

## Ouachita Baptist University Completers' Employers Survey

The EPP will collect data results from the 2023-2024 cohort in May 2026 when they have completed their first year of teaching.

### End of the First Year of Teaching Fall 2022 – Spring 2023 Cohort

Surveys Sent = 32; Responses Received = 17; Response Rate = 53%  
Survey items aligned to Danielson's Framework of Teaching.

	1- INEFFECTIVE	2- PROGRESSING	3- EFFECTIVE	4-HIGHLY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
Demonstrating knowledge of content	0.00% 0	17.65% 3	64.71% 11	17.65% 3	17	3.00
Demonstrating knowledge of students	0.00% 0	11.76% 2	64.71% 11	23.53% 4	17	3.12
Setting instructional outcomes	0.00% 0	35.29% 6	47.06% 8	17.65% 3	17	2.82
Demonstrating knowledge of resources	0.00% 0	35.29% 6	52.94% 9	11.76% 2	17	2.76
Designing coherent instruction	5.88% 1	11.76% 2	70.59% 12	11.76% 2	17	2.88
Designing student assessment	0.00% 0	35.29% 6	52.94% 9	11.76% 2	17	2.76
Creating an environment of respect and rapport	0.00% 0	29.41% 5	47.06% 8	23.53% 4	17	2.94
Establishing a culture for learning	5.88% 1	11.76% 2	64.71% 11	17.65% 3	17	2.94
Managing classroom procedures	5.88% 1	29.41% 5	47.06% 8	17.65% 3	17	2.76
Managing student behavior	11.76% 2	29.41% 5	41.18% 7	17.65% 3	17	2.65
Organizing physical space	0.00% 0	11.76% 2	58.82% 10	29.41% 5	17	3.18
Communicating with students	0.00% 0	23.53% 4	52.94% 9	23.53% 4	17	3.00
Using questioning and discussion techniques	0.00% 0	17.65% 3	70.59% 12	11.76% 2	17	2.94
Engaging students in learning	5.88% 1	23.53% 4	52.94% 9	17.65% 3	17	2.82
Using assessment in instruction	0.00% 0	23.53% 4	64.71% 11	11.76% 2	17	2.88
Demonstrating flexibility and responsiveness	0.00% 0	23.53% 4	58.82% 10	17.65% 3	17	2.94
Reflecting on teaching	0.00% 0	23.53% 4	58.82% 10	17.65% 3	17	2.94
Maintaining accurate records	0.00% 0	17.65% 3	58.82% 10	23.53% 4	17	3.06
Communicating with families	0.00% 0	35.29% 6	41.18% 7	23.53% 4	17	2.88
Participating in a professional community	0.00% 0	23.53% 4	52.94% 9	23.53% 4	17	3.00
Growing and developing professionally	0.00% 0	17.65% 3	64.71% 11	17.65% 3	17	3.00
Showing professionalism	0.00% 0	23.53% 4	47.06% 8	29.41% 5	17	3.06

## End of the First Year of Teaching Fall 2021 – Spring 2022 Cohort

Surveys Sent = 33; Responses Received = 21; Response Rate = 64%  
Survey items aligned to Danielson’s Framework of Teaching.

Ouachita Baptist University Alumni Employer Survey Fall 2021-Spring 2022

	1- INEFFECTIVE	2- PROGRESSING	3- EFFECTIVE	4-HIGHLY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
Demonstrating knowledge of content	5.56% 1	5.56% 1	38.89% 7	50.00% 9	18	3.33
Demonstrating knowledge of students	0.00% 0	22.22% 4	50.00% 9	27.78% 5	18	3.06
Setting instructional outcomes	0.00% 0	27.78% 5	44.44% 8	27.78% 5	18	3.00
Demonstrating knowledge of resources	0.00% 0	27.78% 5	27.78% 5	44.44% 8	18	3.17
Designing coherent instruction	5.56% 1	11.11% 2	44.44% 8	38.89% 7	18	3.17
Designing student assessment	5.56% 1	27.78% 5	50.00% 9	16.67% 3	18	2.78
Creating an environment of respect and rapport	11.11% 2	0.00% 0	38.89% 7	50.00% 9	18	3.28
Establishing a culture for learning	5.56% 1	16.67% 3	27.78% 5	50.00% 9	18	3.22
Managing classroom procedures	5.56% 1	22.22% 4	38.89% 7	33.33% 6	18	3.00
Managing student behavior	5.56% 1	27.78% 5	33.33% 6	33.33% 6	18	2.94
Organizing physical space	0.00% 0	22.22% 4	16.67% 3	61.11% 11	18	3.39
Communicating with students	0.00% 0	16.67% 3	33.33% 6	50.00% 9	18	3.33
Using questioning and discussion techniques	5.56% 1	16.67% 3	44.44% 8	33.33% 6	18	3.06
Engaging students in learning	5.56% 1	22.22% 4	33.33% 6	38.89% 7	18	3.06
Using assessment in instruction	5.56% 1	27.78% 5	44.44% 8	22.22% 4	18	2.83
Demonstrating flexibility and responsiveness	5.56% 1	5.56% 1	22.22% 4	66.67% 12	18	3.50
Reflecting on teaching	5.56% 1	11.11% 2	50.00% 9	33.33% 6	18	3.11
Maintaining accurate records	0.00% 0	5.56% 1	61.11% 11	33.33% 6	18	3.28
Communicating with families	0.00% 0	16.67% 3	50.00% 9	33.33% 6	18	3.17
Participating in a professional community	0.00% 0	22.22% 4	38.89% 7	38.89% 7	18	3.17
Growing and developing professionally	0.00% 0	16.67% 3	33.33% 6	50.00% 9	18	3.33
Showing professionalism	0.00% 0	5.56% 1	27.78% 5	66.67% 12	18	3.61

**Ouachita Baptist University  
Completers' Employers Survey  
End of the First Year of Teaching  
Fall 2020 – Spring 2021 Cohort**

Surveys Sent = 36; Responses Received = 22; Response Rate = 61%  
Survey items aligned to Danielson's Framework of Teaching.

Ouachita Baptist University Alumni Employer Survey Fall 2020-Spring 2021

	1-BELOW AVERAGE	2- AVERAGE	3-ABOVE AVERAGE	4- SUPERIOR	TOTAL	WEIGHTED AVERAGE
Has knowledge of subject matter	0.00% 0	27.78% 5	44.44% 8	27.78% 5	18	3.00
Able to teach students of diverse backgrounds	0.00% 0	27.78% 5	50.00% 9	22.22% 4	18	2.94
Able to teach students of diverse academic abilities	0.00% 0	27.78% 5	50.00% 9	22.22% 4	18	2.94
Able to write appropriate lesson plans	0.00% 0	44.44% 8	38.89% 7	16.67% 3	18	2.72
Able to effectively integrate technology and instruction	0.00% 0	16.67% 3	44.44% 8	38.89% 7	18	3.22
Able to design student assessment	0.00% 0	44.44% 8	33.33% 6	22.22% 4	18	2.78
Has positive rapport with students	0.00% 0	16.67% 3	33.33% 6	50.00% 9	18	3.33
Establishes classroom procedures	0.00% 0	38.89% 7	33.33% 6	27.78% 5	18	2.89
Has effective classroom management skills	5.56% 1	44.44% 8	27.78% 5	22.22% 4	18	2.67
Exhibits effective teaching strategies	5.56% 1	22.22% 4	55.56% 10	16.67% 3	18	2.83
Uses effective questioning and discussion techniques	0.00% 0	44.44% 8	38.89% 7	16.67% 3	18	2.72
Consistently engages students in learning	5.56% 1	22.22% 4	50.00% 9	22.22% 4	18	2.89
Uses assessment effectively	0.00% 0	50.00% 9	33.33% 6	16.67% 3	18	2.67
Has the ability to adapt	0.00% 0	33.33% 6	38.89% 7	27.78% 5	18	2.94
Uses reflection as a means of improving instruction	0.00% 0	27.78% 5	50.00% 9	22.22% 4	18	2.94
Has positive rapport with parents/guardians	0.00% 0	22.22% 4	44.44% 8	33.33% 6	18	3.11
Participates in professional community	0.00% 0	33.33% 6	33.33% 6	33.33% 6	18	3.00
Seeks to grow and develop professionally	0.00% 0	16.67% 3	44.44% 8	38.89% 7	18	3.22
Uses professional judgement and ethical behavior	0.00% 0	22.22% 4	44.44% 8	33.33% 6	18	3.11

**Ouachita Baptist University  
Completers' Employers Survey  
End of the First Year of Teaching  
Fall 2019 – Spring 2020 Cohort**

Surveys Sent = 24; Responses Received = 9; Response Rate = 38%  
Survey items aligned to Danielson's Framework of Teaching.

	1-BELOW AVERAGE	2- AVERAGE	3-ABOVE AVERAGE	4- SUPERIOR	TOTAL	WEIGHTED AVERAGE
Has knowledge of subject matter	0.00% 0	11.11% 1	55.56% 5	33.33% 3	9	3.22
Able to teach students of diverse backgrounds	0.00% 0	22.22% 2	33.33% 3	44.44% 4	9	3.22
Able to teach students of diverse academic abilities	0.00% 0	33.33% 3	33.33% 3	33.33% 3	9	3.00
Able to write appropriate lesson plans	0.00% 0	11.11% 1	44.44% 4	44.44% 4	9	3.33
Able to effectively integrate technology and instruction	0.00% 0	11.11% 1	22.22% 2	66.67% 6	9	3.56
Able to design student assessment	0.00% 0	25.00% 2	12.50% 1	62.50% 5	8	3.38
Has positive rapport with students	0.00% 0	11.11% 1	33.33% 3	55.56% 5	9	3.44
Establishes classroom procedures	0.00% 0	33.33% 3	33.33% 3	33.33% 3	9	3.00
Has effective classroom management skills	0.00% 0	44.44% 4	22.22% 2	33.33% 3	9	2.89
Exhibits effective teaching strategies	0.00% 0	11.11% 1	55.56% 5	33.33% 3	9	3.22
Uses effective questioning and discussion techniques	0.00% 0	22.22% 2	44.44% 4	33.33% 3	9	3.11
Consistently engages students in learning	0.00% 0	22.22% 2	33.33% 3	44.44% 4	9	3.22
Uses assessment effectively	0.00% 0	33.33% 3	11.11% 1	55.56% 5	9	3.22
Has the ability to adapt	0.00% 0	0.00% 0	44.44% 4	55.56% 5	9	3.56
Uses reflection as a means of improving instruction	0.00% 0	11.11% 1	44.44% 4	44.44% 4	9	3.33
Has positive rapport with parents/guardians	0.00% 0	22.22% 2	22.22% 2	55.56% 5	9	3.33
Participates in professional community	0.00% 0	0.00% 0	55.56% 5	44.44% 4	9	3.44
Seeks to grow and develop professionally	0.00% 0	11.11% 1	33.33% 3	55.56% 5	9	3.44

**Ouachita Baptist University  
Completers' Employers Survey  
End of the First Year of Teaching  
Fall 2018 – Spring 2019 Cohort**

Surveys Sent = 31; Responses Received = 15; Response Rate = 48%  
Survey items aligned to Danielson's Framework of Teaching.

	1-BELOW AVERAGE	2- AVERAGE	3-ABOVE AVERAGE	4- SUPERIOR	TOTAL	WEIGHTED AVERAGE
Has knowledge of subject matter	7.14% 1	14.29% 2	42.86% 6	35.71% 5	14	3.07
Able to teach students of diverse backgrounds	7.14% 1	21.43% 3	28.57% 4	42.86% 6	14	3.07
Able to teach students of diverse academic abilities	7.14% 1	21.43% 3	42.86% 6	28.57% 4	14	2.93
Able to write appropriate lesson plans	0.00% 0	21.43% 3	42.86% 6	35.71% 5	14	3.14
Able to effectively integrate technology and instruction	0.00% 0	21.43% 3	42.86% 6	35.71% 5	14	3.14
Able to design student assessment	0.00% 0	35.71% 5	50.00% 7	14.29% 2	14	2.79
Has positive rapport with students	7.14% 1	7.14% 1	21.43% 3	64.29% 9	14	3.43
Establishes classroom procedures	7.14% 1	21.43% 3	21.43% 3	50.00% 7	14	3.14
Has effective classroom management skills	14.29% 2	14.29% 2	28.57% 4	42.86% 6	14	3.00
Exhibits effective teaching strategies	0.00% 0	21.43% 3	35.71% 5	42.86% 6	14	3.21
Uses effective questioning and discussion techniques	0.00% 0	28.57% 4	50.00% 7	21.43% 3	14	2.93
Consistently engages students in learning	7.14% 1	21.43% 3	28.57% 4	42.86% 6	14	3.07
Uses assessment effectively	0.00% 0	28.57% 4	57.14% 8	14.29% 2	14	2.86
Has the ability to adapt	7.14% 1	14.29% 2	7.14% 1	71.43% 10	14	3.43
Uses reflection as a means of improving instruction	14.29% 2	14.29% 2	21.43% 3	50.00% 7	14	3.07
Has positive rapport with parents/guardians	14.29% 2	7.14% 1	21.43% 3	57.14% 8	14	3.21
Participates in professional community	7.14% 1	14.29% 2	21.43% 3	57.14% 8	14	3.29
Seeks to grow and develop professionally	14.29% 2	0.00% 0	35.71% 5	50.00% 7	14	3.21
Uses professional judgement and ethical behavior	7.14% 1	7.14% 1	14.29% 2	71.43% 10	14	3.50

**Ouachita Baptist University  
Completers' Employers Survey  
End of the First Year of Teaching  
Fall 2017 – Spring 2018 Cohort**

Surveys Sent = 19; Responses Received = 10; Response Rate = 53%  
Survey items aligned to Danielson's Framework of Teaching.

	1-BELOW AVERAGE	2- AVERAGE	3-ABOVE AVERAGE	4- SUPERIOR	TOTAL	WEIGHTED AVERAGE
Has knowledge of subject matter	0.00% 0	10.00% 1	50.00% 5	40.00% 4	10	3.30
Able to teach students of diverse backgrounds	0.00% 0	20.00% 2	50.00% 5	30.00% 3	10	3.10
Able to teach students of diverse academic abilities	0.00% 0	20.00% 2	40.00% 4	40.00% 4	10	3.20
Able to write appropriate lesson plans	0.00% 0	10.00% 1	50.00% 5	40.00% 4	10	3.30
Able to effectively integrate technology and instruction	0.00% 0	10.00% 1	40.00% 4	50.00% 5	10	3.40
Able to design student assessment	0.00% 0	11.11% 1	55.56% 5	33.33% 3	9	3.22
Has positive rapport with students	0.00% 0	0.00% 0	30.00% 3	70.00% 7	10	3.70
Establishes classroom procedures	0.00% 0	10.00% 1	60.00% 6	30.00% 3	10	3.20
Has effective classroom management skills	0.00% 0	0.00% 0	60.00% 6	40.00% 4	10	3.40
Exhibits effective teaching strategies	10.00% 1	0.00% 0	40.00% 4	50.00% 5	10	3.30
Uses effective questioning and discussion techniques	10.00% 1	0.00% 0	60.00% 6	30.00% 3	10	3.10
Consistently engages students in learning	10.00% 1	10.00% 1	40.00% 4	40.00% 4	10	3.10
Uses assessment effectively	0.00% 0	20.00% 2	50.00% 5	30.00% 3	10	3.10
Has the ability to adapt	0.00% 0	20.00% 2	50.00% 5	30.00% 3	10	3.10
Uses reflection as a means of improving instruction	0.00% 0	10.00% 1	60.00% 6	30.00% 3	10	3.20
Has positive rapport with parents/guardians	0.00% 0	10.00% 1	40.00% 4	50.00% 5	10	3.40
Participates in professional community	10.00% 1	10.00% 1	20.00% 2	60.00% 6	10	3.30
Seeks to grow and develop professionally	0.00% 0	10.00% 1	50.00% 5	40.00% 4	10	3.30
Uses professional judgement and ethical behavior	10.00% 1	10.00% 1	30.00% 3	50.00% 5	10	3.20



**Ouachita Baptist University  
Completers' Employers Survey  
End of the First Year of Teaching  
Fall 2016 – Spring 2017 Cohort**

Surveys Sent = 27; Responses Received = 12; Response Rate = 44%  
Survey items aligned to Danielson's Framework of Teaching.

Ouachita Baptist University Alumni Employer Survey Fall 2016-Spring 2017

	1-BELOW AVERAGE	2- AVERAGE	3-ABOVE AVERAGE	4- SUPERIOR	TOTAL	WEIGHTED AVERAGE
Has knowledge of subject matter	0.00% 0	16.67% 2	41.67% 5	41.67% 5	12	3.25
Able to teach students of diverse backgrounds	0.00% 0	25.00% 3	41.67% 5	33.33% 4	12	3.08
Able to teach students of diverse academic abilities	0.00% 0	16.67% 2	50.00% 6	33.33% 4	12	3.17
Able to write appropriate lesson plans	0.00% 0	25.00% 3	33.33% 4	41.67% 5	12	3.17
Able to effectively integrate technology and instruction	0.00% 0	16.67% 2	41.67% 5	41.67% 5	12	3.25
Able to design student assessment	0.00% 0	25.00% 3	41.67% 5	33.33% 4	12	3.08
Has positive rapport with students	0.00% 0	25.00% 3	33.33% 4	41.67% 5	12	3.17
Establishes classroom procedures	8.33% 1	16.67% 2	25.00% 3	50.00% 6	12	3.17
Has effective classroom management skills	8.33% 1	25.00% 3	16.67% 2	50.00% 6	12	3.08
Exhibits effective teaching strategies	0.00% 0	25.00% 3	25.00% 3	50.00% 6	12	3.25
Uses effective questioning and discussion techniques	0.00% 0	8.33% 1	50.00% 6	41.67% 5	12	3.33
Consistently engages students in learning	0.00% 0	25.00% 3	33.33% 4	41.67% 5	12	3.17
Uses assessment effectively	0.00% 0	25.00% 3	33.33% 4	41.67% 5	12	3.17
Has the ability to adapt	0.00% 0	25.00% 3	33.33% 4	41.67% 5	12	3.17
Uses reflection as a means of improving instruction	0.00% 0	8.33% 1	41.67% 5	50.00% 6	12	3.42
Has positive rapport with parents/guardians	0.00% 0	25.00% 3	25.00% 3	50.00% 6	12	3.25
Participates in professional community	0.00% 0	25.00% 3	33.33% 4	41.67% 5	12	3.17
Seeks to grow and develop professionally	0.00% 0	25.00% 3	25.00% 3	50.00% 6	12	3.25
Uses professional judgement and ethical behavior	0.00% 0	25.00% 3	25.00% 3	50.00% 6	12	3.25

## Ouachita Baptist University Completers' Employers Survey End of the First Year of Teaching Fall 2015 – Spring 2016 Cohort

Surveys Sent = 23; Responses Received = 13; Response Rate = 57%  
Survey items aligned to Danielson's Framework of Teaching.

Ouachita Baptist University Alumni Employer Survey Fall 2015-Spring 2016

	1-BELOW AVERAGE	2- AVERAGE	3-ABOVE AVERAGE	4- SUPERIOR	TOTAL	WEIGHTED AVERAGE
Has knowledge of subject matter	0.00% 0	23.08% 3	46.15% 6	30.77% 4	13	3.08
Able to teach students of diverse backgrounds	0.00% 0	23.08% 3	46.15% 6	30.77% 4	13	3.08
Able to teach students of diverse academic abilities	7.69% 1	15.38% 2	61.54% 8	15.38% 2	13	2.85
Able to write appropriate lesson plans	7.69% 1	30.77% 4	30.77% 4	30.77% 4	13	2.85
Able to effectively integrate technology and instruction	7.69% 1	23.08% 3	53.85% 7	15.38% 2	13	2.77
Able to design student assessment	7.69% 1	30.77% 4	46.15% 6	15.38% 2	13	2.69
Has positive rapport with students	7.69% 1	0.00% 0	61.54% 8	30.77% 4	13	3.15
Establishes classroom procedures	0.00% 0	23.08% 3	53.85% 7	23.08% 3	13	3.00
Has effective classroom management skills	7.69% 1	30.77% 4	46.15% 6	15.38% 2	13	2.69
Exhibits effective teaching strategies	0.00% 0	30.77% 4	53.85% 7	15.38% 2	13	2.85
Uses effective questioning and discussion techniques	7.69% 1	23.08% 3	61.54% 8	7.69% 1	13	2.69
Consistently engages students in learning	7.69% 1	30.77% 4	38.46% 5	23.08% 3	13	2.77
Uses assessment effectively	15.38% 2	23.08% 3	46.15% 6	15.38% 2	13	2.62
Has the ability to adapt	0.00% 0	30.77% 4	53.85% 7	15.38% 2	13	2.85
Uses reflection as a means of improving instruction	0.00% 0	30.77% 4	53.85% 7	15.38% 2	13	2.85
Has positive rapport with parents/guardians	0.00% 0	15.38% 2	53.85% 7	30.77% 4	13	3.15
Participates in professional community	0.00% 0	23.08% 3	61.54% 8	15.38% 2	13	2.92
Seeks to grow and develop professionally	0.00% 0	23.08% 3	53.85% 7	23.08% 3	13	3.00
Uses professional judgement and ethical behavior	7.69% 1	15.38% 2	53.85% 7	23.08% 3	13	2.92