

Employer Survey Results - All Initial Candidates
Surveys from Spring 2018, Spring 2019 and Spring 2020

| Academic Years of Graduates | Survey Launched | Response Rate | % of Candidates with |
|---|-----------------|---------------|----------------------|
| Graduates from 2014-2015, 2015-2016 & 2016-2017 | S18 | 23/45 (51%) | 70% |
| Graduates from 2015-2016, 2016-2017, 2017-2018 | S19 | 16/44 (36%) | 60% |
| Graduates from 2016-2017, 2017-2018, 2019-2020 | S20 | 17/44 (39%) | 57% |

| 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. | 24 | 30 | 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 | 38 | 0 | 1 | 1 | 96% |
| Teacher always effectively demonstrates research-based strategies and pedagogical content knowledge to develop and deliver effective curriculum, instruction, and assessment of all students. | 17 | 33 | 4 | 1 | 1 | 89% |
| Teacher consistently develops and assesses curriculum that meets the needs of all students. | 20 | 28 | 6 | 2 | 0 | 86% |
| Teacher consistently demonstrates the value of reading and writing and effectively assesses learners in developing these vital skills. | 20 | 29 | 7 | 0 | 0 | 88% |
| Teacher consistently demonstrates an understanding of diverse student groups and the ability to facilitate their intellectual and personal growth. | 19 | 35 | 0 | 2 | 0 | 96% |
| Teacher consistently utilizes various forms of technology for teaching and learning. | 24 | 29 | 2 | 1 | 0 | 95% |
| Teacher demonstrates a commitment to serve and lead in a Christian manner (compassionate, integral, etc) through their interactions with students, colleagues, and the community. | 32 | 20 | 3 | 0 | 1 | 93% |
| Teacher consistently exemplifies professionalism and establishes credibility with others in the school community. | 34 | 21 | 0 | 0 | 1 | 98% |
| Teacher consistently demonstrates the principles of classroom and behavior management for purposeful learning in the classroom. | 22 | 30 | 0 | 2 | 2 | 93% |
| Teacher consistently uses assessment data to make informed instructional and curricular decisions. | 18 | 30 | 6 | 1 | 1 | 86% |

| 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. | 23 | 26 | 2 | 5 | 0 | 88% |
| The teacher easily transitioned to the culture of the school. | 31 | 23 | 1 | 0 | 1 | 96% |
| The teacher easily transitioned to the curriculum of the school/district. | 23 | 29 | 2 | 1 | 1 | 93% |
| This teacher was fully prepared to assume teacher responsibilities and had a positive effect on the learning of all students. | 26 | 25 | 1 | 3 | 1 | 91% |
| This teacher fulfilled my expectations for quality work. | 27 | 24 | 1 | 3 | 1 | 91% |
| I am satisfied with this teacher from MidAmerica Nazarene University School of Education. | 29 | 22 | 1 | 3 | 1 | 91% |

| Professional Disposition Attributes | Yes | No | % Yes |
|--|-----|----|-------|
| Demonstrates consistent attendance & punctuality. | 55 | 1 | 98% |
| Maintains professional appearance. | 54 | 2 | 96% |
| Demonstrates initiative, resourcefulness & independence. | 54 | 2 | 96% |
| Demonstrates a positive attitude. | 55 | 1 | 98% |
| Is organized & prepared. | 53 | 3 | 95% |
| 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. | 54 | 2 | 96% |
| Demonstrates appropriate responses to constructive criticism & feedback. | 55 | 1 | 98% |
| Demonstrates flexibility & can adjust to change. | 53 | 3 | 95% |
| Respects multiple aspects of diversity i.e. cultural background, race, ethnicity, religion, political beliefs, special needs, etc. | 55 | 1 | 98% |

| 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 | 35 | 3 | 3 | 1 | 2 |

| 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: | 13 | 18 | 19 | 4 | 2 | 55% |

ALUMNI SURVEY EMPLOYMENT MILESTONES – CAEP 4.3
New Survey Launched Fall 2020

| CAEP | ASSESSMENT | PURPOSE | FREQUENCY |
|--|--|---|--|
| CAEP 4.3: Question B.3 - Employment Milestones | 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 2020 | 2017-18, 2018-19, 2019-20 | 17% |

B.3 Employment Milestones

Response Legend: 1 - Yes, 2 - No

| Row Labels | N | Average of Added additional endorsements to my license | Average of Offered contract renewal | Average of Earned a graduate degree/post-graduate degree | Average of Advanced to a leadership position | Average of Have begun national board certification | Average of Earned merit pay |
|--------------------|-----------|--|-------------------------------------|--|--|--|-----------------------------|
| 2017-18 | 3 | 2.00 | 1.00 | 1.67 | 1.67 | 2.00 | 2.00 |
| K-6 | 2 | 2.00 | 1.00 | 1.50 | 1.50 | 2.00 | 2.00 |
| P-12 | 1 | 2.00 | 1.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| 2018-19 | 5 | 1.80 | 1.80 | 2.00 | 2.00 | 2.00 | 1.80 |
| K-6 | 5 | 1.80 | 1.80 | 2.00 | 2.00 | 2.00 | 1.80 |
| 2019-20 | 7 | 1.71 | 1.57 | 2.00 | 2.00 | 2.00 | 2.00 |
| 5-8 | 1 | 2.00 | 1.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| 6-12 | 1 | 2.00 | 1.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| K-6 | 5 | 1.60 | 1.80 | 2.00 | 2.00 | 2.00 | 2.00 |
| Grand Total | 15 | 1.80 | 1.53 | 1.93 | 1.93 | 2.00 | 1.93 |