

## Methodology for Measuring Employer Satisfaction

Measures of P-12 impact, such as completer employment and retention, are provided by the Commonwealth of Kentucky in limited form through Teacher Preparation Feedback Reports and New Teacher Survey Reports. Since 2018, however, not all components of data collection for these reports were funded in the biennium (2018-2020) budget. Therefore, during the 2019-2020 academic year, the Education Preparation Provider (EPP) at Georgetown College began efforts to revise surveys in order to collect data no longer available elsewhere. In reviewing its history of data from employers regarding the level of satisfaction with completers of our programs, the following were noted:

- Surveys were administered in the years 2011, 2012, 2013, 2014, 2016, and 2018 in which school administrators were asked for feedback on a specific group of recent completers.
- During academic years 2017-2018 and 2018-2019, case studies were implemented that addressed the question “Do program completers contribute to an expected level of student-learning growth”?

Multiple analyses have been conducted to determine how these past data collection tools can be combined and or revised in ways that improve data quality and value as well as accommodate for deficits in state data. Original plans called for completion of a newly revised Employer Survey to be launched during the 2020-2021 academic year, however, multiple unforeseen situations (e.g., pandemic fallout, leadership transition, and relocation of the department) resulted in delays. An updated plan now includes launching the new Employer Survey in the 2021-2022 academic year for which results will be available by Fall 2022. Among the significant improvements underway are:

1. The survey will be better directed to supervisors. Past surveys went only to school principals who may or may not be familiar with the completer being evaluated or at which institution he/she was prepared. The new survey asks administrators to have the survey completed by those most familiar with the completer’s job performance.



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2. The survey will seek to better identify overall perceptions of job preparation and performance. Past surveys asked for feedback on a list of specific, recent completers who had provided consent. The revised survey will consider all completers within a specified time period, such as the past five-years, to better discern patterns.