

**University of Montana**  
**PJW College of Education**  
**Teacher Education Program**  
**Employer Survey Results**  
**Completed Spring 2024**

Initial Licensure Program Completers 22-23 and 23-24 employed during 22-23 and 23-24  
 Sent to 83 employers with 27 complete responses for a response rate of 33%

Very Satisfied		Somewhat Satisfied		Somewhat Unsatisfied		Very Unsatisfied		Area of Professional Preparation
13	48%	13	48%	1	4%	0	0%	Design instruction based on learner's development
10	37%	15	56%	2	7%	0	0%	Differentiate instruction effectively for English Learners (EL).
11	41%	16	59%	0	0%	0	0%	Collaborate to meet the learning needs of all students.
12	44%	13	48%	1	4%	1	4%	Actively engage students in learning.
8	30%	9	33%	7	26%	3	11%	Respond productively to negative behavior.
13	48%	13	48%	0	0%	1	4%	Purposefully use instructional technology.
13	48%	14	52%	0	0%	0	0%	Demonstrate accurate content knowledge.
11	41%	10	37%	5	18%	1	4%	Encourage critical thinking for problem solving.
10	37%	12	44.5%	5	18.5%	0	0%	Analyze assessment data to improve the effectiveness of instruction.
11	41%	13	48%	3	11%	0	0%	Plan instruction based on knowledge of students in their community context.
14	52%	9	33%	4	15%	0	0%	Implement instruction aligned with Montana State Content Standards.
11	41%	12	44%	3	11%	1	4%	Use a variety of instructional strategies.
15	55%	10	37%	1	4%	1	4%	Participate in ongoing professional development opportunities.
9	33%	11	41%	6	22%	1	4%	Reflect on how instructional choices affect students.
14	52%	12	44%	1	4%	0	0%	Respect beliefs, norms, and expectations of families.
11	41%	11	41%	3	11%	2	7%	Apply knowledge of the legal responsibilities of teachers.
14	52%	7	26%	6	22%	0	0%	Initiate professional conversation with supervisors.
15	56%	9	33%	3	11%	0	0%	Engage with colleagues in a professional manner.
12	44%	10	37%	4	15%	1	4%	Accurately incorporate the 7 Essential Understandings of Indian Education for All.