

UNC Professional Education Unit (PEU) - Teacher Employment Day: Recruiter Survey

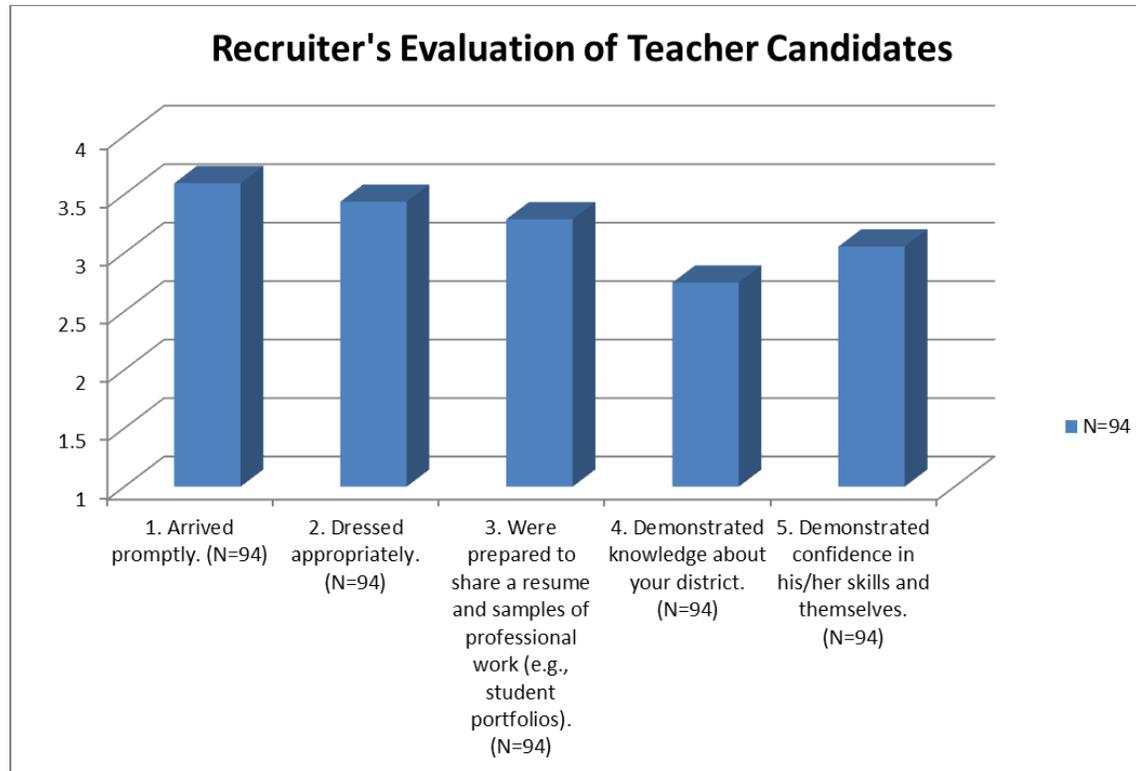
One measure used to document candidate learning is the recruiter survey conducted at the UNC Annual Teacher Employment Days held each year in the spring. The UNC Teacher Fair is the largest teacher fair in the state of Colorado, and candidates both in and out of the state of Colorado participate in the fair. In 2015, recruiters represented 154 districts representing 13 different states as well as China. A total of 570 teacher candidates attended the fair. Having candidates attend from many non-UNC programs has made it difficult to distinguish between UNC teacher candidates' performance on meeting expectations from those students not affiliated with the university. Thus, these scores may not be completely representative of UNC candidates, as they are based on the recruiters' recollections of their perceptions of UNC candidates

In 2012, the survey items were reviewed and adjusted to better identify the number of UNC student candidates. In 2012, the last survey item was reworded to identify UNC candidates, "Overall were the UNC candidates competitive for a position in your district?" The question was assigned a 4-point scale, from competitive to very competitive. These findings indicate that our teacher candidates overall have been seen as competitive by recruiters.

Estimates suggested that the 2015 Teacher Fair received higher attendance than the previous year. It is important to note that approximately 52% of the teacher candidates reported by recruiters to be in attendance at the Teacher Employment Days were not UNC teacher candidates. In addition, a student survey was administered electronically to teacher candidates registered for interviews at the Teacher Fair. Of the UNC participants, 7% identified themselves as UNC Alumni. Elementary Education, Secondary Education, and K-12 were the most desired positions.

There were a total of 94 recruiters who completed and returned the 18-item survey that asked them to rate the preparation of UNC candidates/graduates as a group on several critical areas where competency indicates the ability to positively impact student learning. The scores were rated on a 4-point Likert scale, ranging from 1 = Below Expectations to 4 = Outstanding. UNC graduates received average ratings between 2.74 (demonstrates knowledge of district) to 3.6 (arrived promptly) on a four-point Likert scale. Over half of the candidates received ratings of 3's (Above Expectations) or 4's (Outstanding) on 16 out of 18 performance questions.

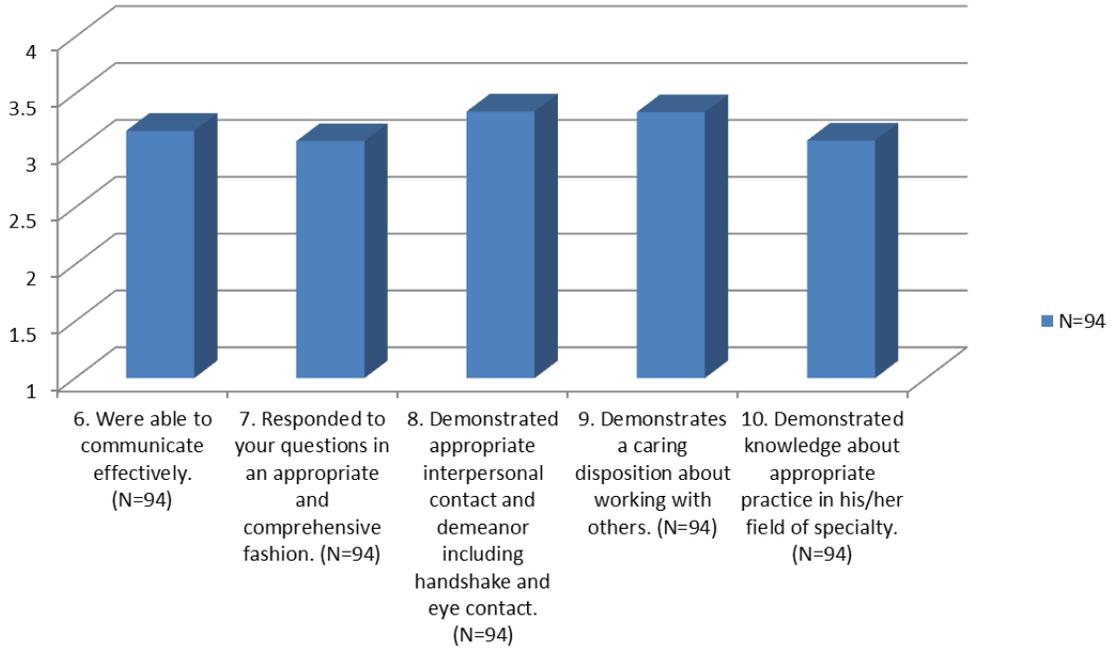
In summary, the analysis of data suggests that the UNC education programs are successful in developing and producing well prepared teachers and professional educators. Comments from interviewers indicate that candidates were generally well qualified for positions in the schools and particularly competitive as compared to candidates from other education programs. By and large, recruiters indicated that UNC candidates were able to proficiently discuss with articulate their knowledge related to their education to recruiters.



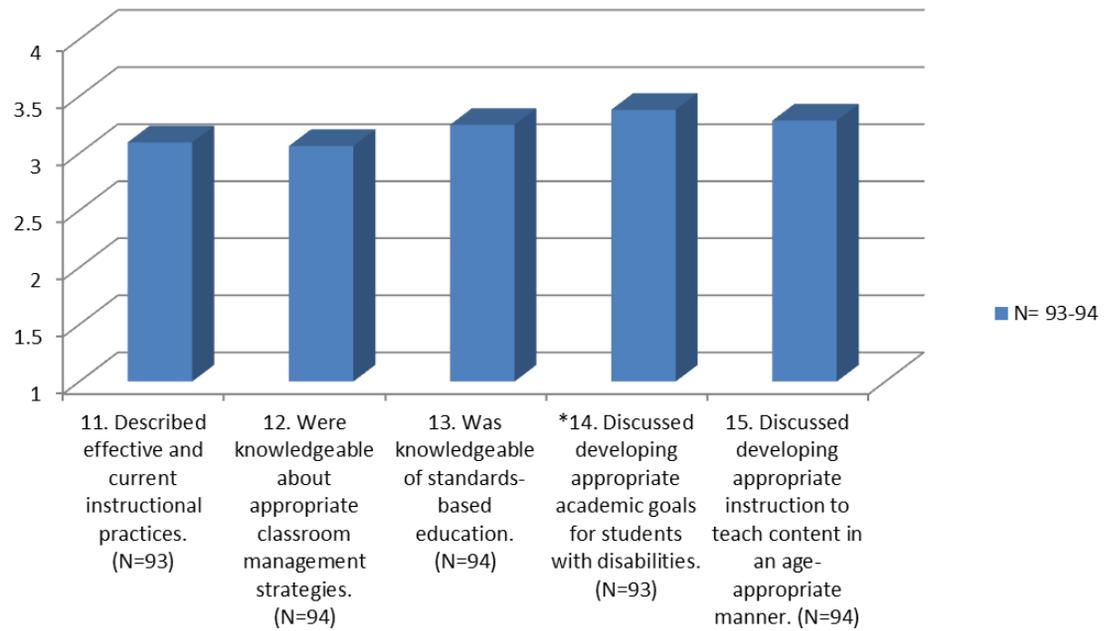
Questions 1-17 use the following scale:

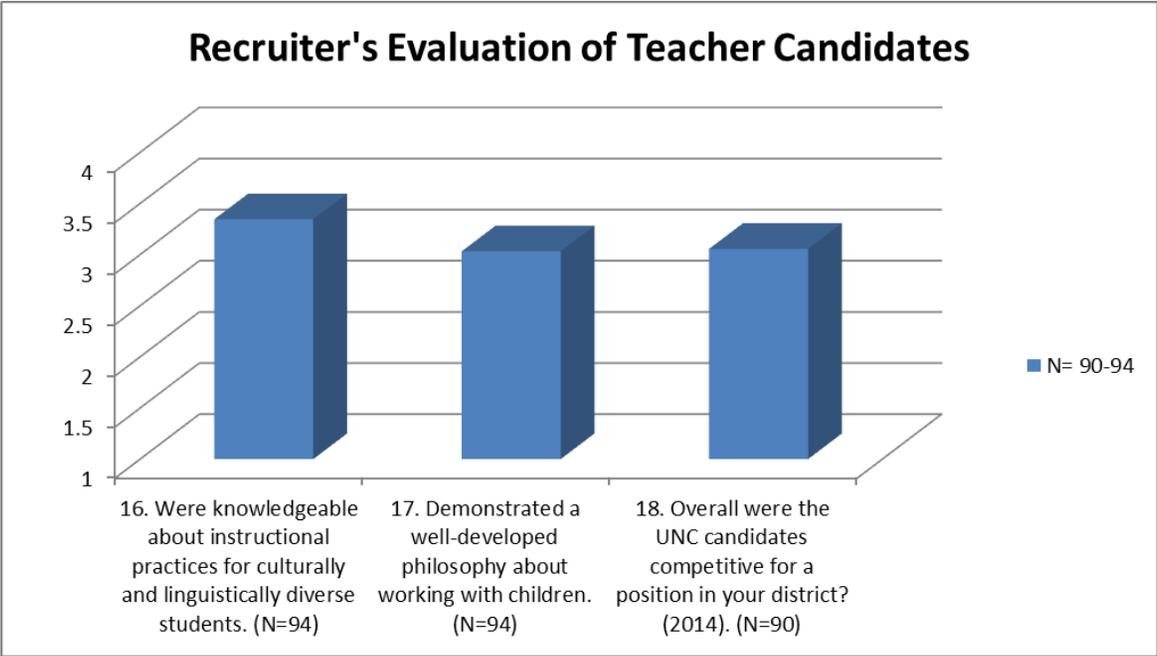
- 1 = Below Expectations
- 2 = Meets Expectations
- 3 = Above Expectations
- 4 = Outstanding

Recruiter's Evaluation of Teacher Candidates



Recruiter's Evaluation of Teacher Candidates





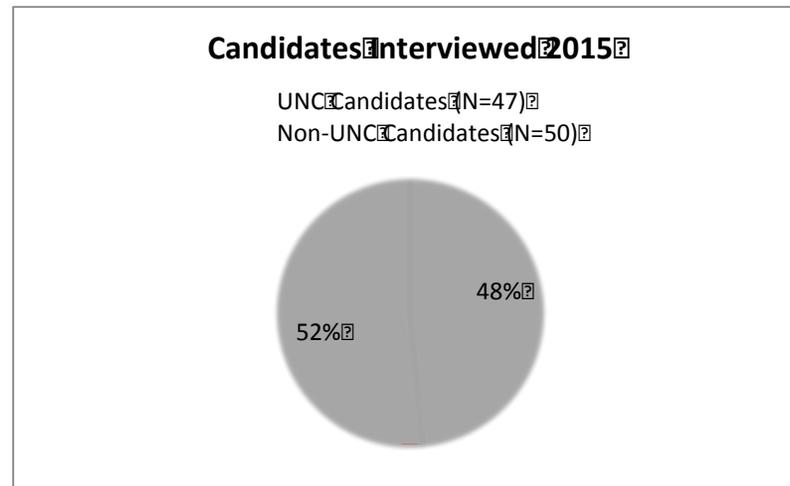
***Question #18 uses the following scale:**

- 1= Not at all
- 2= Somewhat Competitive
- 3= Competitive
- 4= Very Competitive

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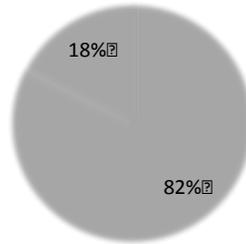
Teacher Candidates' Evaluation of the Teacher Fair

In 2012, seven additional survey items were added to an existing Career Services Survey to capture the student teacher experience. In 2015, of the 97 responses, 47 (48%) identified themselves as UNC teacher candidates. A separate question surveyed only the UNC Candidates, of those 33 (82%) reported they were currently enrolled at UNC and 7 (18%) were UNC Alumni. 7 respondents did not designate their status as either current or former UNC students.

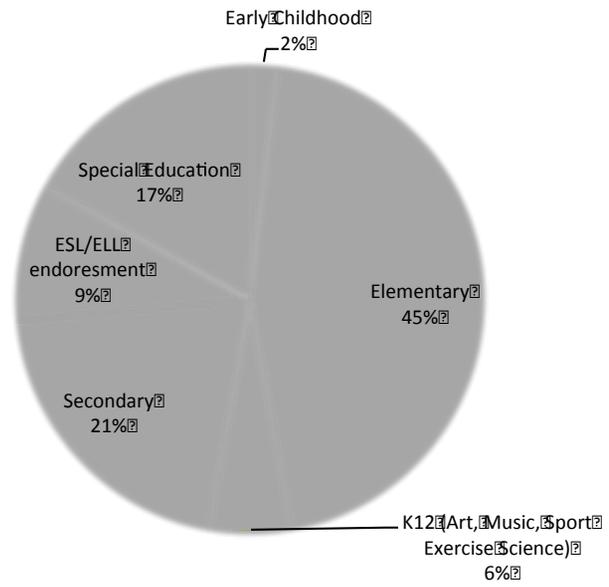


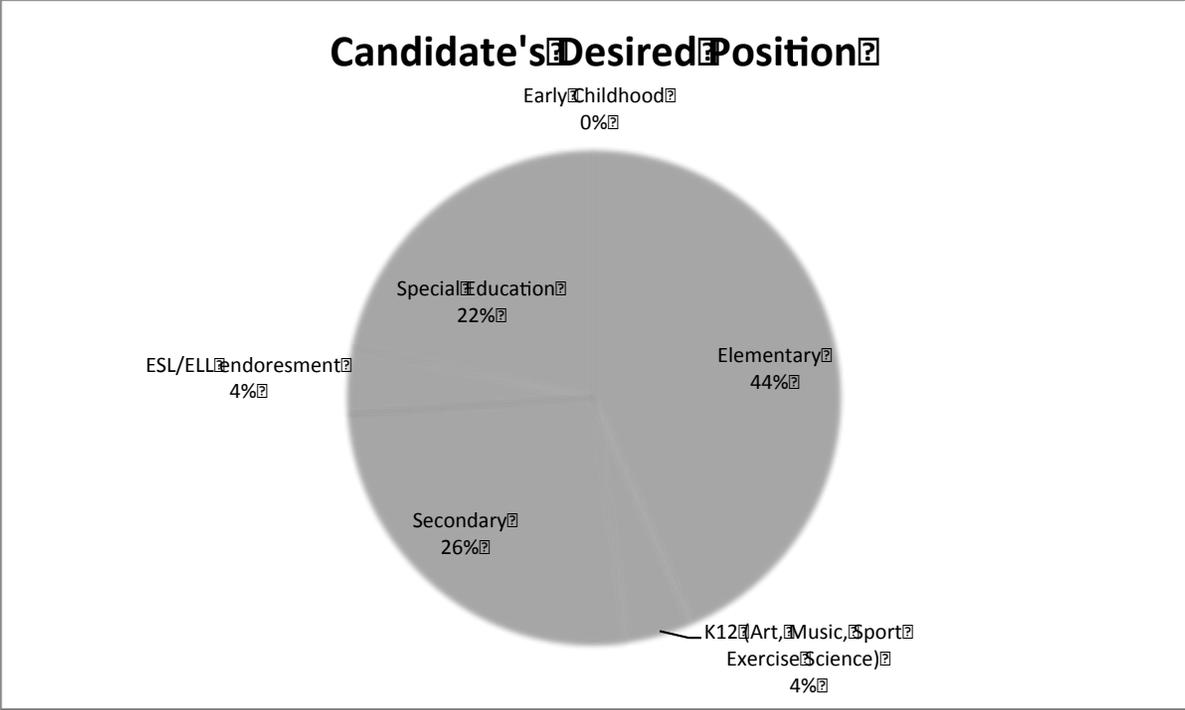
UNC Candidate Status

Currently Enrolled (N=33) UNC Alumni (N=7)



UNC Prepared Me In...

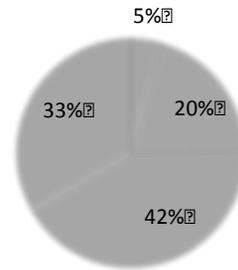




The majority of respondents seeking interviews were Elementary Education majors (N =24). Other majors were represented as follows: Secondary (N =11), K-12 (N = 3), Special Education (N = 9), ESL/ELL (N=5), and Early Childhood Education (N = 1).

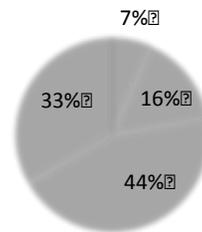
How much did UNC prepare you to search for jobs at Teacher Employment Days?

Very Much (N=2) Adequately (N=9) Somewhat (N=19) Not At All (N=15)



How much did UNC prepare you to deal with diverse populations?

Very Much (N=3) Adequately (N=7)
Somewhat (N=20) Not At All (N=15)



How much did UNC prepare you to discuss current school topics and interview questions?

Very Much (N=1) Adequately (N=6)

Somewhat (N=21) Not at All (N=17)

