

TITLE: Advanced Graduate Survey – Employer Satisfaction

DATA CYCLE: Fall 2023, Spring 2024, Spring 2025

DATA ANALYSIS:

Employer Satisfaction Survey Analysis

Advanced Graduate Programs

Overview

This employer satisfaction survey includes responses from 5 employers evaluating graduates from Northwestern Oklahoma State University's advanced graduate programs. The survey measures employer satisfaction using CAEP standards on a scale of 1-4. All respondents evaluated female graduates across 2 programs and 3 graduation periods.

Analysis by Gender

All 5 evaluated employees (100%) are Female. The overall average employer satisfaction score is a perfect 4.00 out of 4.0, indicating exceptional preparation across all gender categories evaluated.

Analysis by Program

Program	Respondents	Employer Satisfaction
School Counseling	3 (60%)	4.00
Ed Leadership (Principal)	2 (40%)	4.00

Both programs received perfect satisfaction scores from employers, indicating that graduates from School Counseling and Ed Leadership programs are equally well-prepared for their professional responsibilities.

Analysis by Graduation Year

Graduation Year	Respondents	Employer Satisfaction
Fall 2023	1 (20%)	4.00
Spring 2024	3 (60%)	4.00
Spring 2025	1 (20%)	4.00

Employers expressed consistent, perfect satisfaction across all graduation cohorts, from Fall 2023 through Spring 2025. This demonstrates sustained program quality over time.

Satisfaction Ratings by Category

All 9 CAEP-aligned categories received perfect scores (4.0) from employers:

Category	Score
Data Management (CAEP A.1.1)	4.00
Data Analysis (CAEP A.1.1)	4.00
Collaboration (CAEP A.1.1)	4.00
Technology (CAEP A.1.1)	4.00
Professional Standards (CAEP A.1.1)	4.00
Instructional Practice (CAEP A.2.2)	4.00
Data-Driven Instruction (CAEP A.2.2)	4.00
Overall Effectiveness (CAEP A.4)	4.00

Employment Milestones (CAEP A.4.1)	4.00
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Cross-Tabulation: Program by Graduation Year

Program	Fall 2023	Spring 2024	Spring 2025
Ed Leadership (Principal)	1	-	1
School Counseling	-	3	-

School Counseling graduates were concentrated in Spring 2024, while Ed Leadership graduates span Fall 2023 and Spring 2025.

Key Takeaways

Exceptional Employer Satisfaction: All employers gave perfect scores (4.0/4.0) across all categories, indicating outstanding preparation of graduates.

Consistent Quality Across Programs: Both School Counseling and Ed Leadership programs received identical perfect ratings from employers.

Sustained Excellence Over Time: Perfect satisfaction scores were maintained across all graduation cohorts from Fall 2023 through Spring 2025.

Sample Size Consideration: With only 5 respondents (all evaluating female employees), findings should be interpreted with caution. Additional data collection would strengthen conclusions.

CAEP Standards Alignment: The survey demonstrates strong alignment with CAEP Standards A.1.1, A.2.2, and A.4, with employers validating graduate preparation in all measured competencies.

DATA: