



NATIONAL
LOUIS
UNIVERSITY

1886

NATIONAL COLLEGE OF EDUCATION

NCE Candidate Outcomes 2018 Employer Survey Results

Employer Survey Background

First administered in 2008 by Eduventures and then in house by the institution, the Graduate Employer survey is sent to employers where NCE graduates are employed. Nearly all respondents have been teachers and teacher leaders in the schools. In the case of more than one graduate teaching in a school, principals are asked to complete the survey for each NCE graduate employed there. The purpose of the graduate employer survey is to identify perceptions related to the effectiveness of recently hired teachers who graduated from NLU relative to other recently hired teachers, identify overall perceptions of NLU, identify perceived strengths and weaknesses of NLU graduates and identify suggestions to improve the preparation of teachers. Employers are asked to rate NCE graduates in eight categories: content/pedagogy, student learning, diversity, classroom management, assessment, collaboration, professional development and integrating technology. Each question has five possible responses: outstanding (5), above average (4), average (3), below average (2) and poor (1). The 2017-2018 survey was administered in Spring 2018, to capture responses about NCE graduates who completed the program by June of 2017.

Note that the online listing of this report's title has advanced a year from the prior report to catch up with changes in which year's alumni the survey tracks, but that no year of performing the survey was skipped.

2017-18 Employer Survey Data

For 2018, NCE opted to broaden our total data collection at the sacrifice of response rate. The College selected a much wider pool of alumni than in previous years, with 483 randomly selected for an email to be sent directly from College leadership to the most recently listed employer. 53 responded, versus 24 the year prior, for a response rate of 11.0%

The survey asked a series of questions concerning core areas of educator preparation at NCE:

Compared to other individuals you have hired in similar positions over the past 5 years, how would you rate the National Louis graduate(s) in the following core area of _____. If the graduate(s) is not serving as a classroom teacher(s), consider how they participate in, support, and/or model excellence in the areas listed. In your rating, use "Insufficient information" if you feel you do not have sufficient information to rate the graduate.

Employee performance scores (scale of 1-5)					
AREA	All Respondents Mean N=53		Undergraduate N=22	Graduate N=22	Not Reported N=9
Classroom Management	4.27		4.02	4.61	4.30
Professional Development	4.22		3.97	4.48	4.19
Collaboration	4.30		4.02	4.62	4.20
Content and Pedagogy	4.24		3.99	4.48	4.26
Student Learning	4.27		3.97	4.57	4.25
Assessment	4.28		4.00	4.55	4.30
Integrating Technology	4.16		4.11	4.20	4.18
Diversity	4.17		3.84	4.45	4.29
Overall Performance	4.31		3.95	4.64	4.33

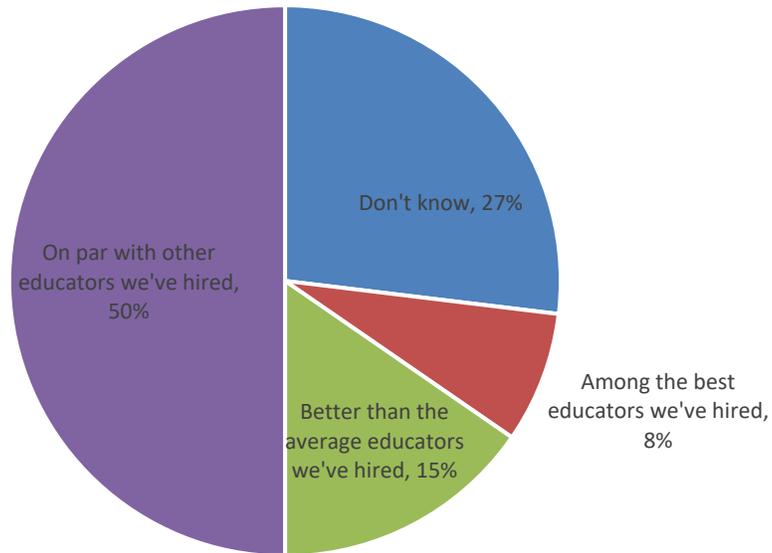
Please see the table at the end of this report for the items listed within each core area.

The capacity in which the alumni are serving in their schools is represented below:

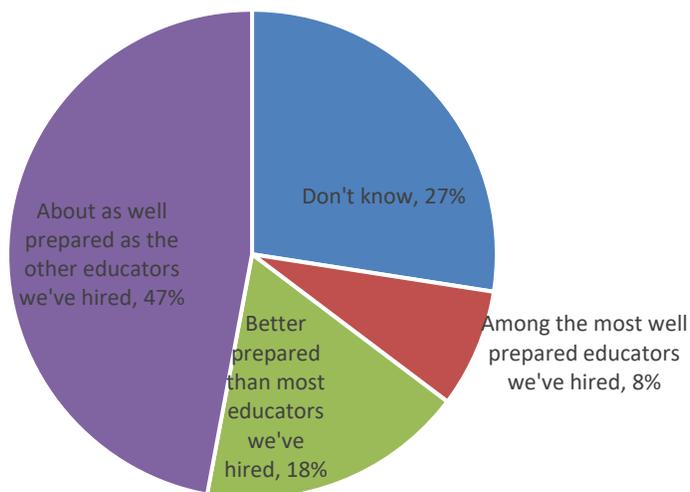
Employee Job Types (N=53)	
CONCENTRATION	# of GRADUATES
General Education	30
Special Education	14
Administrator	5
Counselor	0
Long-Term Substitute	0
Other	22

Two survey questions ask administrators to rate the NLU alumni as employees in their schools as compared to other employees they have hired in the past five years from other institutions.

Rating the Overall Quality of NLU Graduates Compared to Other New Hires
N = 52



Rating the Overall Preparedness of NLU Graduates Compared to Other New Hires
N = 51



Narrative Comments – Overall Impression of University

What is your overall impression of the National College of Education at National Louis University?

Excellent programs and graduates.

Focused on current practice, drawing on expertise from the field.

It is an excellent teacher preparation program.

Based on the graduate I hired, it seems like a robust, well-crafted curriculum that prepares graduates for the job at hand.

Narrative Comments – Strengths

Please describe any strengths you have observed in graduates from NLU

Well prepared from a pedagogical and theoretical standpoint.

Knowledgeable of the most current best practices and research.

She has a strong understanding of planning and differentiation for students with varying needs.

She has great skills and works hard to get to know her students. She reflects on her practice to inform her instruction.

Narrative Comments – Weaknesses and Areas for Improvement

Please describe any weaknesses you have observed in graduates from NLU

Lesson Plan with Integrated Curriculum and Differentiated instruction.

Classroom management and assessment.

Managing student behaviors.

In what ways could NLU improve the preparation of its graduates?

More field experience would be most helpful.

Give students more work with the emotional side of teaching.

Focusing on classroom management strategies and how to meet the needs of all learners.

Core Areas and Individual Delineated on Survey

<p>Compared to other individuals you have hired in similar positions over the past 5 years, how would you rate the National Louis University graduate(s) in the following areas on a scale of 1-5: 5=Outstanding, 4=Above Average, 3=Average, 2=Below Average, 1=Poor, 0=Insufficient Information</p>
<p>In the following section, comments pertaining to each of the categories are noted below.</p>
<p>CONTENT AND PEDAGOGY</p>
<p>Well prepared from a pedagogical and theoretical standpoint.</p>
<p>Knowledgeable of the most current best practices and research.</p>
<p>She has demonstrated the ability to develop good rapport with others and employs solid instructional practices.</p>
<p>STUDENT LEARNING</p>
<p>She has a strong understanding of planning and differentiation for students with varying needs.</p>
<p>She would be much better suited teaching an honors high school class where all students are on the same level and highly motivated to learn.</p>
<p>DIVERSITY</p>
<p>Keep preparing graduates to teach our students to be 21st Century and global learners.</p>
<p>She does an exceptional job creating relationships with our EL students.</p>
<p>CLASSROOM MANAGEMENT</p>
<p>Give students practical strategies for dealing with disruptive or disengaged students.</p>
<p>Give students more work with the emotional side of teaching.</p>
<p>She has great skills and works hard to get to know her students. She reflects on her practice to inform her instruction.</p>
<p>ASSESSMENT</p>
<p>Continue to stress assessment practices that are research proven over traditional grading scales, zeros, etc.</p>
<p>COLLABORATION</p>
<p>His greatest strengths are his positive attitude, flexibility, and collaborative skills.</p>
<p>PROFESSIONAL DEVELOPMENT</p>
<p>First-time teachers need more student-teaching experience for practical knowledge purposes, and to have that experience come through more in their electronic portfolios.</p>
<p>More field experience would be most helpful.</p>
<p>INTEGRATING TECHNOLOGY</p>