**Employer Satisfaction Data Analysis for 2019 Initial Program Completers**

Employers of 2019 Nicholls graduates were sent a survey to indicate their overall levels of satisfaction with the performance of those individuals in their roles as teachers at various levels and content areas across eight parishes. The respondents were all administrators (with one exception) responsible in some way for the supervision of the teachers employed. Eighty-seven surveys were launched with 64 responses for a response rate of 74%. Overall, the employers completing the survey (N=64) indicated that they were satisfied/very satisfied with our university’s graduates as teachers under their direction and all but three indicated that they would hire the individual again if given the opportunity. Of the 59 respondents who answered the last question, 40 indicated that they prefer to recruit and/or hire teacher education graduate from Nicholls over other programs (while the other 19 indicated they were neutral on this matter). The following is an analysis of the questions with the average score of the responses (on a scale of one to five):

* All employers either agreed or strongly agreed (average score=4.5) that the teachers were able to collaborate with multiple constituents and create a positive learning environment of openness, respect, support, and inquiry.
* The vast majority of employers responded that they agreed or strongly agreed (average score=4.4) that the Nicholls’ graduates incorporated varying learning activities through different modalities of instruction (whole group, small group, and individual work).
* The vast majority of employers agreed or strongly agreed (average score= 4.3) that Nicholls’ graduate were able to effectively use multiple means of representation for their explanations of key ideas and guide leaners through their progression and master of the content standards.
* Additionally, the vast majority of employers responded they agreed or strongly agreed (average score= 4.3) that Nicholls’ graduates were prepared in the area of content knowledge and methods for teaching and were able to plan effective lessons working with professionals in specialized services.
* The vast majority of employers also agreed or strongly agreed (average score= 4.3) that Nicholls’ graduates were able to able to identify learning pathways and employ resources for learning experiences, allowing their students to demonstrate their progress.
* The vast majority of employers agreed or strongly agreed (average score=4.4) that graduates were able to plan collaboratively with other professionals in the school where they were employed.
* The vast majority of employers agreed or strongly agreed (average score= 4.3) that the teachers under their employment were able to engage leaners through technology and use those tools to analyze and apply student data and apply that information to inform their teaching practice.
* The employers agreed or strongly agreed (average score= 4.3) that their teachers were able to engage their leaners in opportunities to develop knowledge and skills based on the curriculum.
* The employers agreed or strongly agreed (average score= 4.1) that the teachers they hired displayed appropriate leadership skills and were ablet o collaborate with multiple constituents to advance the teaching profession.
* Lastly, the vast majority of employers agreed or strongly agreed (average score= 4.6) that the teachers under their supervision have a positive impact on their students. This response had the highest rating of all the questions on the survey.

The employers provided 21 additional comments through the survey about the Nicholls teachers they supervise. Overall, all but four of the responses were positive and included many examples of how the teachers are an asset to the school, their students, their colleagues, and the profession. Though not all comments will be listed here, some examples include:

* *[Name omitted] has gone above and beyond to build relationships with her students and their families. She contacts parents daily, provides opportunities for students to be successful, and engages in weekly PLCs with her department. [Name omitted] is an asset to my faculty and to the school.*
* *[Name omitted] is a dedicated worker and he works collaboratively with teachers and administrators. He builds positive relationships with all stakeholders. He is a team player; he looks for ways to improve his job performance.*
* *[Name omitted] sets high expectations for herself and her students. She takes observational feedback and immediately works to improve her instruction to best meet the needs of her students. She also utilizes student data to plan and make adjustments to her instruction.*

Clearly, many of the employers are satisfied with the work ethic and contributions being made by Nicholls’ graduates. Additionally, as noted by the employers in the survey, many of the teachers have accomplished significant milestones, including being evaluated as highly effective, being teacher of the year, and taking on leadership roles at the school. Employer Satisfaction for 2020 graduates will be collected in F2021.