



NCE Candidate Outcomes 2015 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 administrators 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 2014-15 survey was administered in Spring 2015.

2014-15 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 2014-15 survey, 432 random alumni were chosen from the following programs, Curriculum & Instruction (C&I), Educational Leadership (EDL) Reading, and Specialized Endorsements (SPEC END) as these are the programs in which NCE graduates the largest number of candidates. Of those 432 alumni, employer data was available for 218 of those alumni and surveys were sent electronically. 202 surveys were sent to administrators through email addresses and 16 were sent through website links (i.e. if you want to contact us, fill out a form on the school's website).

Of those 218 surveys, 57 were returned back to National Louis University with complete data. The alumni that were the focus of the surveys included 25 alumni who graduated from the Educational Leadership program, 23 from the Curriculum & Instruction program and 9 from the Reading and Specialized Endorsement programs.

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=57		EDL Mean N=25	C&I Mean N=23	READ/SPEC END Mean N=9
Classroom Management	4.47		4.3	4.33	4.79
Professional Development	4.43		4.32	4.21	4.77
Collaboration	4.27		4.13	4.11	4.58
Content and Pedagogy	4.32		4.17	4.23	4.74
Student Learning	4.38		4.3	4.05	4.78
Assessment	4.37		4.2	4.22	4.69
Integrating Technology	4.38		4.31	4.13	4.7
Diversity	4.22		4.15	4.05	4.46
Overall Performance	4.39		4.18	4.2	4.78

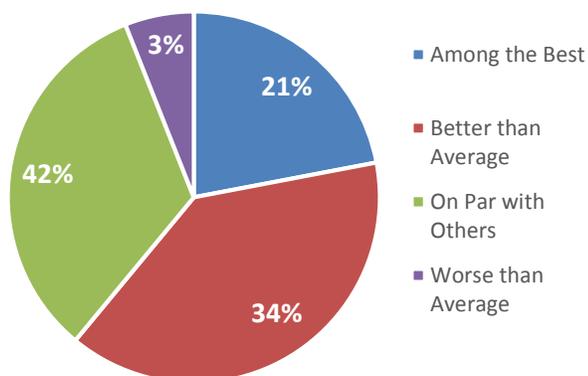
Please see the table at the end of this report for the items listed within each core area.

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

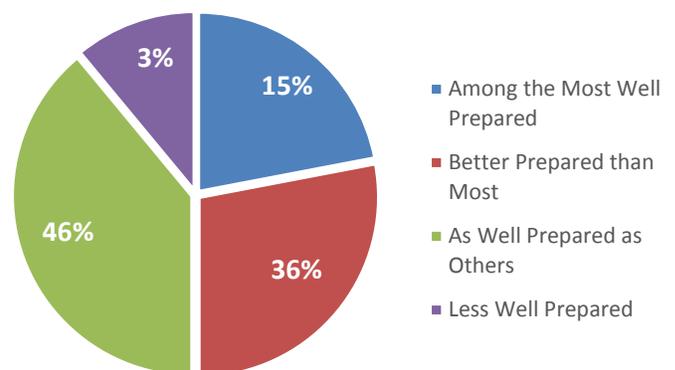
Employee Job Types (N=57)	
CONCENTRATION	# of GRADUATES
General Education	27
Special Education	7
Administrator	10
Counselor	0
Long-Term Substitute	0
Other	13

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 = 38



Rating the Preparedness of NLU Graduates Compared to Other New Hires N = 39



Narrative Comments – Overall Impression of University

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

Positive

I believe it has a very strong reputation.

It's a solid program for aspiring and current educators

Great program

Very positive...I'm a NLU graduate as well.

Narrative Comments – Strengths

Please describe any strengths you have observed in graduates from NLU

Well prepared and focused

NLU graduates exhibit strong skills and are well prepared.

She is extraordinary at connecting with families.

Knowledge of subject matter

Respect and Rapport and Classroom Management

Narrative Comments – Weaknesses and Areas for Improvement

Please describe any weaknesses you have observed in graduates from NLU

She sometimes struggles with sharing her ideas with colleagues because she does not want to appear as a know it all.

Sometimes they are too theoretically biased and not practical in their thoughts on moving forward.

Attendance and promptness are poor.

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

Diversity and language training

Classroom management class(es) and differentiation strategies

Focus on 21st century learning

Core Areas and Individual Delineated on Survey

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
CONTENT AND PEDAGOGY
Teaches some interesting intervention classes with great success
An exemplary teacher who strives to improve teaching and learning.
Demonstrated an outstanding leadership quality at the first grade and she represented the school in the ILT and other committees at the network level
STUDENT LEARNING
Her connection to students and their families is wonderful and allows her to serve the whole child.
Very thoughtful about the social emotional needs of students.
DIVERSITY

Student's graphed interpreted data and these were displayed in hallways. It was wonderful to see.
As and ELL and Special education teacher, she understands the cultural, linguistic, and emotional challenges
She writes and wins grants yearly for her students to secure additional resources.
CLASSROOM MANAGEMENT
It was amazing to see how management of student behavior was accomplished in the classroom.
ASSESSMENT
Besides progress monitoring she uses student products and observation notes. The cases she brings to the MTSS committee are always approved.
COLLABORATION
She is a great team player.
The first grade level team is the strongest in terms of collaboration.
PROFESSIONAL DEVELOPMENT
She is often left in charge of the building if I am out.
INTEGRATING TECHNOLOGY
She helps me with technology!