

NLU Graduate Employer Survey – General Information

First administered in 2008 by Eduventures and then in house by NCE, the Graduate Employer survey is sent to employers where NCE graduates are employed. Nearly all respondents have been administrators in the schools. 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.

In order to achieve better response rates, in 2010-2011, the methodology for sending out surveys was adjusted, in that the graduate's name was included in the request for response from the employer. This resulted in the response rate for the 2010-2011 survey being nearly six times larger than the previous survey administered by Eduventures in 2008. Evidence as delineated by Eduventures suggests that schools of education often obtain completion rates between 5% and 10%.

| | |
|---------------------------------|-----------------|
| 2008 – Eduventures Administered | 25 respondents |
| 2011 – NCE Administered | 189 respondents |
| 2012 – NCE Administered | 56 respondents |

Employers were asked to rate NCE graduates in eight categories: content/pedagogy, student learning, diversity, classroom management, assessment, collaboration, professional development and integrating technology. Each question had five possible responses: outstanding (5), above average (4), average (3), below average (2) and poor (1).

For the purposes of our first mini data “retreat” we have limited the focus of the aggregated data specifically on *content and pedagogy, student learning, diversity, collaboration, and professional development*. Although there are a few minor changes in the language of the survey, the results from the 2010-11 survey and the 2011-2012 survey are provided for comparison purposes.

If you are interested in the full results from this survey from the last three data cycles, please visit the NCE data site at <http://faculty.nl.edu/ncate/standard-1exhibits.html> - Exhibit 1.3.j.

2010-2011 Content and Pedagogy

2. Compared to other individuals you have hired in similar positions over the past 5 years, how would you rate this graduate of National Louis University in the following areas of *Content and Pedagogy*? If the graduate is not serving as a classroom teacher, consider how he/she participates in, supports, and/or models excellence in the areas listed. In your rating, use "Insufficient Information" if you feel you do not have sufficient information to rate the graduate.

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|---|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Develop lesson plans and units of instruction that are aligned with district and state standards. | 42.3% (71) | 35.1% (59) | 17.9% (30) | 2.4% (4) | 1.8% (3) | 0.6% (1) | 168 |
| Demonstrate an understanding of central concepts of the subject area taught. | 47.9% (81) | 34.9% (59) | 13.6% (23) | 2.4% (4) | 0.6% (1) | 0.6% (1) | 169 |
| Use a variety of instructional practices. | 40.7% (68) | 41.9% (70) | 10.2% (17) | 4.8% (8) | 1.8% (3) | 0.6% (1) | 167 |
| Present content to students in challenging, clear, and compelling ways. | 41.9% (70) | 37.1% (62) | 14.4% (24) | 3.6% (6) | 2.4% (4) | 0.6% (1) | 167 |
| Adapt instructional strategies in response to data and student feedback. | 42.6% (72) | 31.4% (53) | 17.8% (30) | 4.1% (7) | 3.6% (6) | 0.6% (1) | 169 |
| Apply and adapt an array of content area literacy strategies to make subject matter accessible to each student. | 44.0% (74) | 33.3% (56) | 13.1% (22) | 5.4% (9) | 2.4% (4) | 1.8% (3) | 168 |
| Do you have any additional comments regarding any of your above responses? | | | | | | | 21 |
| answered question | | | | | | | 169 |
| skipped question | | | | | | | 20 |

2011-2012 Content and Pedagogy

2. 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 of *Content and Pedagogy*? If the graduate(s) is/are not serving as 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(s).

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|---|-------------|---------------|-----------|---------------|----------|--------------------------|----------------|
| Develop lesson plans and units of instruction that are aligned with district and state standards. | 43.1% (22) | 37.3% (19) | 7.8% (4) | 2.0% (1) | 3.9% (2) | 5.9% (3) | 51 |
| Demonstrate an understanding of central concepts of the subject area taught. | 47.1% (24) | 37.3% (19) | 7.8% (4) | 2.0% (1) | 2.0% (1) | 3.9% (2) | 51 |
| Use a variety of instructional practices. | 44.0% (22) | 32.0% (16) | 18.0% (9) | 4.0% (2) | 0.0% (0) | 2.0% (1) | 50 |
| Present content to students in challenging, clear, and compelling ways. | 48.0% (24) | 28.0% (14) | 12.0% (6) | 10.0% (5) | 0.0% (0) | 2.0% (1) | 50 |
| Adapt instructional strategies in response to data and student feedback. | 42.0% (21) | 34.0% (17) | 12.0% (6) | 6.0% (3) | 2.0% (1) | 4.0% (2) | 50 |
| Apply and adapt an array of content area literacy strategies to make subject matter accessible to each student. | 49.0% (25) | 23.5% (12) | 11.8% (6) | 7.8% (4) | 2.0% (1) | 5.9% (3) | 51 |
| Do you have any additional comments regarding any of your above responses? | | | | | | | 8 |
| answered question | | | | | | | 51 |
| skipped question | | | | | | | 5 |

2010-2011 Student Learning

3. Compared to other individuals you have hired in similar positions over the past 5 years, how would you rate this graduate of National Louis University in the following areas of *Student Learning*? If the graduate is not serving as a classroom teacher, consider how he/she participates in, supports, and/or models excellence in the areas listed. In your rating, use "Insufficient Information" if you feel you do not have sufficient information to rate the graduate.

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|--|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Link instruction to students' interests, prior experiences, and knowledge. | 39.1% (66) | 40.8% (69) | 14.2% (24) | 4.1% (7) | 1.2% (2) | 0.6% (1) | 169 |
| Promote students' social and emotional growth. | 46.7% (79) | 32.5% (55) | 16.0% (27) | 1.8% (3) | 3.0% (5) | 0.0% (0) | 169 |
| Foster students' intellectual development. | 41.9% (70) | 35.9% (60) | 16.2% (27) | 4.2% (7) | 1.8% (3) | 0.0% (0) | 167 |
| Encourage self-motivation in students. | 46.7% (79) | 30.2% (51) | 16.6% (28) | 3.0% (5) | 3.0% (5) | 0.6% (1) | 169 |
| Develop students' critical thinking and problem solving skills. | 38.1% (64) | 36.3% (61) | 17.9% (30) | 4.2% (7) | 3.0% (5) | 0.6% (1) | 168 |
| Use developmentally appropriate teaching methods. | 40.8% (69) | 37.3% (63) | 16.6% (28) | 3.6% (6) | 1.2% (2) | 0.6% (1) | 169 |
| Communicate clear expectations for student learning. | 41.0% (68) | 36.1% (60) | 16.3% (27) | 4.2% (7) | 2.4% (4) | 0.0% (0) | 166 |
| Do you have any additional comments regarding any of your above responses? | | | | | | | 6 |
| answered question | | | | | | | 169 |
| skipped question | | | | | | | 20 |

2011-2012 Student Learning

3. 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 of *Student Learning*? If the graduate(s) is/are not serving as 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(s).

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|--|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Link instruction to students' interests, prior experiences, and knowledge. | 41.2% (21) | 33.3% (17) | 23.5% (12) | 0.0% (0) | 0.0% (0) | 2.0% (1) | 51 |
| Promote students' social and emotional growth. | 54.9% (28) | 21.6% (11) | 19.6% (10) | 2.0% (1) | 0.0% (0) | 2.0% (1) | 51 |
| Foster students' intellectual development. | 52.0% (26) | 26.0% (13) | 14.0% (7) | 6.0% (3) | 0.0% (0) | 2.0% (1) | 50 |
| Encourage self-motivation in students. | 51.0% (26) | 29.4% (15) | 15.7% (8) | 2.0% (1) | 0.0% (0) | 2.0% (1) | 51 |
| Develop students' critical thinking and problem solving skills. | 52.9% (27) | 25.5% (13) | 9.8% (5) | 3.9% (2) | 3.9% (2) | 3.9% (2) | 51 |
| Use developmentally appropriate teaching methods. | 48.0% (24) | 26.0% (13) | 16.0% (8) | 4.0% (2) | 2.0% (1) | 4.0% (2) | 50 |
| Communicate clear expectations for student learning. | 47.1% (24) | 31.4% (16) | 11.8% (6) | 3.9% (2) | 2.0% (1) | 3.9% (2) | 51 |
| Do you have any additional comments regarding any of your above responses? | | | | | | | 4 |
| answered question | | | | | | | 51 |
| skipped question | | | | | | | 5 |

2010-2011 Diversity

4. Compared to other individuals you have hired in similar positions over the past 5 years, how would you rate this graduate of National Louis University in the following areas of *Diversity*? If the graduate is not serving as a classroom teacher, consider how he/she participates in, supports, and/or models excellence in the areas listed. In your rating, use “Insufficient Information” if you feel you do not have sufficient information to rate the graduate.

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|--|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Differentiate instruction to meet the needs of all students. | 32.9% (55) | 38.3% (64) | 19.8% (33) | 7.2% (12) | 1.2% (2) | 0.6% (1) | 167 |
| Encourage students to see, question, and interpret ideas from diverse perspectives. | 34.9% (58) | 37.3% (62) | 20.5% (34) | 3.0% (5) | 3.0% (5) | 1.2% (2) | 166 |
| Access available resources to support students with social, physical, emotional, or academic challenges. | 41.6% (69) | 35.5% (59) | 14.5% (24) | 6.0% (10) | 1.2% (2) | 1.2% (2) | 166 |
| Work with students to identify challenges and make progress on annual Individualized Education Plan (IEP) goals. | 33.7% (56) | 34.9% (58) | 20.5% (34) | 4.2% (7) | 1.8% (3) | 4.8% (8) | 166 |
| Support the learning of English Language Learners. | 27.1% (45) | 32.5% (54) | 22.3% (37) | 3.6% (6) | 0.6% (1) | 13.9% (23) | 166 |

Do you have any additional comments regarding any of your above responses? 13

| | |
|-------------------|-----|
| answered question | 167 |
| skipped question | 22 |

2011-2012 Diversity

4. 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 of *Diversity*? If the graduate(s) is/are not serving as 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(s).

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|--|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Differentiate instruction to meet the needs of all students. | 40.0% (20) | 28.0% (14) | 14.0% (7) | 12.0% (6) | 2.0% (1) | 4.0% (2) | 50 |
| Encourage students to see, question, and interpret ideas from diverse perspectives. | 44.9% (22) | 26.5% (13) | 20.4% (10) | 6.1% (3) | 0.0% (0) | 2.0% (1) | 49 |
| Access available resources to support students with social, physical, emotional, or academic challenges. | 34.7% (17) | 34.7% (17) | 20.4% (10) | 4.1% (2) | 2.0% (1) | 4.1% (2) | 49 |
| Work with students to identify challenges and make progress on annual Individualized Education Plan (IEP) goals. | 38.0% (19) | 28.0% (14) | 22.0% (11) | 4.0% (2) | 0.0% (0) | 8.0% (4) | 50 |
| Support the learning of English Language Learners. | 32.0% (16) | 30.0% (15) | 18.0% (9) | 4.0% (2) | 0.0% (0) | 16.0% (8) | 50 |

Do you have any additional comments regarding any of your above responses? 4

| | |
|-------------------|----|
| answered question | 50 |
| skipped question | 6 |

2010-2011 Collaboration

7. Compared to other individuals you have hired in similar positions over the past 5 years, how would you rate this graduate of National Louis University in the following areas of **Collaboration**? If the graduate is not serving as a classroom teacher, consider how he/she participates in, supports, and/or models excellence in the areas listed. In your rating, use "Insufficient Information" if you feel you do not have sufficient information to rate the graduate.

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|---|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Work effectively with families to communicate and support student learning. | 39.8% (66) | 31.3% (52) | 24.7% (41) | 2.4% (4) | 1.8% (3) | 0.0% (0) | 166 |
| Advocate for democratic values, equity, access and resources to assure educational success for all. | 39.2% (65) | 36.1% (60) | 19.3% (32) | 3.0% (5) | 0.6% (1) | 1.8% (3) | 166 |
| Work productively with school administrators. | 51.8% (86) | 28.3% (47) | 12.7% (21) | 4.2% (7) | 3.0% (5) | 0.0% (0) | 166 |
| Work productively with grade-level/department colleagues. | 49.4% (82) | 28.9% (48) | 15.1% (25) | 3.6% (6) | 2.4% (4) | 0.6% (1) | 166 |
| Work productively with teachers and counselors other than grade-level/department colleagues. | 47.0% (78) | 31.3% (52) | 16.3% (27) | 1.8% (3) | 2.4% (4) | 1.2% (2) | 166 |
| Contribute positively to the functioning of the school. | 49.4% (82) | 29.5% (49) | 15.7% (26) | 1.8% (3) | 3.6% (6) | 0.0% (0) | 166 |

Do you have any additional comments regarding any of your above responses?

8

| | |
|-------------------|-----|
| answered question | 166 |
| skipped question | 23 |

2011-2012 Collaboration

7. 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 of **Collaboration**? If the graduate(s) is/are not serving as 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(s).

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|---|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Work effectively with families to communicate and support student learning. | 44.0% (22) | 24.0% (12) | 26.0% (13) | 4.0% (2) | 0.0% (0) | 2.0% (1) | 50 |
| Advocate for democratic values, equity, access and resources to assure educational success for all. | 48.0% (24) | 24.0% (12) | 22.0% (11) | 2.0% (1) | 2.0% (1) | 2.0% (1) | 50 |
| Work productively with school administrators. | 64.0% (32) | 18.0% (9) | 12.0% (6) | 2.0% (1) | 2.0% (1) | 2.0% (1) | 50 |
| Work productively with grade-level/department colleagues. | 60.0% (30) | 24.0% (12) | 10.0% (5) | 2.0% (1) | 2.0% (1) | 2.0% (1) | 50 |
| Work productively with teachers and counselors other than grade-level/department colleagues. | 60.0% (30) | 22.0% (11) | 16.0% (8) | 2.0% (1) | 0.0% (0) | 0.0% (0) | 50 |
| Contribute positively to the functioning of the school. | 60.0% (30) | 16.0% (8) | 20.0% (10) | 2.0% (1) | 2.0% (1) | 0.0% (0) | 50 |

Do you have any additional comments regarding any of your above responses?

2

| | |
|-------------------|----|
| answered question | 50 |
| skipped question | 6 |

2010-2011 Professional Development & Integrating Technology

8. Compared to other individuals you have hired in similar positions over the past 5 years, how would you rate this graduate of National Louis University in the following areas of **Professional Development**? If the graduate is not serving as a classroom teacher, consider how he/she participates in, supports, and/or models excellence in the areas listed. In your rating, use "Insufficient Information" if you feel you do not have sufficient information to rate the graduate.

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|--|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Review and reflect on teaching practices. | 45.2% (71) | 30.6% (48) | 18.5% (29) | 3.2% (5) | 1.9% (3) | 0.6% (1) | 157 |
| Initiate and continue own professional development. | 45.3% (72) | 33.3% (53) | 15.7% (25) | 3.8% (6) | 1.9% (3) | 0.0% (0) | 159 |
| Do you have any additional comments regarding any of your above responses? | | | | | | | 6 |
| answered question | | | | | | | 166 |
| skipped question | | | | | | | 23 |

9. Compared to other individuals you have hired in similar positions over the past 5 years, how would you rate this graduate of National Louis University in the following areas of **Integrating Technology**? If the graduate is not serving as a classroom teacher, consider how he/she participates in, supports, and/or models excellence in the areas listed. In your rating, use "Insufficient Information" if you feel you do not have sufficient information to rate the graduate.

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|--|-------------|---------------|------------|---------------|----------|--------------------------|----------------|
| Use technology to enhance instructional practices. | 39.5% (62) | 28.0% (44) | 24.8% (39) | 4.5% (7) | 0.6% (1) | 2.5% (4) | 157 |
| Integrate technology in learning. | 37.5% (60) | 29.4% (47) | 24.4% (39) | 4.4% (7) | 1.9% (3) | 2.5% (4) | 160 |
| Do you have any additional comments regarding any of your above responses? | | | | | | | 7 |
| answered question | | | | | | | 166 |
| skipped question | | | | | | | 23 |

2011-2012 Professional Development and Integrating Technology

8. 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 of Professional Development? If the graduate(s) is/are not serving as 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(s).

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|--|-------------|---------------|-----------|---------------|----------|--------------------------|----------------|
| Review and reflect on teaching practices. | 46.0% (23) | 32.0% (16) | 12.0% (6) | 4.0% (2) | 4.0% (2) | 2.0% (1) | 50 |
| Initiate and continue own professional development. | 52.0% (26) | 24.0% (12) | 18.0% (9) | 4.0% (2) | 2.0% (1) | 0.0% (0) | 50 |
| Act with confidence and self-knowledge to assume professional leadership roles and responsibilities. | 54.0% (27) | 26.0% (13) | 8.0% (4) | 8.0% (4) | 0.0% (0) | 4.0% (2) | 50 |
| Do you have any additional comments regarding any of your above responses? | | | | | | | 2 |
| answered question | | | | | | | 50 |
| skipped question | | | | | | | 6 |

9. 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 of Integrating Technology? If the graduate(s) is/are not serving as 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(s).

| | Outstanding | Above Average | Average | Below Average | Poor | Insufficient Information | Response Count |
|--|-------------|---------------|-----------|---------------|----------|--------------------------|----------------|
| Use technology to enhance instructional practices. | 39.1% (18) | 43.5% (20) | 10.9% (5) | 2.2% (1) | 0.0% (0) | 4.3% (2) | 46 |
| Integrate technology in learning. | 40.4% (19) | 36.2% (17) | 12.8% (6) | 2.1% (1) | 0.0% (0) | 8.5% (4) | 47 |
| Do you have any additional comments regarding any of your above responses? | | | | | | | 3 |
| answered question | | | | | | | 49 |
| skipped question | | | | | | | 7 |