

Employer Satisfaction Survey Results

Initial Teacher Preparation Program – 2022-2023 Employer Satisfaction Survey Results

Forty-three (43) Employer Satisfaction Surveys were emailed to principals of NSU Initial Teacher Preparation program completers, who graduated in the academic years 2018-2019, 2019-2020, 2020-2021, and 2021-2022. The overall response rate was 30% (13/43). The Employer Satisfaction Survey response rate by program is listed below (see Table 1).

Table 1

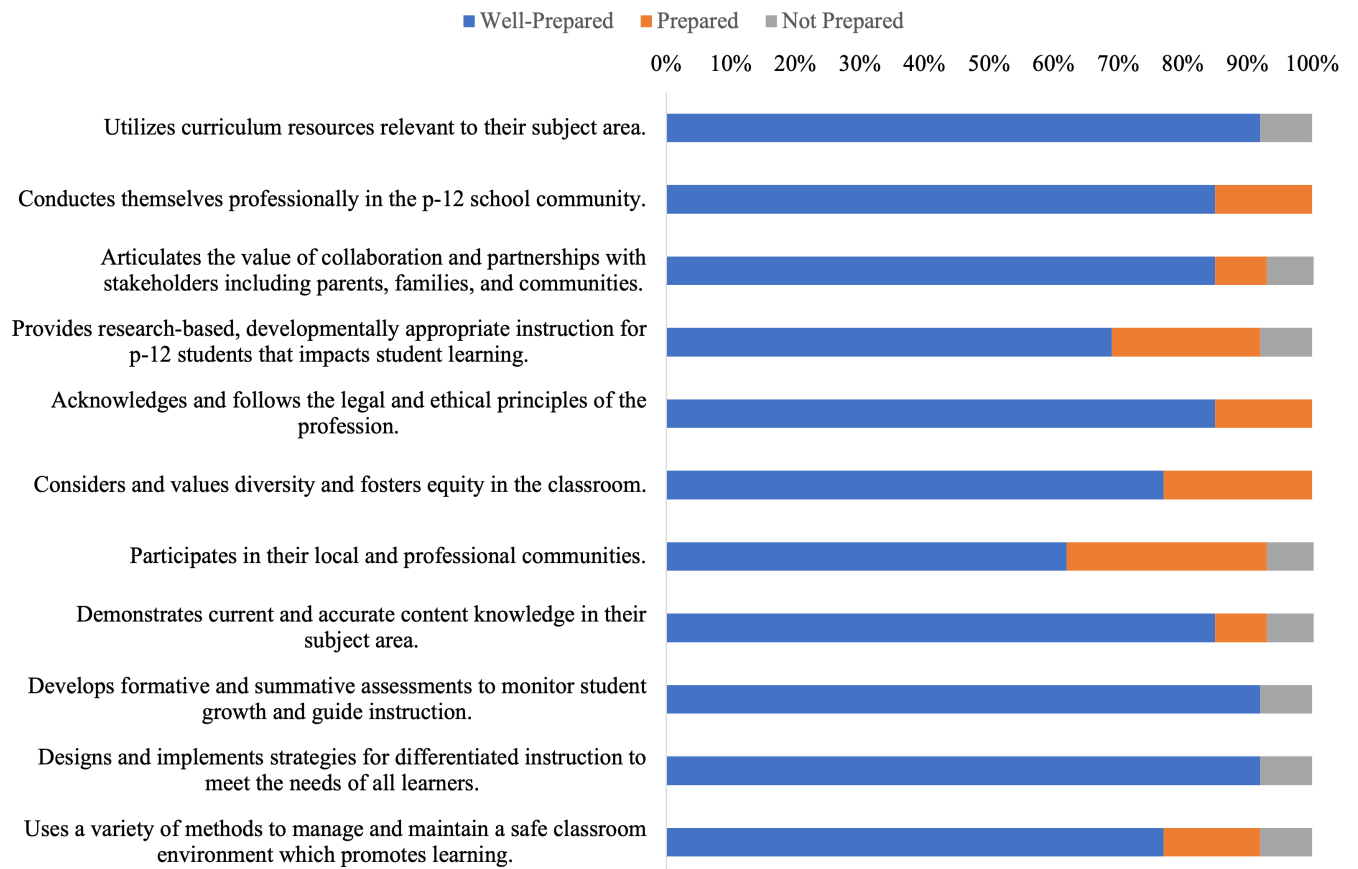
Overall Employer Satisfaction Survey response rate by program for 2018-2019, 2019-2020, 2020-2021, and 2021-2022 completers

Degree Program	Number of Employers Surveyed	Number of Survey Responses	Survey Response Rate
BS in Elementary Education – ESOL/Reading Endorsement	23	9	39%
BS in Exceptional Student Education – ESOL Endorsement	6	1	17%
BS in Secondary Biology Education	1	1	100%
BS in Secondary English Education – ESOL Endorsement	0	0	-
BS in Secondary Mathematics Education	1	1	100%
BS in Secondary Social Studies Education	4	1	25%
MS in Reading Education	8	0	0%

3. Based on the performance of the NSU graduate (teacher), please indicate whether the teacher is well prepared, prepared, or not prepared within each of the following areas.

Figure 1.

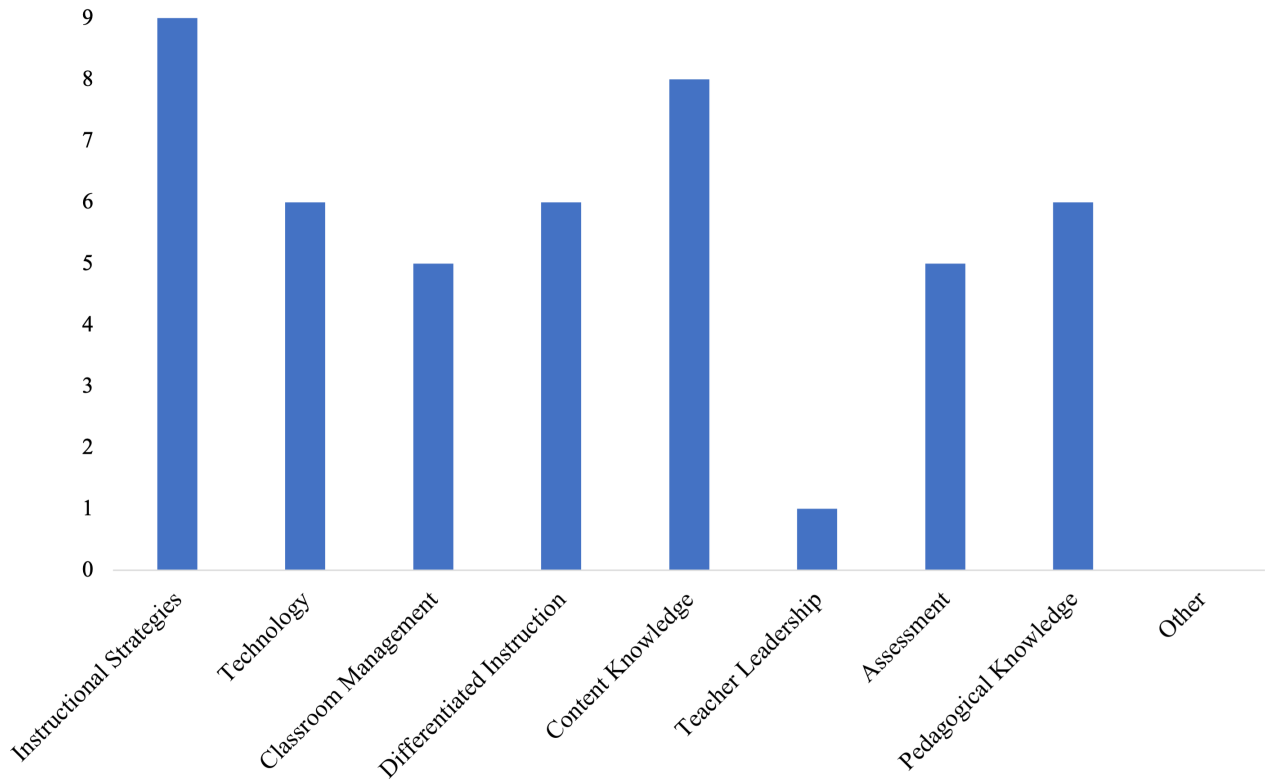
Percentage of employers responding with well-prepared, prepared, or not prepared on the following items within question 3 (n = 13)



4. Based on the performance of the NSU graduate (teacher), which of the following do you believe may be strengths of NSU's teacher preparation program? (select all that apply)

Figure 2.

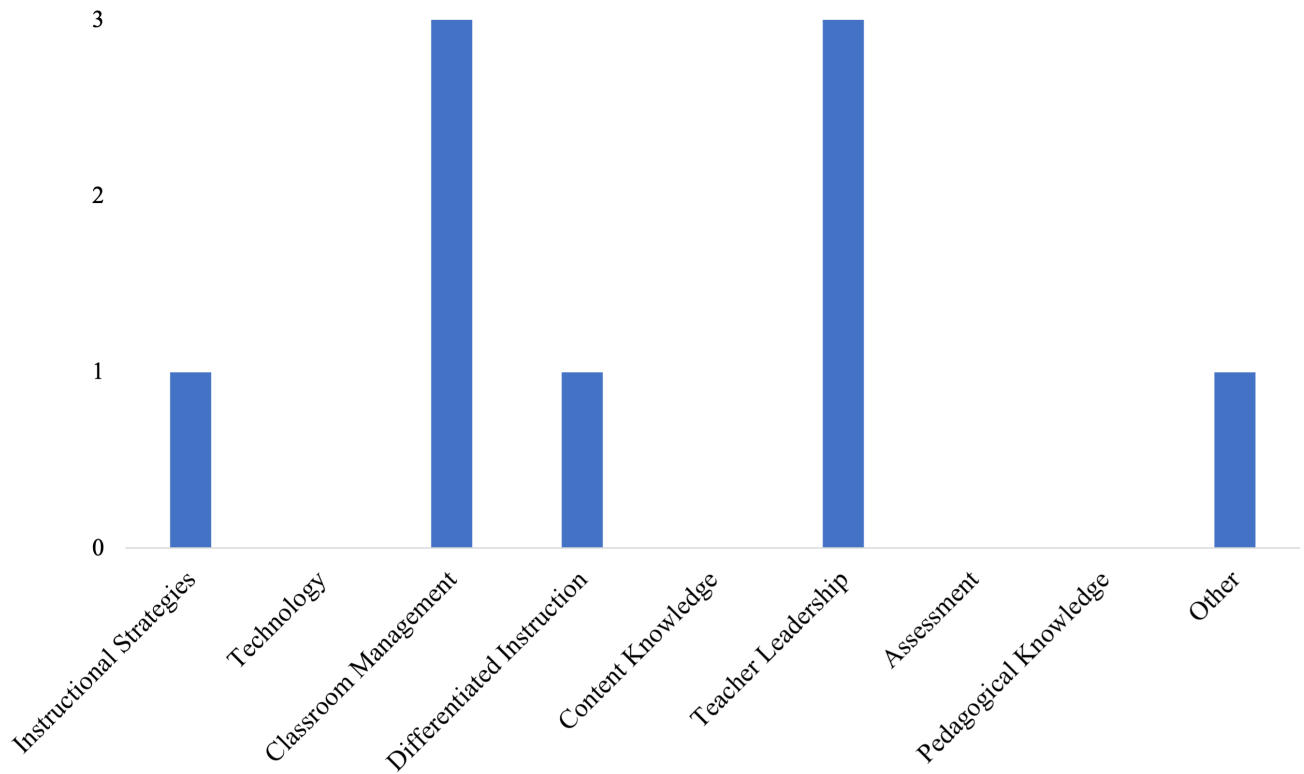
Number of respondents (employers) selecting each area as a strength (n = 13)



5. Based on the performance of the NSU graduate (teacher), which of the following do you believe may be areas of weakness for NSU's teacher preparation program? (select all that apply)

Figure 3.

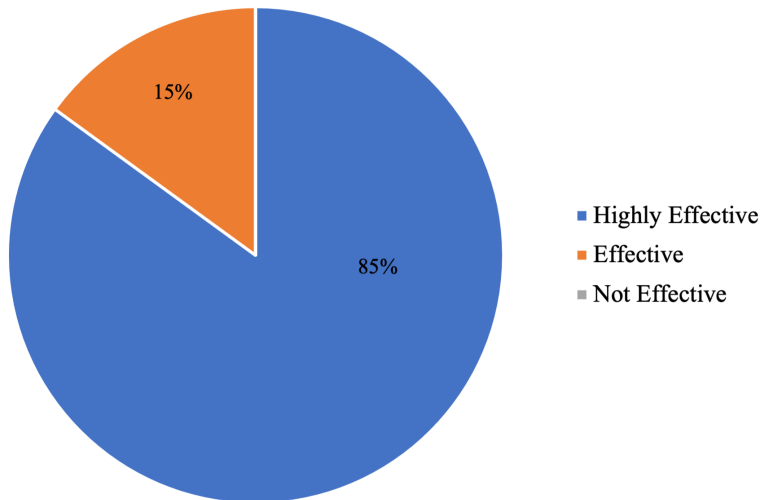
Number of respondents (employers) selecting each area as a weakness (n = 13)



6. Overall, how effective do you feel NSU's teacher preparation program was in preparing the teacher employed at your school for his/her teaching role in the classroom?

Figure 4.

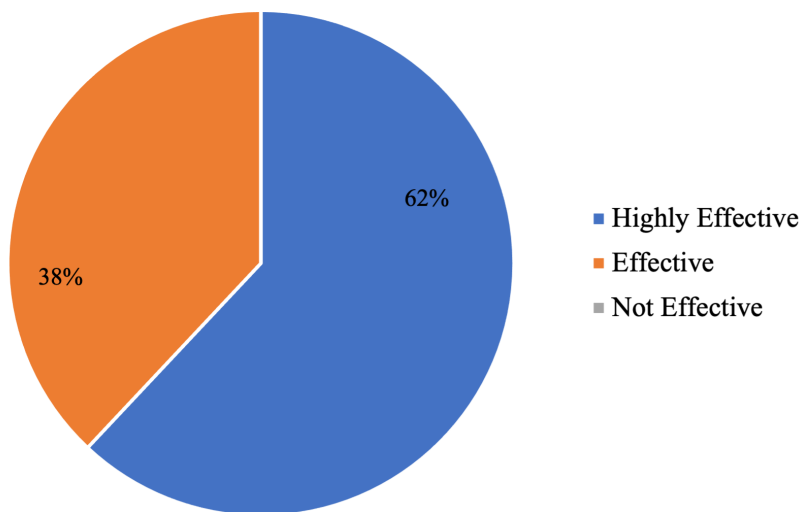
Percentage of employers responding with highly effective, effective, or not effective on item 6 (n = 13)



7. Please indicate how effective NSU has been in responding to the needs of school districts.

Figure 5.

Percentage of employers responding with highly effective, effective, or not effective on item 7 (n = 13)



Nova Southeastern University

Abraham S. Fischler College of Education and School of Criminal Justice

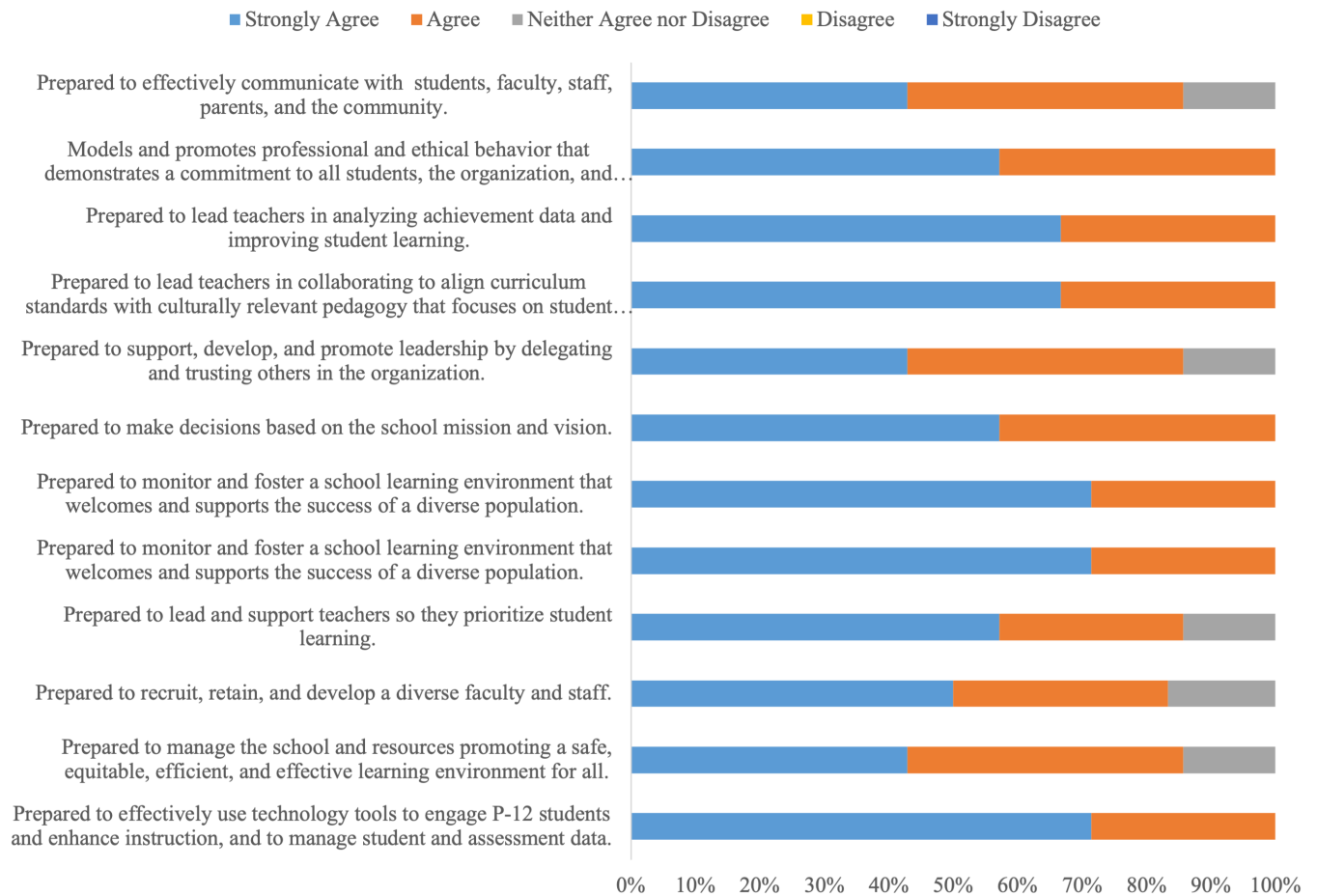
Educational Leadership Program – 2022-2023 Employer Satisfaction Survey Results

Sixty-seven (67) Employer Satisfaction Surveys were emailed to supervisors of NSU Educational Leadership program completers, who graduated in the academic years 2019-2020, 2020-2021, and 2021-2022. The overall response rate was 16% (11/67). The Employer Satisfaction Survey results are listed below.

3. Based on the performance of the NSU graduate (teacher or school administrator), please indicate your level of agreement with the following statements

Figure 1.

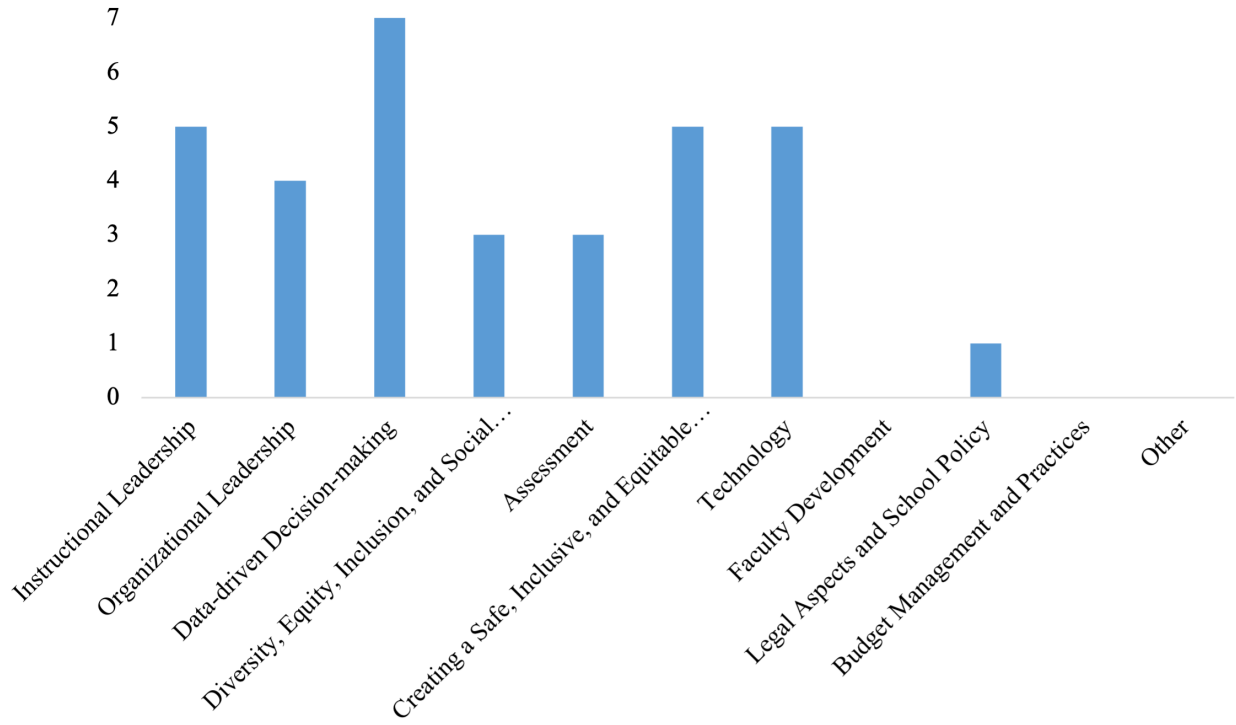
Percentage of employers responding with their level of agreement on the following items within question 3 (n = 11)



4. Based on the performance of the NSU graduate (teacher or school administrator), which of the following do you believe may be strengths of NSU's Educational Leadership program? (select all that apply)

Figure 2.

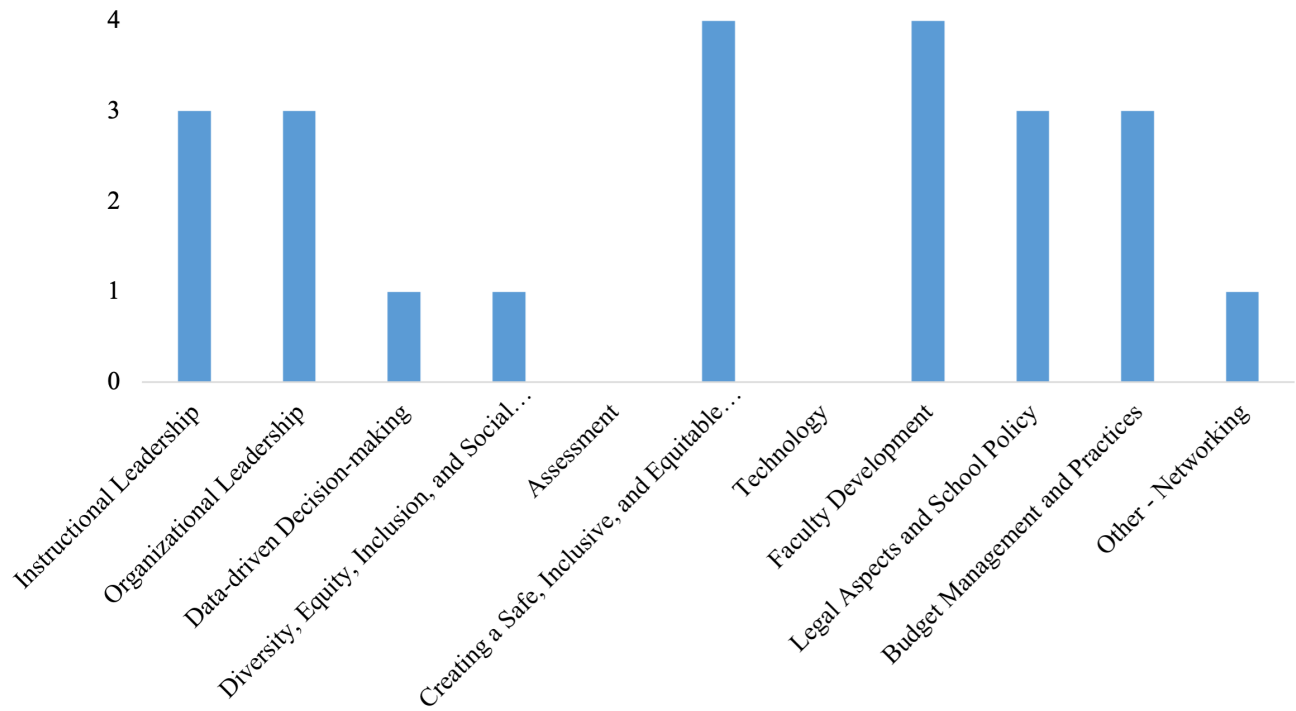
Number of respondents (employers) selecting each area as a strength (n = 11)



5. Based on the performance of the NSU graduate (teacher or school administrator), which of the following do you believe may be areas for growth for NSU's Educational Leadership program? (select all that apply)

Figure 3.

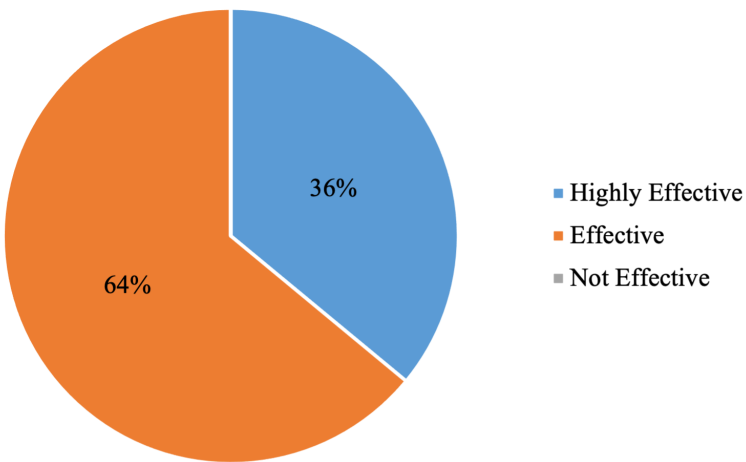
Number of respondents (employers) selecting each area as a weakness (n = 11)



6. Overall, how effective do you feel NSU's Educational Leadership program was in preparing the teacher or school administrator to be an educational leader?

Figure 4.

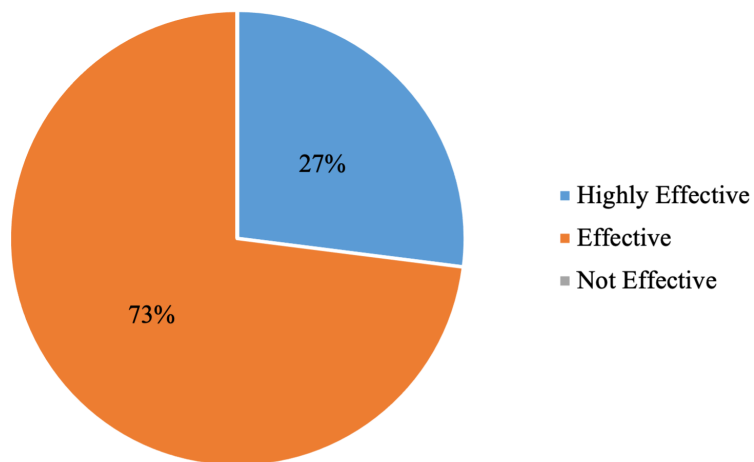
Percentage of employers responding with highly effective, effective, or not effective on item 6 (n = 11)



7. Please indicate how effective NSU has been in responding to the needs of your school district.

Figure 5.

Percentage of employers responding with highly effective, effective, or not effective on item 7 (n = 11)



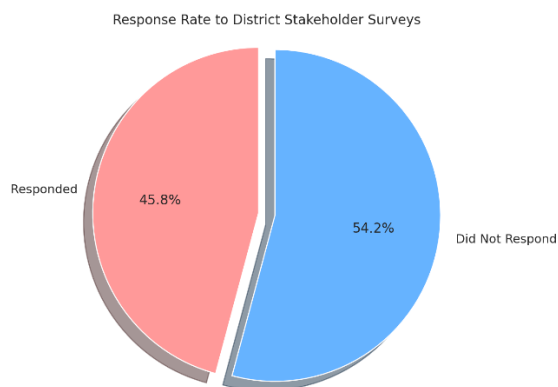
8. Is there something we can do to better support you and aspiring educational leaders in your district? If so, please explain.

Responses: 1

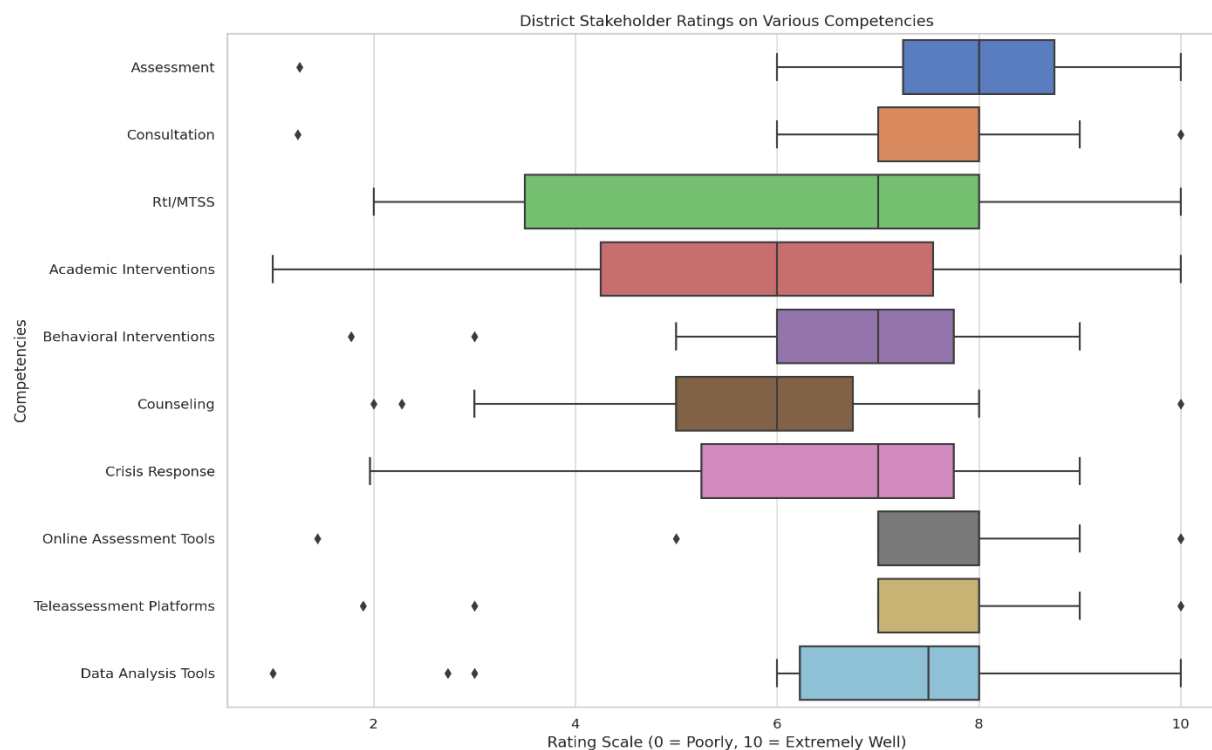
“I would suggest opportunities for aspiring educational leaders to get "hands-on" opportunities in urban schools - Internships.”

**Nova Southeastern University
Specialist (PsyS) Program in School Psychology
2022-2023 Employer Satisfaction Results**

Twenty-four (24) were emailed to the school psychology administrators and lead supervisors of the NSU Specialist Program in School Psychology completers, who graduated in the academic years 2020-2021 and 2021-2022. The overall response rate was 45% (11/24 participants responded).



District stakeholders were asked to evaluate various competencies of NSU Specialist in School Psychology program completers (questions 4-13 and 16 in the district stakeholder survey). Below is a graph that summarizes their ratings:



Additionally, two questions regarding NSU completers technology skills were asked:

14. In your opinion, what technology skills need to be enhanced? and

15. In your opinion, what technology tools need to be taught?

Based on the stakeholder feedback (questions 14 and 15 in the District Stakeholder survey) regarding technology skills and tools that NSU PsyS in School Psychology completers need to enhance or learn, here is a summary of the key points mentioned:

Technology Skills to be Enhanced:

- **Graphing RTI Data:** Several stakeholders emphasized the need for graduates to better handle and teach others to use data graphing tools, particularly for RTI (Response to Intervention) data.
- **Use of Embedded Program Tools:** There is a notable recommendation for improving skills in utilizing embedded tools within various platforms, such as speech-to-text technologies.
- **Spreadsheet Proficiency:** Improved proficiency in using spreadsheets for case monitoring and management was identified as a significant gap.
- **Familiarity with Digital Testing Platforms:** More exposure to and experience with digital testing platforms were suggested to help graduates adapt to contemporary assessment environments.

Technology Tools to be Taught:

- **Q-interactive and Similar Platforms:** Respondents indicated a need for training on Q-interactive and similar digital assessment platforms to enhance graduates' assessment capabilities.
- **Excel and Main Testing Software:** There was a specific call for instruction in Excel and main testing platforms, highlighting the importance of data management and analysis skills in school psychology.

Finally, the respondents were asked to provide additional feedback, comments or suggestions, highlighting a range of opinions and observations about NSU PsyS in School Psychology completers. Here is a summary of the key points mentioned:

Positive Feedback:

- **General Satisfaction:** Some respondents expressed satisfaction with the training NSU provides, noting that interns and graduates perform well, especially in counseling and report writing. One stakeholder mentioned being impressed by the instruction and practice in counseling that their program completer received.

Areas for Improvement:

- **Understanding of MTSS/RTI:** Several stakeholders pointed out a deficit in the knowledge and implementation of MTSS (Multi-Tiered System of Supports) and RTI (Response to Intervention) compared to completers from other universities.
- **Manifestation Determinations:** There is a specific suggestion that training should include more focus on manifestation determinations to better prepare students for handling such evaluations.
- **Diversity of Assessment Tools:** A respondent noted that while a program completer was well trained in report writing and data interpretation, there was a lack of exposure to multiple assessment tools, partly due to pandemic limitations.
- **Practical Experience During Practicum:** Suggestions were made to enhance the practicum experience by including more hands-on tasks such as writing student observations and participating in RTI processes, beyond mere observations.

This feedback indicates a mixture of strong areas and areas needing enhancement in the training of NSU graduates, providing valuable insights for program improvements and adjustments.

M.S. School Counseling (2022-2023 Employer Survey Results)

9th grade counselor

School Counselor

9-12

6-12

School Counselor KG-5th

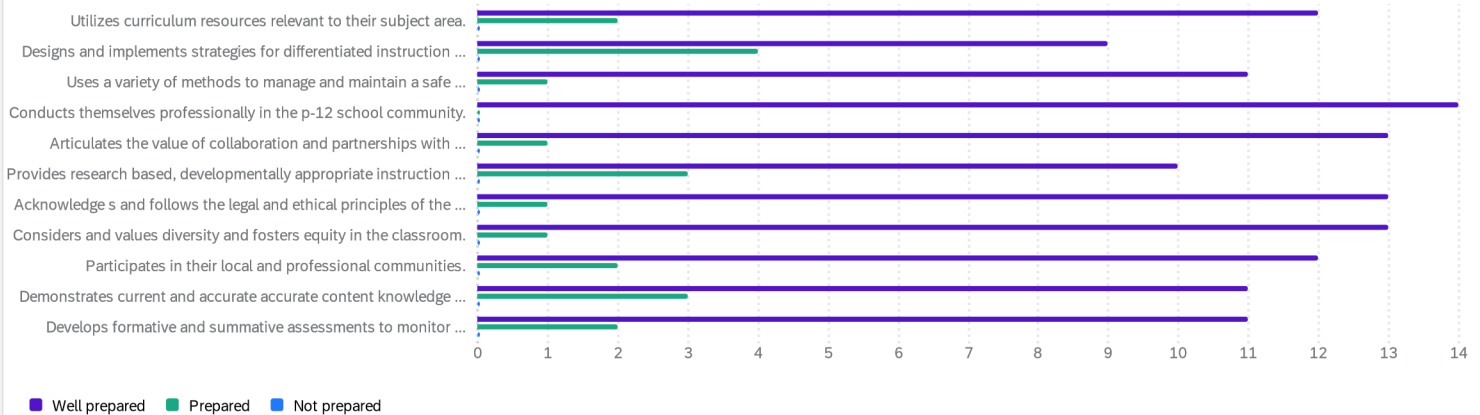
9-12

Counselor 6th - 8th grade

K-5

PK - Grade 8

3. Based on the performance of the NSU graduate (Counselor), please indicate whether the teacher is well prepared, prepared, or not prepared within each of the following areas: 14 ⓘ



3. Based on the performance of the NSU graduate (Counselor), please indicate whether the teacher is well prepared, prepared, or not prepared within each of the following areas: 14 ⓘ

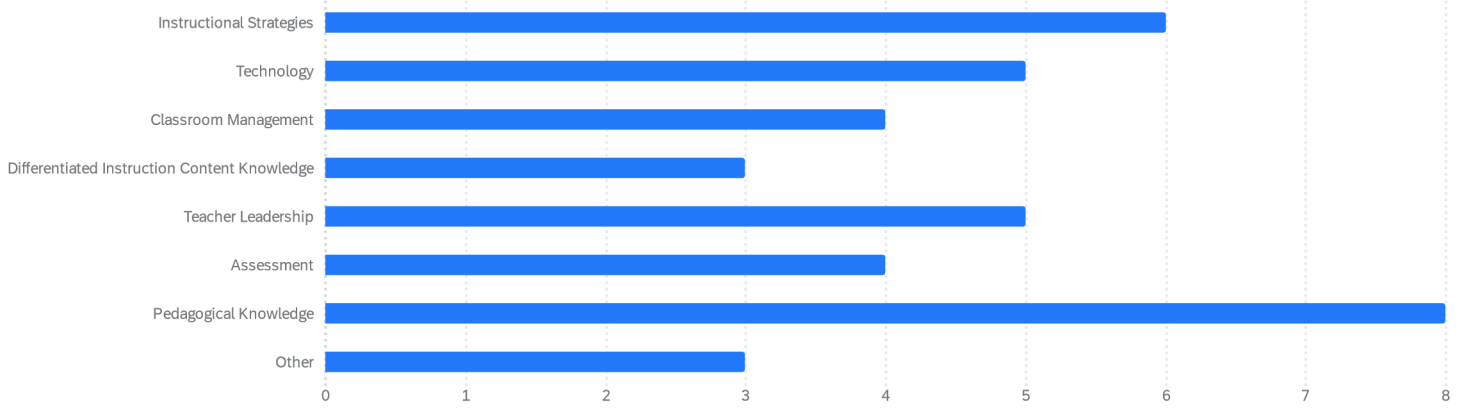
3. Based on the performance of the NSU graduate (Counselor), please indicat...	Well prepared	Prepared	Not prepared
Utilizes curriculum resources relevant to their subject area.	12	2	0
Designs and implements strategies for differentiated instruction to meet th...	9	4	0
Uses a variety of methods to manage and maintain a safe classroom envi...	11	1	0
Conducts themselves professionally in the p-12 school community.	14	0	0

3. Based on the performance of the NSU graduate (Counselor), please indicat...	Well prepared	Prepared	Not prepared
Articulates the value of collaboration and partnerships with stakehold...	13	1	0
Provides research based, developmentally appropriate instruction for p...	10	3	0
Acknowledge s and follows the legal and ethical principles of the prof...	13	1	0
Considers and values diversity and fosters equity in the classroom.	13	1	0
Participates in their local and professional communities.	12	2	0
Demonstrates current and accurate accurate content knowledge in their...	11	3	0
Develops formative and summative assessments to monitor student growth...	11	2	0
Sum	129	20	0

3. Based on the performance of the NSU graduate (Counselor), please indicate whether the teacher is well prepared, prepared, or not prepared within each of the following areas: 14 ⓘ

3. Based on the performance of the NSU graduate (Counselor), please indicat...	Average	Minimum	Maximum	Count
Utilizes curriculum resources relevant to their subject area.	1.14	1.00	2.00	14
Designs and implements strategies for differentiated instruction to meet th...	1.31	1.00	2.00	13
Uses a variety of methods to manage and maintain a safe classroom envi...	1.08	1.00	2.00	12
Conducts themselves professionally in the p-12 school community.	1.00	1.00	1.00	14
Articulates the value of collaboration and partnerships with stakehold...	1.07	1.00	2.00	14
Provides research based, developmentally appropriate instruction for p...	1.23	1.00	2.00	13
Acknowledge s and follows the legal and ethical principles of the prof...	1.07	1.00	2.00	14
Considers and values diversity and fosters equity in the classroom.	1.07	1.00	2.00	14
Participates in their local and professional communities.	1.14	1.00	2.00	14
Demonstrates current and accurate accurate content knowledge in their...	1.21	1.00	2.00	14
Develops formative and summative assessments to monitor student growth...	1.15	1.00	2.00	13

4. Based on the performance of the NSU graduate (Counselor), which of the following do you believe may be strengths of NSU's teacher preparation program? (select all that apply) 13 ⓘ



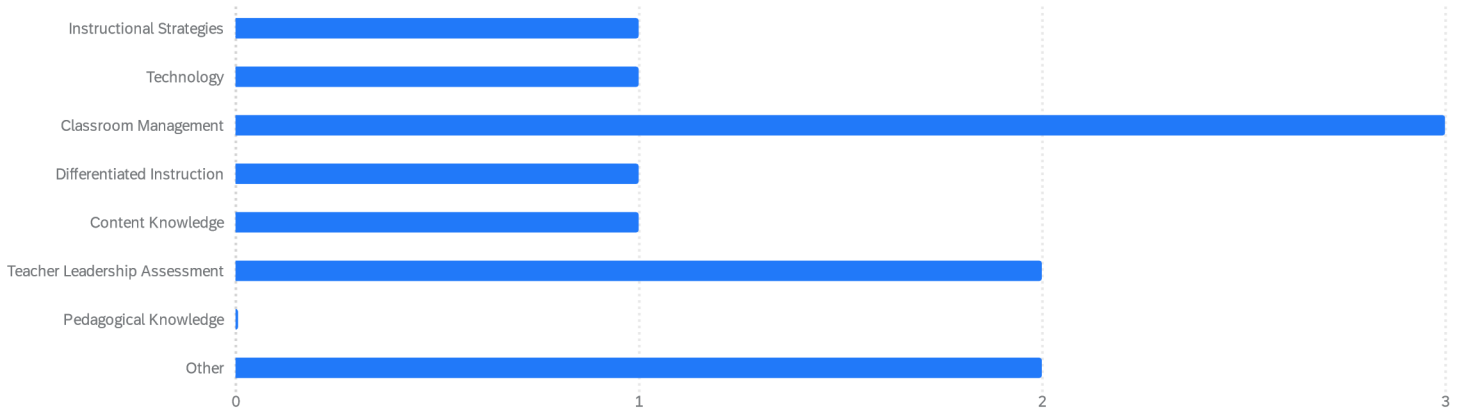
4. Based on the performance of the NSU graduate (Counselor), which of the following do you believe may be strengths of NSU's teacher preparation program? (select all that apply) 13 ⓘ

Q4 - 4. Based on the performance of the NSU graduate (Counselor), which of the following do you believe may be strengths of NSU's teacher preparation program? (select all that apply) - Selected Choice

	Percentage	Count
Instructional Strategies	46%	6
Technology	38%	5
Classroom Management	31%	4
Differentiated Instruction Content Knowledge	23%	3
Teacher Leadership	38%	5
Assessment	31%	4
Pedagogical Knowledge	62%	8
Other	23%	3
Sum	292%	38

Counseling

5. Based on the performance of the NSU graduate (Counselor), which of the following do you believe may be areas of weakness for NSU's teacher preparation program? (select all that apply) 11 ⓘ



5. Based on the performance of the NSU graduate (Counselor), which of the following do you believe may be areas of weakness for NSU's teacher preparation program? (select all that apply) 11 ⓘ

Q5 - 5. Based on the performance of the NSU graduate (Counselor), which of the following do you believe may be areas of weakness for NSU's teacher preparation program? (select all that apply)

	Percentage	Count
Instructional Strategies	9%	1
Technology	9%	1
Classroom Management	27%	3
Differentiated Instruction	9%	1
Content Knowledge	9%	1
Teacher Leadership Assessment	18%	2
Pedagogical Knowledge	0%	0
Other	18%	2
Sum	100%	11

5. Based on the performance of the NSU graduate (Counselor), which of the following do you believe may be areas of weakness for NSU's teacher preparation program? (select all that apply) 11 ⓘ

5. Based on the performance of the NSU graduate (Counselor), which of the f...

	Average	Minimum	Maximum	Count
Instructional Strategies	1.00	1.00	1.00	1
Technology	2.00	2.00	2.00	1
Classroom Management	3.00	3.00	3.00	3
Differentiated Instruction	4.00	4.00	4.00	1
Content Knowledge	5.00	5.00	5.00	1
Teacher Leadership Assessment	6.00	6.00	6.00	2

5. Based on the performance of the NSU graduate (Counselor), which of the f...

Average

Minimum

Maximum

Count

Pedagogical Knowledge

-

-

-

0

Other

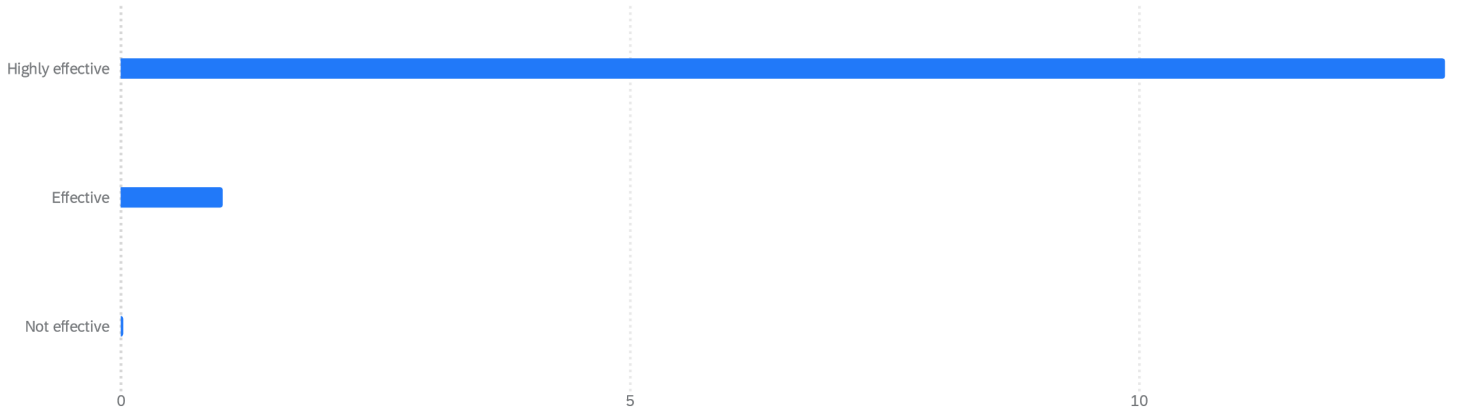
8.00

8.00

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2

6. Overall, how effective do you feel NSU's School Counseling program was in preparing the teacher or school administrator to be a School Counselor? 14 ⓘ



6. Overall, how effective do you feel NSU's School Counseling program was in preparing the teacher or school administrator to be a School Counselor?

14 ⓘ

Q6 - 6. Overall, how effective do you feel NSU's School Counseling program was in preparing the teacher or school administrator to be a School Counselor?

Percentage

Count

Highly effective

93%

13

Effective

7%

1

Not effective

0%

0

Sum

100%

14

6. Overall, how effective do you feel NSU's School Counseling program was in preparing the teacher or school administrator to be a School Counselor?

14 ⓘ

6. Overall, how effective do you feel NSU's School Counseling program was...

Average

Minimum

Maximum

Count

Highly effective

1.00

1.00

1.00

13

Effective

2.00

2.00

2.00

1

Not effective

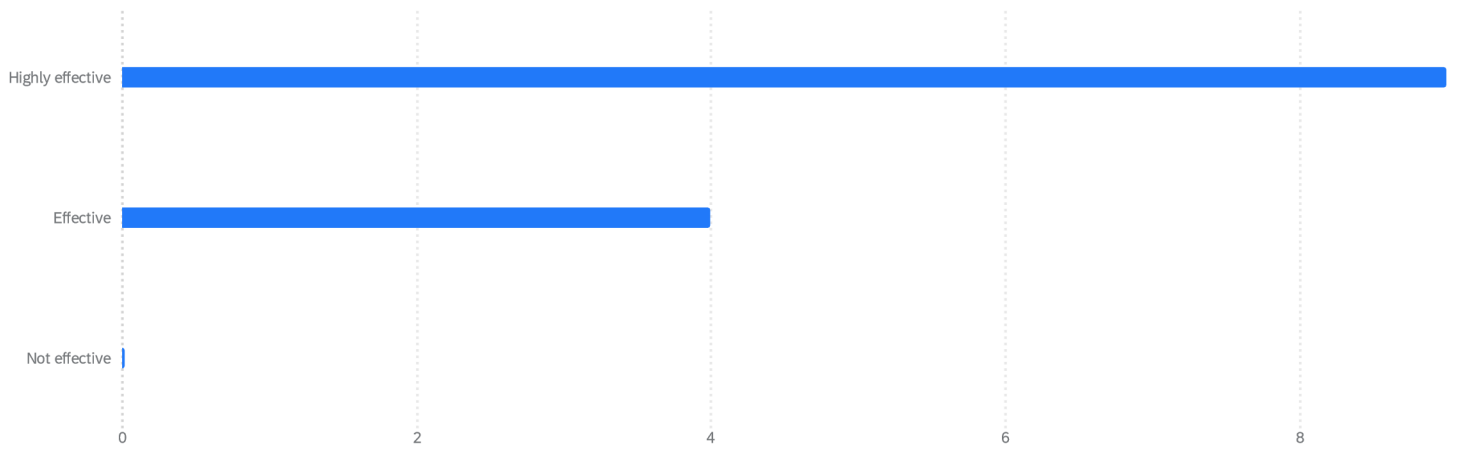
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7. Please indicate how effective NSU has been in responding to the needs of school districts. 13 ⓘ



7. Please indicate how effective NSU has been in responding to the needs of school districts. 13 ⓘ

Q7 - 7. Please indicate how effective NSU has been in responding to the needs of school districts.	Percentage	Count
Highly effective	69%	9
Effective	31%	4
Not effective	0%	0
Sum	100%	13

7. Please indicate how effective NSU has been in responding to the needs of school districts. 13 ⓘ

7. Please indicate how effective NSU has been in responding to the needs of...	Average	Minimum	Maximum	Count
Highly effective	1.00	1.00	1.00	9
Effective	2.00	2.00	2.00	4
Not effective	-	-	-	0