

Employer Satisfaction Survey Results

Drury University & Missouri Statewide Percentages

Academic Years 2021-2022; 2020-2021; 2019-2020; 2018-2019; & 2017-2018

The following data is from the First-Year Teacher Survey, which is collected in collaboration by Missouri's Department of Elementary and Secondary Education (DESE), and the University of Missouri's Office of Social and Economic Data Analysis (OSEDA). The principal of the first-year teacher completes the survey providing the teacher's respective educator preparation program (EPP) with data regarding the teacher's effectiveness based on the nine Missouri Teacher Standards.

	2022-2023		2021-2022		2020-2021		2019-2020		2018-2019		2017-2018	
	Drury	Statewide	Drury	Statewide	Drury	Statewide	Drury	Statewide	Drury	Statewide	Drury	Statewide
Standard 1 – Content Knowledge												
1. The teacher was prepared to incorporate interdisciplinary instruction.												
Strongly Agree	20%	23%	23%	24%	22%	27%	22%	28%	24%	24%	23%	25%
Agree	60%	53%	68%	53%	65%	56%	68%	54%	74%	55%	63%	54%
Neutral	10%	14%	5%	15%	10%	11%	8%	11%	2%	12%	8%	11%
Disagree	5%	8%	5%	6%	3%	5%	3%	5%	0%	7%	8%	7%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	0%	2%	0%	2%
2. The teacher was prepared in their content area.												
Strongly Agree	25%	32%	32%	34%	27%	38%	27%	39%	24%	37%	25%	38%
Agree	50%	53%	59%	52%	63%	51%	65%	51%	74%	51%	68%	50%
Neutral	20%	9%	5%	8%	8%	7%	8%	6%	0%	8%	5%	7%
Disagree	5%	5%	0%	5%	2%	3%	0%	3%	2%	5%	3%	4%
Strongly Disagree	0%	2%	5%	1%	0%	1%	0%	1%	0%	2%	0%	2%
3. The teacher was prepared to engage students in their content area.												
Strongly Agree	15%	29%	36%	31%	25%	35%	28%	36%	29%	24%	25%	25%
Agree	60%	53%	55%	51%	61%	52%	58%	50%	67%	51%	65%	65%
Neutral	15%	10%	5%	10%	14%	8%	14%	8%	5%	8%	5%	5%
Disagree	5%	6%	5%	6%	0%	4%	0%	5%	0%	5%	5%	5%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	0%	2%	0%	0%

4. The teacher was prepared to make content meaningful to students.												
Strongly Agree	20%	29%	27%	33%	32%	36%	27%	36%	31%	33%	28%	34%
Agree	60%	51%	68%	50%	55%	51%	57%	50%	60%	51%	63%	50%
Neutral	10%	12%	0%	10%	13%	8%	16%	8%	5%	9%	3%	8%
Disagree	5%	6%	5%	6%	0%	4%	0%	5%	5%	5%	8%	6%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	0%	2%	0%	2%
Standard 2 – Learning, Growth, & Development												
5. The teacher was prepared to design lessons that include differentiated instruction.												
Strongly Agree	20%	23%	23%	25%	20%	27%	19%	28%	21%	26%	25%	27%
Agree	45%	46%	59%	46%	58%	50%	62%	49%	60%	46%	58%	47%
Neutral	25%	17%	14%	17%	20%	14%	19%	13%	10%	15%	8%	19%
Disagree	10%	12%	5%	9%	2%	7%	0%	8%	10%	10%	10%	9%
Strongly Disagree	0%	3%	0%	3%	0%	2%	0%	2%	0%	2%	0%	2%
6. The teacher was prepared to implement instruction based on a student's IEP.												
Strongly Agree	20%	22%	18%	21%	25%	24%	22%	24%	21%	23%	28%	23%
Agree	35%	44%	64%	47%	47%	49%	54%	48%	64%	47%	53%	47%
Neutral	20%	21%	14%	21%	22%	19%	22%	18%	7%	20%	13%	19%
Disagree	20%	10%	5%	8%	7%	7%	3%	7%	7%	9%	5%	9%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	2%	0%	2%	3%	2%
7. The teacher was prepared to modify instruction for English language learners.												
Strongly Agree	10%	17%	14%	16%	15%	18%	14%	18%	14%	15%	15%	16%
Agree	35%	32%	55%	34%	35%	36%	38%	36%	52%	34%	40%	33%
Neutral	35%	39%	27%	40%	45%	39%	46%	38%	31%	41%	28%	42%
Disagree	10%	10%	5%	7%	5%	6%	3%	7%	2%	9%	15%	8%
Strongly Disagree	10%	2%	0%	3%	0%	2%	0%	2%	0%	2%	3%	2%
8. The teacher was prepared to modify instruction for gifted learners.												
Strongly Agree	10%	18%	14%	17%	13%	18%	14%	19%	14%	17%	20%	18%
Agree	25%	36%	55%	38%	38%	41%	41%	41%	48%	40%	40%	39%
Neutral	45%	33%	32%	34%	40%	32%	41%	31%	33%	33%	25%	33%
Disagree	15%	11%	0%	8%	8%	7%	5%	7%	5%	9%	13%	8%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	2%	0%	2%	3%	2%

9. The teacher was prepared to create lesson plans to engage all learners.												
Strongly Agree	15%	24%	32%	27%	22%	29%	24%	30%	24%	27%	23%	29%
Agree	55%	50%	50%	49%	57%	52%	57%	49%	62%	51%	63%	51%
Neutral	15%	14%	18%	13%	15%	12%	16%	12%	10%	12%	8%	11%
Disagree	10%	9%	0%	8%	5%	6%	3%	7%	5%	8%	5%	7%
Strongly Disagree	5%	3%	0%	2%	2%	1%	0%	1%	0%	2%	3%	2%
Standard 3 – Curriculum Implementation												
10. The teacher was prepared to deliver lessons based on curriculum standards.												
Strongly Agree	20%	28%	41%	31%	27%	33%	27%	35%	31%	32%	28%	33%
Agree	65%	53%	55%	52%	60%	54%	57%	52%	57%	54%	63%	53%
Neutral	5%	9%	5%	10%	8%	8%	11%	8%	7%	8%	3%	7%
Disagree	5%	7%	0%	5%	5%	3%	5%	4%	5%	5%	8%	5%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	0%	2%	0%	2%
11. The teacher was prepared to deliver lessons for diverse learners.												
Strongly Agree	15%	22%	23%	23%	20%	25%	22%	26%	21%	23%	13%	24%
Agree	50%	48%	68%	49%	58%	52%	59%	50%	60%	51%	68%	51%
Neutral	20%	19%	5%	19%	20%	15%	19%	15%	12%	15%	10%	15%
Disagree	10%	9%	5%	7%	2%	6%	0%	7%	7%	8%	10%	8%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	0%	2%	0%	2%
Standard 4 – Critical Thinking												
12. The teacher was prepared to implement a variety of instructional strategies.												
Strongly Agree	15%	25%	32%	27%	23%	30%	24%	30%	31%	28%	23%	29%
Agree	55%	49%	55%	49%	65%	52%	62%	51%	57%	51%	60%	51%
Neutral	15%	14%	9%	13%	10%	11%	14%	11%	5%	11%	13%	10%
Disagree	10%	10%	5%	8%	2%	6%	0%	7%	7%	8%	3%	8%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	0%	2%	3%	2%
13. The teacher was prepared to engage students in critical thinking.												
Strongly Agree	15%	23%	27%	24%	22%	26%	19%	27%	24%	24%	18%	26%
Agree	40%	46%	55%	48%	53%	51%	57%	49%	52%	51%	53%	49%
Neutral	35%	18%	14%	18%	20%	16%	19%	15%	14%	14%	18%	14%
Disagree	5%	10%	0%	8%	3%	6%	5%	7%	10%	8%	10%	9%

Strongly Disagree	5%	2%	5%	2%	2%	1%	0%	1%	0%	2%	3%	2%
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14. The teacher was prepared to model critical thinking & problem solving.

Strongly Agree	15%	24%	27%	25%	25%	27%	24%	29%	21%	24%	15%	26%
Agree	50%	48%	59%	49%	52%	50%	51%	49%	67%	51%	68%	50%
Neutral	25%	18%	14%	17%	18%	15%	22%	14%	5%	14%	8%	13%
Disagree	5%	8%	0%	8%	3%	6%	3%	7%	7%	8%	8%	8%
Strongly Disagree	5%	2%	0%	2%	2%	1%	0%	1%	0%	2%	3%	2%

15. The teacher was prepared to use technology to enhance student learning.

Strongly Agree	25%	29%	36%	32%	19%	34%	16%	34%	31%	30%	30%	31%
Agree	60%	52%	59%	52%	68%	53%	68%	51%	62%	53%	50%	52%
Neutral	15%	13%	5%	11%	12%	9%	14%	10%	7%	11%	8%	11%
Disagree	0%	4%	0%	4%	2%	3%	3%	4%	0%	4%	10%	5%
Strongly Disagree	0%	2%	0%	2%	0%	1%	0%	1%	0%	1%	3%	2%

Standard 5 – Positive Classroom Environment

16. The teacher was prepared to create a classroom environment that encourages student engagement.

Strongly Agree	20%	30%	32%	32%	32%	35%	32%	36%	31%	33%	33%	34%
Agree	50%	48%	59%	47%	53%	49%	51%	46%	62%	49%	48%	47%
Neutral	15%	11%	9%	11%	10%	9%	11%	10%	7%	9%	5%	9%
Disagree	15%	7%	0%	7%	3%	5%	5%	7%	0%	7%	13%	7%
Strongly Disagree	0%	3%	0%	2%	2%	1%	0%	2%	0%	3%	3%	3%

17. The teacher was prepared to use a variety of classroom management strategies.

Strongly Agree	25%	25%	18%	25%	25%	29%	24%	30%	19%	27%	20%	28%
Agree	30%	43%	64%	44%	53%	46%	54%	44%	67%	45%	58%	44%
Neutral	25%	15%	9%	16%	17%	13%	14%	13%	10%	13%	10%	13%
Disagree	15%	11%	9%	10%	5%	9%	8%	10%	2%	11%	8%	11%
Strongly Disagree	5%	6%	0%	5%	0%	3%	0%	4%	2%	4%	5%	4%

18. The teacher was prepared to manage a variety of discipline issues.

Strongly Agree	15%	23%	18%	23%	22%	26%	19%	26%	24%	24%	20%	25%
Agree	35%	42%	59%	42%	52%	46%	57%	44%	57%	45%	50%	44%
Neutral	25%	16%	9%	17%	22%	14%	16%	13%	12%	15%	15%	14%
Disagree	25%	13%	14%	12%	3%	10%	5%	12%	5%	12%	10%	13%

Strongly Disagree	0%	6%	0%	6%	2%	4%	3%	5%	2%	5%	5%	4%
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19. The teacher was prepared to motivate his or her students to learn.

Strongly Agree	15%	27%	32%	29%	32%	33%	32%	34%	33%	31%	33%	32%
Agree	45%	50%	59%	49%	52%	51%	51%	47%	60%	50%	55%	49%
Neutral	25%	13%	9%	13%	13%	10%	16%	10%	5%	11%	8%	10%
Disagree	15%	7%	0%	6%	3%	5%	0%	6%	2%	6%	5%	6%
Strongly Disagree	0%	3%	0%	3%	0%	1%	0%	2%	0%	2%	0%	2%

20. The teacher was prepared to keep his or her students on task.

Strongly Agree	15%	25%	27%	27%	29%	30%	31%	30%	24%	28%	30%	29%
Agree	50%	48%	68%	48%	61%	51%	58%	48%	64%	49%	53%	48%
Neutral	25%	13%	0%	14%	8%	11%	11%	11%	7%	11%	10%	11%
Disagree	5%	9%	5%	7%	0%	6%	0%	7%	5%	8%	5%	8%
Strongly Disagree	5%	4%	0%	4%	2%	2%	0%	3%	0%	3%	3%	3%

21. The teacher was prepared to foster positive student relationships.

Strongly Agree	40%	41%	41%	45%	43%	48%	38%	48%	50%	44%	50%	45%
Agree	55%	47%	45%	42%	50%	44%	57%	42%	48%	44%	38%	43%
Neutral	0%	8%	9%	8%	5%	5%	5%	6%	0%	7%	8%	7%
Disagree	5%	3%	5%	3%	2%	2%	0%	3%	2%	3%	5%	3%
Strongly Disagree	0%	2%	0%	1%	0%	1%	0%	1%	6%	2%	0%	2%

22. The teacher was prepared to facilitate smooth transitions for their students.

Strongly Agree	10%	28%	32%	31%	25%	33%	19%	33%	36%	31%	40%	32%
Agree	65%	50%	55%	48%	60%	51%	65%	48%	57%	50%	43%	49%
Neutral	20%	13%	9%	13%	13%	10%	16%	11%	7%	11%	10%	11%
Disagree	0%	7%	5%	6%	2%	5%	0%	6%	0%	6%	8%	6%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	0%	2%	0%	2%

Standard 6 – Effective Communication

23. The teacher was prepared to use effective communication strategies to foster student learning.

Strongly Agree	10%	29%	32%	31%	23%	33%	19%	34%	31%	31%	38%	32%
Agree	65%	52%	50%	51%	60%	53%	65%	51%	64%	53%	50%	52%
Neutral	20%	12%	14%	11%	13%	9%	14%	9%	5%	9%	10%	9%
Disagree	0%	5%	5%	5%	3%	4%	3%	4%	0%	5%	3%	5%

Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	0%	2%	0%	2%
24. The teacher was prepared to effectively communicate with parents.												
Strongly Agree	15%	26%	27%	28%	22%	31%	19%	31%	26%	28%	28%	29%
Agree	60%	49%	64%	49%	60%	52%	62%	51%	57%	50%	55%	48%
Neutral	20%	16%	9%	15%	12%	12%	11%	12%	14%	13%	13%	13%
Disagree	0%	7%	0%	7%	7%	4%	8%	5%	0%	6%	3%	7%
Strongly Disagree	5%	2%	0%	2%	0%	1%	0%	1%	2%	2%	3%	2%
25. The teacher was prepared to effectively communicate with staff.												
Strongly Agree	10%	29%	27%	30%	30%	34%	27%	36%	33%	31%	43%	32%
Agree	65%	51%	64%	51%	52%	51%	54%	50%	57%	52%	40%	51%
Neutral	10%	12%	5%	13%	10%	10%	8%	10%	5%	10%	13%	10%
Disagree	15%	6%	0%	4%	7%	4%	11%	4%	5%	5%	0%	5%
Strongly Disagree	0%	2%	5%	2%	2%	1%	0%	1%	0%	2%	5%	2%
26. The teacher was prepared to promote respect for diverse cultures, genders, and intellectual/physical abilities.												
Strongly Agree	15%	31%	27%	32%	27%	35%	24%	36%	31%	32%	38%	32%
Agree	65%	53%	55%	51%	65%	53%	68%	51%	62%	53%	48%	52%
Neutral	10%	11%	18%	13%	8%	9%	8%	10%	7%	11%	13%	11%
Disagree	10%	3%	0%	3%	0%	2%	0%	3%	0%	3%	0%	3%
Strongly Disagree	0%	1%	0%	1%	0%	1%	0%	1%	0%	1%	3%	2%
27. The teacher was prepared to use technology as a communication tool.												
Strongly Agree	20%	32%	32%	35%	23%	38%	22%	39%	31%	34%	38%	35%
Agree	70%	54%	59%	53%	67%	53%	70%	51%	64%	53%	53%	52%
Neutral	10%	9%	9%	9%	8%	7%	5%	7%	5%	9%	5%	9%
Disagree	0%	3%	5%	3%	2%	2%	3%	2%	0%	3%	5%	3%
Strongly Disagree	0%	1%	0%	1%	0%	1%	0%	1%	0%	1%	0%	1%
28. The teacher was prepared to enhance students' skills in using technology as a communication tool.												
Strongly Agree	15%	28%	27%	30%	25%	33%	22%	33%	29%	29%	33%	29%
Agree	65%	51%	59%	53%	60%	53%	65%	52%	62%	53%	45%	52%
Neutral	15%	15%	9%	12%	13%	11%	11%	11%	7%	13%	20%	13%
Disagree	5%	4%	5%	4%	2%	3%	3%	3%	2%	4%	3%	4%

Strongly Disagree	0%	2%	0%	1%	0%	1%	0%	1%	0%	1%	0%	1%
Standard 7 – Student Assessment & Data Analysis												
29. The teacher was prepared to use assessments to evaluate learning.												
Strongly Agree	10%	25%	23%	27%	22%	29%	19%	29%	24%	27%	25%	27%
Agree	70%	52%	59%	52%	60%	55%	65%	54%	69%	55%	60%	54%
Neutral	10%	14%	14%	14%	17%	11%	14%	11%	5%	12%	8%	12%
Disagree	0%	7%	5%	5%	2%	4%	3%	4%	2%	5%	8%	5%
Strongly Disagree	10%	2%	0%	2%	0%	1%	0%	1%	0%	2%	0%	2%
30. The teacher was prepared to develop assessments to evaluate learning.												
Strongly Agree	10%	21%	18%	22%	19%	24%	14%	24%	17%	22%	18%	23%
Agree	60%	48%	64%	51%	53%	53%	58%	53%	67%	53%	55%	53%
Neutral	20%	19%	14%	19%	24%	16%	22%	15%	2%	16%	20%	15%
Disagree	0%	9%	5%	7%	5%	6%	6%	6%	12%	8%	5%	8%
Strongly Disagree	10%	3%	0%	2%	0%	1%	0%	1%	2%	2%	3%	2%
31. The teacher was prepared to analyze assessment data to improve instruction.												
Strongly Agree	10%	20%	27%	22%	19%	24%	19%	25%	17%	22%	18%	23%
Agree	60%	47%	55%	49%	58%	52%	56%	51%	68%	52%	58%	51%
Neutral	10%	20%	14%	19%	15%	17%	17%	16%	2%	17%	20%	16%
Disagree	15%	9%	5%	8%	7%	6%	8%	7%	12%	8%	3%	8%
Strongly Disagree	5%	3%	0%	2%	2%	1%	0%	1%	0%	2%	3%	2%
32. The teacher was prepared to help students set learning goals based on assessment results.												
Strongly Agree	10%	21%	23%	21%	19%	23%	19%	25%	21%	21%	15%	22%
Agree	60%	44%	55%	49%	54%	51%	53%	51%	60%	50%	63%	49%
Neutral	20%	22%	18%	20%	20%	17%	22%	16%	7%	18%	15%	18%
Disagree	5%	10%	5%	8%	7%	7%	6%	8%	12%	9%	8%	9%
Strongly Disagree	5%	3%	0%	2%	0%	1%	0%	1%	0%	2%	0%	2%
33. The teacher was prepared to work with colleagues to set learning goals using assessment results.												
Strongly Agree	20%	23%	23%	25%	19%	27%	19%	28%	21%	25%	28%	26%
Agree	60%	50%	68%	51%	63%	53%	58%	52%	60%	53%	55%	51%
Neutral	15%	17%	5%	16%	14%	14%	17%	13%	12%	14%	13%	14%
Disagree	5%	8%	5%	6%	2%	5%	3%	5%	7%	6%	3%	7%

Strongly Disagree	0%	2%	0%	2%	3%	1%	3%	1%	0%	2%	3%	2%
Standard 8 – Professionalism												
34. The teacher was prepared to analyze data to reflect on areas for personal growth.												
Strongly Agree	10%	22%	23%	23%	19%	25%	17%	26%	19%	23%	15%	24%
Agree	65%	49%	64%	50%	58%	53%	58%	52%	67%	53%	58%	52%
Neutral	15%	17%	9%	18%	19%	15%	19%	14%	7%	16%	23%	15%
Disagree	5%	9%	5%	7%	5%	6%	6%	6%	7%	7%	3%	8%
Strongly Disagree	5%	3%	0%	2%	0%	1%	0%	1%	0%	2%	3%	2%
35. The teacher was prepared to reflect on their practices for professional growth.												
Strongly Agree	15%	28%	32%	29%	22%	32%	22%	34%	29%	29%	28%	30%
Agree	65%	51%	55%	51%	68%	53%	69%	51%	62%	53%	58%	52%
Neutral	15%	12%	14%	12%	7%	9%	6%	9%	5%	10%	5%	10%
Disagree	0%	6%	0%	4%	3%	4%	3%	4%	5%	5%	5%	5%
Strongly Disagree	5%	3%	0%	3%	0%	1%	0%	2%	0%	2%	5%	2%
Standard 9 – Professional Collaboration												
36. The teacher was prepared to collaborate with colleagues to support student learning.												
Strongly Agree	15%	30%	36%	33%	29%	35%	28%	37%	36%	32%	33%	33%
Agree	65%	52%	55%	52%	56%	53%	58%	51%	55%	54%	55%	53%
Neutral	5%	10%	5%	9%	8%	8%	6%	8%	5%	8%	8%	8%
Disagree	5%	5%	0%	4%	3%	3%	6%	3%	5%	4%	3%	4%
Strongly Disagree	10%	2%	5%	2%	3%	1%	3%	2%	0%	2%	3%	2%
37. The teacher was prepared to collaborate with parents to support student learning.												
Strongly Agree	10%	23%	18%	24%	24%	28%	22%	29%	27%	25%	20%	26%
Agree	60%	52%	77%	52%	54%	55%	61%	53%	59%	54%	55%	52%
Neutral	15%	16%	0%	16%	20%	12%	14%	12%	10%	14%	20%	14%
Disagree	5%	6%	5%	5%	2%	4%	3%	4%	2%	6%	3%	6%
Strongly Disagree	10%	2%	0%	2%	0%	1%	0%	1%	2%	2%	3%	2%
38. The teacher was prepared to participate in professional organizations.												
Strongly Agree	10%	24%	23%	25%	24%	28%	19%	29%	29%	26%	18%	26%
Agree	50%	50%	59%	50%	53%	52%	64%	51%	64%	53%	54%	52%
Neutral	15%	19%	14%	20%	22%	17%	14%	16%	5%	17%	21%	17%

Disagree	15%	4%	5%	3%	2%	2%	3%	3%	2%	3%	3%	4%
Strongly Disagree	10%	2%	0%	2%	0%	1%	0%	1%	0%	1%	5%	1%

Additional Questions

39a. Please click the response that best reflects your perspective about the overall quality of the professional education program your teacher completed.

Very Good	25%	30%	36%	33%	28%	35%	27%	36%	31%	34%	35%	36%
Good	45%	46%	50%	45%	53%	47%	54%	45%	55%	46%	43%	45%
Fair	20%	17%	9%	15%	17%	13%	19%	14%	10%	14%	20%	13%
Poor	10%	6%	5%	5%	2%	3%	0%	4%	3%	5%	0%	4%
Very Poor	0%	2%	0%	2%	0%	1%	0%	1%	0%	2%	3%	2%

39b. Based upon the performance-based evaluation of this first year teacher, how would you rate their impact upon students?

Highly Effective	25%	28%	27%	31%	32%	33%	32%	34%	33%	33%	33%	34%
Effective	55%	54%	64%	52%	57%	54%	57%	51%	60%	52%	50%	51%
Minimally Effective	20%	14%	5%	13%	12%	11%	11%	12%	7%	12%	18%	12%
Ineffective	0%	4%	5%	4%	0%	2%	0%	3%	0%	4%	0%	3%