



**Liberty University  
School of Education**

**Employer Survey: SOE Career Fair Spring 2021**

**OVERVIEW**

**Instrument**

**Employer Satisfaction Survey**

**School or Organization:** \_\_\_\_\_

Please answer the question in Part 1 indicating if you have hired a graduate from Liberty University's School of Education in the last three years. If you have hired a Liberty graduate in the last three years, please continue to Part 2 of this survey. If you have not hired a Liberty graduate in the last three years, please submit the survey without completing Part 2 of this survey.

**Part 1**

**Have you hired a graduate from Liberty University's School of Education (LU SOE) in the last three years?**

Yes ☐ No ☐

**Part 2**

**1. I am satisfied with LU SOE graduates' preparation for their assigned responsibilities when working with our P-12 students.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>

**2. I would likely recommend LU SOE graduates for employment milestones, such as promotions.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>

**3. I am satisfied with LU SOE graduates' employment retention in our P-12 school.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>

**4. I would contact LU SOE and/or their graduates if a position became available at our school.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>

**5. I am satisfied with the classroom management of LU SOE graduates.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**6. I am satisfied with the content knowledge of LU SOE graduates.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**7. I am satisfied with the instructional practice of LU SOE graduates.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**8. I am satisfied with the professional responsibility of LU SOE graduates.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**9. (Note: This question is only for LU SOE graduates serving in the role of administrator, reading specialist, math specialist, or school counselor.)**

**I am satisfied with LU SOE graduates' proficiencies to understand and apply knowledge and skills appropriate to their field.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**10. Is there any additional feedback you would like to provide regarding experiences with, or observations of, LU SOE graduates? If additional room is needed, please use the back of this sheet.**

**11. Would you be willing to participate in a 30-minute focus group in April via WebEx?**

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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**If you answered yes, please list your email here:** \_\_\_\_\_

## **SOE Employer Satisfaction Survey**

### **Validation Summary**

#### **Development of the Instrument**

The SOE Employer Satisfaction Survey was developed to measure the success of program completers in the field. The SOE Employer Satisfaction Survey assesses program completers' impact in the classroom (eg. classroom management, instructional practice, content knowledge, professional responsibility, employment retention, etc.). The survey was developed internally by the School of Education. It has nine questions which use a Likert scale, and one open-ended question. One of the nine questions is specific to advanced licensure programs, providing data on completers of the admin/supervision, reading specialist, math specialist, and school counseling programs.

The survey was originally created and distributed using Survey Monkey. Currently, it is distributed through Google Forms or a paper form. A branching question was added to the survey to allow employers who have not recently hired an LU graduate in the last three years to opt out of the survey. In 2022, additional questions were added regarding employers' satisfaction of LU graduates from advanced administrative programs.

#### **Purpose of the Instrument**

The purpose of this survey is to provide evidence for CAEP Standard 4. Currently, the School of Education (SOE) uses the SkyFactor Education Employer Assessment to survey employers of recent graduates. As the SkyFactor Employer Survey yielded limited responses, the SOE sought to use an internal survey to target specific employers who have hired SOE program completers on a repeated basis. The SOE Employer Survey provides data regarding employer satisfaction with program completers' content knowledge and pedagogical skills.

#### **Process of Distribution**

For the first two cycles of its distribution (Spring 2018 and Spring 2019), the survey was sent by e-mail to employers who were selected by the Gate Office. The Gate Office targeted partners who regularly hire SOE graduates on a repeated basis. For the 2019-2020 school year, the survey was distributed twice. In Fall 2019, the survey was given to employers attending the ACSI International Career Fair held at Liberty University. In Spring 2020, the survey was given to employers attending the Liberty University Teacher Career Fair also held at Liberty University. A paper copy of the survey was distributed to the employers in attendance and was promoted during the luncheon on campus. It was noted that the paper copy of the survey yielded a higher response rate. The SOE plans to continue using the Employer Satisfaction at the Career Fairs in the fall and in the spring.

## **Validation Process**

While the SOE Employer Satisfaction Survey has been in use for two years, it had not gone through a validation process. The sections below outline the process which was used to determine content validity, standards alignment, and alignment to CAEP's criteria for surveys.

### ***Content Validity***

The survey questions were written by the deans in the School of Education. After two iterations of the survey, the SOE formed a panel of experts to review the survey questions to determine content validity and clarity of the questions. The panel of experts consisted of practitioners and professors (n=14). The expert panel was asked to evaluate each question on the survey to confirm the importance of the question to an employer survey and the clarity of each question.

Based on feedback from the expert panel, the words "Liberty University School of Education" were added to most of the questions on the SOE Employer Survey in order to ensure that all survey recipients understood the abbreviation LU SOE. Question two was slightly revised to define employment milestones. In question five, the term "classroom management" was replaced with "classroom management skills." The expert panel felt that this term would be easier for employers to understand. In question seven, the term "classroom practice" was changed to, "classroom practices" in order to reflect the multiple practices that are required for effective instruction. While there were suggestions to revise question eight, the committee chose not to revise the question as the term "professional responsibility" is aligned with domain four of the InTASC Standards. Question ten was not revised.

### ***Standards Alignment***

The survey items align with CAEP standards and InTASC standards. The deans who developed the survey created it with these standards in mind. However, the expert panel (n=13) also confirmed the alignment of the statements to the CAEP and InTASC standards. Any standard that received a 50% or higher agreement among the panel of experts was considered aligned with that standard.

### ***P-12 Partner Review***

Feedback was sought from P-12 partners regarding the content of the survey. An invitation letter was sent to a group of P-12 partners inviting them to participate in the validation process by completing two Google Forms. The first Google Form was a pilot of the revised Employer Survey. After completing the pilot of the survey, the participants were asked to complete the second Google Form. This form guided the participants in a detailed review using the criteria for surveys from the CAEP Evaluation Framework for EPP-created assessments (Sections 1, 2, 6, 7).

A total of seven P-12 partners participated in the instrument review. The participants held a variety of roles such as: LU Faculty Member (n=4), Subject Matter Expert (n=4), Present P-12 Practitioner (n=2),

Present P-12 Administrator (n=5), Past P-12 Administrator (n=1), Present District Superintendent (n=1) LU Alumni (n=4), and Current P-12 Parent (n=1).

### **Pilot Testing**

The survey was pilot-tested in May 2020 with a group of seven P-12 partners. Partners had no difficulty completing the survey. Feedback was positive.

### **Survey Launch**

The revised SOE Employer Satisfaction Survey will be launched in Fall 2020.

## Analysis of Results

**DATA CYCLE:** Year/Semester: **2020-2021**

**N=** 29/34 (85% response rate)

### **Summary of data:**

Most employers agreed or strongly agreed with statements regarding sufficient candidate preparation, recommending recent graduates for promotions, graduates' employment retention, hiring graduates from this program if a position became available, classroom management, content knowledge, instructional practice, and professional responsibility. Seventeen out of 83 employers responded to this survey. This meets the 20% response rate required by CAEP.

### Spring 2021 Career Fair Employer Survey Results:

SOE Employer Survey Comparison			
	Scale (1-6)	N=29	2021
	Response Rate	29/34	85.30%
<b>Q1</b> I am satisfied with LUSOE graduates' preparation for their assigned responsibilities when working with our P-12 students.			
	Strongly Agree (6 points)	21	72.40%
	Agree (5 points)	4	13.79%
	Slightly Agree (4 points)	0	0.00%
	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	Mean Score	5.84	
<b>Q2</b> I would likely recommend LUSOE graduates for employment milestones, such as promotions.			
	Strongly Agree (6 points)	19	65.51%
	Agree (5 points)	6	20.68%
	Slightly Agree (4 points)	0	0.00%
	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	Mean Score	5.76	
<b>Q3</b> I am satisfied with LUSOE graduates' employment retention in our P-12 school.			
	Strongly Agree (6 points)	16	55.17%
	Agree (5 points)	6	20.68%
	Slightly Agree (4 points)	0	0.00%

	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	<b>Mean Score</b>	<b>5.72</b>	
<b>Q4</b> I would contact LUSOE and/or their graduates if a position became available at our school.			
	Strongly Agree (6 points)	15	51.72%
	Agree (5 points)	3	10.34%
	Slightly Agree (4 points)	0	0.00%
	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	<b>Mean Score</b>	<b>5.83</b>	
<b>Q5</b> I am satisfied with the classroom management of LUSOE graduates.			
	Strongly Agree (6 points)	12	41.4%
	Agree (5 points)	5	17.2%
	Slightly Agree (4 points)	0	0.00%
	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	NA	1	3.40%
	<b>Mean Score</b>	<b>5.65</b>	
<b>Q6</b> I am satisfied with the content knowledge of LUSOE graduates.			
	Strongly Agree (6 points)	12	41.40%
	Agree (5 points)	5	17.20%
	Slightly Agree (4 points)	0	0.00%



	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	NA	1	3.40%
	<b>Mean Score</b>	<b>5.65</b>	
<b>Q7 I am satisfied with the instructional practice of LUSOE graduates.</b>			
	Strongly Agree (6 points)	11	37.90%
	Agree (5 points)	6	20.70%
	Slightly Agree (4 points)	0	0.00%
	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	NA	1	3.40%
	<b>Mean Score</b>	<b>5.65</b>	
<b>Q8 I am satisfied with the professional responsibility of LUSOE graduates.</b>			
	Strongly Agree (6 points)	12	41.40%
	Agree (5 points)	5	17.20%
	Slightly Agree (4 points)	0	0.00%
	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	NA	1	3.40%
	<b>Mean Score</b>	<b>5.71</b>	

<b>Q9</b> (Note: This question is only for LUSOE graduates serving in the role of administrator, reading specialist, math specialist, or school counselor.) I am satisfied with LUSOE graduates' proficiencies to understand and apply knowledge and skills appropriate to their field.	ADVANCED PROGRAMS		
	Strongly Agree (6 points)	9	31.00%
	Agree (5 points)	4	13.80%
	Slightly Agree (4 points)	0	0.00%
	Slightly Disagree (3 points)	0	0.00%
	Disagree (2 points)	0	0.00%
	Strongly Disagree (1 point)	0	0.00%
	NA	5	17.20%
	<b>Mean Score</b>	<b>5.69</b>	

2021 Narrative Results of Employers
<b>10. Is there any additional feedback you would like to provide regarding experiences with, or observations of, LU SOE graduates?</b>
We love LU and are super thankful for the graduates who have come to serve with us!
Our missions align and we would love more LU graduates.
We really enjoyed the students we talked to.
Very mature, worldly
We appreciate our partnerships in working with Liberty students.
<i>Note 1: Reduced number of participants/employers due to social distancing restrictions for COVID 19</i>
<i>Note 2: The survey was printed on a front/back paper copy and X number of participants filled in the front but left the back questions blank. Questions 1 through 3 were on the front of the survey and thus had the most responses.</i>