

## **Career Fair Survey for District Participants (Spring 2021 - 2022) Executive Summary Statement**

Employer satisfaction data are collected from school and district personnel who attend the PEP annual career fair. Please note that due to the COVID-19 pandemic, the PEP annual career fair in Spring 2021 was held virtually using Handshake.

### **NAU Teacher Candidates Preparedness for Interviews**

The percentage of respondents indicating that our teacher candidates were prepared for their interviews with them was 78% in Spring 2021 and increased to 83% in Spring 2022. The change from an in-person event to a virtual format for the PEP annual career fair in Spring 2021, due to the COVID-19 pandemic, may account for the lower percentage of respondents indicating that our teacher candidates were prepared for their interviews.

### **Strengthens of NAU Teacher Candidates' Preparation**

For these two years, respondents have indicated dispositions (e.g., attitude, openness for students to learn, confidence, ethics, etc.), and content were strengths of our candidates' preparation for their interviews. Pedagogy was also identified as a strength in 2021 as well as special populations (e.g., IEPs, laws, differentiation, etc.) and technology were also strengths identified in 2022.

### **Areas of Improvement for NAU Teacher Candidates**

Areas of improvement for our candidates identified by respondents across these two years were special populations (e.g., IEPs, laws, differentiation, etc.), assessment (e.g., collect, manage, and analyze assessment data), and classroom management. Technology was also identified as an area of improvement in 2021 as well as pedagogy was identified as an area of improvement in 2021 and 2022.

**Did you find the NAU candidates prepared for their interviews with you?**

Answer Options	2021		2022	
	Percent	Count	Percent	Count
Yes	78%	32	83%	19
No	22%	9	27%	4
<i>answered question</i>	<i>41</i>		<i>23</i>	
<i>skipped question</i>	<i>13</i>		<i>2</i>	

**What professional teaching areas did you find the teacher candidates to be the most competent?**

Answer Options	2021		2022	
	%	Count	%	Count
Dispositions (e.g., attitude, openness for students to learn, confidence, ethics, etc.)	64%	23	71%	15
Content	31%	11	29%	6
Pedagogy	31%	11	19%	4
Assessment (e.g., collect, manage, and analyze assessment data; use of formative and summative)	17%	6	10%	2
Classroom Management	11%	4	10%	2
Technology (e.g., use of...to engage and impact student learning)	19%	7	29%	6
Special Populations (e.g., IEPs, laws, differentiation, ethics, goals, etc.)	6%	2	76%	16
Other (please specify)	0%	0	5%	1
<i>answered question</i>	<i>36</i>		<i>21</i>	
<i>skipped question</i>	<i>18</i>		<i>4</i>	

**Other Responses**

**2022 Responses**

We did not conduct interviews

**Please provide any specific comments or observations regarding the concerns in terms of preparation of NAU teacher candidates.**

**2022 Open Ended Responses**

Hard for private schools to recruit teachers any longer since the state teacher academy program limits those teachers to teaching in a public school.

Relationships with students were mentioned by a lot of candidates. Instructional strategies including differentiation as well.

### 2021 Open Ended Responses

Candidates were well prepared and confident.

They were professional and seemed prepared in knowing about the school they were interviewing with.

They were prepared to ask great questions.

Very good.

The candidates that we interacted with were interested in our programs and eager to learn more.

**If there were any areas where teacher candidates were not prepared or able to communicate, what professional teaching areas were most concerning?**

Answer Options	2021		2022	
	%	Count	%	Count
Dispositions (e.g., attitude, openness for students to learn, confidence, ethics, etc.)	0%	0	0%	0
Content	0%	0	0%	0
Pedagogy	17%	1	18%	2
Assessment (e.g., collect, manage, and analyze assessment data; use of formative and summative)	17%	1	27%	3
Classroom Management	17%	1	27%	3
Technology (e.g., use of...to engage and impact student learning)	17%	1	0%	0
Special Populations (e.g., IEPs, laws, differentiation, ethics, goals, etc.)	33%	2	27%	3
Other (please specify)	0%	0	9%	1
<i>answered question</i>	<b>6</b>		<b>11</b>	
<i>skipped question</i>	<b>40</b>		<b>14</b>	

### Other Responses

#### 2022 Responses

We did not conduct interviews

**Please provide any specific comments or observations regarding the concerns in terms of preparation of NAU teacher candidates.**

#### 2022 Open Ended Responses

Some candidates were in flip flops and other non professional dress

None, I felt that students were professional and ready to speak to future employers.