

Satisfaction of Completers (Component 4.4 & A.4.2)

Source: Preparation Program Effectiveness Measures, Georgia Professional Standards Commission, 2019 PPEM Calculation Year

What: A 43-item inductee survey about the teacher’s capability and preparation, based on the ten InTASC Standards

Who: First year teachers in GA public schools, both traditional and charter

When: Near the end of the program completer’s first year of teaching

Inductee Surveys: Level 4

Calculation	Score and Responses		
PPEM Points Earned: 9.0			
Points Possible: 10			
Percent of Points Earned: 90%			
Response Average: 3.40			
Benchmark Range: 2.5 - 3.5			
N: 59			
	Average Score:	This EPP	All EPPs
		Similar EPPs	
	Responses:	3.40	3.31
		59	2,159
	Response rate:	16%	22%
		422	19%

Surveys utilized a Likert scale: 4 = Strongly agree, 3 = Agree, 2 = Disagree, 1 = Strongly disagree, 0 = No response (Items with no response were ignored when deriving average scores.)

Survey Items	This EPP	All EPPs	Similar EPPs
1. Recognize the basic developmental levels (cognitive, social, emotional, and physical) appropriate to my students. (InTASC Standard 1)	3.61	3.33	3.38
2. Plan instruction incorporating the basic theories of student development appropriate to my students. (InTASC Standard 1)	3.51	3.37	3.40
3. Deliver instruction incorporating the basic theories of student development appropriate to my students. (InTASC Standard 1)	3.53	3.34	3.38
4. Develop and manage a collaborative classroom in which all students have ownership. (InTASC Standard 3)	3.31	3.29	3.25
5. Implement effective classroom management strategies and procedures in all school areas. (InTASC Standard 3)	3.22	3.18	3.17
6. Understand how individual differences and diverse cultures impact student learning and classroom environments and use that information to design and deliver instruction. (InTASC Standard 3)	3.66	3.42	3.42
7. Use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to real world applications. (InTASC Standard 5)	3.47	3.36	3.33
8. Plan and deliver differentiated instruction using a wide range of evidence-based instructional strategies, resources, and technological tools to meet the diverse learning needs of the following. (InTASC Standard 2)			
a. Gifted Students	2.98	3.01	3.03
b. Students with Disabilities	3.29	3.20	3.19
c. English Language Learners	2.62	2.92	2.83
d. At-Risk Students	3.14	3.06	3.07
9. Use technological tools and a variety of communication strategies to build communities that engage learners. (InTASC Standard 10)	3.40	3.35	3.39
10. Create experiences to build accurate conceptual understandings when students have misconceptions. (InTASC Standard 4)	3.28	3.29	3.29
11. Create opportunities for students to learn, practice, and master academic language. (InTASC Standard 4)	3.39	3.37	3.36
12. Use academic language in a way that encourages learners to integrate content areas. (InTASC Standard 4)	3.30	3.34	3.36
13. Utilize strategies to create learning environments which engage students in individual and collaborative learning. (InTASC Standard 3)	3.56	3.40	3.38
14. Create opportunities for learners to develop diverse social and cultural perspectives. (InTASC Standard 5)	3.46	3.29	3.30

15. Engage learners in understanding, questioning, analyzing ideas, and mastering content from diverse perspectives. (InTASC Standard 4)	3.39	3.30	3.30
16. Examine data to understand each learners progress and learning needs. (InTASC Standard 6)	3.35	3.24	3.26
17. Engage learners in monitoring their own progress. (InTASC Standard 6)	3.19	3.05	3.11
18. Develop supports for literacy development across content areas. (InTASC Standard 5)	3.35	3.20	3.24
19. Develop flexible learning environments that foster discovery, exploration, and expression. (InTASC Standard 5)	3.51	3.28	3.27
20. Utilize a variety of technological resources to support and promote student learning. (InTASC Standard 8)	3.46	3.34	3.36
21. Promote students responsible use of interactive technologies. (InTASC Standard 3)	3.33	3.24	3.27
22. Use a variety of diagnostic, formative, and summative assessments to assess and address learner needs. (InTASC Standard 6)	3.54	3.44	3.40
23. Seek appropriate ways to integrate technology to support assessment practice and to assess learner needs. (InTASC Standard 6)	3.41	3.32	3.35
24. Use formative and summative data to adjust instruction to enhance learning. (InTASC Standard 6)	3.51	3.42	3.35
25. Use a variety of evidence-based practices to differentiate and support learning. (InTASC Standard 7)	3.54	3.37	3.36
26. Use a variety of instructional strategies to support learners communication through speaking, listening, reading, and writing. (InTASC Standard 8)	3.51	3.38	3.37
27. Align instructional goals and activities with state and district performance standards. (InTASC Standard 8)	3.60	3.48	3.46
28. Use ongoing analysis and reflection to improve planning and practice. (InTASC Standard 9)	3.63	3.45	3.41
29. Seek professional development opportunities to further develop my practice. (InTASC Standard 9)	3.56	3.41	3.41
30. Work collaboratively with colleagues and other professionals. (InTASC Standard 10)	3.63	3.52	3.50
31. Understand, uphold, and follow professional ethics, policies, and legal codes of conduct. (InTASC Standard 9)	3.75	3.65	3.65
32. Contribute to positive changes in practice and advance the teaching profession. (InTASC Standard 10)	3.67	3.49	3.53

Survey Items Grouped as InTasc Standards

- InTASC Standard 1 (Survey Questions 1, 2, 3)
- InTASC Standard 2 (Survey Questions 8a, b, c, and d)
- InTASC Standard 3 (Survey Questions 4, 5, 6, 13, 21)
- InTASC Standard 4 (Survey Questions 10, 11, 12, 15)
- InTASC Standard 5 (Survey Questions 7, 14, 18, 19)
- InTASC Standard 6 (Survey Questions 16, 17, 22, 23, 24)
- InTASC Standard 7 (Survey Question 25)
- InTASC Standard 8 (Survey Questions 20, 26, 27)
- InTASC Standard 9 (Survey Questions 28, 29, 31)
- InTASC Standard 10 (Survey Questions 9, 30, 32)

This EPP	All EPPs	Similar EPPs
3.55	3.35	3.38
3.01	3.05	3.03
3.42	3.31	3.30
3.34	3.33	3.33
3.45	3.28	3.28
3.40	3.31	3.28
3.54	3.37	3.36
3.52	3.40	3.40
3.65	3.50	3.49
3.57	3.45	3.47