

**Employer Perception of Preparation Survey Montana Education Preparation Provider (MEPP)
Employer Survey Initial Licensure; College of Education, Montana State University Billings Survey
Items/Protocol—Agreed Upon by the Montana Council of Deans of Education (MCDE) May 2024 N**

= 18 responses received

Survey results for this instrument are reported for each individual EPP, as per the MCDE's MEPP Continuous Improvement Collaborative (CIC) statewide protocol, which aligns with CAEP expectations for statewide assessment processes.

Effective + Very Effective	Somewhat + Not Effective	Area of Professional Preparation
93%	7%	1. Design instruction based on learners' development.
85%	15%	2. Differentiate instruction effectively for English Learners (ELs).
100%	0%	3. Collaborate to meet the learning needs of all students.
93%	7%	4. Actively engage students in learning.
79%	21%	5. Respond productively to negative behavior.
100%	0%	6. Purposefully use instructional technology.
100%	0%	7. Demonstrate accurate content knowledge.
86%	14%	8. Encourage critical thinking for problem solving.
86%	14%	9. Analyze assessment data to improve the effectiveness of instruction.
100%	0%	10. Plan instruction based on knowledge of students in their community context.
100%	0%	11. Implement instruction aligned with Montana state content standards.
93%	7%	12. Use a variety of instructional strategies.
100%	0%	13. Participate in ongoing professional development opportunities.
93%	8%	14. Reflect on how instructional choices affect students.
100%	0%	15. Respect beliefs, norms, and expectations of families.
100%	0%	16. Apply knowledge of the legal responsibilities of teachers.
93%	7%	17. Initiate professional conversation with supervisors.
100%	0%	18. Engage with colleagues in a professional manner.
92%	8%	19. Accurately incorporate the 7 Essential Understandings of Indian Education for All.