

## Employer Satisfaction Survey Results

### Initial Teacher Preparation Program – 2024-2025 Employer Satisfaction Survey Results

Eleven (11) Employer Satisfaction Surveys were emailed to principals of NSU Initial Teacher Preparation program completers, who graduated in the academic year 2023-2024 and are employed in a teaching position. The overall response rate was 64% (7/11). The Employer Satisfaction Survey response rate by program is listed below (see Table 1).

Table 1

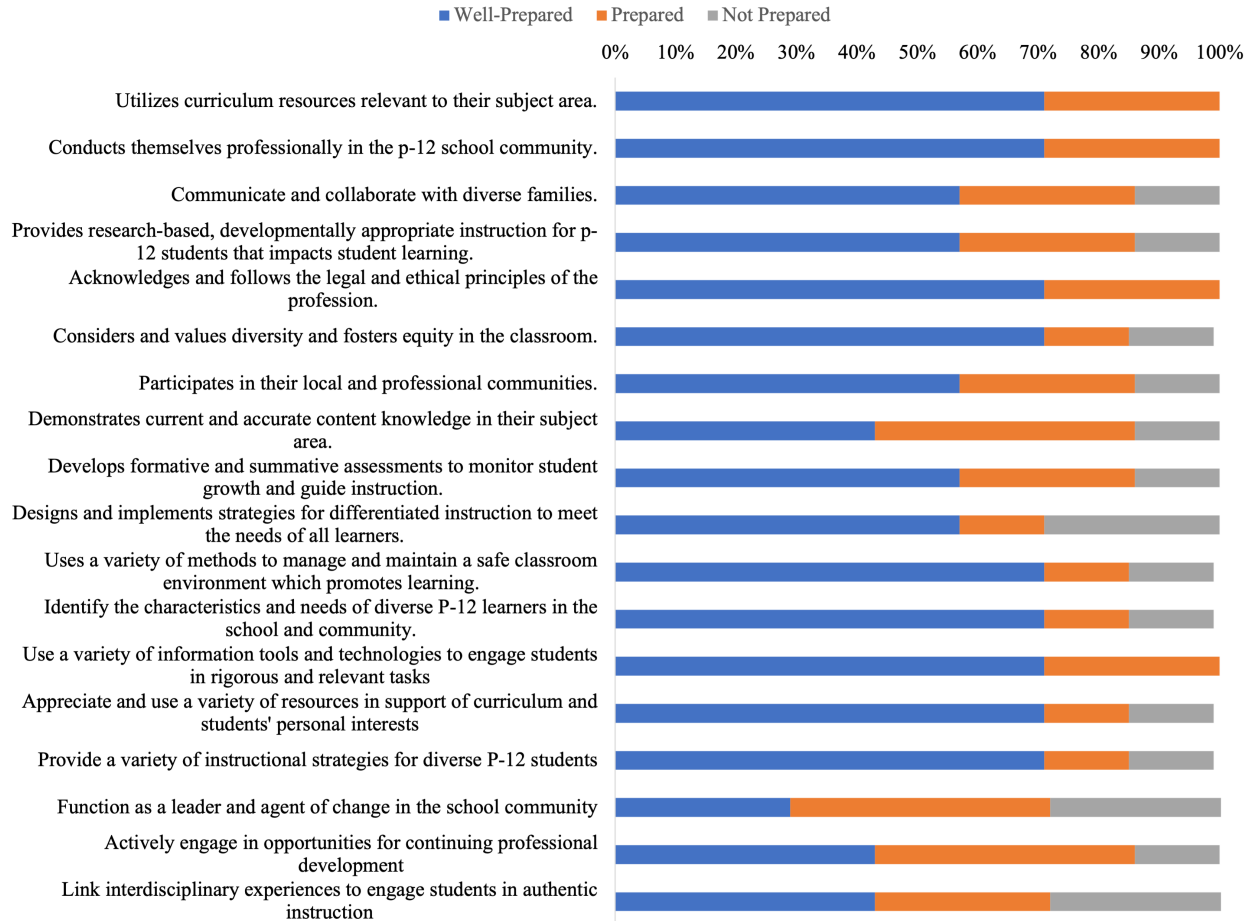
*Overall Employer Satisfaction Survey response rate by program for 2023-2024 completers*

Degree Program	Number of Employers Surveyed	Number of Survey Responses	Survey Response Rate
BS in Elementary Education – ESOL/Reading Endorsement	7	5	71%
BS in Exceptional Student Education – ESOL Endorsement	3	1	33%
BS in Secondary Biology Education	0	0	-
BS in Secondary English Education – ESOL Endorsement	1	1	100%
BS in Secondary Mathematics Education	0	0	-
BS in Secondary Social Studies Education	0	0	-

3. Based on the performance of the NSU graduate (teacher), please indicate whether the teacher is well prepared, prepared, or not prepared within each of the following areas.

Figure 1.

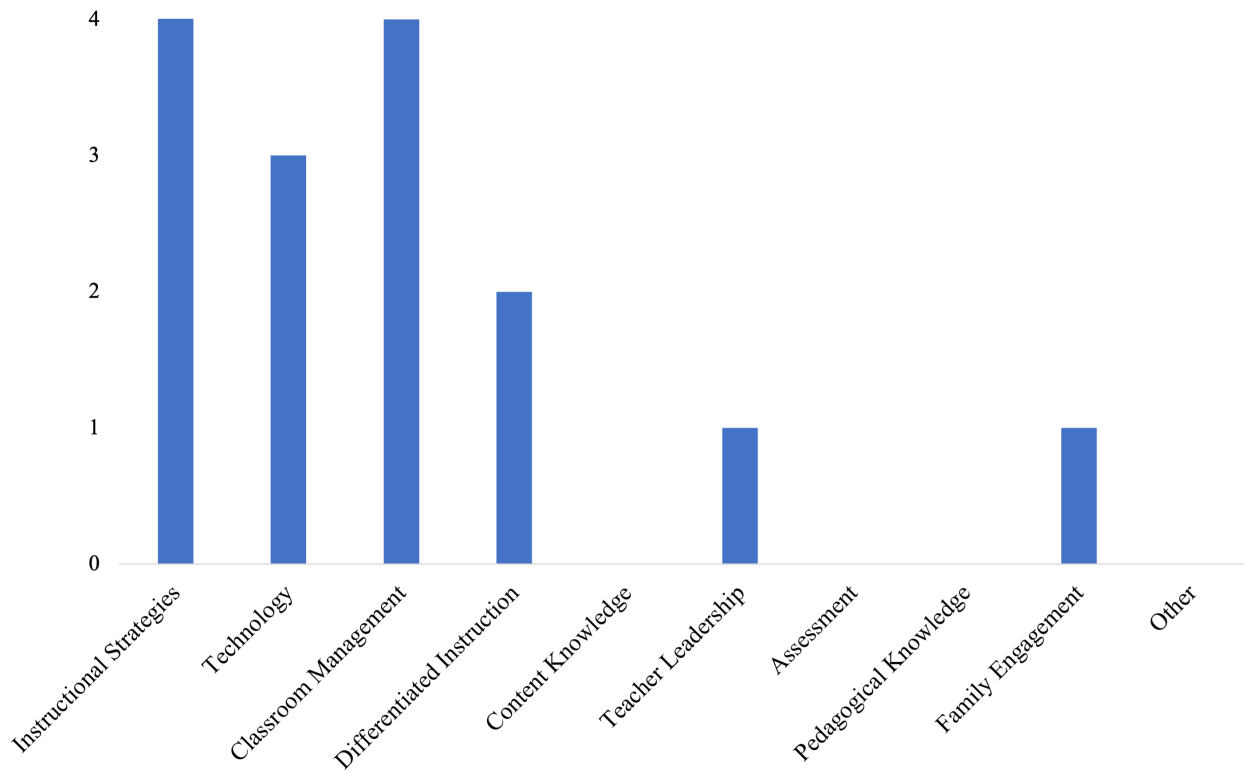
*Percentage of employers responding with well-prepared, prepared, or not prepared on the following items within question 3 (n = 7)*



4. Based on the performance of the NSU graduate (teacher), which of the following do you believe may be strengths of NSU's teacher preparation program? (select all that apply)

Figure 2.

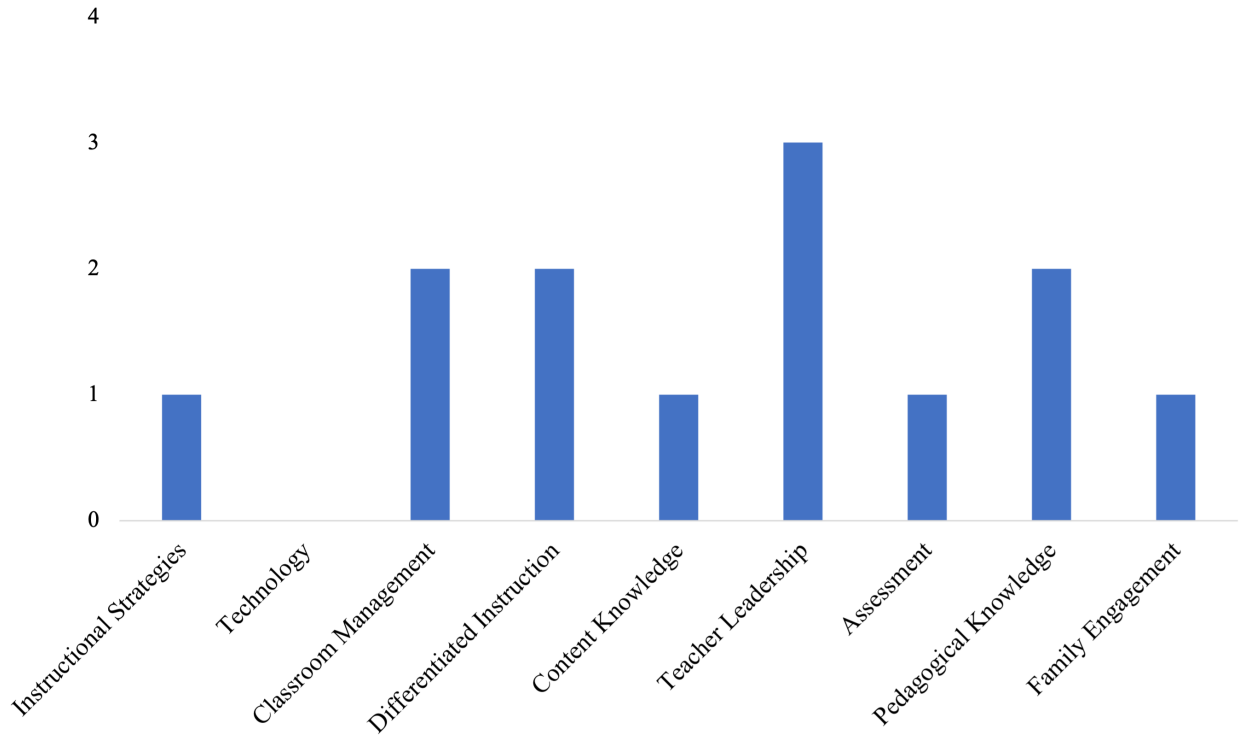
*Number of respondents (employers) selecting each area as a strength (n = 7)*



5. Based on the performance of the NSU graduate (teacher), which of the following do you believe may be areas of weakness for NSU's teacher preparation program? (select all that apply)

Figure 3.

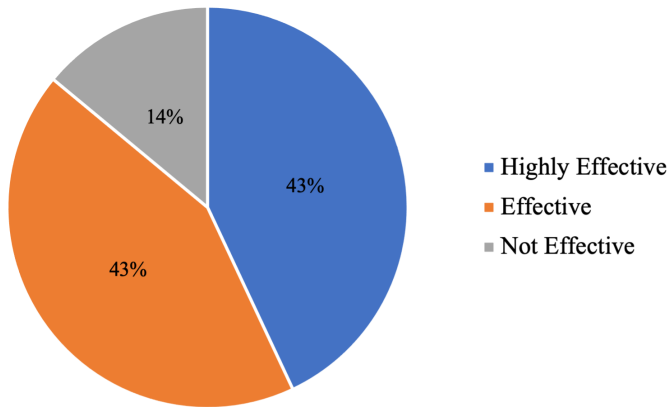
*Number of respondents (employers) selecting each area as a weakness (n = 7)*



6. Overall, how effective do you feel NSU's teacher preparation program was in preparing the teacher employed at your school for his/her teaching role in the classroom?

Figure 4.

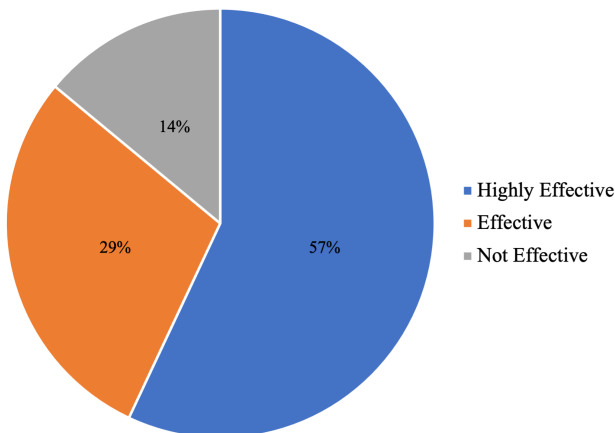
*Percentage of employers responding with highly effective, effective, or not effective on item 6 (n = 7)*



7. Overall, how effective do you feel NSU's teacher preparation program was in preparing the teacher employed at your school to work with diverse P-12 students and their families?

Figure 5.

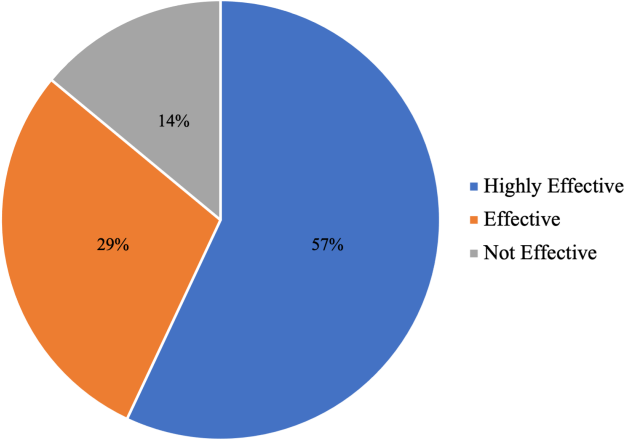
*Percentage of employers responding with highly effective, effective, or not effective on item 7 (n = 7)*



8. Please indicate how effective NSU has been in responding to the needs of school districts.

Figure 6.

*Percentage of employers responding with highly effective, effective, or not effective on item 8 (n = 7)*



**Nova Southeastern University**  
**Abraham S. Fischler College of Education and School of Criminal Justice**  
**Educational Leadership Program – 2024-2025 Employer Satisfaction Survey Results**

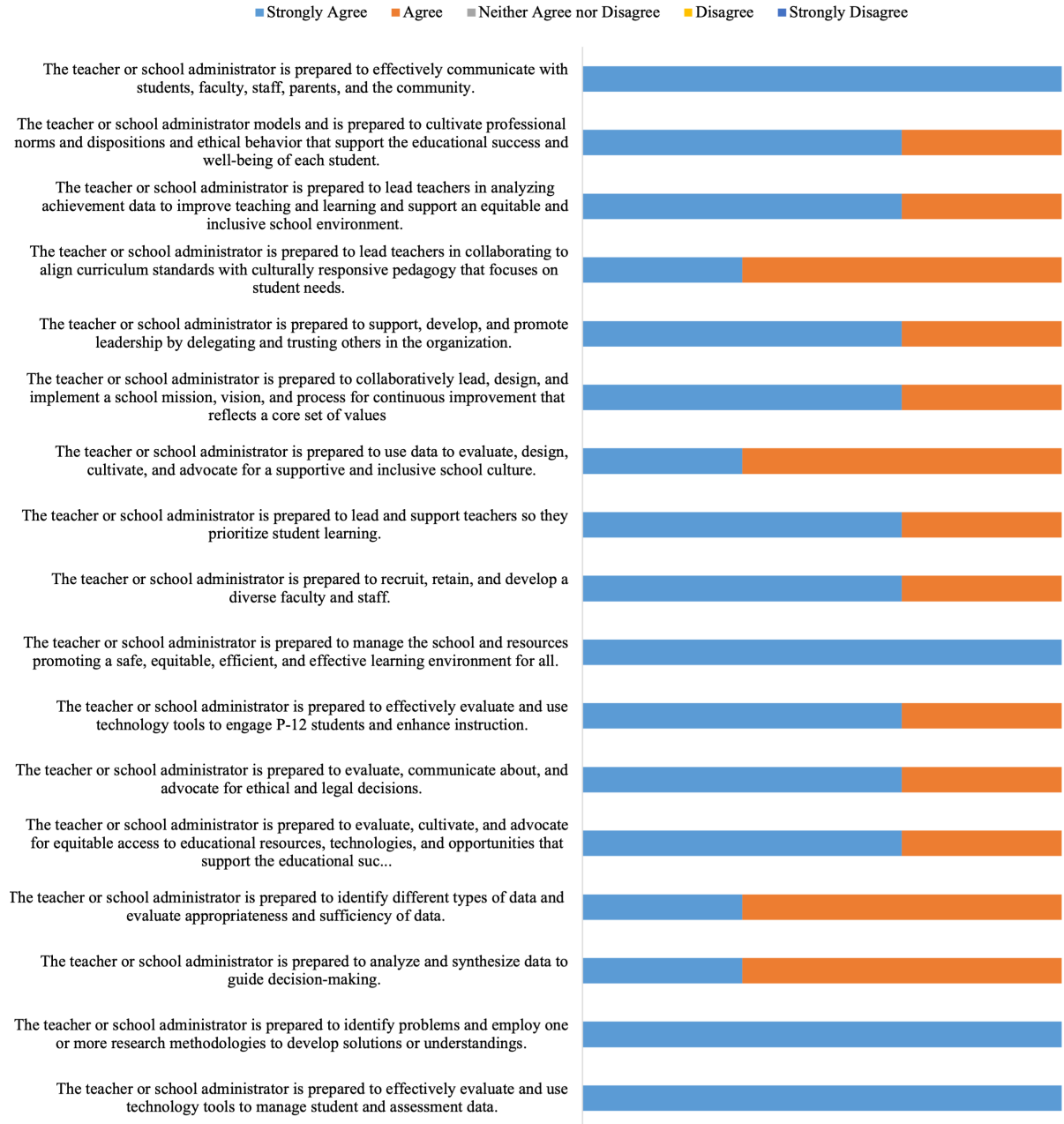
Twenty-two (22) Employer Satisfaction Surveys were emailed to supervisors of NSU Educational Leadership program completers, who graduated in the academic year 2023-2024. The overall response rate was 14% (3/22). Only employers of EdS in Educational Leadership program graduates responded to the survey on this data cycle. Thus, only results for EdS in Educational Leadership program completers are reported below. Also, given the low number of respondents (n = 3), disaggregation based on race/ethnicity and gender is not possible. The race/ethnicity and gender for the respondents is summarized as follows: Gender: 100% female, 0% male; Race/Ethnicity: 67% Hispanic/Latino, 33% White.

Degree Program	Number of Completers Surveyed	Number of Survey Responses	Survey Response Rate
MS in Educational Leadership	2	0	0%
EdS in Educational Leadership	20	3	15%

2. Based on the performance of the NSU graduate (teacher or school administrator), please indicate your level of agreement with the following statements

Figure 1.

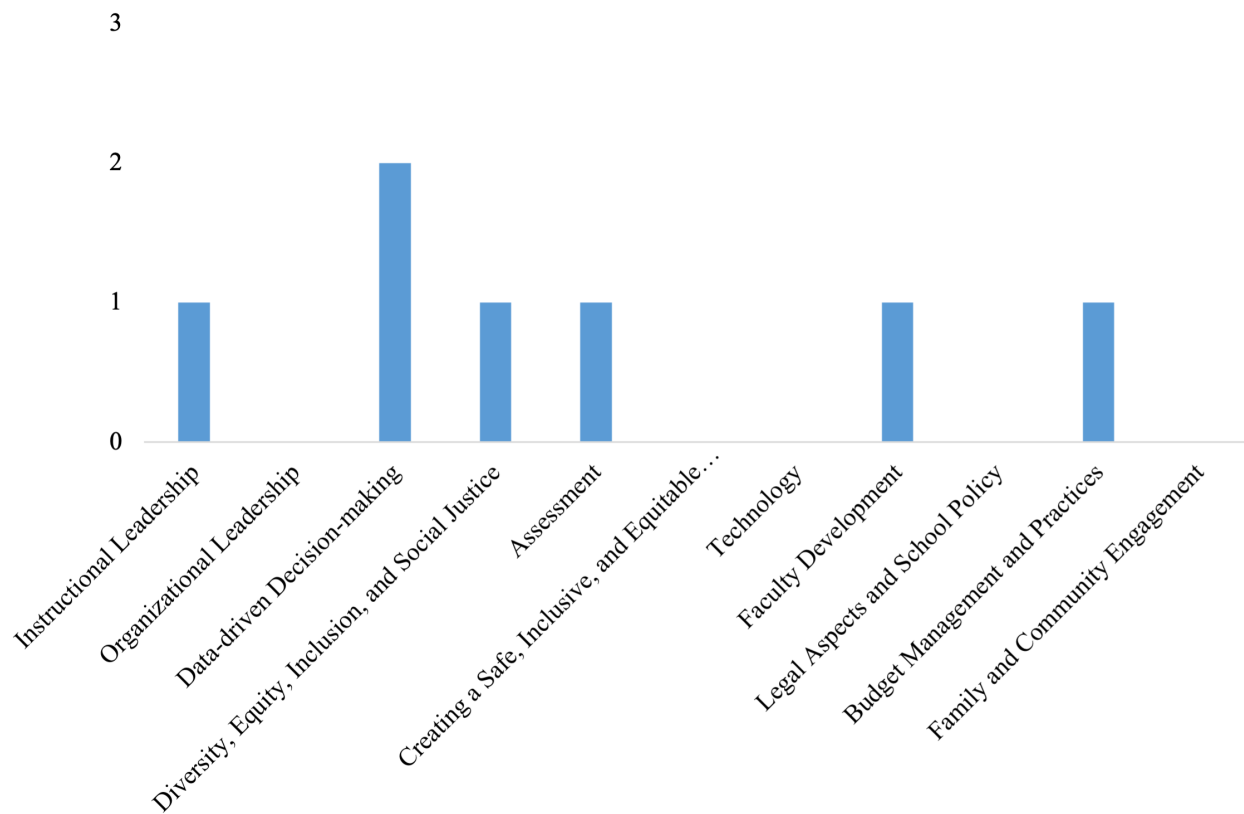
*Percentage of employers of EdS completers responding with their level of agreement on the following items within question 3 (n = 3)*



3. Based on the performance of the NSU graduate (teacher or school administrator), which of the following do you believe may be strengths of NSU's Educational Leadership program? (select all that apply)

Figure 2.

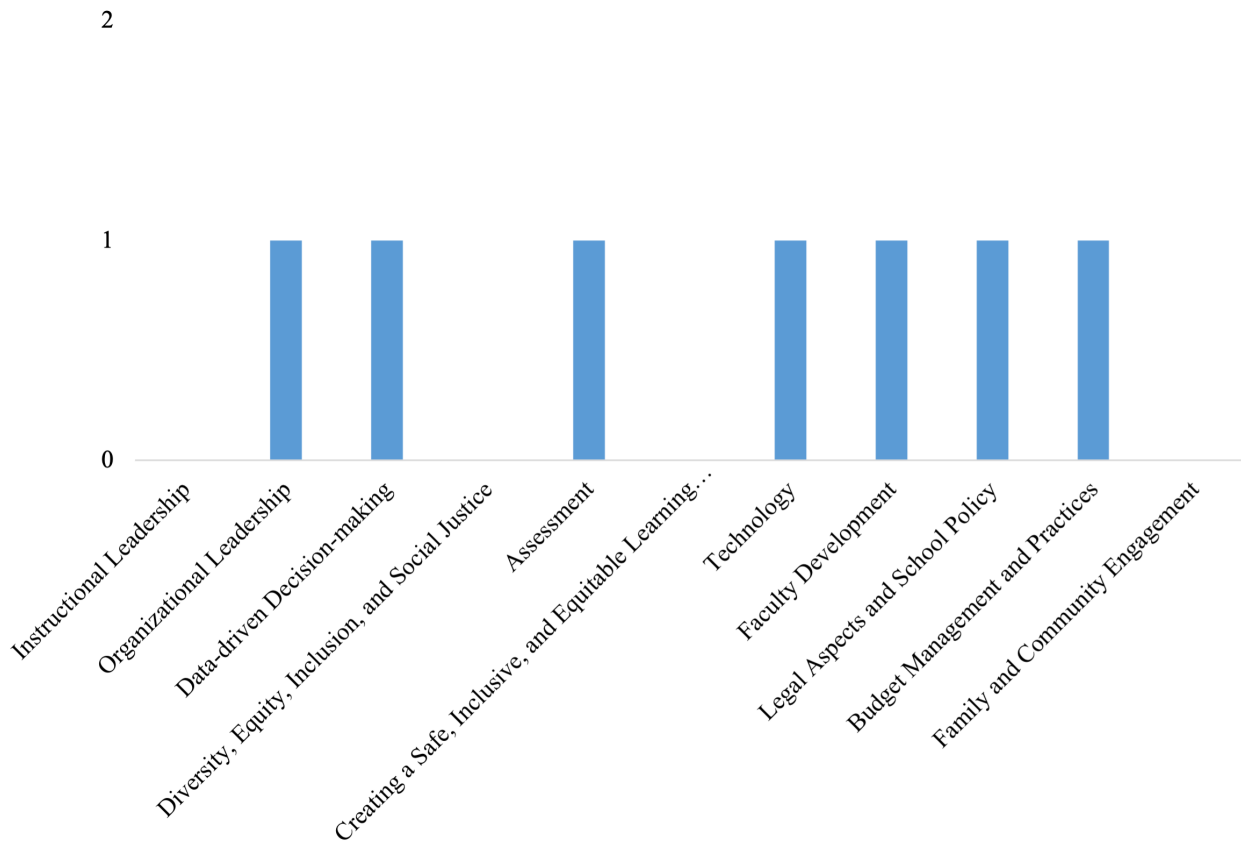
*Number of respondents (employers of EdS in Educational Leadership graduates) selecting each area as a strength (n = 3)*



5. Based on the performance of the NSU graduate (teacher or school administrator), which of the following do you believe may be areas for growth for NSU's Educational Leadership program? (select all that apply)

Figure 3.

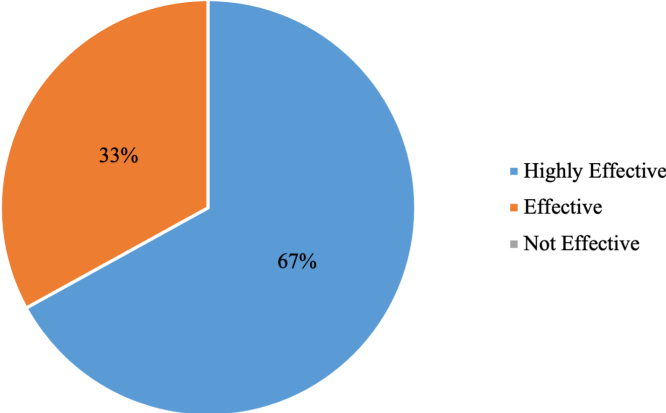
*Number of respondents (employers of EdS in Educational Leadership graduates) selecting each area as an area for growth (n = 3)*



6. Overall, how effective do you feel NSU's Educational Leadership program was in preparing the teacher or school administrator to be an educational leader?

Figure 4.

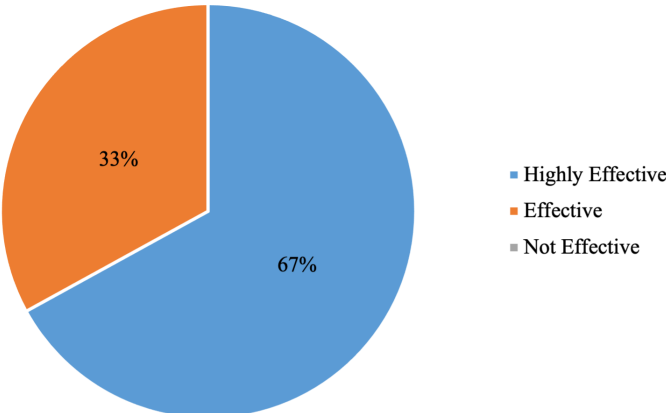
*Percentage of employers of EdS in Educational Leadership graduates responding with highly effective, effective, or not effective on item 6 (n = 3)*



7. Overall, how effective do you feel NSU's Educational Leadership program was in preparing the teacher or school administrator to work diverse P-12 students and their families?

Figure 5.

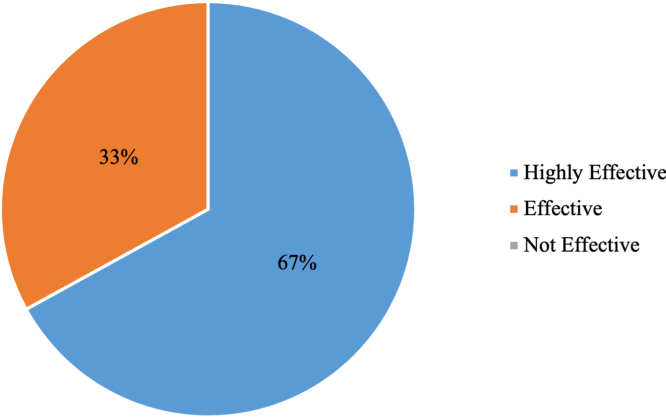
*Percentage of employers of EdS in Educational Leadership graduates responding with highly effective, effective, or not effective on item 7 (n = 3)*



8. Please indicate how effective NSU has been in responding to the needs of your school district.

Figure 6.

*Percentage of employers of EdS in Educational Leadership graduates responding with highly effective, effective, or not effective on item 8 (n = 3)*



**Nova Southeastern University**  
**College of Psychology**  
**Master of Counseling, School Counseling Concentration– Employer Satisfaction Survey Results**  
**2022-23 and 2023-24**

Fourteen Employer Satisfaction Surveys were emailed to supervisors of NSU School Counseling program completers, who graduated in the academic year 2022-2023 (n=10) and 2023-24 (n=4). The overall response rate was 29%. The Employer Satisfaction Survey results are listed below.

Degree Program	Number of Completers Surveyed	Number of Survey Responses	Survey Response Rate
MS in School Counseling	14	4	29%
MS in School Counseling 2022-23	10	2	20%
MS in School Counseling 2023-24	4	2	50%

2. Based on the performance and preparation of your school counselor, please indicate the degree to which you agree with each of the following statements.

Figure 1.

Percentage of employers of MS in School Counseling 2022-23 completers responding with their level of agreement on the following items within question 3 (n = 2)

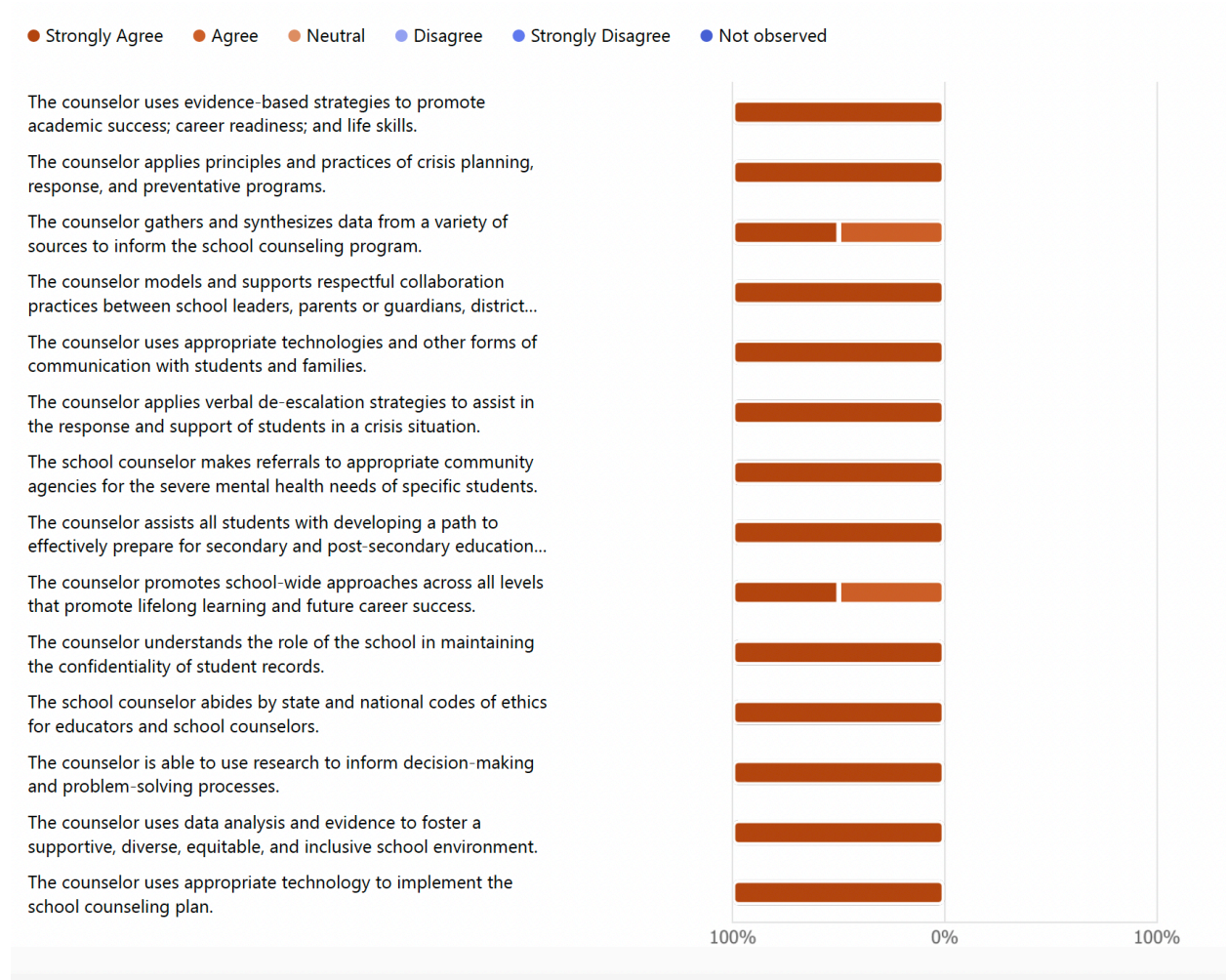
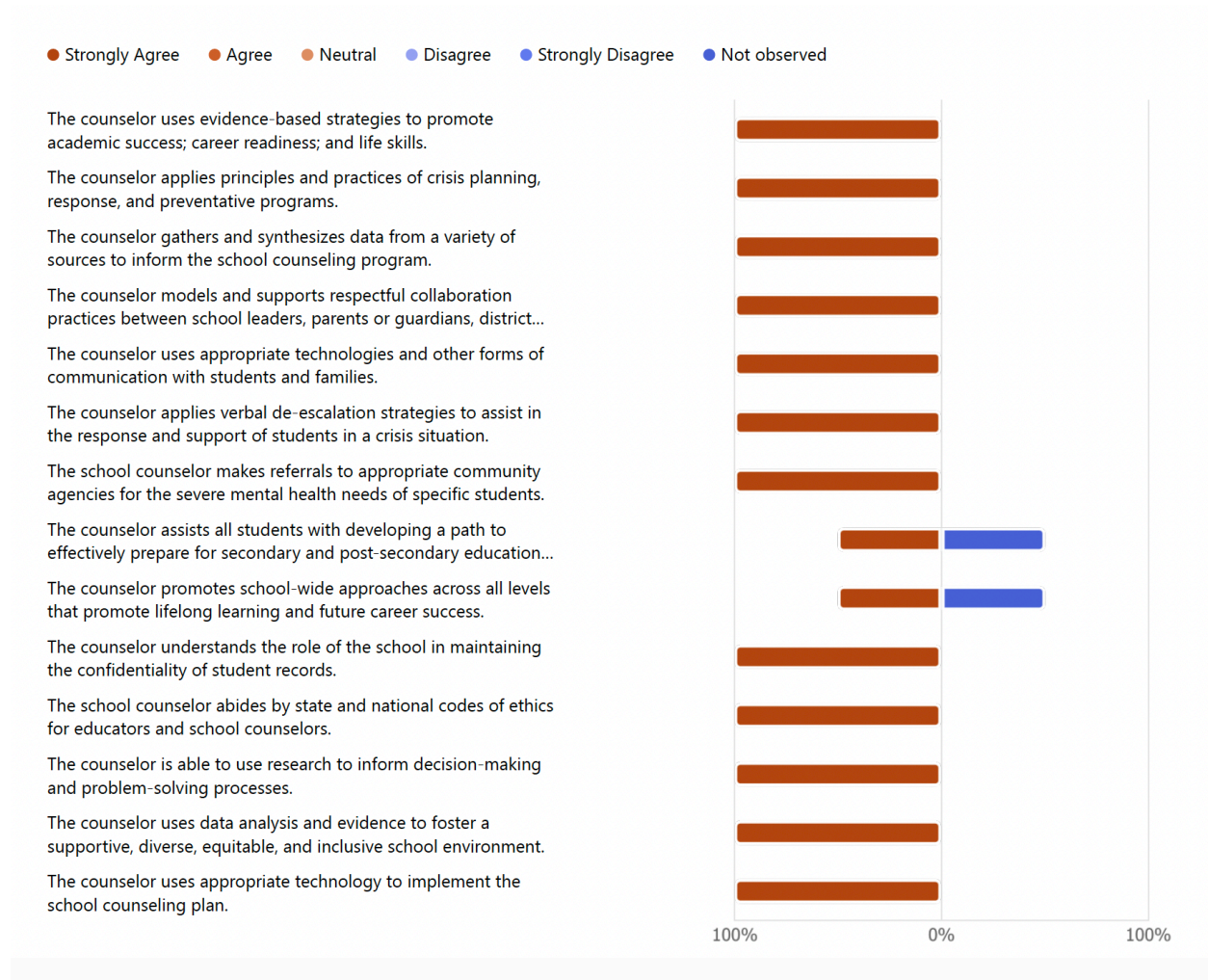


Figure 2.

*Percentage of employers of MS in School Counseling 2023-24 completers responding with their level of agreement on the following items within question 3 (n = 2)*



3. Based on the performance of the school counselor employed at your school, which of the following do you feel are strengths of the Nova Southeastern University School Counseling program? (Select all that apply.)

Figure 3. Number of respondents (employers of MS in School Counseling 2022-23 graduates) selecting each area as a strength (n = 2)

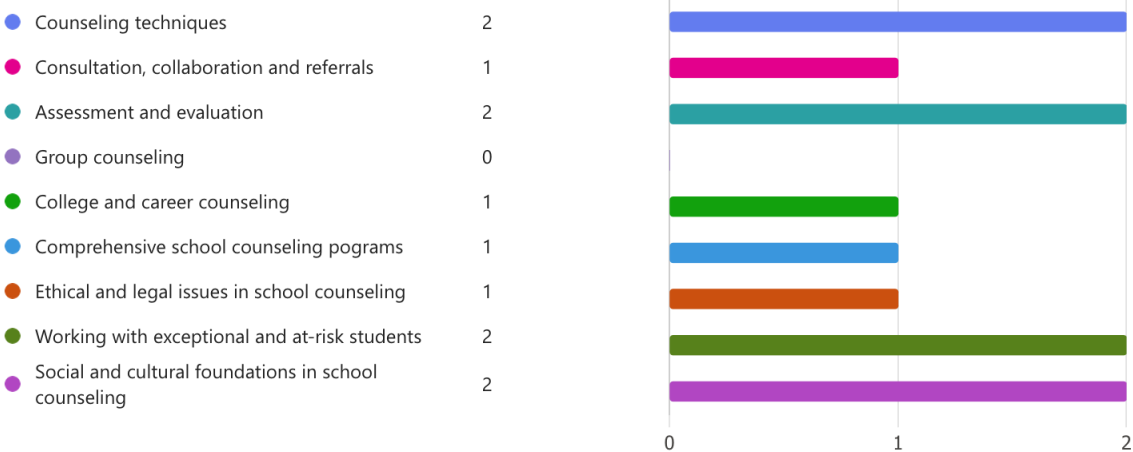
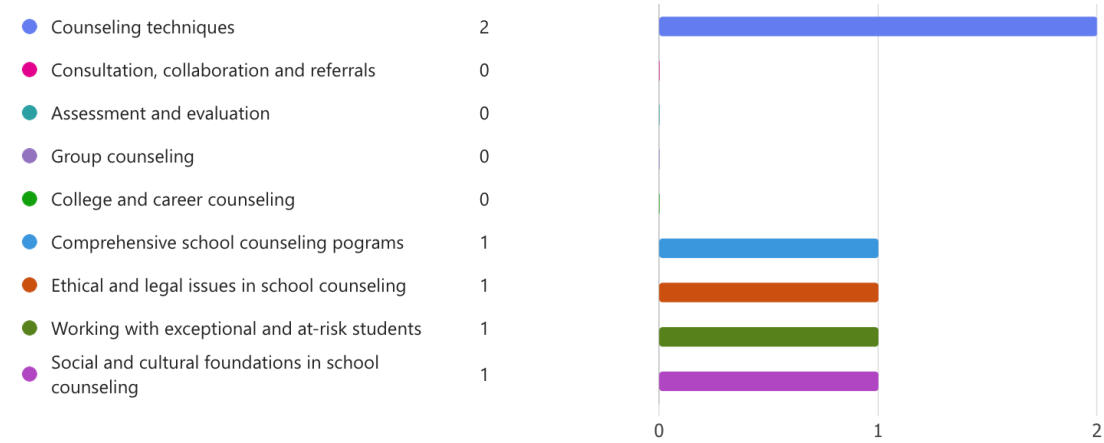


Figure 4. Number of respondents (employers of MS in School Counseling 2023-24 graduates) selecting each area as a strength (n = 2)



4. Based on the performance of the school counselor employed at your school, which of the following do you feel are areas in need of growth for the Nova Southeastern University School Counseling program? (Select all that apply.)

Figure 5.

Number of respondents (employers of MS in School Counseling 2022-23 graduates) selecting each area as an area for growth (n = 2)

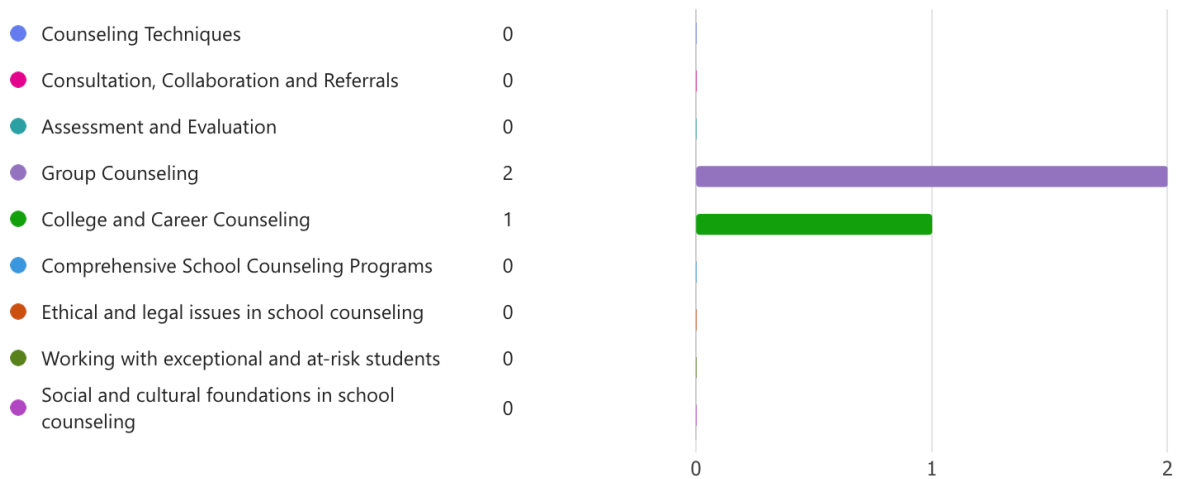
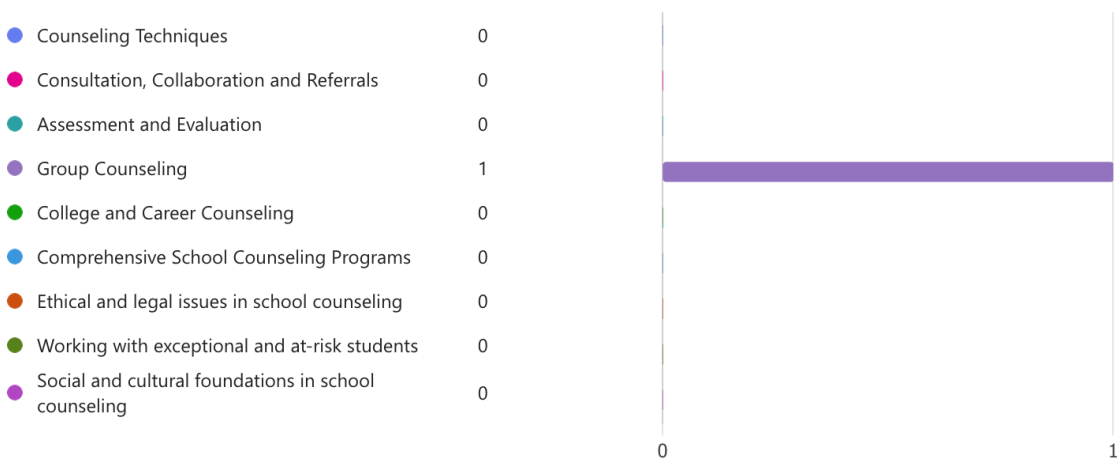


Figure 6.

Number of respondents (employers of MS in School Counseling 2023-24 graduates) selecting each area as an area for growth (n = 2)



5. Overall, how effective do you feel Nova Southeastern University has been in preparing school counselors to work with diverse P-12 students and their families?

Figure 7.

*Percentage of employers of MS in School Counseling graduates 2022-23 responding as Extremely Effective on item 5 (n = 2).*

● Extremely effective	2
● Somewhat effective	0
● Neither effective nor ineffective	0
● Somewhat ineffective	0
● Very ineffective	0

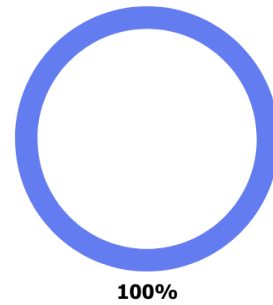
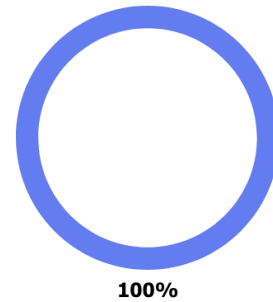


Figure 8.

*Percentage of employers of MS in School Counseling graduates 2023-24 responding as Extremely Effective on item 5 (n = 2).*

● Extremely effective	2
● Somewhat effective	0
● Neither effective nor ineffective	0
● Somewhat ineffective	0
● Very ineffective	0



6. Overall, how effectively has Nova Southeastern University prepared your counselor to meet the expectations of your district for this position?

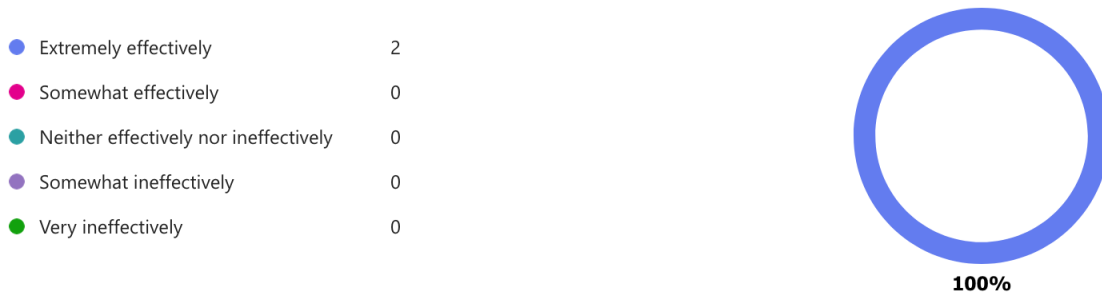
Figure 9.

*Percentage of employers of MS in School Counseling graduates 2022-23 responding as Extremely Effective on item 6 (n = 2).*



Figure 10

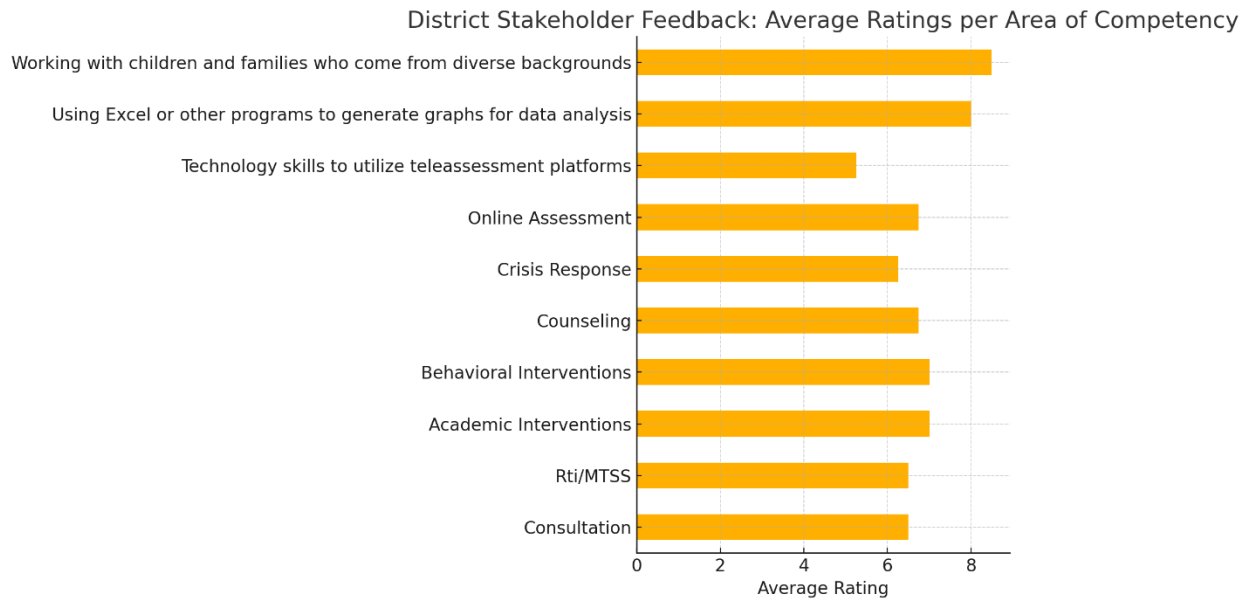
*Percentage of employers of MS in School Counseling graduates 2023-24 responding as Extremely Effective on item 6 (n = 2).*



## District Stakeholder Feedback: Evaluation of NSU School Psychology Program Completers

As part of our ongoing program evaluation, supervisors of school psychologists across partner districts were invited to assess how well Nova Southeastern University (NSU) School Psychology program completers are prepared for professional practice. A total of 10 supervisors were invited to participate in the survey, and 4 completed the questionnaire, yielding a 40% response rate.

Supervisors were asked to rate how well NSU graduates employed in their districts are prepared in various areas of school psychology using a scale from 0 ("Poorly Prepared") to 10 ("Extremely Well Prepared").



The graph above titled “*District Stakeholder Feedback: Average Ratings per Area of Competency*” presents the average ratings across the surveyed domains. The results are largely positive and indicate a high level of satisfaction with graduate preparedness. Competency areas receiving the highest ratings include:

- Counseling (10.0)
- Academic and Behavioral Interventions (9.0 each)
- Assessment (9.0)
- Technology Skills for Teleassessment (9.0)
- Crisis Response and Consultation (8.0 each)

Additionally, supervisors expressed strong confidence in graduates’:

- Ability to work with diverse children and families (9.0)
- Data analysis skills using tools such as Excel (8.25)

Areas with slightly lower ratings—though still favorable—include:

- RTI/MTSS (6.5)
- Online Assessment (6.75)

These findings suggest that NSU program completers are highly regarded for their preparation in direct services, collaboration, and culturally responsive practice. Continued emphasis on systems-level supports and technology-enhanced practices may help further strengthen graduate readiness in these evolving domains.