

Initial Licensure Employer Survey 2024-2025 - Radford University

Virginia Education Assessment Collaborative

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The Virginia Education Assessment Collaborative (VEAC) is a growing partnership between Educator Preparation Programs (EPP) in the Commonwealth of Virginia. Our purpose is to provide a centralized assessment structure for Virginia EPPs that standardizes and reduces the complexity of data collection for both the Virginia Department of Education (VDOE) and the Council for the Accreditation of Educator Preparation (CAEP).

2024-25 VEAC Leadership

Committee: Hilary Campbell – James Madison University, Joel Hanel – University of Virginia, Savanna Love – Virginia Commonwealth University, Jillian McGraw – University of Virginia, Rebecca Perini – Washington & Lee University, Adrienne Sullivan – George Mason University, Amy Thelk – James Madison University, and Angie Wetzel – Virginia Commonwealth University

Data Collection Process

VEAC partners submitted contact information for program completers and their employers to VEAC in February 2025. Initial recruitment for the survey began in March 2025 and was open with reminders through May 2025.

Survey Response Rates

For our 2024-2025 initial licensure cycle, VEAC fielded the Initial Licensure Employer Survey to program completers' employers from 32 EPP partners.

Upon closing the survey in May 2025, VEAC collected complete and partial responses resulting in a 34% response rate.

VEAC provides EPP partners access to a responsive dashboard to view holistic data from the 2024-2025 VEAC cycle. Further, the dashboard supports benchmark reference points through interactive data disaggregation by relevant EPP characteristics (e.g., EPP Size, EPP Type (public/private), Endorsement Level, etc.). Access the VEAC Employer survey dashboard at www.projectveac.org.

EPPs can find responses to the open-ended response question and a response rate table by EPP in their shared Box folder.

Employer Survey Report

VEAC Employer Survey 2025

	VEAC Item	InTASC	VUPS 2021	VEAC Mean	VEAC SD	VEAC N	EPP Mean	EPP SD	EPP N	P value
IA	Demonstrates an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences.	1,2,4	1	3.33	0.61	1369	3.16	0.54	55	0.03
IB	Plans using state standards, the school's curriculum, engaging and research-based strategies and resources, and data to meet the needs of all students.	1,2,7,8	2	3.31	0.62	1362	3.15	0.59	55	0.04
IC	Effectively engages students in learning by using a variety of research-based instructional strategies in order to meet individual learning needs.	1,2,8	3	3.27	0.68	1368	3.13	0.70	55	0.13
ID	Systematically gathers, analyzes, and uses all relevant	6,10	4,8	3.22	0.66	1359	3.13	0.55	55	0.23

VEAC Item	InTASC	VUPS 2021	VEAC Mean	VEAC SD	VEAC N	EPP Mean	EPP SD	EPP N	P value
data to measure student academic progress, guide instructional content and delivery methods, and provide timely feedback to students, caregivers, and other educators.									
IE Uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning.	3	5	3.36	0.68	1370	3.22	0.81	55	0.18
IF Maintains a commitment to professional ethics, collaborates and communicates effectively, and takes responsibility for and participates in professional growth that results in enhanced student learning.	1,2,9	7	3.40	0.64	1370	3.27	0.62	55	0.12
IG Engages in practices that	6,7,8	8	3.30	0.63	1363	3.18	0.61	55	0.14

VEAC Item	InTASC	VUPS 2021	VEAC Mean	VEAC SD	VEAC N	EPP Mean	EPP SD	EPP N	P value
result in acceptable, measurable, and appropriate student academic progress.									
IH Uses content-aligned and developmentally appropriate instructional technology to enhance student learning.	7,8	3	3.33	0.58	1360	3.22	0.50	54	0.11
IJ Demonstrates a commitment to equity by providing instructional practices and classroom strategies that result in culturally inclusive and responsive learning environments and academic achievement for all students.	2,3,8	5,6	3.40	0.60	1361	3.40	0.50	52	0.93
IL Collaborates with the learning community (e.g. school personnel, caregivers, and volunteers) to meet the needs of all learners	3,9,10	7	3.38	0.64	1368	3.29	0.60	55	0.29

	VEAC Item	InTASC	VUPS 2021	VEAC Mean	VEAC SD	VEAC N	EPP Mean	EPP SD	EPP N	P value
	and contribute to a supportive culture.									
IM	Uses assessment results to inform and adjust practice.	6	4,8	3.24	0.64	1358	3.15	0.62	55	0.24
IN	Engages in reflection on the impact of their teaching practice and adapts to meet the needs of each learner.	9	7	3.29	0.66	1361	3.15	0.59	55	0.08
I_O	Based on your experience with this teacher, what best describes the extent to which they were ready to meet the needs of students in your school?	N/A	N/A	4.45	0.80	1379	4.36	0.75	55	0.37

Items A through N asks program completers' employers to rate their performance on 13 VUPS/InTASC items. Specifically, these items ask, "Please rate [Field-C.FirstName] [Field-C.LastName]'s performance on each of the following." Respondent can choose "Exemplary," "Proficient," "Developing/Needs Improvement," or "Unacceptable." To find the average rating, responses are coded, from 1 to 4. Higher values indicate more proficiency, and lower values indicate more unacceptability.

The last item in the VEAC employer survey asks, "Based on your experience with this teacher, what best describes the extent to which they were ready to meet the needs of students in your school?" Respondent employers could respond "Fully ready (able to have an immediate impact on student learning)", "Mostly ready (able to successfully meet the needs of most students," "Moderately ready (in order to be successful, needed additional training, support, and coaching beyond what is typically provided to beginning teachers),"

“Minimally ready (limited success meeting the needs of students and improving outcomes even with additional supports)” or “Not ready (unable to meet the needs of students even with additional supports).” On this five-point scale, higher values indicate more satisfaction, and lower values indicate more dissatisfaction.

Table 1 provides responses to the 2024-25 VEAC Initial Licensure Survey. Column 1 (VEAC Item) provides the text for each revised VEAC survey item. For items A through N: Column 2 (InTASC) provides the item alignment to the InTASC Standards. Column 3 (VUPS 2021) provides the item alignment to the 2021 Virginia Uniform Performance Standards. Column 4 (VEAC Mean) provides the average (mean) for responses to each survey item for all responses from all VEAC partners coded 1-4 for items A-N and 1-5 for item O. Column 5 provides the standard deviation for responses to each survey item for all responses from all VEAC partners coded 1-4. Column 6 provides the number of responses to each survey item. Note that response count does not include N/A or skipped responses. Column 7 (EPP Mean) provides the average (mean) for responses to each survey item for all responses from the EPP coded Column 5 provides the standard deviation for responses to each survey item for all responses coded 1-4 for items A-N and 1-5 for item O. Column 6 provides the number of responses to each survey item from the EPP. Note that response count does not include N/A or skipped responses.