

Measure 4: Ability of completers to be hired (in positions for which they were hired)

The Post Graduate Survey was sent to academic year 2021-2022 graduates in the early 2023 spring semester (Measure 2.4: spring 2022 Post Graduate Survey). The DTE data manager sent out the survey ensuring the results were kept anonymous. Ten students returned the Survey Monkey survey. Due to the relatively small numbers of students in the licensure programs, efforts were made to ensure students of the confidentiality of their responses by not sending program specific surveys to students. The first two questions were designed to identify the semester of graduation and the licensure program, which was completed in an attempt to gather completer satisfaction specific to program effectiveness without further threatening the sense of anonymity. Ten students responded indicating 6 were fall graduates and 4 were spring graduates. The BA Early Childhood and ALP Special Education programs each had 3 respondents, 2 respondents from the BA Elementary and ALP Secondary, and no respondents from the ALP Elementary program.

Questions 3 and 4 focused on employment. All ten respondents indicated they were employed. Two were employed as PreK teachers, 1 math teacher, 1 art teacher, 2 as “teacher”, and 1 training and development; or 90% as teachers and 10% in the profession of education, but not in the classroom. Questions 5 and 6 were specific to licensure; 7 or 70% of graduates were licensed in their area of study and 3 graduates were not licensed.

The Employer Satisfaction Survey was completed Spring 2022 by 7 educational entities that hired teachers prepared by the EPP (Measure 2.1: 2021-2022 Employer Survey). The survey was administered by NNMC institutional data department. The data was disaggregated and analyzed by question on the survey. Following is the analysis of the data presented in this survey.

The first question asked employers to indicate the name of their institution, of which 7 institutions were represented in the survey results. The 2nd question asked; How did you recruit NNMC graduates to join your organization? The answers indicate that 57 % used other means of recruitment; which when further analyzed, employers indicated that the graduates were already employed at the school site, 30% of the employers were contacted by graduates and 14% were hired via NNMC Job Placement. This indicates that the need to strengthen school and district partner is of great importance since many of the graduates are already employed at the site.

Questions 3 and 4 asked how many how many NNMC graduates have been hired within the past 3 years and question 4 asked how many were still employed with the site. The data indicated 17 NNMC graduates had been hired 15 graduates were still at the site. Eighty-nine percent (89%) of the teachers hired in the past three years are still with the organization. This is a significant percentage indicating that teachers are doing a satisfactory job with students and within the organization.

Question 5 and employers to specify the job title of the graduates. The responses indicated 9 graduates are teachers and 6 are instructional assistants. This response is significant because 64%

of the graduates are still employed as teachers and 43% are most likely waiting to successfully take and pass the state licensure exams to be hired as teachers. This indicator while sad in that these individuals are still economically marginalized, but they remain invested in their respective communities and in their desire to be included in the educational profession for which they were trained.

Questions 6 and 7 ask employers to rate the responsiveness of NNMC to the program needs of their institutions and the quality and promptness of communications and follow-ups with staff. The response for both questions on communication and responsiveness is 86% excellent or good and 14% N/A. The response indicates extremely positive reaction to the responsiveness of NNMC to the needs of the community.

Questions 8 and 9 asked employers to rate NNMC's knowledge of 'real world' industry issues and their hiring needs? The response for both questions was 71.45% excellent or good while 29% was N/A. The data indicating that most teachers had some experience in the classroom prior to hire and that the connection between the students and the work sites built a natural bridge between the EPP and the work sites. Questions 3 and 4 already provided evidence that 57% of the NNMC graduates were already working at the school sites.

Question 10 asked employers to rank the graduate's skills. Ten skills were identified as important but the survey return results were not formatted in a manner that allowed for analysis. The employer survey will be edited and formatted to be distributed in the Spring 2023 semester.

Question 11 asked to what degree would you hire or recommend a NNMC graduate? The responses indicated a 100% strongly recommend or recommend score. This response indicates that graduates in the field of education are strongly accepted into the professional community. The overall responses from the Employer Survey were positive and would support the suitability of NNMC student graduates as productive members of the teaching profession for which they were trained.