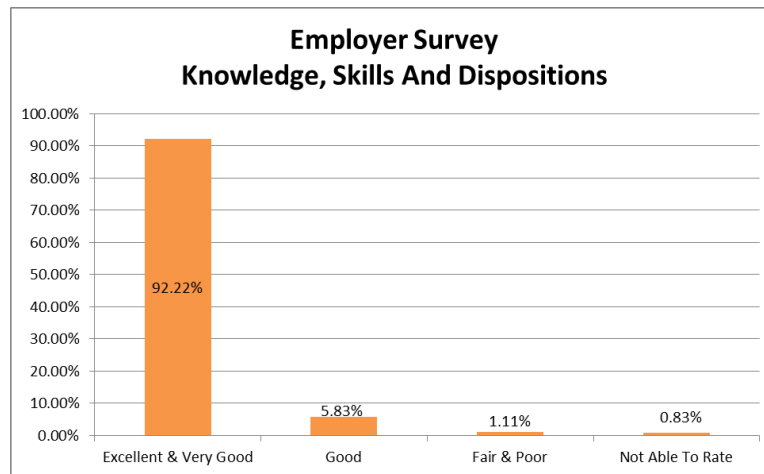


## Keene State College Employer Survey

In June 2013, a survey was conducted to collect feedback on the preparation of Keene State College graduates who are now employed in educational settings. The respondent group was developed based on information provided in previous alumni surveys. The employer survey collected ratings in relation to knowledge, skills and dispositions of current employees who had graduated from Keene State College in the past 5 years. Four additional questions were included to collect thoughts on educator preparation in general. This is a summary of the respondent contact data:

- 33 respondents were contacted regarding 42 graduates from 14 different programs
- 3 respondents declined the survey due to concerns about evaluating an employee's performance in other than an official school/district approved format
- 1 respondent was willing to do the survey but cited time limitations making completion impossible at this time
- 19 surveys were received which rated 22 graduates in 11 different programs.
- 3 surveys rated 2 graduates
- In all 3 cases the 2 graduates were from the same program
- 10 respondents did not complete the survey, nor did they indicate they were unwilling to complete the survey. All were originally contacted by phone to receive permission to email an introductory letter with details. Follow-up emails were sent twice more during the survey data collection window. No response of any kind was received.



Of the 66% of employers who responded to the survey, 92.22% said that they were overall extremely to very happy with the recent KSC graduate's knowledge, abilities and dispositions. The employers responded with such comments as:

- "KSC Graduate is an outstanding young teacher with an ability to connect with both students and staff alike. She is to be commended for her willingness to go above and beyond in building a positive culture here."

- “KSC Graduate will try anything and works beautifully with her team and with others in her department.”
- “KSC Graduate has great passion for students and learning.”
- “We are extremely pleased with our KSC employee! One of her best qualities is her willingness to learn and bring best teaching practices to her classroom. Whatever she learns from a workshop or training session is always put into practice the next week.”

5.83% felt that their employees rated good overall and 1.11% rated their employees fair. A remaining 0.83% indicated that they were not able to rate the employee at the time. Employers who rated their employees good overall explained their response with these comments:

- “The first year was very difficult due to lack of behavior management skills and an inability to know how to organize. Those areas were addressed and training was given and during the second year all is well.”
- “Overall, KSC Graduate's preparation was acceptable. However, there were many areas that needed to be developed. Fortunately, KSC Graduate is the type of person that invests himself in learning what he needs to be an highly effective teacher.”
- “At times, KSC Graduate has strong opinions around certain areas and ideas and therefore has a difficult time really listening to the opinions of others. However, whatever she does decide on doing is always in the best interest of students.”

As part of the employer survey KSC asked the employers four separate questions relating to how the Educator Preparation Programs can better prepare students for the future of education. All of the answers are on file; however a few are highlighted here:

**Question #1: As an administrator what strengths do you value in teachers and other school professionals ... in the areas of knowledge, skills, and dispositions?**

- “Commitment to the students. Passion for what they do. Showing they care about the students. Ability to differentiate lessons through technology use and other means. Communication skills with staff and parents. Flexibility.”
- “Most important for me are the values of enthusiasm and teamwork. These skills combined with content and pedagogical knowledge are critical for effective teaching.”

**Question #2: As an administrator what current challenges do you see for teachers and other school professionals ... in the areas of knowledge, skills, and dispositions?**

- “Grading on competency mastery. (not your traditional grade book of test and quiz scores)”

- “Important challenge-to stay aware and a up to speed with current best practices, educational reforms (PLCs, RtI, Common Core, etc.) and use of technology in the class for educating, enriching, and assessing.”
- “The ever changing curriculum and the many needs students come to school with.”

**Question #3: Please list skills/trainings/experiences educators will need in the future to be successful.**

- “Technology has become an increasingly integral part of daily instruction. Any courses, training, skill, or experiences with the ever changing and evolving world of technology would be highly recommended.”
- “I believe that for many years to come, your teacher education program will need to include numerous courses around Common Core and SBAC questions. It is important that new teachers have the ability to effortlessly infuse Common Core and SBAC questioning into everything that they do.”

**Question #4: In what ways might KSC Educator Preparation programs assist your school/district in the professional growth of educators?**

- “Please offer numerous courses in Common Core and SBAC. Please make sure the courses help teachers to see that everything doesn't need to change but the way we assess students' needs to change and the way we present our lessons and materials need to change.”
- “Continue offering affordable workshops on the latest needs (technology, RtI, Common Core, etc.) in education.”
- “We appreciate the partnership we currently have with KSC. Bringing consultants in to work with our teachers, the technology crew, and others who continue to assist our school in the professional growth of all of our educators.”