, listening, reading, and writing. (InTASC Standard 8)	2020-21	3.30	3.25	3.24
	2019-20	3.26	3.22	3.21
	2018-19	3.20	3.17	3.15
26. Aligns instructional goals and activities with state and district performance standards. (InTASC Standard 8)	2020-21	3.40	3.34	3.34
	2019-20	3.38	3.32	3.33
	2018-19	3.24	3.27	3.24
27. Reflects on the strengths and weaknesses of his/her professional practice. (InTASC Standard 9)	2020-21	3.35	3.31	3.31
	2019-20	3.31	3.28	3.27
	2018-19	3.23	3.24	3.19
28. Seeks professional development opportunities to further develop his/her practice. (InTASC Standard 9)	2020-21	3.41	3.33	3.33
	2019-20	3.35	3.31	3.30
	2018-19	3.23	3.27	3.22
29. Works collaboratively with colleagues and other professionals. (InTASC Standard 10)	2020-21	3.48	3.45	3.44
	2019-20	3.42	3.43	3.39
	2018-19	3.29	3.38	3.31
30. Understands, upholds, and follows professional ethics, policies, and legal codes of conduct. (InTASC Standard 9)	2020-21	3.45	3.48	3.47
	2019-20	3.39	3.46	3.42
	2018-19	3.25	3.41	3.34
31. Contributes to positive changes in practice and advances the teaching profession. (InTASC Standard 10).	2020-21	3.42	3.37	3.34
	2019-20	3.36	3.34	3.31
	2018-19	3.24	3.30	3.24

Survey Items Grouped by Aligned InTASC Standard

InTASC Standard and Survey Item	Academic Year	Mean Scores		
		This EPP	All EPPs	Similar EPPs
InTASC Standard 1: Learner Development Survey Questions: 1, 2	2020-21	3.39	3.33	3.33
	2019-20	3.40	3.30	3.30
	2018-19	3.24	3.27	3.23
InTASC Standard 2: Learning Differences Survey Questions: 7a, b, c, and d	2020-21	3.22	3.20	3.22
	2019-20	3.15	3.16	3.15
	2018-19	3.10	3.13	3.11
InTASC Standard 3: Learning Environments Survey Questions: 3, 4, 5, 12, 20	2020-21	3.31	3.28	3.27
	2019-20	3.29	3.24	3.22
	2018-19	3.18	3.20	3.15
InTASC Standard 4: Content Knowledge Survey Questions: 9, 10, 11, 14	2020-21	3.28	3.26	3.25
	2019-20	3.25	3.23	3.21
	2018-19	3.19	3.19	3.16
InTASC Standard 5: Application of Content Survey Questions: 6, 13, 17, 18	2020-21	3.25	3.24	3.23
	2019-20	3.24	3.21	3.19
	2018-19	3.18	3.17	3.13
InTASC Standard 6: Assessment Survey Questions: 15, 16, 21, 22, 23	2020-21	3.31	3.24	3.24
	2019-20	3.27	3.21	3.20
	2018-19	3.16	3.16	3.13
InTASC Standard 7: Planning for Instruction Survey Questions: 24	2020-21	3.24	3.23	3.22
	2019-20	3.22	3.19	3.18
	2018-19	3.16	3.14	3.12
InTASC Standard 8: Instructional Strategies Survey Questions: 19, 25, 26	2020-21	3.35	3.30	3.29
	2019-20	3.31	3.27	3.26
	2018-19	3.21	3.22	3.19
InTASC Standard 9: Professional Learning and Ethical Practice	2020-21	3.40	3.37	3.37
	2019-20	3.35	3.35	3.33

InTASC Standard and Survey Item	Academic Year	Mean Scores		
		This EPP	All EPPs	Similar EPPs
Survey Questions: 27, 28, 30	2018-19	3.24	3.31	3.25
InTASC Standard 10: Leadership and Collaboration	2020-21	3.43	3.38	3.37
	2019-20	3.37	3.35	3.32
Survey Questions: 8, 29, 31	2018-19	3.24	3.30	3.24