



## Measure 2: Satisfaction of Employers & Stakeholder Involvement

### Satisfaction of Employers

To measure the satisfaction of employers with the preparedness of RMU graduates, employers of RMU alumni are surveyed. The Employer Satisfaction Survey is sent to all known employers of education alumni three years out of completion. As experienced by other universities, it is challenging to collect survey information from employers. One of the challenges is obtaining accurate data on alumni on their place of employment. Employment data from the state does not include employment in approved private schools or other private schools. Additionally, the state data often lags by a year or more. Employment data is also collected from alumni surveys and response rates on these surveys varies by year.

The Education department has explored various means of increasing employer survey responses. As we have a small number of graduates and these graduates obtain jobs across the state and out of state, obtaining data for one or two places where graduates might be employed would not provide meaningful data. Sending emails to employers without the identifying alumni information has resulted in questions from employers on who they are providing information on and responses that cannot be disaggregated by program. Therefore, to increase the response rates, RMU sends personalized emails to employers asking them to provide satisfaction of preparedness responses for specific graduates.

Nonetheless, responses from employer surveys are small (ranging in  $n$  from 2-9). Therefore, results have been aggregated for a five-year period ( $n = 20$ ). The survey asks employers to rate their graduates on a 3-point Likert scale (Inadequately Prepared, Adequately Prepared, Well Prepared). Survey items are grouped in the following categories: planning and preparation, behavior management, instructional strategies, professionalism, communication skills, and technology skills. The number of items in each category varies. Results are presented in tabular form in Table 1 and in graphic form in Figures 1-5.

Table 1. Employer Satisfaction

Category Area	Well Prepared	Adequately Prepared	Inadequately Prepared
Planning & Behavior	78%	19%	4%
Behavior Management	71%	27%	2%
Instructional Strategies	74%	24%	3%
Professionalism	77%	21%	2%
Communication Skills	80%	20%	0%
Technology Skills	63%	37%	0%

Figure 1. Planning & Preparation

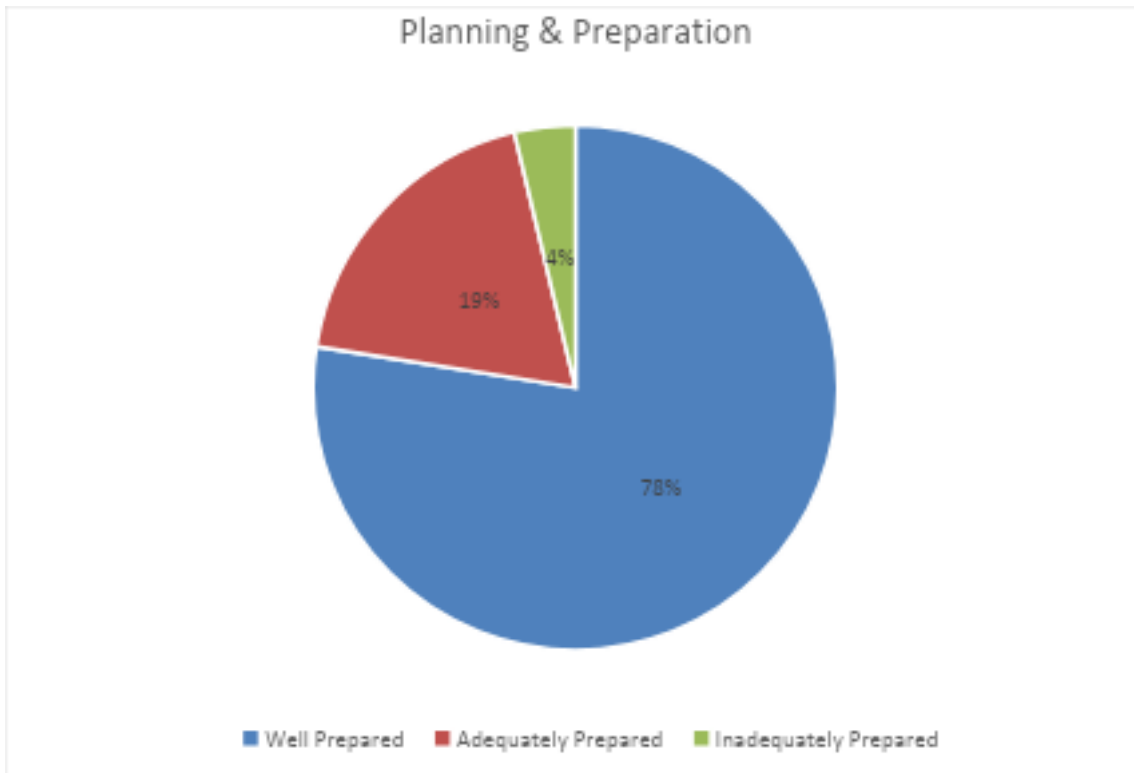


Figure 2. Behavior Management

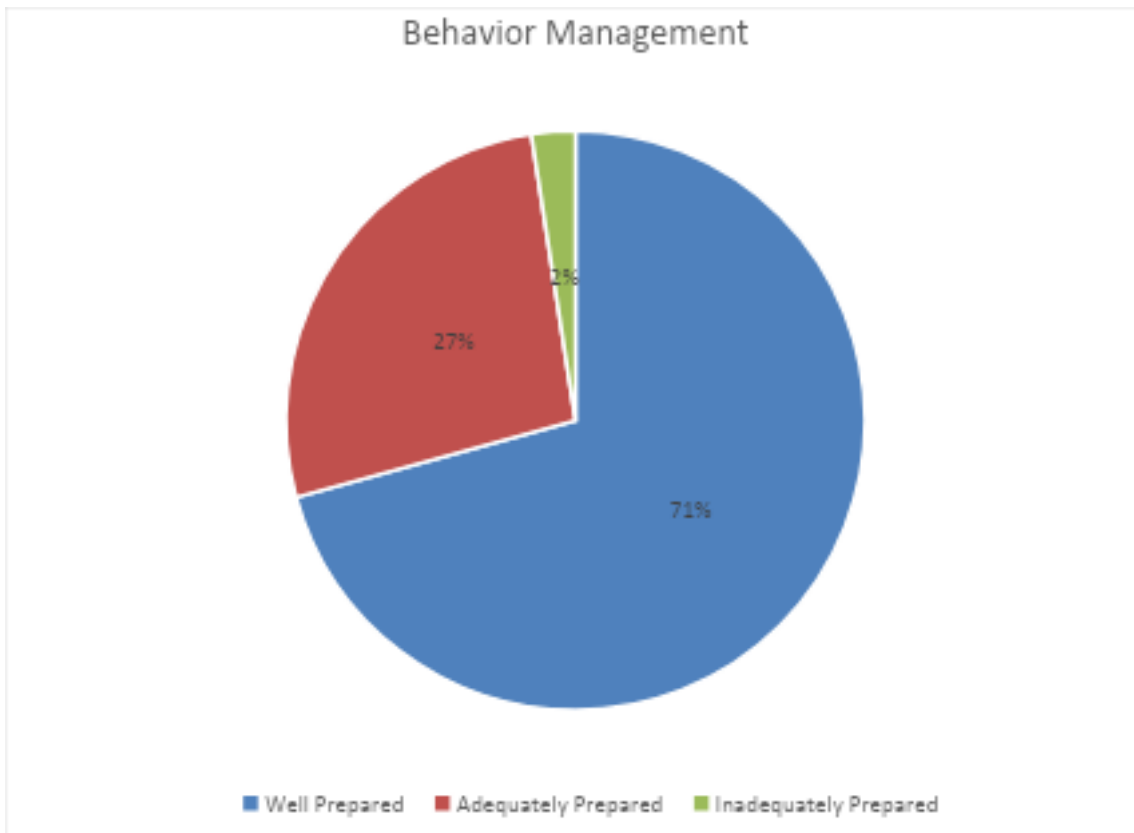


Figure 3.

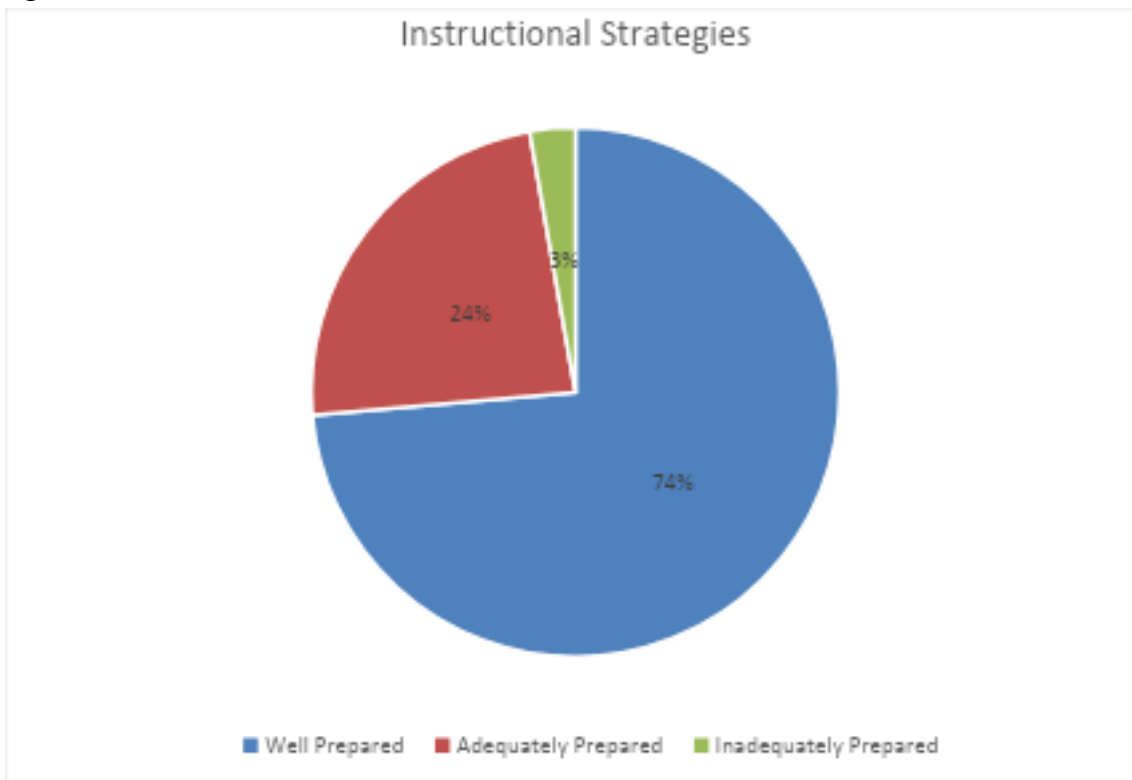


Figure 4.

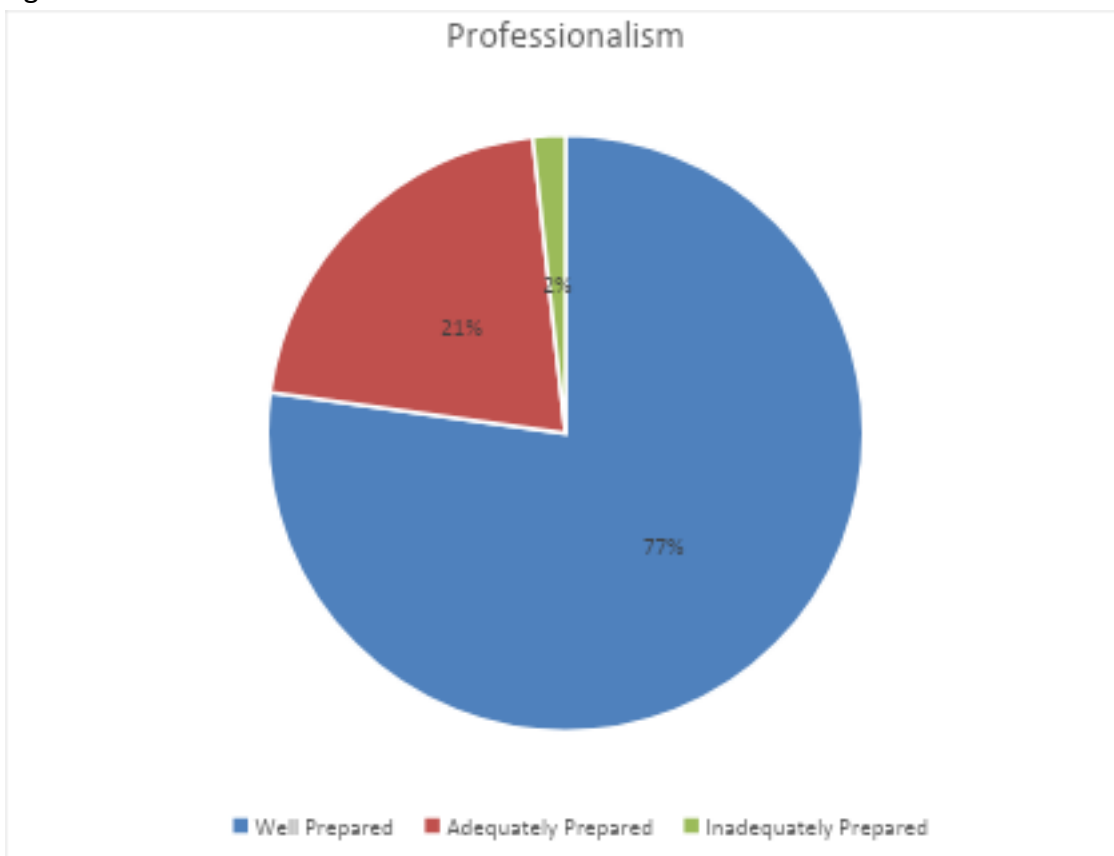


Figure 5.

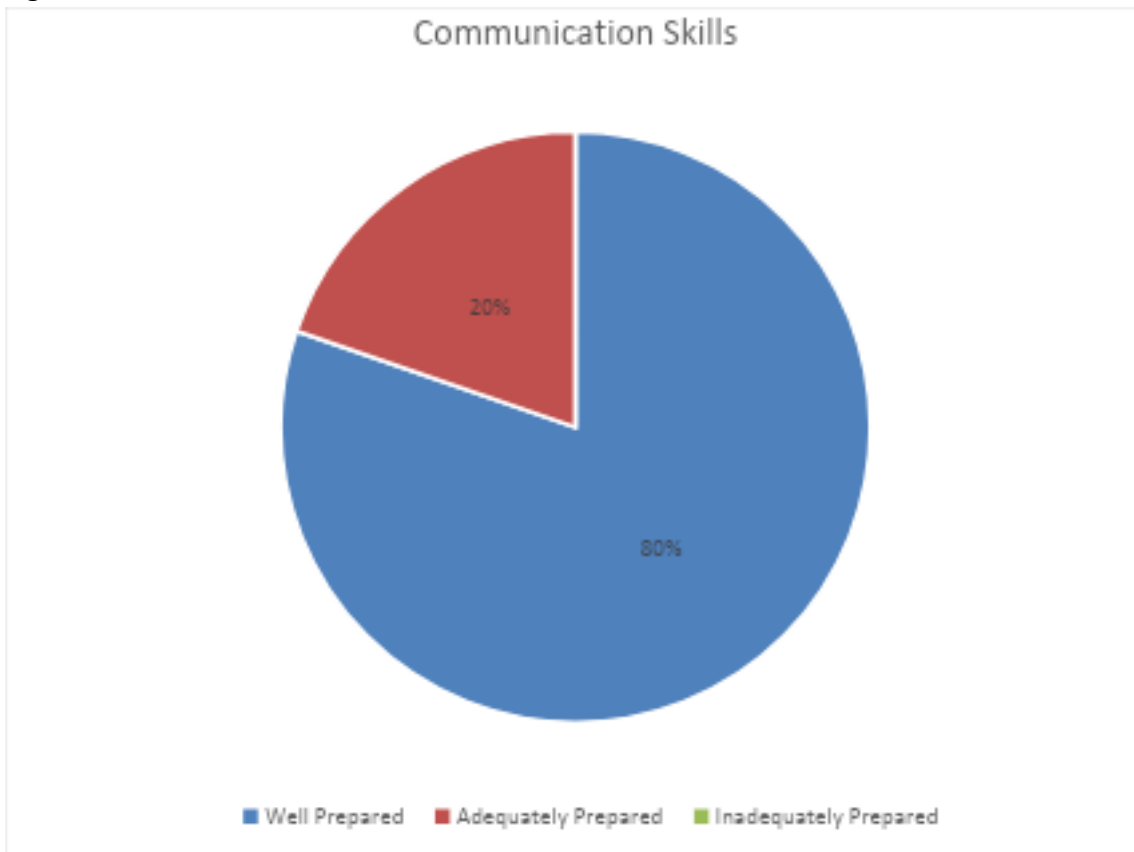


Figure 6.

