

Employer Survey Results - All Candidates
Surveys from Spring 2017, Spring 2018 and Spring 2019

Academic Years of Graduates	Survey Launched	Response Rate	% of Candidates with Known Employment
Graduates from 2014-2015 & 2015-2016	S17	24/34 (71%)	69%
Graduates from 2014-2015, 2015-2016 & 2016-2017	S18	20/39 (51%)	72%
Graduates from 2015-2016, 2016-2017, 2017-2018	S19	16/44 (36%)	60%

The following questions relate to MidAdmerica Nazarene University's Department of Education Conceptual Framework and Kansas State Department of Education's Professional Education Standards.	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	% that Agree/Strongly Agree
Teacher demonstrates competence in oral and written communication with students and colleagues.	23	31	1	1	0	96%
Teacher consistently demonstrates that they are an effective teacher by displaying exemplary content knowledge and meeting the appropriate content standards.	16	35	1	3	1	91%
Teacher always effectively demonstrates research-based strategies and pedagogical content knowledge to develop and deliver effective curriculum, instruction, and assessment of all students.	12	37	4	3	0	88%
Teacher consistently develops and assesses curriculum that meets the needs of all students.	18	29	5	4	0	84%
Teacher consistently demonstrates the value of reading and writing and effectively assesses learners in developing these vital skills.	14	34	6	2	0	86%
Teacher consistently demonstrates an understanding of diverse student groups and the ability to facilitate their intellectual and personal growth.	19	32	4	1	0	91%
Teacher consistently utilizes various forms of technology for teaching and learning.	20	30	4	2	0	89%
Teacher demonstrates a commitment to serve and lead in a Christian manner (compassionate, integral, etc) through their interactions with students, colleagues, and the community.	28	24	3	0	1	93%
Teacher consistently exemplifies professionalism and establishes credibility with others in the school community.	33	21	1	0	1	96%
Teacher consistently demonstrates the principles of classroom and behavior management for purposeful learning in the classroom.	21	27	2	5	1	86%
Teacher consistently uses assessment data to make informed instructional and curricular decisions.	14	30	9	2	1	79%

The following statements relate to preparation and satisfaction with the teacher.	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	% that Agree/ Strongly Agree
The teacher was fully prepared to assume responsibilities related to communicating with families and working with them to establish a positive learning environment for his/her students.	22	25	4	5	0	84%
The teacher easily transitioned to the culture of the school.	29	22	1	3	1	91%
The teacher easily transitioned to the curriculum of the school/district.	22	28	2	3	1	89%
This teacher was fully prepared to assume teacher responsibilities and had a positive effect on the learning of all students.	24	25	2	4	1	88%
This teacher fulfilled my expectations for quality work.	25	23	3	4	1	86%
I am satisfied with this teacher from MidAmerica Nazarene University School of Education.	27	22	3	3	1	88%

Professional Disposition Attributes	Yes	No	% Yes
Demonstrates consistent attendance & punctuality.	55	1	98%
Maintains professional appearance.	55	1	98%
Demonstrates initiative, resourcefulness & independence.	53	3	95%
Demonstrates a positive attitude.	54	2	96%
Is organized & prepared.	51	5	91%
Uses appropriate grammar & language.	55	1	98%
Demonstrates ethical conduct & academic honesty.	55	1	98%
Demonstrates professional commitment & values the profession.	55	1	98%
Demonstrates appropriate responses to frustration &/or stress.	51	5	91%
Demonstrates appropriate responses to constructive criticism & feedback.	53	3	95%
Demonstrates flexibility & can adjust to change.	51	5	91%
Respects multiple aspects of diversity i.e. cultural background, race, ethnicity, religion, political beliefs, special needs, etc.	54	2	96%

Kansas College and Career Ready Standards (or Common Core State Standards)	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	N/A
The teacher was well prepared in using the Kansas College and Career Ready Standards (or Common Core State Standards) in his/her area as either their primary content standards or as standards for interdisciplinary connections.	12	36	1	2	1	0

In comparison to other programs, our graduates are...	Extremely well prepared	Well prepared	Equal	Adequate, but lacking in key skills	Inadequate and severely lacking in key skills	% who are well prepared
Compared to graduates of other programs, this teacher from MidAmerica Nazarene University is:	10	23	22	4	1	59%

Future Hiring	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	% that Agree/Strongly Agree
I would recommend that my school continue to hire graduates from MidAmerica Nazarene University.	24	29	3	0	0	95%

ALUMNI SURVEY EMPLOYMENT MILESTONES – CAEP 4.3
Surveys Launched in Fall 2016, Fall 2017, Fall 2018, Fall 2019

CAEP	ASSESSMENT	PURPOSE	FREQUENCY
CAEP 4.2: Questions 20, 21 and 22 CAEP 4.3: Question 11 - Employment Milestones CAEP 4.4: Entire Document	Alumni Survey – survey of graduates of the teacher preparation program	To provide an opportunity for graduates to reflect on their preparation to teach.	Graduates receive the alumni survey about a year after they completed the program.

Semester Survey Launched	Graduates Surveyed	Response Rate
Fall 2016	2012-2013 and 2014-2015	27%
Fall 2017	2013-2014 and 2015-2016	28%
Fall 2018	2015-2016, 2016-17, and 2017-18	21%
Fall 2019	2016-17, 2017-18, and 2018-19	25%

Semester Survey Released	# of Respondents	% Adding Endorsements	% of Contract Renewals	% Earning a Graduate Degree	% Advancing to a Leadership Position	% Beginning National Board Certification	% Earning Merit Pay
5-8	3	33%	66%	0%	0%	0%	0%
6-12	14	29%	86%	21%	43%	0%	14%
K-2	43	33%	72%	21%	9%	2%	5%
P-12	19	16%	47%	26%	5%	5%	5%
Grand Total	72	27%	68%	17%	14%	2%	6%