



NATIONAL
LOUIS
UNIVERSITY

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 2018-2019 survey was administered in Summer 2019, to capture responses about NCE graduates who completed the program by June of 2018.

NCE's partnership with the state of Illinois now serves as a substantive tool in our understanding employers' evaluations of our graduates, since response rates to surveys are never high. Results from this Illinois State Board of Education (ISBE) survey, with which NCE coordinates, will now appear here in addition to our in-house employer survey.

2017-18 Employer Survey Data

For our in-house survey, the College randomly selected 250 recent graduates for an email to be sent from SurveyGizmo to the most recently listed employer. 19 responded, for a response rate of 7.6%

Meanwhile, the state received responses for 197 graduates from 2018, but does not supply us with the response rate.

Observations

The in-house survey and much larger sample from the state show overall consistent findings: employers rate our graduates overall as excellent. In our in-house survey, overwhelming majorities rated our graduates as Outstanding or Above Average in every practice measured. 42% rated graduates as overall outstanding, and 32% as Above Average, with only 5% (one response) as poor. When asked to rate their NCE hires versus other hires over the past 5 years, 18% responded that NCE graduates were above average or among the best they had hired, 65% responded that our graduates were on par, 18% that they couldn't compare, and none that our graduates were below average.

In the state data, employers rated 57% of 2018 graduates as Proficient and 32% as Excellent. This is substantive, because the survey is statewide for graduates from all educator preparation colleges. Therefore, while we may worry whether our in-house survey can suffer from a positivity bias (such that everyone is "above average"), the state survey has supervisors considering their new educators along a common spectrum. Therefore, when we see substantively more graduates rated as Excellent than as Needs Improvement (11%), we believe the evidence supports our understanding of NCE graduates as performing above the average.

Our in-house survey also tells us that only one respondent had used NCE's online portfolio system while making hiring decisions, and only found it Somewhat useful. The online portfolios are designed to showcase our candidates' abilities, but our limited survey data do not show them performing that function yet.

In the state data below, we wish that the apparent jump in Excellent ratings for 2019 graduates indicated a surge in performance on our part, but in fact this is because reporting is not complete, and the programs in which we have the highest ratings collect data earlier. However, the data between 2017 and 2018 do show slight improvement, and if 2019 continues this trend we will regard our current initiatives in better preparing our graduates to be successful.

State summary data follow, followed by data from the in-house survey.

2017

2018

2019

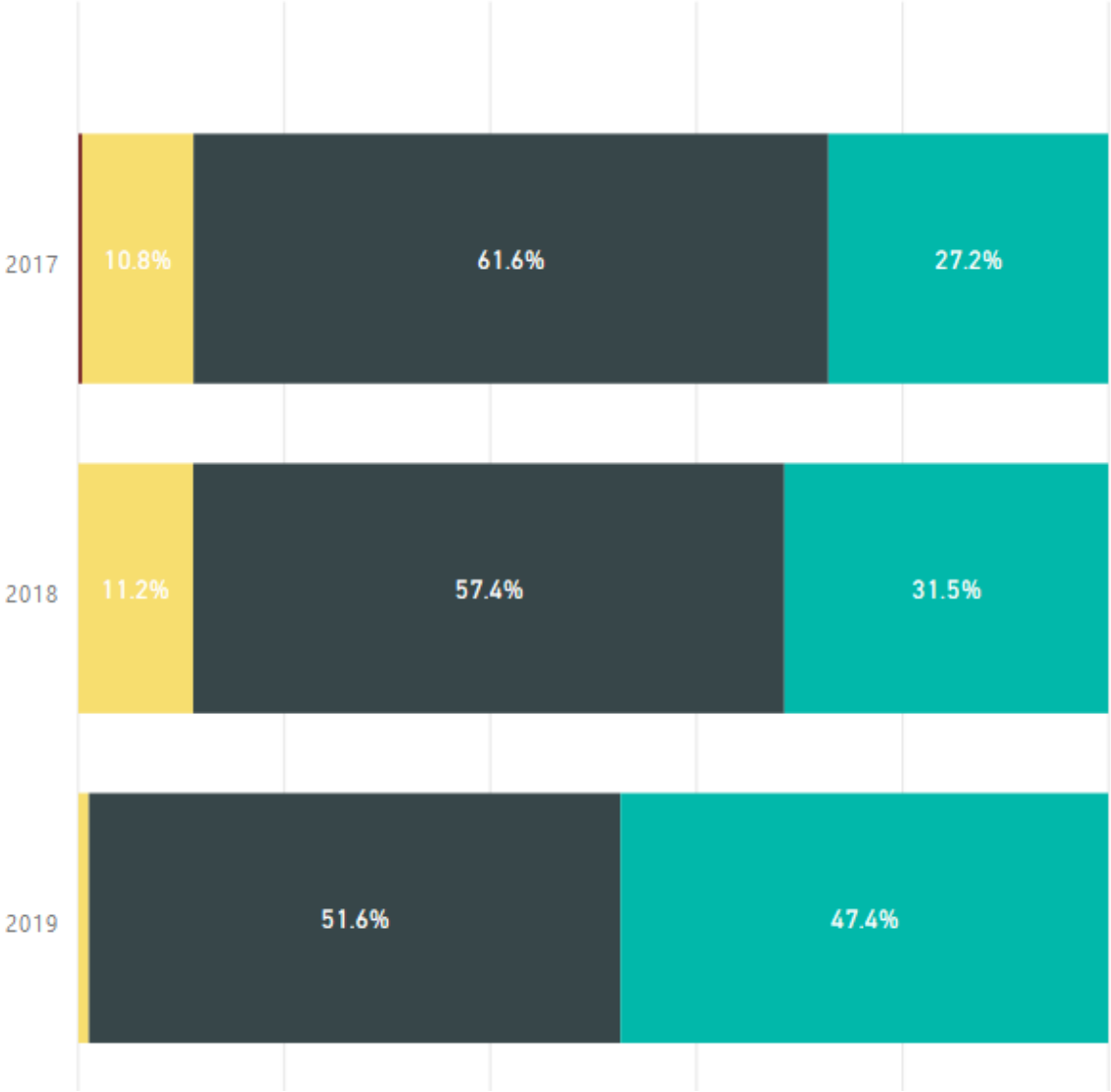
250

197

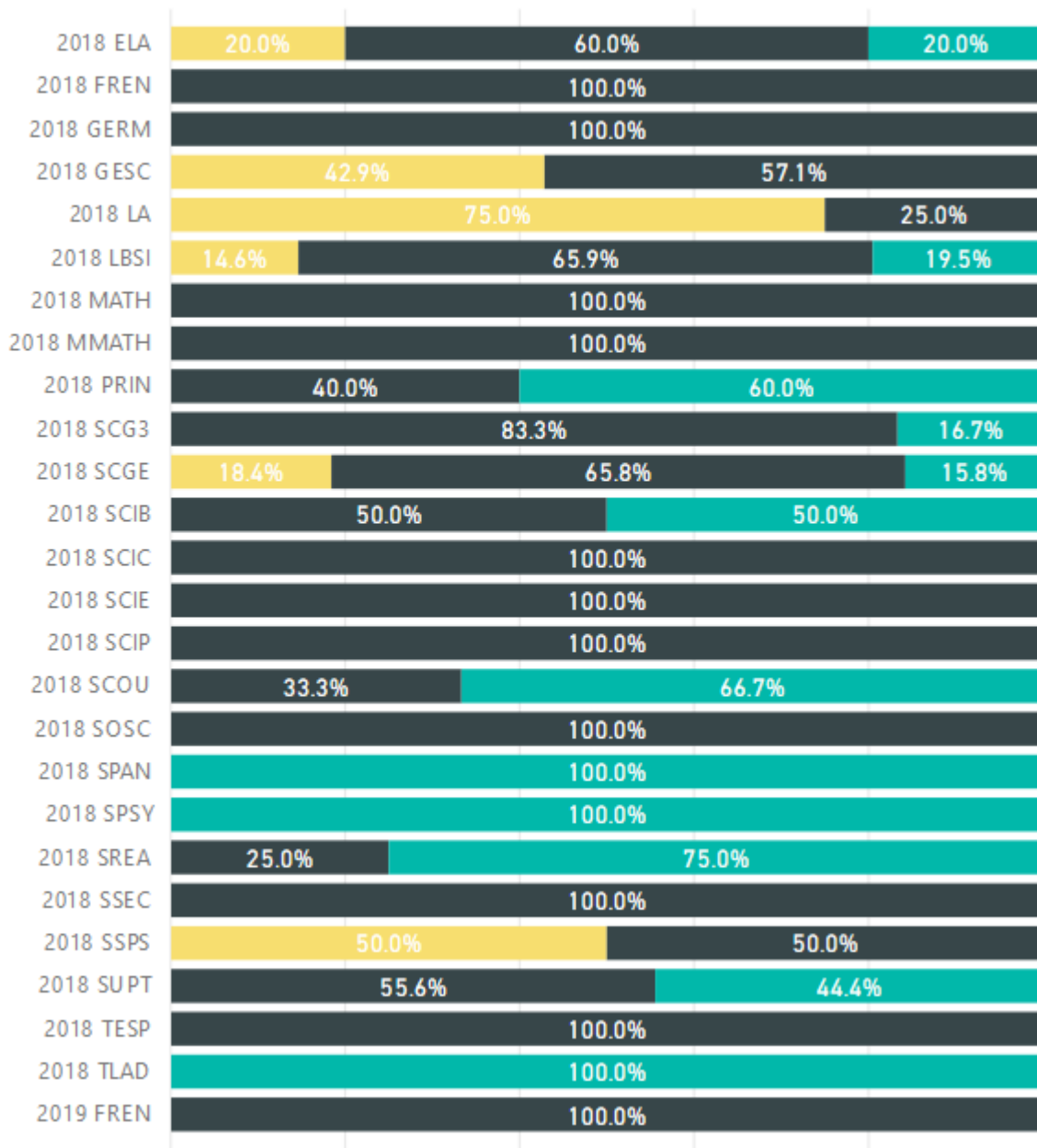
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Completers by Rating

● Unsatisfactory ● Needs improvement ● Proficient ● Excellent

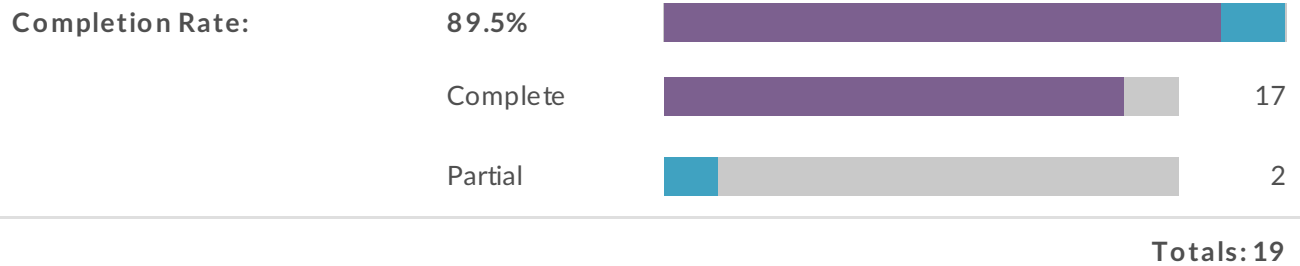


● Unsatisfactory ● Needs improvement ● Proficient ● Excellent



Report for National Louis University NCE Employer Survey 2019

Response Counts



1. Content & Pedagogy

	Outstanding	Above Average	Average	Below Average	Poor	Responses
Develop lesson plans and units of instruction that are aligned with district and state standards Count Row %	7 36.8%	7 36.8%	3 15.8%	2 10.5%	0 0.0%	19
Demonstrate an understanding of central concepts of the subject area taught Count Row %	7 36.8%	9 47.4%	1 5.3%	2 10.5%	0 0.0%	19
Use a variety of instructional practices Count Row %	6 31.6%	8 42.1%	3 15.8%	1 5.3%	1 5.3%	19
Present content to students in challenging, clear, and compelling ways Count Row %	7 36.8%	8 42.1%	0 0.0%	3 15.8%	1 5.3%	19
Adapt instructional strategies in response to data and student feedback Count Row %	9 47.4%	5 26.3%	2 10.5%	2 10.5%	1 5.3%	19
Apply and adapt an array of content area literacy strategies to make subject matter accessible to each student Count Row %	7 36.8%	7 36.8%	3 15.8%	1 5.3%	1 5.3%	19

Totals

Total Responses

19

2. Student Learning

	Outstanding	Above Average	Average	Below Average	Poor	Responses
Link instruction to students' interests, prior experiences, and knowledge Count Row %	7 36.8%	7 36.8%	4 21.1%	1 5.3%	0 0.0%	19
Promote students' social and emotional growth Count Row %	9 47.4%	6 31.6%	3 15.8%	1 5.3%	0 0.0%	19
Foster students' intellectual development Count Row %	7 36.8%	7 36.8%	4 21.1%	1 5.3%	0 0.0%	19
Encourage self-motivation in students Count Row %	8 44.4%	6 33.3%	3 16.7%	1 5.6%	0 0.0%	18
Develop students' critical thinking and problem solving skills Count Row %	7 38.9%	7 38.9%	2 11.1%	1 5.6%	1 5.6%	18
Use developmentally appropriate teaching methods Count Row %	7 38.9%	8 44.4%	0 0.0%	2 11.1%	1 5.6%	18
Communicate clear expectations for student learning Count Row %	9 50.0%	6 33.3%	1 5.6%	2 11.1%	0 0.0%	18
Totals Total Responses						19

3. Diversity

	Outstanding	Above Average	Average	Below Average	Poor	Responses
Differentiate instruction to meet the needs of all students Count Row %	9 50.0%	5 27.8%	2 11.1%	1 5.6%	1 5.6%	18
Encourage students to see, question, and interpret ideas from diverse perspectives Count Row %	8 44.4%	6 33.3%	3 16.7%	0 0.0%	1 5.6%	18
Access available resources to support students with social, physical, emotional, or academic challenges Count Row %	8 44.4%	7 38.9%	1 5.6%	1 5.6%	1 5.6%	18
Work with students to identify challenges and make progress on annual Individualized Education Plan (IEP) goals Count Row %	7 38.9%	7 38.9%	3 16.7%	1 5.6%	0 0.0%	18
Support the learning of English Language Learners Count Row %	6 35.3%	8 47.1%	2 11.8%	0 0.0%	1 5.9%	17
Totals Total Responses						18

4. Classroom Management

	Outstanding	Above Average	Average	Below Average	Poor	Responses
Establish and maintain an environment that encourages students' active engagement in learning Count Row %	8 44.4%	7 38.9%	2 11.1%	1 5.6%	0 0.0%	18
Effectively manage student behavior Count Row %	6 33.3%	8 44.4%	2 11.1%	2 11.1%	0 0.0%	18
Establish appropriate and productive rapport with all students Count Row %	9 50.0%	6 33.3%	3 16.7%	0 0.0%	0 0.0%	18
Establish and maintain a learning environment that respects individual differences Count Row %	9 50.0%	7 38.9%	2 11.1%	0 0.0%	0 0.0%	18
Facilitate collaboration and teamwork Count Row %	8 44.4%	7 38.9%	3 16.7%	0 0.0%	0 0.0%	18
Establish and maintain equity in the classroom Count Row %	8 44.4%	8 44.4%	2 11.1%	0 0.0%	0 0.0%	18
Totals Total Responses						18

5. Assessment

	Outstanding	Above Average	Average	Below Average	Poor	Responses
Maintain accurate records of student progress Count Row %	10 52.6%	6 31.6%	2 10.5%	1 5.3%	0 0.0%	19
Use a variety of informal and formal strategies to assess student learning Count Row %	7 36.8%	8 42.1%	2 10.5%	1 5.3%	1 5.3%	19
Use classroom observation, assessment of students, and research to experiment with, reflect on, and revise instructional practices Count Row %	7 38.9%	8 44.4%	1 5.6%	1 5.6%	1 5.6%	18
Totals Total Responses						19

6. Collaboration

	Outstanding	Above Average	Average	Below Average	Poor	Responses
Work effectively with families to communicate and support student learning Count Row %	7 36.8%	7 36.8%	4 21.1%	1 5.3%	0 0.0%	19
Advocate for democratic values, equity, access and resources to assure educational success for all Count Row %	5 26.3%	10 52.6%	2 10.5%	1 5.3%	1 5.3%	19
Work productively with school administrators Count Row %	6 31.6%	7 36.8%	5 26.3%	1 5.3%	0 0.0%	19
Work productively with grade-level/department colleagues Count Row %	7 36.8%	7 36.8%	2 10.5%	2 10.5%	1 5.3%	19
Work productively with teachers and counselors other than grade-level/department colleagues Count Row %	7 36.8%	7 36.8%	2 10.5%	3 15.8%	0 0.0%	19
Contribute positively to the functioning of the school Count Row %	9 47.4%	5 26.3%	3 15.8%	2 10.5%	0 0.0%	19
Totals Total Responses						19

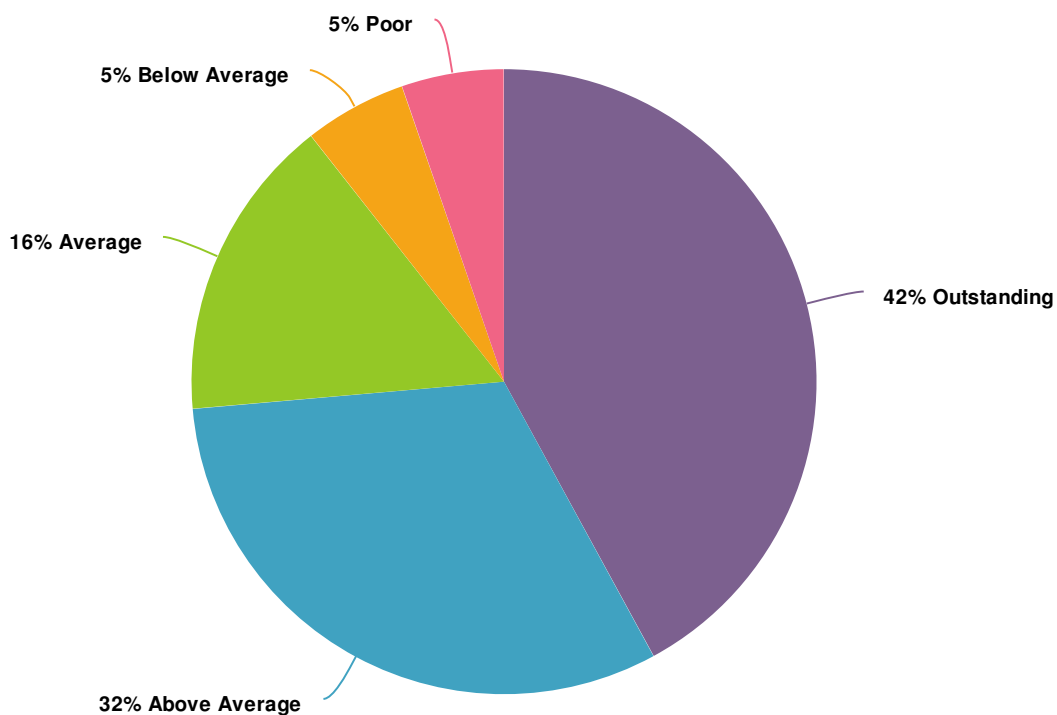
7. Professional Development

	Outstanding	Above Average	Average	Below Average	Poor	Responses
Review and reflect on teaching practices Count Row %	7 36.8%	6 31.6%	3 15.8%	2 10.5%	1 5.3%	19
Initiate and continue own professional development Count Row %	6 33.3%	6 33.3%	3 16.7%	2 11.1%	1 5.6%	18
Act with confidence and self-knowledge to assume professional leadership roles and responsibilities Count Row %	5 26.3%	7 36.8%	3 15.8%	2 10.5%	2 10.5%	19
Totals Total Responses						19

8. Integrating Technology

	Outstanding	Above Average	Average	Below Average	Poor	Responses
Use technology to enhance instructional practices Count Row %	6 35.3%	8 47.1%	2 11.8%	1 5.9%	0 0.0%	17
Integrate technology in learning Count Row %	6 33.3%	8 44.4%	3 16.7%	1 5.6%	0 0.0%	18
Totals Total Responses						18

9. Overall, how would you rate the National Louis University graduate?



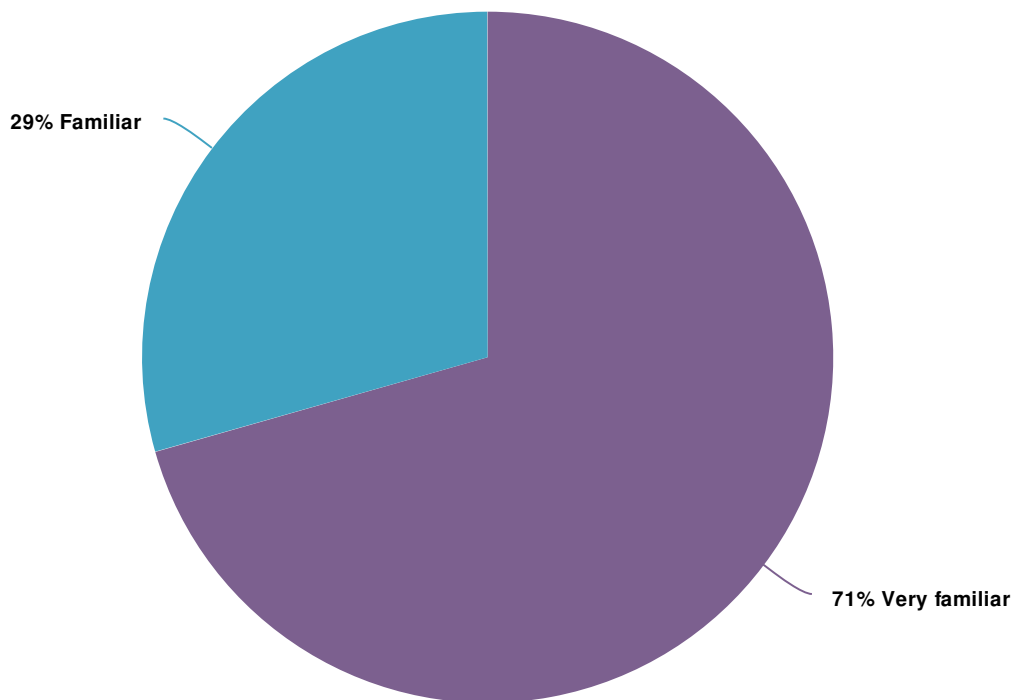
Value	Percent	Responses
Outstanding	42.1%	8
Above Average	31.6%	6
Average	15.8%	3
Below Average	5.3%	1
Poor	5.3%	1

Totals: 19

10. Do you have additional comments regarding your above responses?



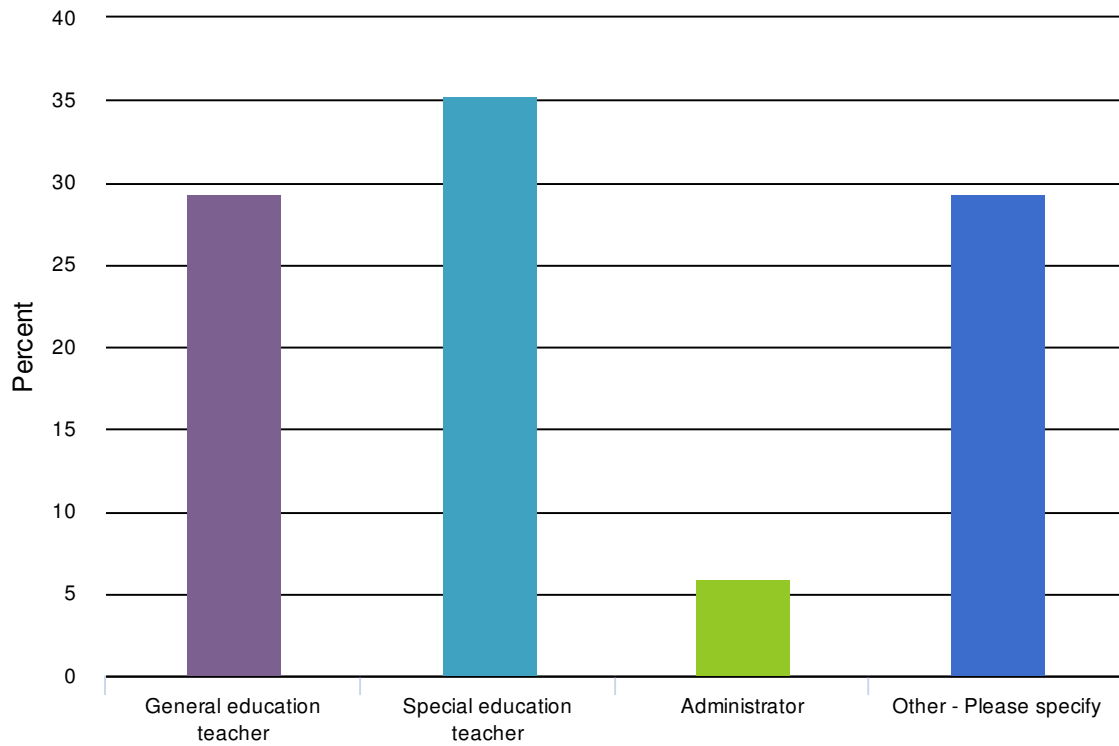
11. How familiar are you with the individual whom you are evaluating in this survey?



Value	Percent	Responses
Very familiar	70.6%	12
Familiar	29.4%	5

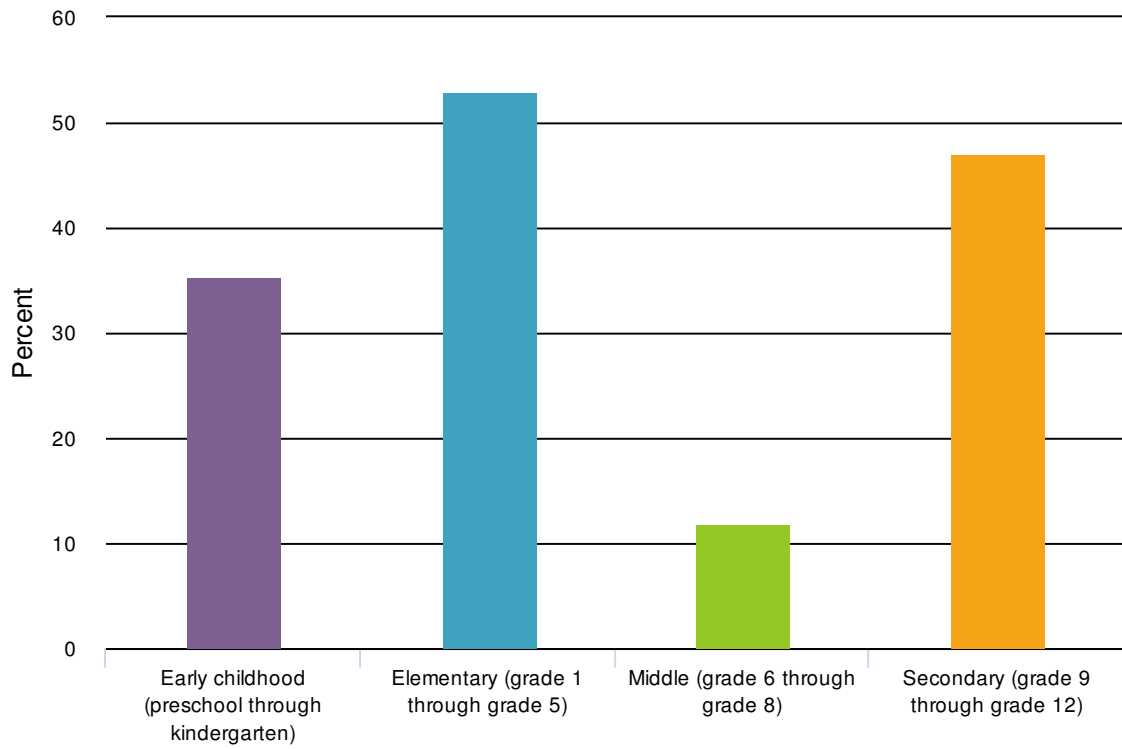
Totals: 17





12. In what capacity is the NCE graduate serving in your school? Check all that apply.



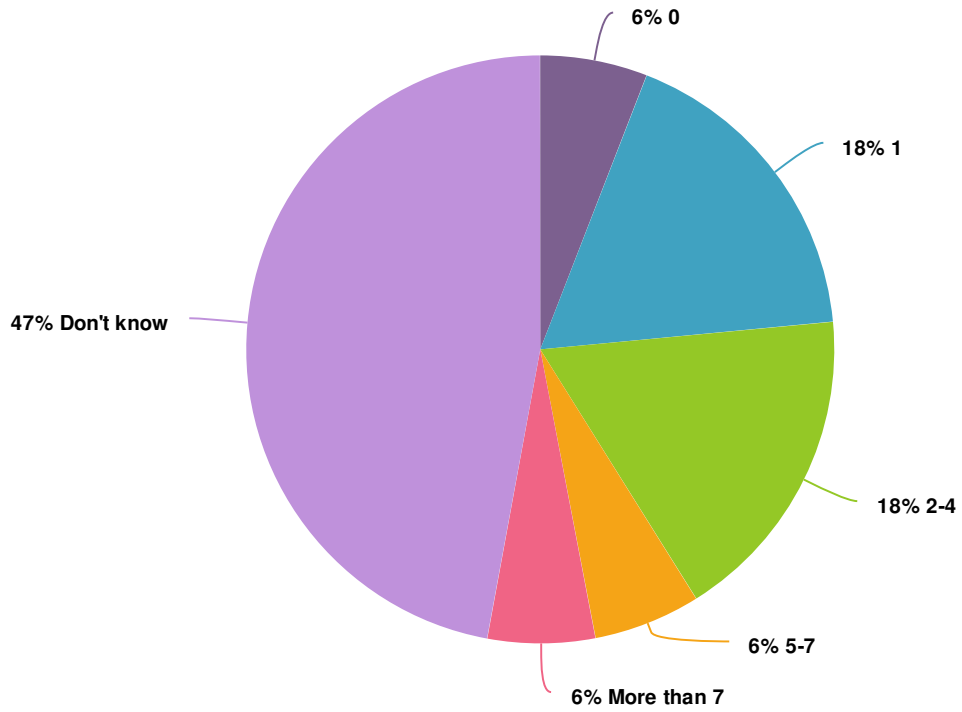
Value	Percent	Responses
General education teacher	29.4%	5
Special education teacher	35.3%	6
Administrator	5.9%	1
Other - Please specify	29.4%	5

13. With what grade level(s) does the graduate work? Check all that apply.



Value		Percent	Responses
Early childhood (preschool through kindergarten)		35.3%	6
Elementary (grade 1 through grade 5)		52.9%	9
Middle (grade 6 through grade 8)		11.8%	2
Secondary (grade 9 through grade 12)		47.1%	8

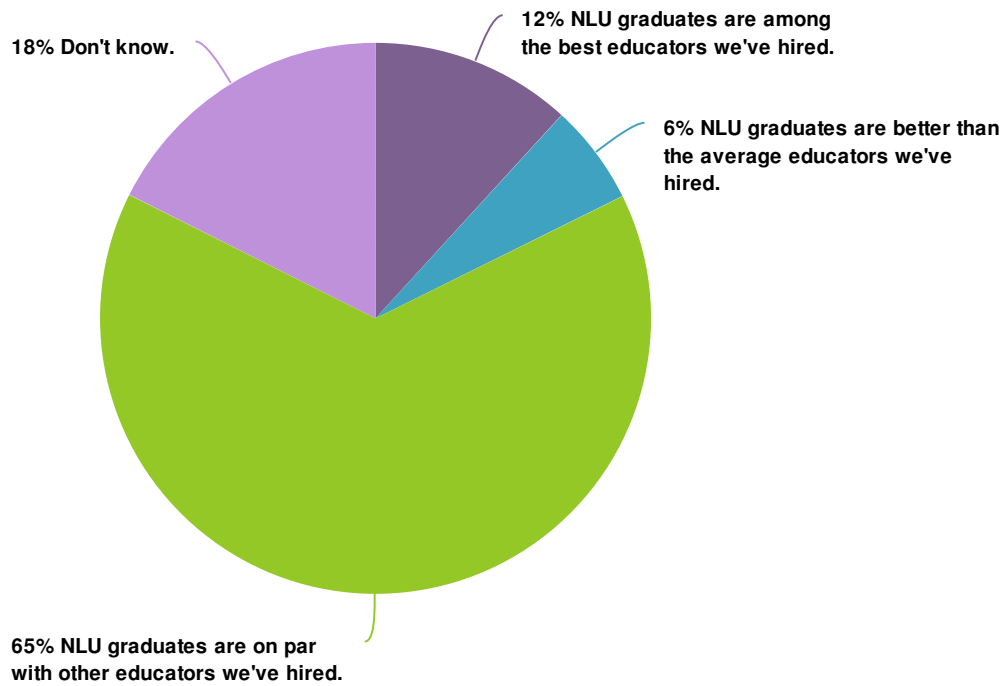
14. How many graduates of National Louis University have you hired in the last 5 years?



Value	Percent	Responses
0	5.9%	1
1	17.6%	3
2-4	17.6%	3
5-7	5.9%	1
More than 7	5.9%	1
Don't know	47.1%	8

Totals: 17

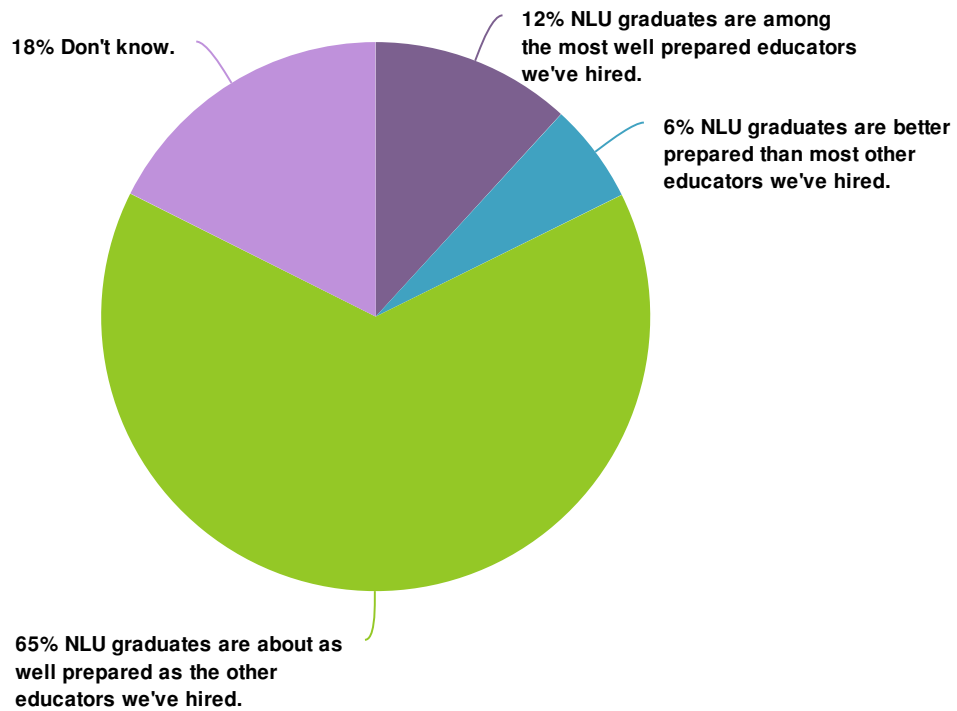
15. Compared to individuals you have hired from other colleges or universities in the past 5 years, how would you rate the overall quality of graduates of National Louis University?



Value	Percent	Responses
NLU graduates are among the best educators we've hired.	11.8%	2
NLU graduates are better than the average educators we've hired.	5.9%	1
NLU graduates are on par with other educators we've hired.	64.7%	11
Don't know.	17.6%	3

Totals: 17

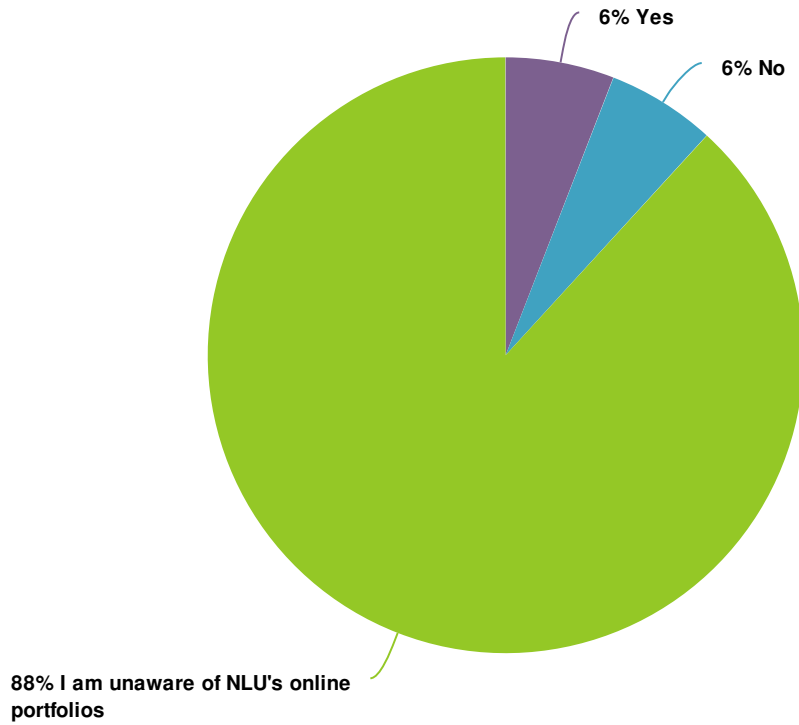
16. Compared to individuals you have hired from other colleges or universities in the past 5 years, how well prepared are graduates of National Louis University?



Value	Percent	Responses
NLU graduates are among the most well prepared educators we've hired.	11.8%	2
NLU graduates are better prepared than most other educators we've hired.	5.9%	1
NLU graduates are about as well prepared as the other educators we've hired.	64.7%	11
Don't know.	17.6%	3

Totals: 17

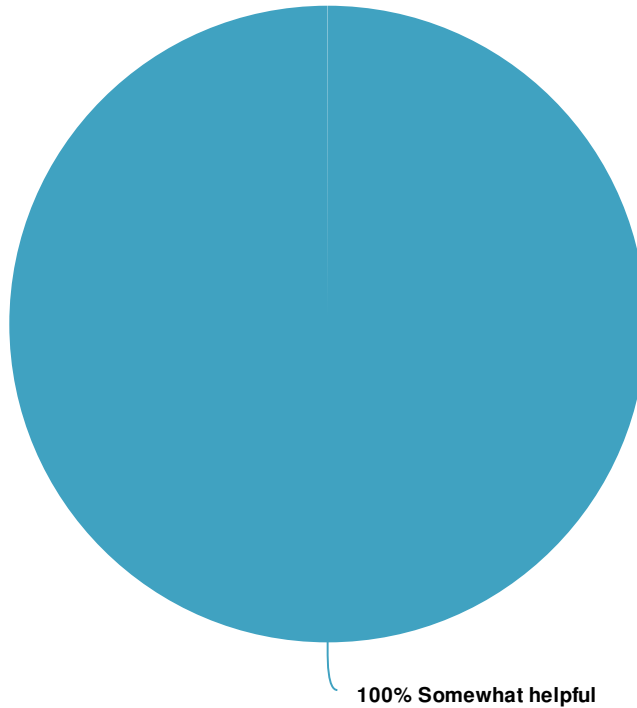
17. In the hiring process, have you been able to access NLU candidates' online portfolios?



Value	Percent	Responses
Yes	5.9%	1
No	5.9%	1
I am unaware of NLU's online portfolios	88.2%	15

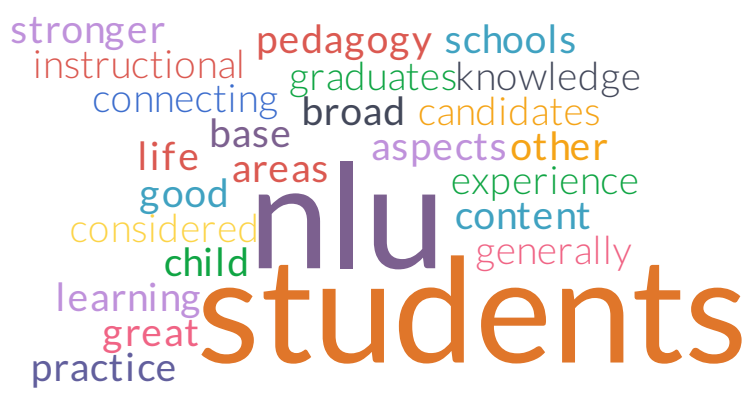
Totals: 17

18. How useful is the portfolio in your hiring decision?

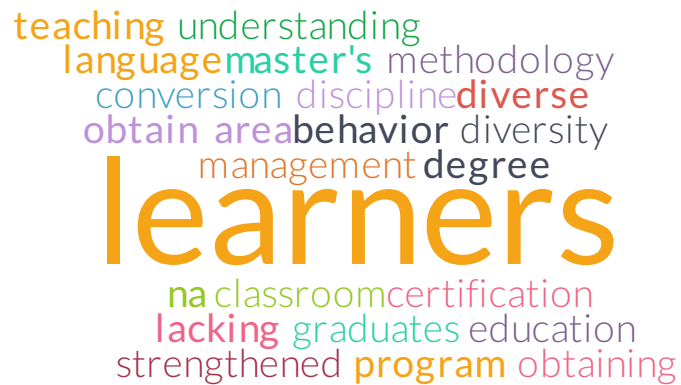


Value	Percent	Responses
Somewhat helpful	100.0%	1
		Totals: 1

19. Please describe any strengths you have observed in graduates from NLU.



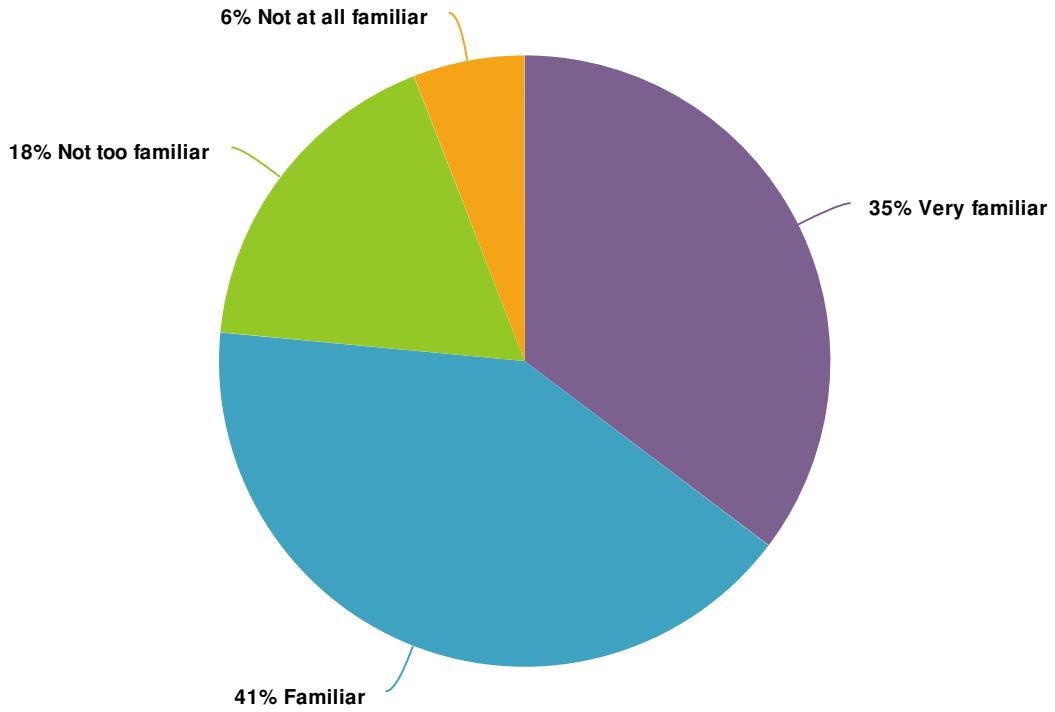
20. Please describe any weaknesses you have observed in graduates from NLU.



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



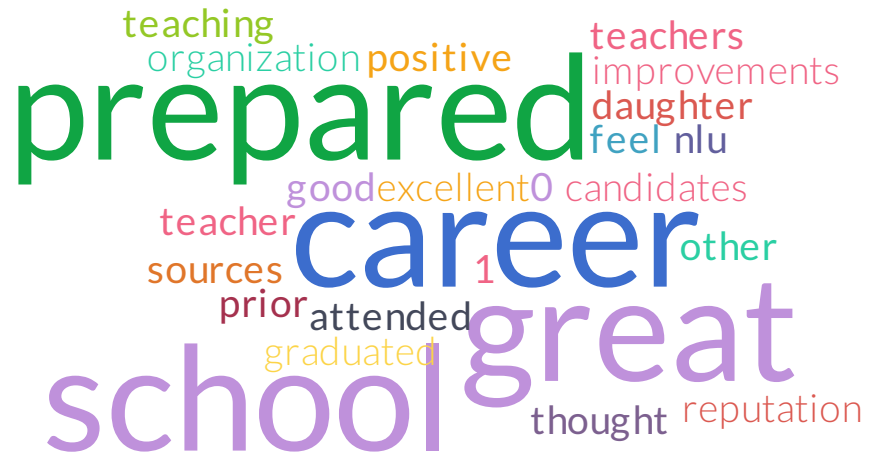
22. How familiar are you with the National College of Education at National Louis University?



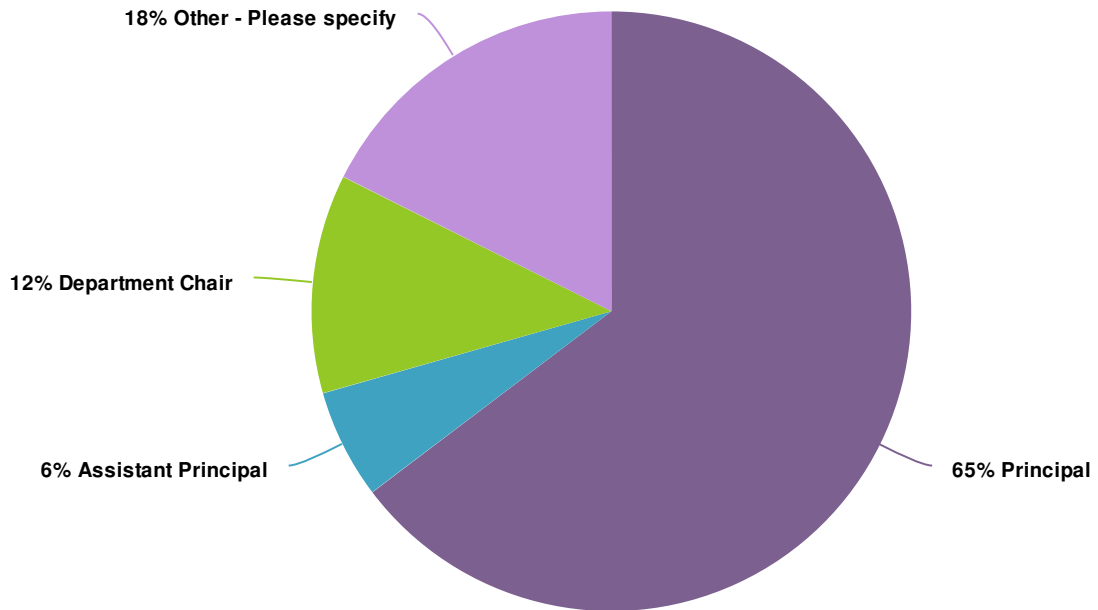
Value	Percent	Responses
Very familiar	35.3%	6
Familiar	41.2%	7
Not too familiar	17.6%	3
Not at all familiar	5.9%	1

Totals: 17

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



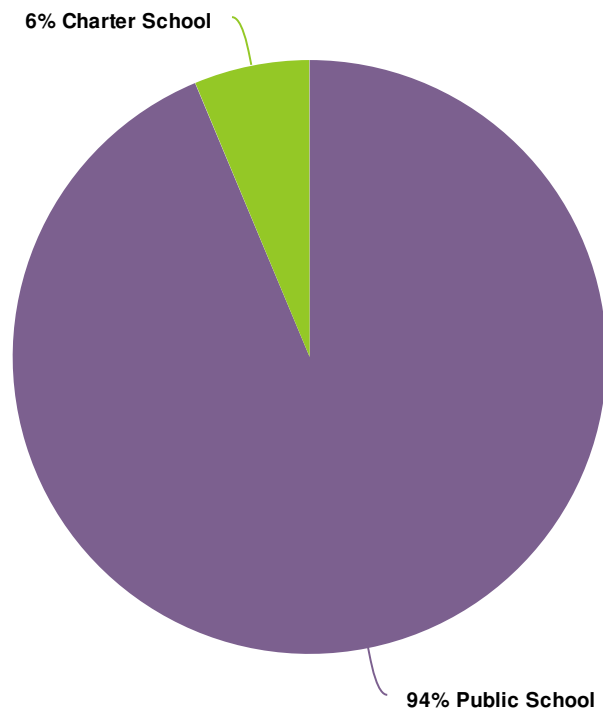
24. What best describes your current position?



Value		Percent	Responses
Principal		64.7%	11
Assistant Principal		5.9%	1
Department Chair		11.8%	2
Other - Please specify		17.6%	3

Totals: 17

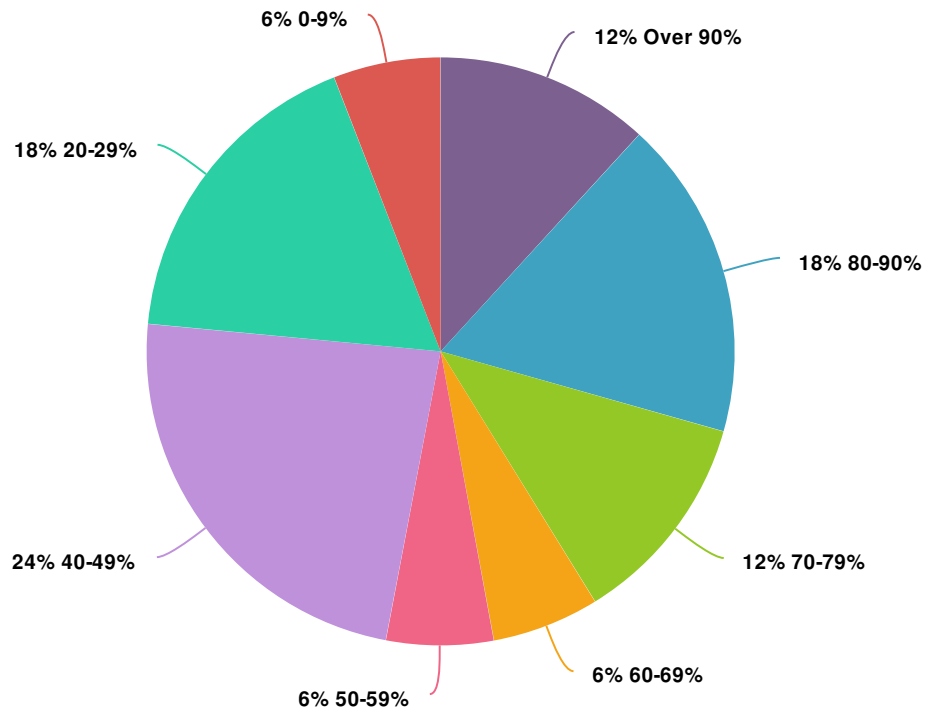
25. What best describes your type of school?



Value		Percent	Responses
Public School		93.8%	15
Charter School		6.3%	1

Totals: 16

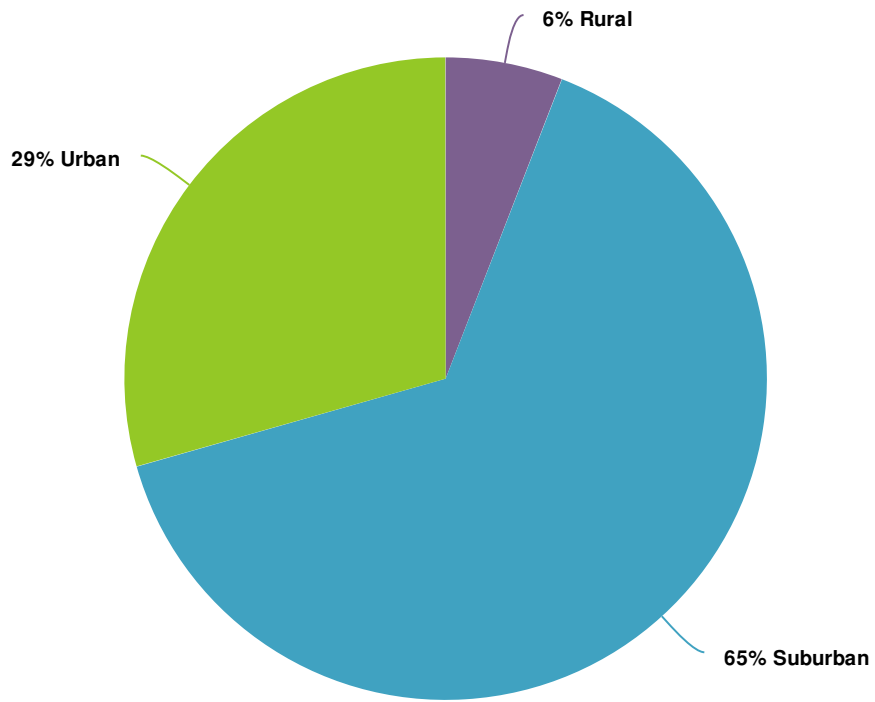
26. What percentage of your students qualifies for free or reduced lunch?






Value	Percent	Responses
Over 90%	11.8%	2
80-90%	17.6%	3
70-79%	11.8%	2
60-69%	5.9%	1
50-59%	5.9%	1
40-49%	23.5%	4
20-29%	17.6%	3
0-9%	5.9%	1

Totals: 17

27. What best describes the area in which your school is located?



Value		Percent	Responses
Rural		5.9%	1
Suburban		64.7%	11
Urban		29.4%	5

Totals: 17