



NCE Candidate Outcomes 2017 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 2016-2017 survey was administered in Spring 2017, to capture responses about NCE graduates who completed the program by June of 2016.

2016-17 Employer Survey Data

Beginning in 2015, Teacher Data Warehouse data that had provided a list of NCE graduates teaching in Illinois public schools in the past was no longer available for access. Therefore, in choosing the sample for administration of the 2017 survey, 116 random alumni were chosen from both undergraduate and graduate programs. The undergraduate programs include Early Childhood Education (BA ECE), Early Childhood Practice (BA ECP), Elementary Education (BA ELE), Special Education (BA SPE). The graduate programs include Early Childhood Education (MAT ECE), Early Childhood Administration (MED ECA), Special Education (MED SPE), and English as a Second Language/Bilingual Education Specialized Endorsements (MED ESL/BIL SPE END). These surveys were sent to administrators electronically via email.

Of those 116 alumni, employer data was available for 24 of those alumni, with representation from all of the areas previously noted, representing a response rate of 20.6%. The mean data for the aggregate, as well as the mean scores for the alumni from each of the three programs are identified below related to the core areas of Classroom Management, Professional Development, Collaboration, Content and Pedagogy, Student Learning, Assessment, Integrating Technology and Diversity. Each category question begins with the following stem:

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.

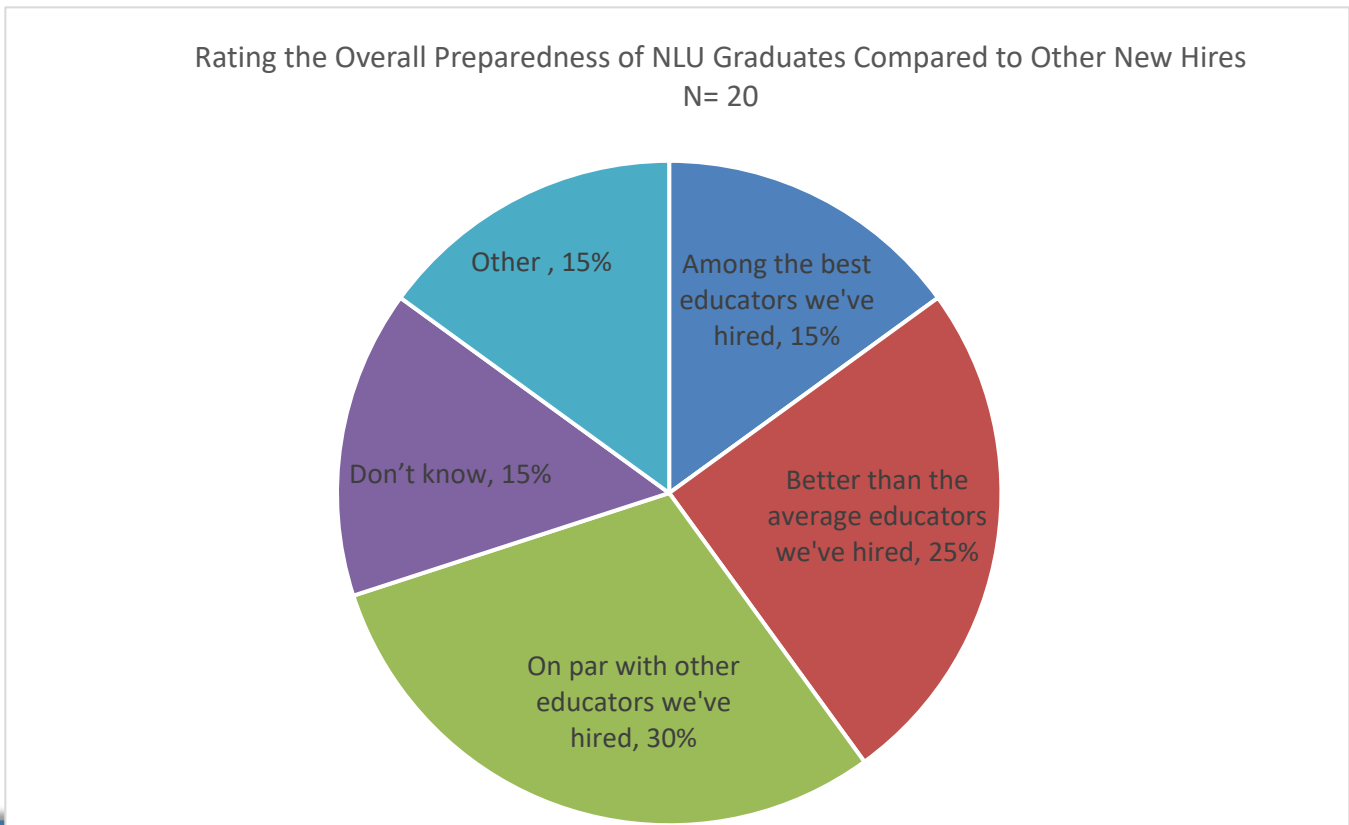
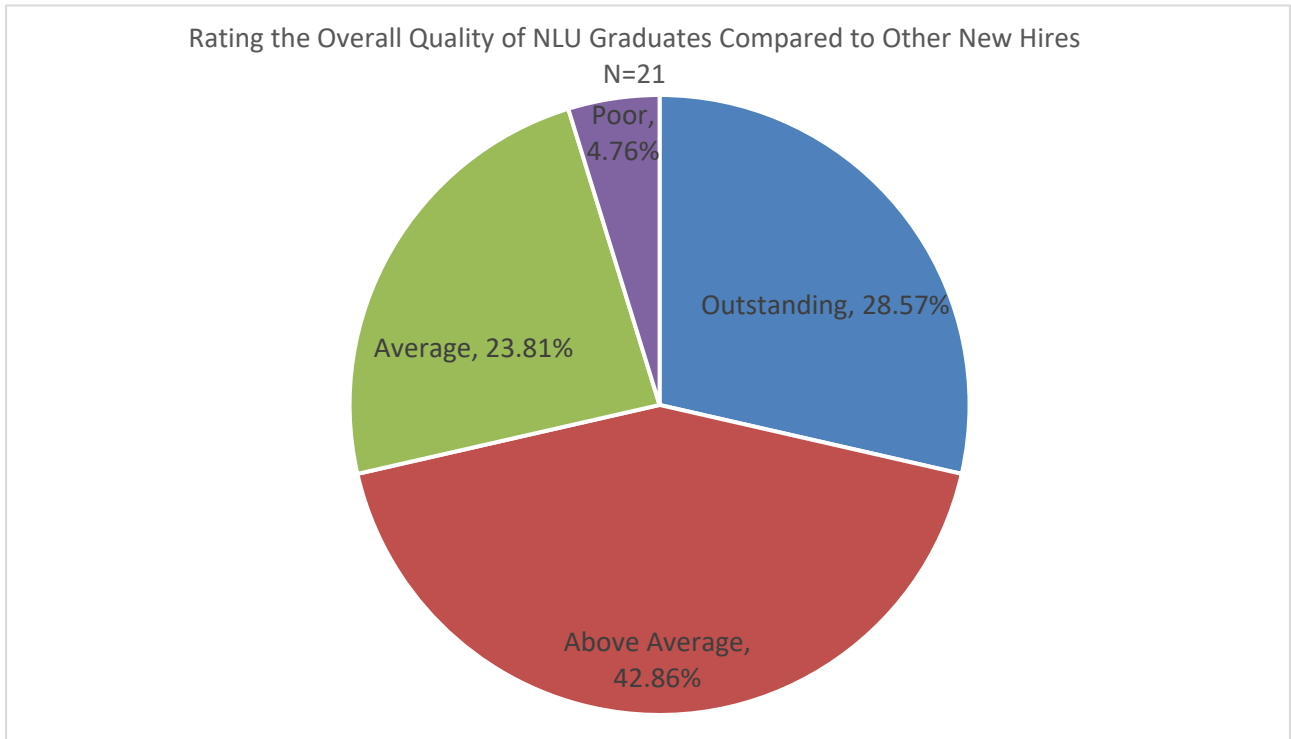
Employee performance scores (scale of 1-5)				
AREA	All Respondents Mean N=24		Undergraduate N=9	Graduate N=15
Classroom Management	3.61		3.14	3.9
Professional Development	3.1		2.48	3.48
Collaboration	3.53		2.83	3.95
Content and Pedagogy	3.78		3.11	4.18
Student Learning	3.94		3.52	4.19
Assessment	3.15		2.29	3.66
Integrating Technology	3.28		2.22	3.26
Diversity	3.42		3	3.68
Overall Performance	3.41		2.77	3.8

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=19)	
CONCENTRATION	# of GRADUATES
General Education	14
Special Education	4
Administrator	3
Counselor	0
Long-Term Substitute	0
Other	1

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.



Narrative Comments – Overall Impression of University

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

My impression is positive

Produces a quality teacher

Excellent provider of Early Childhood Education and the professional it produces

It is a great institution that prepares future teachers well to challenge intellectually urban students

Narrative Comments – Strengths

Please describe any strengths you have observed in graduates from NLU

Graduates are more prepared to teach content

She is very professionalism and receptive to feedback

She is very hard working and dedicated to her field and considers the needs of children first

She is always on time, pays attention to detail and has been one of the strongest teachers at the school

Narrative Comments – Weaknesses and Areas for Improvement

Please describe any weaknesses you have observed in graduates from NLU

NLU graduates will benefit from developing more classroom management skills

Weaknesses I have observed are creativity and using a variety of assessments

Social/Emotional Curriculum

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

NLU graduates will benefit from developing more classroom management skills

NLU could prepare its candidates for urban education by encouraging student teaching in city schools

More development with students with special education needs

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>She is extremely hard working teacher who always wants to succeed.</p>
<p>She is a superior educator that embodies all that is valued and sought after in an educator.</p>
<p>Her skills were not at the level expected when we hired her. Being an NLU graduate we expected more.</p>
<p>Graduates are more prepared to teach content</p>
<p>STUDENT LEARNING</p>
<p>Has made significant progress with students with development delays.</p>
<p>DIVERSITY</p>
<p>NLU could prepare its candidates for urban education by encouraging student teaching in city schools</p>
<p>CLASSROOM MANAGEMENT</p>
<p>NLU graduates will benefit from developing more classroom management skills</p>
<p>ASSESSMENT</p>
<p>Using a variety of assessments is a weakness</p>
<p>COLLABORATION</p>
<p>His greatest strengths are his positive attitude, flexibility, and collaborative skills.</p>
<p>PROFESSIONAL DEVELOPMENT</p>
<p>More development with students with special education needs</p>
<p>INTEGRATING TECHNOLOGY</p>
<p>Did not see technology integrated, but not expecting too much in an ECC/preschool classroom.</p>