



NCE Candidate Outcomes 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 (this data is obtained from the Teacher Data Warehouse that provides a list of NCE graduates teaching in Illinois public schools). Nearly all respondents have been administrators in the schools. In the case of more than one graduate teaching in a school, principals were 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 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). The 2012-13 survey was administered in April 2013.

The 2012-13 survey was sent to 268 administrators, with 325 alumni identified as being employed at their schools. (In some cases, more than one alumnus is employed at the same school.) 76 surveys were submitted back to NLU. Of these, 2 of the alumni no longer worked at the school. Of the remaining 74 surveys, 82 alumni were evaluated. In cases where multiple alumni were employed at the same school, the administrators gave a composite rating. On completed surveys, respondents may have chosen to skip some questions.

Employee performance scores (scale of 1-5)	
AREA	SCORE
Classroom Management	4.30
Professional Development	4.30
Collaboration	4.25
Content and Pedagogy	4.25
Student Learning	4.25
Assessment	4.18
Integrating Technology	4.09
Diversity	4.08

Employee job types (N=60)	
CONCENTRATION	% of GRADUATES
General Education	68.3%
Special Education	13.3%
Administrator	3.3%
Counselor	0
Long-Term Substitute	1.6%
Other	13.3%

Comments – Strengths

Content & Pedagogy

- Ms. X's use of technology to improve instruction is sound and moves her rating in this area.
- She utilizes technology in a highly effective instructional manner.

Student Learning

- Wants students to think for themselves and often see students using technology to make these connections.

Diversity

- Technology again makes this strong for this teacher.
- She is very creative and supportive to all learners at all levels.

Classroom Management

- One of the best I have hired in the classroom as far as having a high level of respect and rapport with her students.

Assessment

- Records are accurate and often beyond what expected.
- This an area in which X excels. I always know I will be aware when students are not progressing in her room; because she will know and communicate her concerns to me.

Collaboration

- She is a member of the school ILT.
- Gives good insight and is willing to contribute.
- X is one of those teachers that you don't find very often. She is a person that has a lot of knowledge and it is great to see her pass it on to her students and colleagues.

Professional Development

- Never stops taking advantage of school and district opportunities to grow professionally.
- Leading roles as tech specialist to staff has been beneficial.

Technology

- Super star with technology!
- Strong strength for this teacher and she is attempting to teach others.
- SMART Boards have been purchased and a part of her teaching.
- Greatest strengths are in this area, but this was her area of highest concentration.

Overall

- X is a very valued and respected teacher in my high school.
- In technology only, as a teacher, she is average because not all students are able to partake in the learning at this time.
- Excellent teacher. I am so glad we hired X. He has been wonderful addition to our staff. He nurtures the entire child!
- She is a phenomenal teacher!

Comments – Areas for Improvement

Student Learning

- We have a challenging population and Ms. X teaches library. While she collaborates well with teachers, her classroom management gets in the way of the lessons being more than 3.