

### CU Employers Semi Structured Interview Data Chart – Completers F2020-S2021 (Employer Satisfaction)

Student Name	School and Position	Response to What has been your impression of your teacher, our graduate's, preparation?	What can you tell me about his/her instructional practice?	Tell me about how your teacher addresses diversity.	What can you tell me about his/her learning environment?	Tell me about your teacher, our graduate's, professionalism.	Finally, what else you tell me about	Interviewer
KB	Welch Elem. First grade teacher	Wonderful! Wish we had 10 more like her.	Well prepared, great classroom management, always participates in meetings and studies, provides student work to support what she does. I can tell a difference in CU graduates and graduates from other institutions.	Does not shy away from diversity. For us, poverty is our big one, she embraces it. Attends lots of PD on poverty and effective teaching.	Takes safety precautions due to Covid; room is inviting; kids feel respected and not afraid; she is always up and working. I never find her sitting at her desk during instructional time.	Very professional in every way, team player, does what she needs to do on time.	She was nervous at first but overcame it quickly and has been amazing. I enjoy having her and I hope she stays here.	KH
TW (Athens)	Travels between Sun Valley and Athens- music teacher	Phenomenal knowledge of music- brings in so many different aspects of music.	Creative and uses a variety of techniques; he's still young and needs skills for classroom management; children love his class.	Brings in diversity through instruction; teaches different types of music and different cultures.	Extremely organized; clean and neat; artistic and volunteers for after school events	Dresses professionally; respectful; neat and clean	Great teacher; super happy with him; he's green but will get there; a little apprehensive putting himself out there but that will come with experience.	KH
TW (Sun Valley)	Travels between Sun Valley and Athens-music teacher	Nice addition to the team; does different things to be creative; kids love his class.	Willingness to do anything I ask him to do; did a 5 <sup>th</sup> grade program and show choir for parents...it was great; listens to ideas and suggestions.	He is consistent; treats all children the same; ALL children are treated the same no difference.	Takes great pains in creating a learning environment; really excelled with kindergarten.	Very professional; well-dressed; had to address some concerns with him but he was very receptive to changing. The concern was that he had a pattern of being late. After she had a conference with him, he started coming on time.	T is fun and refreshing! Willing to try new ideas.	KH
B L	Pikeview Middle - Special Education	Would like to clone B. He was very prepared coming in. Has a great work ethic. He wants to know the why behind everything so he does it correctly. He is so prepared – if they didn't know better, would assume he was a veteran	B is good with kids trying to meet them at their level. He scaffolds to meet their needs BUT sets high expectations. He is well prepared for lessons. He was observed doing an	B is in a SPED class. He also had academic skills class where he had to re-teach or pre-teach skills. Doing so he has to meet a lot of needs in a short period of time. They have thrown him into the fire and into many different situations – he has	B has excellent classroom management – rarely ever sends a kid out – he handles the situations. Expects kids to do their best. Takes interest in the kid,	Always prepared. In meetings with parents and even with high school for transition meetings. High school has made comments they want him. During	Volunteered with basketball team – he goes beyond the classroom in his involvement. Wish I could build his self-confidence	AC

		teacher. Prepared for IEP meetings, his IEP's are excellent, and he is excellent in meetings going over the IEP's and with parents	escape room for one lesson. He had kids do a graphic organizer before hand. Kids were engaged and excited about finding answers.	exceeding expectations. B does not think he does good, but he is doing excellent – I try to give him the reassurance. He has handled every situation with upbeat spirit.	not just as a student. He is positive, well-prepared, set up rules/expectations and expects students to follow them	IEP meetings he is always together. Excellent with parents, brings students in when appropriate, and excellent with high school staff. B really cares about kids and areas about being there – part of the school	because he is phenomenal. If I had to score him on a scale of 1-10, I'd give him a 20!	
TB	Liberty High School – Freshman Math and Geometry; also taught a freshman advisory class	Fabulous teacher! She fit in well with the staff. T like doing things differently, in a really good way. She was always willingly to learn and sought out her colleagues and me to provide her with guidance. I could use more teachers like her!	Her lesson plans were on point each and every time. She knows the content and was willing to try new things. Math is difficult for most students, and she tried all different types of instructional strategies to reach each student. Her biggest concern were the grades of her students. She had good rapport with the freshman class, so we assigned her a freshman advisory class.	T taught an inclusion class and collaborated with the special education teacher in her room. They actually co-taught many of the topics. There was a seamless team approach with all of the students, not just the special education students. Her paperwork was immaculate and always well organized.	She communicated her expectations for the class right from Day 1. She went by the book, was fair, and the students trusted her. She had a system in place and her classroom was organized. T took out some of the desks in her room and replaced them with alternative seating, like bean bags, wobble seats, and balance balls for students who had issues with the desks and sitting still.	She was awesome! There weren't any issues or negative comments surrounding her conduct. She dressed professionally, was on time, followed policies, and held confidentiality.	Overall, I rate her as an excellent teacher right from the start. T was always willing to work extracurricular events. She always made time for students who needed extra help by being available during lunch, planning period, and before and after school. There was no hesitation in hiring her after her TIR was over.	AD
KA	Hinton Area Elementary School (4 <sup>th</sup> grade)	K is very well prepared. She is always ready ahead of time; has a nice flow to her lessons and is very confident.	K instruction is excellent. Her lessons are engaging; she promotes learning in all her lessons. K uses "best practices" in her classroom. She accepts criticism and suggestions for improvement with the appropriate frame of mind and is not afraid to change or try something new. Her lessons are engaging and hands-on as often as they can be. She is	Hinton Area is not really all that diverse; however, K takes time to get to know each of her students AND their parents. She has a natural ability to develop good rapport with both students and parents. She is also a good listener. She works with students who are considered impoverished and works to make sure that she is providing what each individual student needs. Recently, a Behavior Disordered student was placed in her classroom. K has worked with him in a positive manner and he is	K classroom is inviting. Her room is always neat and tidy which makes it a safe and inviting atmosphere. It is an environment that promotes learning and is a pleasant place to be. All activities and materials are easy to access.	K is very professional in her dress, her attitude, and her demeanor. she attends professional development when it is offered, and she gets along well with colleagues, her principal, her students, and their parents...both in school settings and outside of school settings.	We are absolutely thrilled to have K. I would hate for her to leave us.	NB

			enthusiastic about teaching which is encouraging to her students.	working extremely well for her. She works hard to make sure he is included and is getting the instruction he needs.				
B G	James Monroe Substitute Teacher	Prepared. Teaching under a different degree. "Just subs." Subs in math.	Principal has only been there for a year. Used Schoology. "Been a weird year." She does an example and then takes questions.	"We don't have a whole lot of diversity. She seems ok with it. She relates to all kinds of kids."	Kids seem comfortable. They respond well to her.	"Conducts herself very professionally".	"Always available for us. She is always open to coming to the high school for us."	WW
AF MAT	Montcalm High School	Ashleigh adjusted very well to middle school. She is well-prepared for instruction and classroom management, and very capable of meeting standards.	Excellent lesson plans and instruction. Very hands-on approaches. Ashleigh really cares about her students' learning. Has adapted to middle school, provides extra resources for students, and does very well with classroom management.	Ashleigh is consistent and proactive. Most significant area of diversity is the number of students living with grandparents. She reaches out to them for assistance in order to bridge the gap. She had a student with autism in her classroom and went well beyond the required accommodations to help student succeed.	Structured, high expectations, good control. Students are aware of what is required, what the expectations are. Provides interesting hands-on activities that maintain students' attention.	Very professional, meticulous work, highly conscientious, always on time. Never needs to be reminded of responsibilities and deadlines.	Very intelligent, great initiative, excellent with middle schoolers, and not everyone is. A very nice person, collaborative, and a great asset to our school.	AR
K K	Auburn Middle School (6 <sup>th</sup> grade Math)	Was resilient, this year especially. She wasn't prepared mentally for COVID but she worked through it. She did not seek info from administrators but did from teammates. She did as good as possible for 1 <sup>st</sup> year teacher. Some friction but she worked it out.	Very deliberate. Always has plans up or online. Thorough. She has lower level of students, but she knows to be ready for everything. Organized.	Part of whole school plan. Flexibility period with remediation and several activities year long. Participates regularly.	At times tongue in cheek, which 6 <sup>th</sup> graders needed. She had students doing work. Heard zero complaints.	Clearly very poised. Sometimes when they had team meetings, she got a little rattled because teachers may have taken stuff out on her, but she wasn't rattled. Very self-reliant, very professional, always poised. Always kids first. Self-reliant to a fault.	She took responsibility for her classroom to make positive changes. Wish she would communicate more, but she has her team members who helped.	WW