



**Liberty University  
School of Education**

**Employer Survey: SOE Career Fair Spring 2022  
Virginia Education Assessment Coalition (VEAC) 2022**

**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  Strongly Agree   
Disagree  Agree   
Slightly Disagree  Slightly Agree

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

Strongly Disagree  Strongly Agree   
Disagree  Agree   
Slightly Disagree  Slightly Agree

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

Strongly Disagree  Strongly Agree   
Disagree  Agree   
Slightly Disagree  Slightly Agree

**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  No

**If you answered yes, please list your email here:** \_\_\_\_\_

## **LU SOE Employer Satisfaction Survey – Career Fair**

### **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.

### **Process of Distribution**

In Spring 2022, the survey was given to employers attending the Liberty University Teacher Career Fair 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 high response rate. The SOE plans to continue using the Employer Satisfaction at the Career Fair in the spring.

## **Virginia Education Assessment Collaborative (VEAC) Survey**

The Virginia Education Assessment Collaborative (VEAC) is an outgrowth of several collaborations taking place between Educator Preparation Programs (EPP) in the Commonwealth of Virginia. The purpose of VEAC is to provide a centralized assessment structure for Virginia EPPs that standardizes and reduces the complexity of data collection for both the Virginia Department of Education (VDOE) and the Council for the Accreditation of Educator Preparation (CAEP). Visit us at [www.projectveac.org](http://www.projectveac.org).

The questions on the VEAC initial licensure survey are directly aligned with the InTASC standards. The collaborative group mean is provided for comparison sake.

For Liberty University, the EPP had a 37% response rate on the VEAC Employer Survey based on the total number of contacts submitted to VEAC.

## Analysis of Results – Career Fair Survey

**DATA CYCLE:** Year/Semester: **2021-2022**

**N=** 38/52 (73% 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. Thirty-eight out of 52 employers responded to this survey. This meets the 20% response rate required by CAEP.

The area that was rated the strongest by employers was question one where they were highly satisfied with their LU teachers and their work with P-12 students (5.66 out of 6.0). The second highest rating was received in question 8 where employers were highly satisfied with LU graduates in their professional responsibilities (5.63 out of 6.0).

## Analysis of Results – VEAC Survey – Initial Licensure

**DATA CYCLE:** Year/Semester: **2021-2022**

**N=** 114 37% response rate

### **Summary of initial licensure data:**

The VEAC data set for initial licensure compared very closely with all of the other Educator Preparation Programs (EPPs) in the state, Liberty typically scored within one tenth or one one-hundredth of a point.

The employers scored Liberty graduates the highest in item letter K regarding the teacher's ability to integrate diverse language and cultures into instruction to promote the value of multilingual/multicultural perspectives (3.69 out of 4.0). The second highest item was item I which addressed the teacher's ability to integrate technology into instructional materials (3.54 out of 4.0). In both of those categories, Liberty graduates outscored the VEAC mean for all other EPPs in the state.

### **Summary of advanced licensure data:**

The VEAC advanced licensure data collection will begin in 2023 and reported in 2024.

**Spring 2021 & 2022 Career Fair Employer Survey Results:**

SOE Employer Survey Comparison		Scale (1-6)	N=29	2021	N = 38	2022
	<b>Response Rate</b>		<b>29/34</b>	<b>85.30%</b>	<b>38/52</b>	<b>73.20%</b>
<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%	25	65.78%	
	Agree (5 points)	4	13.79%	13	34.21%	
	Slightly Agree (4 points)	0	0.00%	0	0.00%	
	Slightly Disagree (3 points)	0	0.00%	0	0.00%	
	Disagree (2 points)	0	0.00%	0	0.00%	
	Strongly Disagree (1 point)	0	0.00%	0	0.00%	
	<b>Mean Score</b>	<b>5.84</b>		<b>5.66</b>		
<b>Q2</b> I would likely recommend LUSOE graduates for employment milestones, such as promotions.						
	Strongly Agree (6 points)	19	65.51%	21	55.26%	
	Agree (5 points)	6	20.68%	17	44.74%	
	Slightly Agree (4 points)	0	0.00%	0	0.00%	
	Slightly Disagree (3 points)	0	0.00%	0	0.00%	
	Disagree (2 points)	0	0.00%	0	0.00%	
	Strongly Disagree (1 point)	0	0.00%	0	0.00%	
	<b>Mean Score</b>	<b>5.76</b>		<b>5.55</b>		
<b>Q3</b> I am satisfied with LUSOE graduates' employment retention in our P-12 school.						
	Strongly Agree (6 points)	16	55.17%	17	44.74%	
	Agree (5 points)	6	20.68%	18	47.37%	
	Slightly Agree (4 points)	0	0.00%	2	5.26%	

	Slightly Disagree (3 points)	0	0.00%	0	0.00%
	Disagree (2 points)	0	0.00%	0	0.00%
	Strongly Disagree (1 point)	0	0.00%	0	0.00%
	<b>Mean Score</b>	<b>5.72</b>		<b>5.26</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%	26	76.32%
	Agree (5 points)	3	10.34%	10	26.32%
	Slightly Agree (4 points)	0	0.00%	0	0.00%
	Slightly Disagree (3 points)	0	0.00%	0	0.00%
	Disagree (2 points)	0	0.00%	0	0.00%
	Strongly Disagree (1 point)	0	0.00%	0	0.00%
	<b>Mean Score</b>	<b>5.83</b>		<b>5.42</b>	
<b>Q5</b> I am satisfied with the classroom management of LUSOE graduates.					
	Strongly Agree (6 points)	12	41.4%	17	44.74%
	Agree (5 points)	5	17.2%	21	55.26%
	Slightly Agree (4 points)	0	0.00%	0	0.00%
	Slightly Disagree (3 points)	0	0.00%	0	0.00%
	Disagree (2 points)	0	0.00%	0	0.00%
	Strongly Disagree (1 point)	0	0.00%	0	0.00%
	NA	1	3.40%	0	0.00%
	<b>Mean Score</b>	<b>5.65</b>		<b>5.45</b>	
<b>Q6</b> I am satisfied with the content knowledge of LUSOE graduates.					
	Strongly Agree (6 points)	12	41.40%	23	60.52%
	Agree (5 points)	5	17.20%	15	39.47%
	Slightly Agree (4 points)	0	0.00%	0	0.00%

	Slightly Disagree (3 points)	0	0.00%	0	0.00%
	Disagree (2 points)	0	0.00%	0	0.00%
	Strongly Disagree (1 point)	0	0.00%	0	0.00%
	NA	1	3.40%	0	0.00%
	<b>Mean Score</b>	<b>5.65</b>		<b>5.61</b>	
<b>Q7</b> I am satisfied with the instructional practice of LUSOE graduates.					
	Strongly Agree (6 points)	11	37.90%	21	55.26%
	Agree (5 points)	6	20.70%	17	44.74%
	Slightly Agree (4 points)	0	0.00%	0	0.00%
	Slightly Disagree (3 points)	0	0.00%	0	0.00%
	Disagree (2 points)	0	0.00%	0	0.00%
	Strongly Disagree (1 point)	0	0.00%	0	0.00%
	NA	1	3.40%	0	0.00%
	<b>Mean Score</b>	<b>5.65</b>		<b>5.55</b>	
<b>Q8</b> I am satisfied with the professional responsibility of LUSOE graduates.					
	Strongly Agree (6 points)	12	41.40%	24	63.16%
	Agree (5 points)	5	17.20%	14	36.84%
	Slightly Agree (4 points)	0	0.00%	0	0.00%
	Slightly Disagree (3 points)	0	0.00%	0	0.00%
	Disagree (2 points)	0	0.00%	0	0.00%
	Strongly Disagree (1 point)	0	0.00%	0	0.00%
	NA	1	3.40%	0	0.00%
	<b>Mean Score</b>	<b>5.71</b>		<b>5.63</b>	

<b>Q9</b> I am satisfied with LU SOE graduates' ability to effectively contribute to P-12 student-learning growth. (new question 2022)					
	Strongly Agree (6 points)			19	50.00%
	Agree (5 points)			19	50.00%
	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			0	0.00%
	<b>Mean Score</b>			<b>5.50</b>	
<b><i>Advanced Programs Survey:</i></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.					
	Strongly Agree (6 points)	9	31.00%	20	52.63%
	Agree (5 points)	4	13.80%	7	18.42%
	Slightly Agree (4 points)	0	0.00%	0	0.00%
	Slightly Disagree (3 points)	0	0.00%	0	0.00%
	Disagree (2 points)	0	0.00%	0	0.00%
	Strongly Disagree (1 point)	0	0.00%	0	0.00%
	NA	5	17.20%	11	28.95%
	<b>Mean Score</b>	<b>5.69</b>		<b>5.74</b>	



<b>2022 Narrative Results</b>
<b>10. Is there any additional feedback you would like to provide regarding experiences with, or observations of, LU SOE graduates?</b>
Thank you for having a face-to-face fair! Well done!!
Our experiences with LU SOE graduates has been very favorable.
They have been awesome! Thanks
Great event! Thanks for accommodating us!
Candidates were not well prepared for in-depth questions - answers were very superficial.
Strong candidates with a professional disposition
Our directors love when we present LU grads for hire. Their worldview and ___ go perfectly with our organization
We love our Liberty grads!

<b>2021 Narrative Results of Employers</b>
<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>

**Virginia Education Assessment Collaborative - VEAC Survey – Initial Licensure Data (2021-22)**

VEAC Item	VEAC N	VEAC Mean, (SD)	LU N	LU Mean, (SD)	p-value
A: Demonstrates an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences. *	1,105	3.37, (0.87)	114	3.31, (1.15)	0.037
B: Plans using state standards, the school's curriculum, effective strategies, resources, and data to meet the needs of all students. *	1,105	3.36, (0.91)	114	3.30, (1.14)	0.043
C: Effectively engages students in learning by using a variety of instructional strategies in order to meet individual learning needs. *	1,105	3.35, (0.93)	114	3.36, (1.21)	0.65
D: Systematically gathers, analyzes, and uses all relevant data to measure student academic progress, guide instructional content and delivery methods, and provide timely feedback to both students and parents throughout the school year. *	1,105	3.31, (1.10)	114	3.28, (1.15)	0.51

E: Uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning. *	1,105	3.37, (0.95)	114	3.36, (1.16)	0.24
F: Maintains a commitment to professional ethics, communicates effectively, and takes responsibility for and participates in professional growth that results in enhanced student learning. *	1,105	3.43, (0.92)	114	3.39, (1.16)	0.095
G: Work results in acceptable, measurable, and appropriate student academic progress*	1,105	3.33, (0.97)	114	3.26, (1.16)	0.077
H: Selects technologies, informed by research, to promote learning for all students. *	1,105	3.42, (1.12)	114	3.54, (1.53)	0.65

<b>VEAC Item</b>	<b>VEAC N</b>	<b>VEAC Mean, (SD)</b>	<b>LU N</b>	<b>LU Mean, (SD)</b>	<b>p-value</b>
I: Integrates technology into instructional materials. *	1,105	3.45, (1.03)	114	3.54, (1.44)	0.64
J: Brings multiple perspectives to instruction, including the learners' personal, family, and community experiences / norms. *	1,105	3.40, (1.15)	114	3.46, (1.48)	0.40

K: Integrates diverse language and cultures into instruction to promote the value of multilingual / multicultural perspectives. *	1,105	3.54, (1.53)	114	3.69, (1.83)	0.98
L: Collaborates with the learning community to meet the needs of all learners and contribute to a supportive culture. *	1,105	3.38, (0.93)	114	3.37, (1.16)	0.33
M: Uses assessment results to inform and adjust practice. *	1,105	3.34, (1.08)	114	3.33, (1.25)	0.29
N: Engages in reflective practice. *	1,105	3.41, (1.10)	114	3.46, (1.39)	0.52
Based on your experience with this teacher, what best describes the extent to which they were ready to meet the needs of students in your school? **	1,100	4.43, (0.79)	112	4.32, (0.95)	0.40