

An Executive Summary of the 2018-19 Employer Satisfaction Survey

The purpose of this Executive Summary is to present the findings from the 2019 Employer Satisfaction Survey, seeking input from employers of FAU 2016-17 completers, employed in Florida public schools during 2017-18. As advised by the Florida Department of Education, this annual survey was conducted during the spring 2019 semester.

Participants: School Principals in Broward, Hendry, Indian River, Martin, Monroe, Okeechobee, Palm Beach, and St. Lucie counties were surveyed. (n=28).

Methods: The Florida Department of Education provided a list of first year employment data for FAU 2016-17 graduates employed in the state of Florida during the 2017-2018 school year. The graduates are from initial certification programs in the Teaching and Learning, Exceptional Student Education, and Counselor Education departments. A survey was emailed to each principal (n=145), requesting their participation in an online survey. The survey asked principals to evaluate how well they feel our programs prepared FAU graduates employed at their school. The survey questions are parallel to the New Teacher Satisfaction Survey. The survey was conducted in May 2019. The total number of responses at the conclusion of the response window was 28, a 19% response rate.

Data Analysis: The survey yielded both quantitative and qualitative data. For quantitative data, descriptive statistics were employed for rates on individual questions as well as overall satisfaction. For qualitative data, patterns in answers to open-ended questions were coded, where appropriate.

Findings: Overall, the findings portray satisfaction among new teachers with the training they received in FAU teacher education programs. The specifics for these findings are presented in the following tables and summaries.

- **Who responded?** Participants were asked to identify the level of students they serve. The responses (n=28) revealed:
 - 21 elementary education
 - 5 secondary education
 - 2 middle school
 - 0 "other"

Palm Beach County reported 17.8% (n=5), Broward County reported 67.8% (n=19), St. Lucie County reported 7.2% (n=2) of the responses, and Martin County and "other" account for 1 response each, totaling 7.2%. Calculated means in all data tables reflect only those participants who responded to posed survey questions.

- **Overall satisfaction-** Overall, the findings portray satisfaction among employers with FAU graduates, with 100% (n=17) reporting average or above average satisfaction.

Table 1: Overall Satisfaction

Year	% average or higher rating 5, 4, or 3	% excellent or very good rating of 5 or 4
2018-19	100	88.2

Source: Employer Satisfaction Survey 2018-19

Scale: 5 = excellent, 4 = very good, 3 = average, 2 = fair, 1 = poor, decimals rounded to the nearest tenth

- **Ratings on FAU Graduates' Performance:**

Table 2 demonstrates Employers' perceptions of the performance of 2016-17 FAU completers hired in 2017-18, using the new Florida Educator Accomplished Practices (FEAP) standards as a measure.

Table 2: FEAP Performance Behavior Indicators: Mean Rating

Performance Behavior	Mean Rating 2018-2019 Survey
1. Apply concepts from human development and learning theories in instructional design and lesson planning.	7.9
2. Maintain a student-centered learning environment that is safe, organized, equitable, flexible, inclusive, and collaborative.	8.1
3. Utilize a deep and comprehensive knowledge of the subject taught to deliver and facilitate instruction.	8.3
4. Apply assessment practices to monitor, interpret, diagnose, accommodate and inform instruction.	7.7
5. Engage in continuous professional improvement practices.	8.2
6. Adhere to the Code of Ethics and the Principles of Professional Conduct of the Education of the profession.	8.6

Source: Employer Satisfaction Survey 2018-19

Sliding Scale: 1 (low) to 10 (high), decimals rounded to the nearest tenth

- **Comparison Between New Teacher Ratings and Employer Ratings**

Table 3 demonstrates the comparison of the rating of performance by principals and new teachers. New teachers rated themselves lower on all of the survey items except:

- Maintain a student-centered learning environment that is safe, organized, equitable, flexible, inclusive, and collaborative.
- Adhere to the Code of Ethics and the Principles of Professional Conduct of the Education of the profession.

Table 3 presents the side-by-side results of the Employer Satisfaction Survey items and the New Teacher Satisfaction Survey items.

Table 3: Performance Behavior Indicators: Mean Ratings Comparisons

Performance Behavior	New Teacher Mean Rating 2018-2019 Survey	Employer Mean Rating 2018-2019 Survey
1. Apply concepts from human development and learning theories in instructional design and lesson planning.	7.3	7.9
2. Maintain a student-centered learning environment that is safe, organized, equitable, flexible, inclusive, and collaborative.	8.3	8.1
3. Utilize a deep and comprehensive knowledge of the subject taught to deliver and facilitate instruction.	7.8	8.3
4. Apply assessment practices to monitor, interpret, diagnose, accommodate and inform instruction.	7.6	7.7
5. Engage in continuous professional improvement practices.	8.0	8.2
6. Adhere to the Code of Ethics and the Principles of Professional Conduct of the Education of the profession.	9.0	8.6

Source: New Teacher Satisfaction Survey 2018-19 & Employer Satisfaction Survey 2018-19

Sliding Scale: 1 (low) to 10 (high), decimals rounded to the nearest tenth

Response to accreditation feedback- The 2015 Council for the Accreditation of Educator Preparation (CAEP) provided feedback regarding several performance areas in need of further study. Table 4 summarizes the responses to two questions posed as a baseline measure for continuous improvement.

Table 4: Technology Preparation Response: Mean Rating

Please rate your perception of the graduate(s):	Mean Rating 2018-2019 Survey
Planning for the use of technology in lesson delivery.	8.4
Implementing appropriate technology in the classroom	8.3

Source: Employer Satisfaction Survey 2018-19

Sliding Scale: 1 (low) to 10 (high), decimals rounded to the nearest tenth

- Comments from Participants-** The survey offered participants the opportunity to add comments. Comments centered around the current teacher evaluation model and EXCEED grant work: “More work with lesson planning as it relates to the new Marzano model”, “ Create ways for schools to welcome interns with teachers who are not EXCEED trained” . Other comments called for data literacy: “How to utilize classroom data to drive instruction and how to properly monitor within the class, on a daily basis to collect data.”