

### UNO Initial Programs Employer Survey

The Nebraska Department of Education (NDE) provides annual survey data for all teacher preparation programs in the state. Since 2017, NDE has surveyed both principals and completers at the first-year mark and in 2018 survey principals regarding third year teachers. NDE disaggregates data by Content Endorsements (secondary content areas), Early Childhood, Elementary, Middle, and Special Education. The 4-point Likert survey ranges from 3 = Consistent to 0 = Rare.

#### UNO-Trained 1<sup>st</sup> Year Teacher Ratings by Principals Average Preparedness Ratings

| Indicator                                  | Content        |                |                | Early Childhood |               |               | Elementary     |               |                | Middle Grades |               |               | Special Education |               |               |
|--------------------------------------------|----------------|----------------|----------------|-----------------|---------------|---------------|----------------|---------------|----------------|---------------|---------------|---------------|-------------------|---------------|---------------|
|                                            | 2017<br>(N=26) | 2018<br>(N=27) | 2019<br>(N=34) | 2017<br>(N=5)   | 2018<br>(N=6) | 2019<br>(N=1) | 2017<br>(N=25) | 2018<br>(N=4) | 2019<br>(N=25) | 2017<br>(N=2) | 2018<br>(N=0) | 2019<br>(N=4) | 2017<br>(N=4)     | 2018<br>(N=5) | 2019<br>(N=9) |
| Student Development                        | 2.37           | 2.37           | 2.14           | 2.40            | 2.39          | 2.67          | 2.67           | 2.42          | 2.68           | 2.50          |               | 2.00          | 3.00              | 2.67          | 2.62          |
| Learning Differences                       | 2.40           | 2.35           | 2.13           | 2.30            | 2.17          | 2.00          | 2.62           | 2.75          | 2.61           | 2.00          |               | 1.63          | 3.00              | *             | 2.54          |
| Learning Environments                      | 2.38           | 2.30           | 2.22           | 2.13            | 2.06          | 2.33          | 2.65           | 2.75          | 2.62           | 2.00          |               | 2.00          | 3.00              | 2.60          | 2.44          |
| Content Knowledge                          | 2.53           | 2.36           | 2.36           | 2.40            | 2.67          | 2.33          | 2.44           | 2.58          | 2.65           | 2.50          |               | 2.25          | 2.83              | 2.60          | 2.41          |
| Application of Content                     | 2.36           | 2.32           | 2.08           | 1.90            | 2.50          | 2.00          | 2.32           | 2.50          | 2.47           | 1.75          |               | 1.88          | 2.63              | 2.50          | 2.19          |
| Assessment                                 | 2.36           | 2.22           | 2.13           | 1.90            | 2.67          | 2.50          | 2.56           | 2.50          | 2.52           | 1.50          |               | 1.88          | 2.75              | 2.60          | 2.38          |
| Planning for Instruction                   | 2.37           | 2.37           | 2.09           | 2.27            | 2.28          | 2.00          | 2.57           | 2.33          | 2.45           | 2.33          |               | 2.08          | 2.75              | 2.47          | 2.33          |
| Instructional Strategies                   | 2.38           | 2.41           | 2.10           | 1.80            | 2.00          | 2.67          | 2.44           | 2.58          | 2.58           | 1.50          |               | 2.08          | 2.83              | 2.67          | 2.26          |
| Professional Learning and Ethical Practice | 2.56           | 2.37           | 2.40           | 2.27            | 2.61          | 3.00          | 2.71           | 2.58          | 2.69           | 1.83          |               | 2.42          | 3.00              | 2.73          | 2.54          |
| Leadership and Collaboration               | 2.66           | 2.28           | 2.24           | 2.20            | 2.67          | 2.00          | 2.56           | 2.38          | 2.45           | 1.50          |               | 1.88          | 3.00              | 2.50          | 2.46          |
| Impact on Student Learning                 | 2.52           | 2.48           | 2.50           | 2.00            | 2.50          | 3.00          | 2.25           | 2.50          | 2.78           | 2.50          |               | 2.50          | 3.00              | 2.80          | 2.38          |
| Professional Dispositions                  | 2.66           | 2.44           | 2.52           | 2.35            | 2.42          | 2.25          | 2.67           | 2.75          | 2.78           | 2.50          |               | 2.21          | 3.00              | 2.65          | 2.35          |
| Averages                                   | 2.46           | 2.36           | 2.24           | 2.16            | 2.41          | 2.40          | 2.54           | 2.55          | 2.61           | 2.03          |               | 2.07          | 2.90              | 2.40          | 2.41          |

\*Data missing

Response Rates

2017 = 46% (62/136)

2018 = 38% (43/114)

2019 = 66% (84/128)

**UNO-Trained 3<sup>rd</sup> Year Teachers Ratings by Principals**  
**Average Preparedness Ratings**

| Indicator                                  | Content        | Early Childhood | Elementary     | Middle Grades | Special Education |
|--------------------------------------------|----------------|-----------------|----------------|---------------|-------------------|
|                                            | 2018<br>(N=61) | 2018<br>(N=3)   | 2018<br>(N=40) | 2018<br>(N=1) | 2018<br>(N=9)     |
| Student Development                        | 2.62           | 2.83            | 2.60           | 3.00          | 2.65              |
| Learning Differences                       | 2.40           | 2.30            | 2.62           | 2.00          | 3.00              |
| Learning Environments                      | 2.52           | 2.89            | 2.68           | 3.00          | 2.56              |
| Content Knowledge                          | 2.57           | 3.00            | 2.66           | 3.00          | 2.52              |
| Application of Content                     | 2.43           | 3.00            | 2.49           | 3.00          | 2.33              |
| Assessment                                 | 2.46           | 2.83            | 2.50           | 3.00          | 2.50              |
| Planning for Instruction                   | 2.53           | 3.00            | 2.56           | 3.00          | 2.41              |
| Instructional Strategies                   | 2.54           | 3.00            | 2.50           | 3.00          | 2.41              |
| Professional Learning and Ethical Practice | 2.59           | 3.00            | 2.64           | 3.00          | 2.63              |
| Leadership and Collaboration               | 2.50           | 2.83            | 2.50           | 3.00          | 2.56              |
| Impact on Student Learning                 | 2.64           | 3.00            | 2.33           | 3.00          | 2.56              |
| Professional Dispositions                  | 2.60           | 3.00            | 2.65           | 3.00          | 2.72              |
| Averages                                   | 2.53           | 2.89            | 2.56           | 2.92          | 2.57              |

Response Rate:  
2018 = 68% (115/168)

2018 was the pilot year for 3<sup>rd</sup> year teacher survey which was only sent to principals. The 2019 3<sup>rd</sup> year teacher results were not available from NDE at the time of this report.