



## **EMPLOYER SATISFACTION SURVEY 2021-2022**

### **PURPOSE**

The purpose of the Employer Survey is to provide the education preparation program (EPP) ongoing information on program quality and alumni effectiveness for program planning and continuous improvement. The core foci are to ascertain general information regarding overall educational value of programs (i.e., learning outcomes, professional preparedness), as well as completer's professional dispositions. In addition, general satisfaction of alumni hired is examined.

### **ADMINISTRATION**

The Employer Survey is disseminated electronically via email to employers on an every-other-year cycle. The Quality Continuous Improvement (QCI) committee manages the administration of the survey to ensure continuous improvement.

Invitations for the employer survey were sent to sixty four (64) NYCDOE school/District leaders, targeting those who hosted a clinical internship/Practicum during the terms. Ten (10) employers completed the survey for a return of 15.6%.

The programs represented in the results were from Initial programs: Education and Special Education B-2 (I) (28.57%), Education and Special Education 1-6 (I) (42.86%), Education and Special Education 7-12 (I) (14.29%), and Advanced Program: Teaching English to Speakers of Other Languages (TESOL (A)) (14.29%).

A series of questions within the survey asked Employers to provide feedback on their satisfaction with completers they have hired.

### **INSTRUMENT**

Embedded within the employer survey, the EPP surveys the satisfaction of employers based on the performance of completers hired. All items are evaluated on a five-point Likert-scale items

(1-Strongly Disagree, 2- Disagree, 3- Somewhat Agree, 4- Agree, 5- Strongly Agree). The criterion for overall success is a Mean of 4.0 or higher for all items.

The Employer Survey items are aligned with the Touro Candidate Learning Outcomes (CLOs) and equity and access indicators. Through the Touro Candidate Learning Outcomes Crosswalk, items concomitantly address CAEP, College and Career Readiness, as well as ISTE standards for technology, and other relevant discipline specific professional standards.

### **VALIDITY AND RELIABILITY**

The employer and alumni survey Content validity of all Candidate Learning Outcomes aligned items was established fall 2019 via the Lawshe Method (See EOP Alumni, and Employer Lawshe EXSUM).

### **ANALYSIS**

The statistical processes applied were Mean, Standard Deviation, Variance and Count.

### **EPP:**

The criterion for success is met for all items, as Means are above 4.0. The mean of 4.20 was shared across all items for Satisfaction questions, “Overall, I am satisfied with Touro graduates employed in my school”, “I would hire another Touro graduate”, and “I would recommend a Touro alumni to a colleague for hire”.

### **Early Childhood Education and Special Education B-2 (I)**

The criterion for success was met for all items. The mean for the satisfaction questions was (4.20) for: “Overall, I am satisfied with Touro graduates employed in my school”, “I would hire another Touro graduate”, and “I would recommend a Touro alumni to a colleague for hire”.

### **Childhood Education and Special Education 1-6 (I)**

The criterion for success was met for all items. The mean for the satisfaction questions was (4.20) for: “Overall, I am satisfied with Touro graduates employed in my school”, “I would hire another Touro graduate”, and “I would recommend a Touro alumni to a colleague for hire”.

### **Special Education 7-12 (I)**

The criterion for success was met for all items. The mean for the satisfaction questions was (5.0) for: “Overall, I am satisfied with Touro graduates employed in my school”, “I would hire another Touro graduate”, and “I would recommend a Touro alumni to a colleague for hire”.

### **TESOL (A)**

The criterion for success was met for all items. The mean for the satisfaction questions was (4.20) for: “Overall, I am satisfied with Touro graduates employed in my school”, “I would hire another Touro graduate”, and “I would recommend a Touro alumni to a colleague for hire”.

## PROPOSED ACTIONS FOR IMPROVEMENT

### EPP:

The target is to increase response rates to 30% or higher for Employers Survey for all initial and advanced programs in the EPP. This will be accomplished by better informing host administrators of the importance of their feedback for continuous improvement, with a comprehensive communication plan and invitations to employers to follow-up meetings to discuss further their feedback.

### EPP DATA CHART

Satisfaction Questions	EPP Mean N=10	EPP Std Deviation
Overall, I am satisfied with Touro graduates employed in my school.	4.25	0.43
I would hire another Touro graduate.	4.25	0.43
I would recommend a Touro alumni to a colleague for hire.	4.25	0.43

# INITIAL AND AVANCED PROGRAM DATA CHART

<b>Satisfaction Questions</b>	<b>N=7</b>	<b>Std Deviation</b>	<b>Overall, I am satisfied with Touro graduates employed in my school.</b>	<b>I would hire another Touro graduate.</b>	<b>I would recommend a Touro alumni to a colleague for hire.</b>
Early Childhood Education and Special Education B-2 (I)	2	0.0	4.0	4.0	4.0
Childhood Education and Special Education 1-6 (I)	3	0.00	4.0	4.0	4.0
Special Education 7-12 (I)	1	0.00	5.0	5.0	5.0
TESOL (A)	1	0.00	4.0	4.0	4.0