

A.4.1.3 Phase In Plan for Standard A.4.1

Employer Satisfaction

Relationship to Standard or Component

The evidence provided for this component will demonstrate that employers of Adelphi alumni that employers are satisfied with completers' preparation and that completers reach high rates of promotion and retention.

Description of the content and objective of the data collection.

Three sources of data were used to demonstrate that employers are satisfied with the completers' preparation for their assigned responsibilities in professional roles. An employer survey provides feedback from supervisors about the preparation and effectiveness of alumni. Data received from NYC DOE provides data on retention, an indication of employer satisfaction. Data about tenure and promotion was not requested, as tenure is a four year process in New York State public education and the EPP requested data about professionals who had graduated between 1 and 3 years ago. Finally, the Graduate Alumni Survey provides feedback from completers on length of time to find employment, promotion as a result of degree and annual full-time salary.

Evidence

1. **Employer Survey.** A survey comprised of 15 items with a 4 point rating scale and 2 open-ended questions. The survey was sent to 55 respondents, administrators of partner schools, which employed recent teacher alumni. Surveys were administered by the Office of Accreditation and Assessment through Survey Monkey. Thirteen (13) completed surveys were received, for a response rate of 24%.

Data source

Based on records of alumni employment, the PECE developed a list of 55 employers of Adelphi alumni. Surveys were administered to employers by the Office of Accreditation and Assessment through Survey Monkey.

Data Quality

The survey was revised from a previous shorter version developed by faculty members in association with the Office of Assessment and Accreditation. The revised survey was developed by the Fieldwork and Education Preparation Committee and Associate Dean of the EPP. The survey was designed to ask employers comment on behavior demonstrably related to teaching practice. Survey questions are explicitly aligned with the EPP mission and CAEP and InTASC

standards. The revised version was reviewed by the Fieldwork Committee and the CAEP Core Team, which closely examined survey for content validity and clear, unambiguous language.

Timeline and Resources

Task	Timeline	Resources	Expected Outcome
Analysis of Data by Fieldwork Committee and Clinical Partners	Fall 2019 and annually thereafter	Fieldwork Committee, PECE, University Supervisors, Clinical Partners	Review data received by employers and consider necessary program action. Request recommendations for survey revision from clinical partners.
Revise Employer Survey	Spring 2020	Clinical Partners, PECE, Assessment Office, Fieldwork Committee	Revise Employer Survey, based on recommendations from clinical partners.
Revise List of Employers	Spring 2020	PECE, Fieldwork Committee	Review list of employers to whom survey was sent. Consider in light of employment of recent alumni teachers to ensure that the list provides a balance of employers in Long Island and NYC.
Administer Employer Surveys	Summer 2020 and annually thereafter	PECE, Assessment Office.	Based on employer list, PECE will administer surveys through Survey Monkey, in collaboration with Assessment Office.

2. **Graduate Alumni Survey (University-wide).** Survey requesting information from completers School of Education completers one year after graduation. Completers are asked to comment on the length of time to find employment, whether completers are employed in their field of study, and whether they receive a raise or promotion as a result of degree completion.

Data Source

Survey is administered by the Adelphi University Office of Research, Assessment, and Planning and is sent to all graduates one year post-graduation. The survey focuses on recent graduates and what ensues during the year following graduation with respect to their employment, further education, and personal and professional achievements. The survey also helps to evaluate Adelphi's existing programs and services. As has been the practice for the past several years, the survey was conducted both online and on paper; paper versions were sent to respondents without valid email addresses, those who did not want Adelphi to contact them via email, and those who did not respond online after five attempts.

The data presented here are for completers of teacher education programs. Response rates for AY 14-15, 15-16, and 16-17 respectively are 18%, 23%, and 25%.

Data Quality

The survey was developed by the Office of Research, Assessment and, Planning, which conducts comprehensive research and analytical studies to facilitate and advance the University's efforts to fulfill its mission and strategic goals. Survey was designed to elicit information about employment from alumni one year post graduation.

Timeline and Resources

Task	Timeline	Resources	Expected Outcome
Analysis of Data by Fieldwork Committee and Clinical Partners	Fall 2019 and annually thereafter	Fieldwork Committee, PECE, University Supervisors, Clinical Partners	Review data received by employers and consider necessary program action. Request recommendations for survey revision from clinical partners; make revisions as required.

3. NYC DOE Data. Data on 242 Adelphi Alumni in New York City Department of Education (NYC DOE), who graduated in AY 14-15, 15-16, and 16-17. Data includes APPR, number of high needs licenses and retention rates, of program completers who graduated in last 3 years. Data in all categories was compared to NYC DOE averages.

Data Source

Data was received through a formal request in April 2018 to NYC DOE Research and Data NYC DOE Research and Policy Support Group. Data was received in August 2018, reviewed by the Office of Assessment and Accreditation, and shared with the CAEP Core Team for discussion in September 2018.

Data Quality

The data which is most relevant to component 4.3 Employer satisfaction, is information regarding the retention of alumni teachers, which provides evidence that employers are satisfied with the completers' preparation for their assigned responsibilities in working with P-12 students. Also relevant to this component is the percentage of teachers with high needs licenses, which offers insight into how Adelphi completers are meeting the needs of employers in the NYC region.

Timeline and Resources

Task	Timeline	Resources	Expected Outcome
Request Alumni Data by Program	Spring 2019	Dean's Office, Assessment Office, NYCDOE Research and Policy Support Group	Data is currently reported as an aggregate by year of graduation. Disaggregation will provide an opportunity to view completer performance by program.
Analysis of Data by Program Faculty and Clinical Partners	Fall 2019	Assessment Office, Program Directors, faculty members, clinical partners.	Data will be made available through Moodle to all programs. Program directors will review with faculty members and clinical partners for program improvement.