

MEASURE 2: SATISFACTION OF EMPLOYERS & STAKEHOLDERS INVOLVEMENT (R4.2|R5.3|RA4.1)

SIUC Employer Satisfaction Survey for Initial Programs

BACKGROUND

In 2018, SIUC created the Employer Satisfaction Survey to be completed each spring semester by the principals of our completers throughout the region. Since SIUC does not receive information from ISBE about where completers are employed, the [Employer Satisfaction Survey](#) link is sent by email to the principals of our recent graduates (6 months to 3 years).

CRITERIA OF SUCCESS

The ratings on this survey are as follows: *extremely satisfied*, *very satisfied*, *moderately satisfied*, *somewhat satisfied*, and *not very satisfied*. These “scaled choices have been qualitatively defined using specific criteria aligned with key attributes” (CAEP, 2017) rather than using a numbered scale.

QUALITY ASSURANCE

The questions on this survey use direct language from the Illinois Professional Teaching Standards (IPTTS) with which administrators are very familiar. The questions are also aligned to InTASC standards. While we did not conduct a pilot of these questions with administrators, these questions are directly from our *Pre-Student Teaching Clinical Evaluation Rubric* elements. We consulted a panel of experts in developing the rubric, conducted a pilot, and established inter-rater reliability in Fall 2017. We made modifications, as necessary, to the rubric before creating the survey in spring 2018. In addition, the questions on this survey are the same as the questions asked on the completer follow-up survey and candidate exit survey in order to make comparisons between employer satisfaction and completer confidence at graduation and as an in-service teacher.

SUPPORT FOR IMPROVEMENT

The Employer Satisfaction Survey is administered by SIUC using LiveText. This method allows the unit to analyze data trends systematically with program coordinators, clinical supervisors, and the Teacher Education Program Advisory Board.

RESULTS

2019 CYCLE

For 2019, there were only 12 employers' responses. The following questions were added to the survey for this cycle: total number of teachers employed, subject areas of those teachers, and how many reached the employment milestone of tenure. The 12 employers reported employing a total of 19 teachers in these subject areas: art, biology, elementary education, English, history, math, music, physical education, special education, technology, and workforce education. The only subjects not represented by the responses were agriculture, early childhood, and foreign languages. Of the 19 teachers represented, 42% (8) had reached the employment milestone of tenure.

2020 CYCLE

There were only 2 survey responses for this cycle, so no conclusions can be made. The two employers represented only 2 completers who were not tenured. Both employers rated the SIU completers as "*Very*" to "*Extremely*" satisfied in all areas.

2021 CYCLE

Due to the CoVid 19 Pandemic, the survey was not administered for the 2021 Cycle. School administrators were understaffed, and most schools were operating remotely. Data collection will resume spring 2022.

2022 CYCLE

We were able to resume this survey during the spring of 2022. Five administrators responded indicating their level of satisfaction with our graduates. These employers responded that they employed 29 teachers prepared at SIUC. Of those 29, seventeen had obtained tenure in the district. Eight of the teachers had graduated from SIUC within the last three years. The employers also were asked what subject area(s) the recent graduates are currently teaching. The responses to this question were a bit incomplete as the subject areas of mathematics, special education and elementary education were listed. One employer stated, "all academics."

ANALYSIS

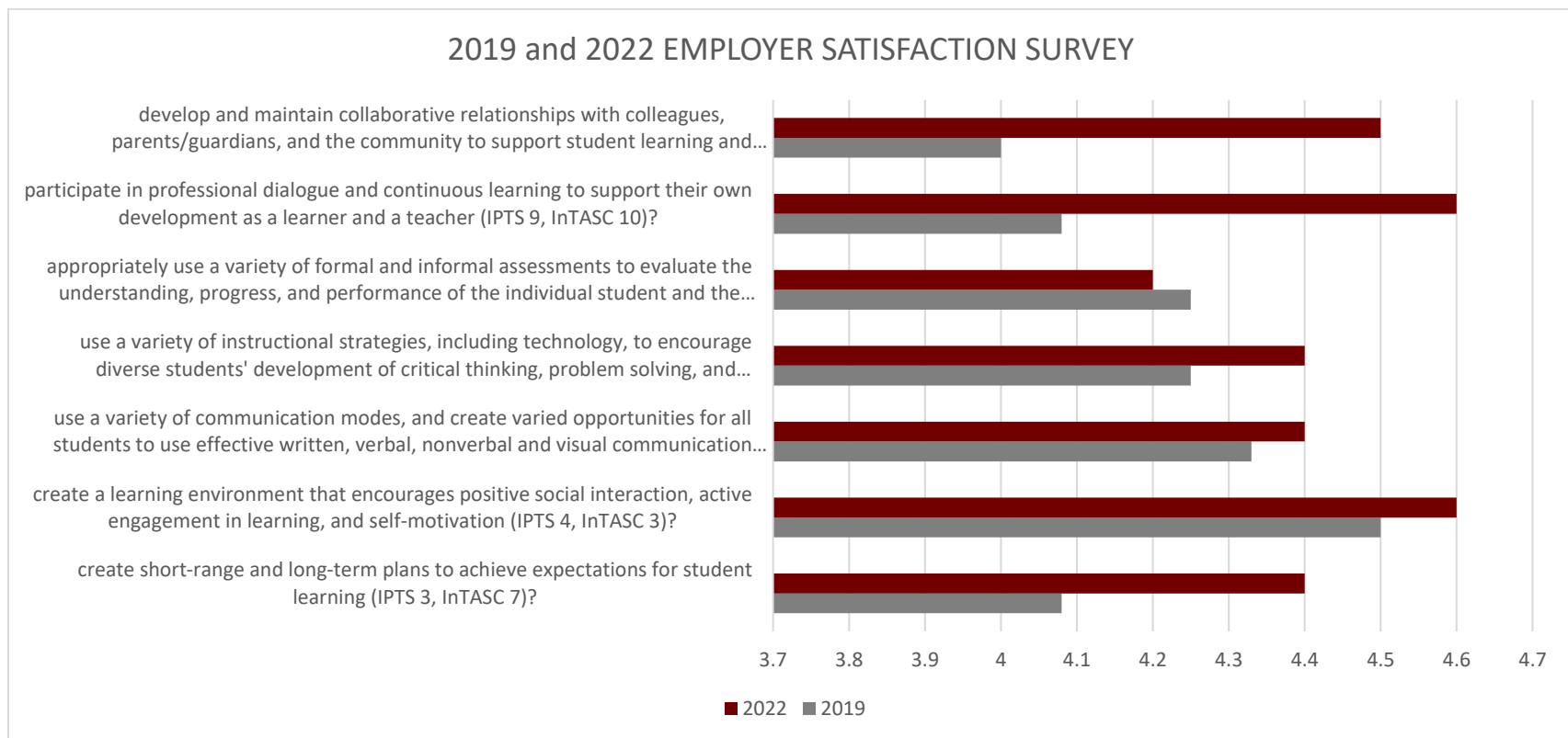
2019 CYCLE

There were greater deviations in some of the responses than were in 2018, which is to be expected with more responses. Like 2018, all mean scores were at or above 4.0 (Very Satisfied). Two areas with standard deviations above .80 were collaborative relationships

(.91) and assessment (.83), which was similar to the 2018 cycle. Both areas had one response of 2.0 (Somewhat Satisfied) from the same employer. This employer employed four elementary education teachers, two of whom have reached tenure. The area with the highest ratings was creating a positive learning environment.

2022 CYCLE

The scores indicate that employers continue to be very (4.0) or extremely (5.0) satisfied with the SIU graduates they have hired. Employers were most satisfied with our graduates’ ability to develop positive learning environments and to engage in professional dialogue and continuous learning to support their own development.



SIUC Employer Satisfaction Survey

Considering your teachers who graduated from SIUC in the past 1-3 years, how satisfied are you with their ability to . . .	Extremely satisfied	Very satisfied	Moderately satisfied	Somewhat satisfied	Not very satisfied
... create short-range and long-term plans to achieve expectations for student learning (IPTS 3, InTASC 7)?					
... create a learning environment that encourages positive social interaction, active engagement in learning, and self-motivation (IPTS 4, InTASC 3)?					
... use a variety of communication modes, and create varied opportunities for all students to use effective written, verbal, nonverbal and visual communication (IPTS 6, InTASC 5)?					
... use a variety of instructional strategies, including technology, to encourage diverse students' development of critical thinking, problem solving, and performance skills (IPTS 5, IL-CAS.CoreTECH.3, InTASC 8)?					
... appropriately use a variety of formal and informal assessments to evaluate the understanding, progress, and performance of the individual student and the class as a whole (IPTS 7, InTASC 6)?					
... participate in professional dialogue and continuous learning to support their own development as a learner and a teacher (IPTS 9, InTASC 9)?					
... develop and maintain collaborative relationships with colleagues, parents/guardians, and the community to support student learning and well-being (IPTS 8, InTASC 10)?					
How many SIUC graduates do you employ and how many have achieved tenure?					
In what subject areas are these graduates employed?					
In what state is your school?					