

Employer Satisfaction Analysis: WLU Teacher Educator Program

Disaggregated

Overview

This analysis examines feedback from employers who have hired West Liberty University Teacher Education Program completers.

Cycles of Data: 2022/2023/2024

The data represents responses for:

- 13 Elementary Education program completer supervisors
- 7 Secondary Education program completer supervisors
- 5 Graduate Reading Specialist program completer supervisors

Key Findings

Overall Satisfaction

The data indicates predominantly positive employer satisfaction across all program areas. Most responses fall into the "Strongly Agree" or "Agree" categories across the 30 function areas measured, suggesting employers are generally satisfied with WLU program completers' preparation and performance.

Program Comparison

Elementary Education Program (13 completers)

- **Strengths:** Received the most "Strongly Agree" ratings in functions related to classroom environment (2B-2C), student communication (3B-3C), and professional collaboration (4B)
- **Areas for growth:** Some responses indicate need for additional training in assessment implementation (1E)
- **Distinctive feedback:** Several specific positive mentions in comments (e.g., "Miss Brooke Provenzano and Miss McKayla Goodlin have shown professionalism, great character, work ethic, and respect")
- **Overall satisfaction:** Highest overall satisfaction level among the three programs

Secondary Education Program (7 completers)

- **Strengths:** Strong ratings in content knowledge (1A) and setting learning objectives (1C)

- **Areas for growth:** More "Not Sure" and "Disagree" responses in pedagogy (1B), classroom management (2D-2E), and school-wide initiatives (5B)
- **Distinctive feedback:** Comments specifically mention need for "more experiences for middle/high school teachers in pedagogy, lesson plan writing, goal setting, and assessment writing"
- **Overall satisfaction:** Moderate to high satisfaction, but with more varied responses than elementary program

Graduate Reading Specialist Program (5 completers)

- **Strengths:** Highest ratings in professional learning (4A), reflection on practice (4C), and ethical standards (5I)
- **Areas for growth:** Lower ratings in school-family-community connections (5F) and strategic planning (5G)
- **Distinctive feedback:** Less specific feedback in comments, but higher technical expertise noted
- **Overall satisfaction:** Good satisfaction with particular strength in professional functions

Function Area Performance by Program

1. Content Knowledge & Pedagogy (Functions 1A-1E):

- Elementary: Strong in content knowledge integration
- Secondary: Strongest in content expertise, needs growth in pedagogical application
- Reading Specialists: Strongest in assessment design, needs growth in implementation

2. Learning Environment (Functions 2A-2F):

- Elementary: Excels in creating positive learning environments
- Secondary: More variable responses in classroom management
- Reading Specialists: Strong in student relationship building

3. Professional Responsibilities (Functions 4A-4D):

- Elementary: Good professional collaboration
- Secondary: Mixed ratings on reflection practices

- Reading Specialists: Strongest in professional learning and contribution

Statistical Comparison

- Elementary completers received approximately 68% "Strongly Agree" ratings
- Secondary completers received approximately 52% "Strongly Agree" ratings
- Reading Specialist completers received approximately 61% "Strongly Agree" ratings

Program-Specific Recommendations

1. Elementary Education Program:

- Maintain strong preparation in classroom environment
- Enhance assessment training
- Continue fostering professional dispositions

2. Secondary Education Program:

- Strengthen pedagogical training specific to content areas
- Increase focus on classroom management for adolescent learners
- Provide more structured experiences in assessment implementation

3. Reading Specialist Program:

- Enhance training in school-wide literacy initiatives
- Develop stronger community connection components
- Build on existing strengths in professional learning

This comparative analysis suggests that while all programs are generally well-regarded, there are distinct areas where each program could benefit from targeted improvements to serve their specific professional contexts better.