

### 3. Satisfaction of employers and employment milestones (Component 4.3 | A.4.1)

#### UNC Employment Rates – EPP Level Data

##### Statement of the Data

##### Data Tables

Table 1 below documents the Employment Rates of UNC Completers as evidenced in the IHE Report Cards (see Evidence 27). IHE Report Cards are available on the NC DPI website; this link is to the UNC IHE Report Cards, <http://soeaccredit.web.unc.edu/ncdpi/>

In 2015-2016, the new structure of the IHE Report Cards added the percentage of completed teaching in NC Public Schools after four years. These data were not available for previous years.

**Table 1: UNC Completer Employment Rates in NC Public Schools (\* pulled from 2019-20 EPP Performance Report Draft)**

<b>Completion AY</b>	<b># Student Teachers</b>	<b>% Licensed in NC within 1 Year</b>	<b>% Employed in NC within 1 Year</b>	<b>% Teaching After 4 Years</b>
2011-12	71	92%	55%	44%
2012-13	143	94%	59%	55%
2013-14	119	94%	64%	56%
2014-15	108	97%	67%	58%
2015-16	81	89%	57%	NA
2016-17	76	86%	53%	NA
2017-18	37	76%	54%	NA
2018-19*	59	97%	78%	NA

Table 2 below documents the Job Placement Rates of EPP completers from each UNC System Institution. Data were gathered from the UNC Dashboard's Performance and Employment section, see <http://eqdashboard.northcarolina.edu/job-placement/>.

**Table 2: Job Placement Rates**

Row Labels	ASU	ECS U	ECU	FSU	NCA &T	NCC U	NCS U	UN CA	UN CC	UNC -CH	UN CG	UN CP	UN CW	WC U	WS SU
Teach Within 1 Year	62.4 4%	55.7 2%	69.3 3%	70.5 8%	63.3 4%	60.2 2%	64.5 5%	58.6 5%	71.7 3%	67.0 3%	66.5 0%	79.0 7%	55.8 5%	61.0 8%	60.8 9%
Teach Within 2 Years	69.8 1%	63.7 7%	75.8 4%	74.5 0%	67.3 4%	66.4 4%	69.8 4%	71.4 7%	77.2 0%	71.4 0%	72.4 9%	82.7 4%	63.1 8%	68.9 9%	68.8 5%
Teach Within 3 Years	73.5 1%	68.3 0%	78.2 4%	76.2 2%	69.0 8%	72.0 0%	72.1 0%	75.6 6%	79.1 0%	74.1 2%	74.2 9%	85.7 9%	66.5 0%	72.9 3%	76.9 8%

## UNC Employment Distributions – EPP Level Data

### Data Tables

Table 3 below demonstrates the NC LEAs that are UNC partner districts and have the highest employing districts in 2019-20. UNC primary partnering districts are listed in bold.

**Table 3: Highest Employing LEAs of UNC Completers 2019-20**

LEA	Number of Teachers
Wake County Schools	600
Durham Public Schools	281
Charlotte-Mecklenburg Schools	243
Chapel Hill-Carrboro City Schools	224
Guilford County Schools	181
Winston Salem / Forsyth County Schools	131
Orange County Schools	110
Chatham County Schools	106
Alamance-Burlington Schools	89
Johnston County Public Schools	77

**Table 4: Employer Satisfaction Ratings (*Comparable, More Effective, and Much More Effective*)**

(Data pulled from [NCDPI EPP Performance Dashboard](#))

<b>Standard</b>	<b>Item</b>	<b>2015-17</b>	<b>2016-18</b>
<b>Std I: Leadership</b>	Use Data	100%	100%
	Proactive Solver	88%	91%
	School Goals	100%	100%
	Active in PLC	72%	74%
<b>Std II: Classroom Environment</b>	Classroom Environ.	92%	96%
	Respect Diversity	100%	100%
	Adapt Teaching	88%	91%
	Diverse Materials	80%	83%
	ELL Students	100%	100%
	Families	96%	96%
<b>Std III: Content Knowledge</b>	Content	88%	91%
	Align Standards	92%	91%
	Relevant Instruction	100%	100%
<b>Std IV: Facilitating Student Learning</b>	Critical Thinking	84%	83%
	Communication	88%	91%
	Variety Assessments	84%	87%
	Variety Instruction	92%	96%
	Student Collaboration	96%	100%
	Technology	88%	91%
<b>Std V: Reflecting on Practice</b>	Self-Reflection	88%	91%
	Pursue PD	92%	96%

## North Carolina School Employer survey

Survey Stem: Relative to other first-year teachers, how effective was [INSERT BEGINNING TEACHER NAME] at the following teaching tasks

2019-20

2018-19

Teaching Practice	NCEES Standard	Response Group	N	Mean	SD	Less and Much Less Effective	Comparable	More and Much More Effective	N	Mean	SD	Less and Much Less Effective	Comparable	More and Much More Effective	2-Year Changes in Effectiveness
Seeking solutions to address students' learning needs in a positive manner	1	UNCCH	29	3.66	0.94	10.34	34.48	55.17	13	3.38	1.04	7.69	53.85	38.46	↑ 43.4%
		Other NC Prepared	1108	3.6	0.9	8.66	39.17	52.17	970	3.48	0.92	10.41	42.99	46.61	12.0%
		Out-of-State	231	3.45	0.99	11.69	43.29	45.02	262	3.48	0.98	12.98	37.79	49.24	-8.6%
		Alternative Entry	859	3.39	0.85	9.67	52.15	38.19	699	3.21	0.93	15.74	50.21	34.05	12.2%
Using data to guide practice	1	UNCCH	29	3.52	0.87	6.9	51.72	41.38	13	3.31	1.11	15.38	46.15	38.46	↑ 7.6%
		Other NC Prepared	1108	3.5	0.88	9.47	44.86	45.67	970	3.39	0.88	10.72	49.07	40.21	13.6%
		Out-of-State	231	3.32	0.94	14.28	47.62	38.09	262	3.43	0.92	11.07	44.66	44.28	-14.0%
		Alternative Entry	859	3.26	0.85	13.16	55.76	31.08	699	3.06	0.94	22.46	49.79	27.76	12.0%
Taking an active role in professional learning communities	1	UNCCH	29	3.76	0.83	3.45	37.93	58.62	13	3.62	0.96	7.69	46.15	46.16	↑ 27.0%
		Other NC Prepared	1108	3.56	0.89	7.85	43.86	48.29	970	3.43	0.87	9.07	49.28	41.65	15.9%
		Out-of-State	231	3.46	0.97	12.13	40.26	47.62	262	3.43	0.91	11.45	42.75	45.81	4.0%
		Alternative Entry	859	3.38	0.83	7.91	55.53	36.55	699	3.18	0.92	17.46	51.07	31.47	16.1%
Contributing to the productivity of school-wide goals	1	UNCCH	29	3.66	0.9	10.34	31.03	58.62	13	3.38	1.12	7.69	61.54	30.77	↑ 90.5%
		Other NC Prepared	1108	3.53	0.89	8.3	44.95	46.76	970	3.43	0.87	8.55	49.9	41.54	12.6%
		Out-of-State	231	3.42	0.95	11.26	45.02	43.72	262	3.43	0.92	10.69	44.66	44.66	-2.1%
		Alternative Entry	859	3.41	0.84	7.69	54.13	38.18	699	3.22	0.92	15.74	51.22	33.05	15.5%
Maintaining a classroom environment that enables students to learn	2	UNCCH	29	3.72	1.07	10.35	31.03	58.62	13	3.54	1.45	15.38	38.46	46.15	↑ 27.0%
		Other NC Prepared	1108	3.59	0.99	11.2	37.27	51.54	970	3.5	1	12.37	38.56	48.98	5.2%
		Out-of-State	231	3.48	1	15.15	35.06	49.78	262	3.55	1.11	16.79	27.86	55.34	-10.0%
		Alternative Entry	859	3.39	0.94	13.85	43.19	42.96	699	3.21	1.03	19.74	42.92	37.34	15.1%
Incorporating instructional materials that reflect a diverse set of student experiences	2	UNCCH	29	3.83	0.76	3.45	27.59	68.96	13	3.62	1.12	7.69	38.46	53.85	↑ 28.1%
		Other NC Prepared	1108	3.55	0.88	8.12	44.22	47.65	970	3.45	0.87	9.28	48.25	42.48	12.2%
		Out-of-State	231	3.44	0.97	10.39	47.62	41.99	262	3.46	0.92	11.07	43.13	45.81	-8.3%
		Alternative Entry	859	3.38	0.83	9.31	53.08	37.6	699	3.23	0.9	15.31	50.07	34.62	8.6%
Respecting diversity and multiple perspectives of students	2	UNCCH	29	3.76	0.79	3.45	34.48	62.07	13	3.77	1.17	7.69	30.77	61.54	↑ 0.9%
		Other NC Prepared	1108	3.65	0.87	5.32	42.69	51.98	970	3.51	0.84	6.8	47.32	45.88	13.3%
		Out-of-State	231	3.51	0.94	7.79	46.32	45.89	262	3.51	0.92	8.39	44.27	47.33	-3.0%
		Alternative Entry	859	3.49	0.84	6.98	50.29	42.72	699	3.36	0.86	9.87	50.5	39.63	7.8%
Adapting teaching to benefit students with unique learning needs	2	UNCCH	29	3.79	0.9	6.9	31.03	62.07	13	3.69	1.25	7.69	46.15	46.15	↑ 34.5%
		Other NC Prepared	1108	3.55	0.94	9.74	43.05	47.21	970	3.43	0.91	11.03	45.46	43.51	8.5%
		Out-of-State	231	3.38	1.02	16.02	41.99	41.99	262	3.42	0.94	14.5	37.79	47.71	-12.0%
		Alternative Entry	859	3.37	0.89	11.99	49.59	38.41	699	3.17	0.95	18.32	49.07	32.61	17.8%
Demonstrating skill in support of English second language learners	2	UNCCH	29	3.62	0.86	3.45	51.72	44.83	13	3.46	1.2	15.38	38.46	46.16	-2.9%
		Other NC Prepared	1108	3.37	0.83	7.76	58.94	33.31	970	3.28	0.81	9.79	60.82	29.38	13.4%
		Out-of-State	231	3.26	0.87	12.12	57.58	30.3	262	3.27	0.81	11.07	54.58	34.35	-11.8%

		Alternative Entry	859	3.22	0.78	10.94	62.17		699	3.07	0.81	14.87	64.23		28.7%	
Investing families and other significant adults in students' learning	2	UNCCH	29	3.62	0.94	10.34	37.93		13	3.31	0.95	7.69	53.85			34.5%
		Other NC Prepared	1108	3.5	0.89	8.39	47.38		970	3.36	0.85	10.73	50.72			14.7%
		Out-of-State	231	3.39	0.93	11.69	49.35		262	3.37	0.9	11.07	47.33			-6.3%
		Alternative Entry	859	3.36	0.84	9.43	54.25		699	3.14	0.87	17.17	54.22			26.9%
Managing disruptive behavior in the classroom		UNCCH	29	3.45	1.09	17.24	37.93		13	3.31	1.11	15.38	46.15			16.6%
		Other NC Prepared	1108	3.43	1	14.62	41.34		970	3.36	1.01	16.09	41.03			2.7%
		Out-of-State	231	3.33	1.03	17.75	42.42		262	3.38	1.08	18.32	35.11			-14.5%
		Alternative Entry	859	3.29	0.97	17.11	44.35		699	3.14	1.04	22.47	43.06			11.8%
Making expectations about student behavior clear		UNCCH	29	3.59	1.09	13.79	34.48		13	3.46	1.2	15.38	38.46			12.1%
		Other NC Prepared	1108	3.51	1	13	39.71		970	3.42	0.99	14.23	40.1			3.5%
		Out-of-State	231	3.42	1.05	17.75	35.06		262	3.45	1.05	15.65	35.5			-3.4%
		Alternative Entry	859	3.33	0.96	15.83	46.1		699	3.2	1.02	19.74	43.78			4.4%
Aligning instruction with the North Carolina Standard Course of Study	3	UNCCH	29	3.59	0.91	6.9	48.28		13	3.31	1.03	15.38	38.46			-2.9%
		Other NC Prepared	1108	3.56	0.84	4.87	49.37		970	3.48	0.8	4.64	54.43			11.8%
		Out-of-State	231	3.38	0.88	8.65	52.38		262	3.49	0.86	6.87	46.56			-16.3%
		Alternative Entry	859	3.37	0.78	6.86	58.09		699	3.23	0.84	12.45	56.8			13.9%
Exhibiting a strong foundation of knowledge in his/her content area(s)	3	UNCCH	29	3.72	0.99	10.34	34.48		13	3.38	1.12	15.38	38.46			19.6%
		Other NC Prepared	1108	3.61	0.88	6.68	43.86		970	3.51	0.85	6.9	48.35			10.5%
		Out-of-State	231	3.48	0.95	9.09	46.75		262	3.5	0.89	7.63	45.04			-6.7%
		Alternative Entry	859	3.4	0.87	8.96	52.39		699	3.26	0.94	14.87	50.07			10.3%
Making instruction relevant to 21st century students	3	UNCCH	29	3.66	1.01	10.34	41.38		13	3.15	0.99	15.38	53.85			56.9%
		Other NC Prepared	1108	3.56	0.88	6.86	46.57		970	3.42	0.84	8.45	52.27			18.6%
		Out-of-State	231	3.38	0.91	10.83	51.08		262	3.46	0.88	8.01	48.47			-12.4%
		Alternative Entry	859	3.34	0.8	9.2	57.04		699	3.2	0.92	15.31	53.22			7.3%
Demonstrating pedagogical competency		UNCCH	29	3.66	1.04	10.34	44.83		13	3.38	1.12	15.38	38.46			-2.9%
		Other NC Prepared	1108	3.54	0.88	6.95	47.47		970	3.45	0.86	7.83	51.65			12.5%
		Out-of-State	231	3.41	0.96	10.39	50.65		262	3.45	0.94	9.55	46.56			-11.2%
		Alternative Entry	859	3.3	0.85	11.65	54.37		699	3.13	0.91	17.74	54.51			22.4%
Utilizing a variety of appropriate instructional methods	4	UNCCH	29	3.9	0.82	3.45	27.59		13	3.38	0.96	7.69	46.15			49.4%
		Other NC Prepared	1108	3.59	0.88	6.5	44.49		970	3.49	0.87	8.56	46.8			9.8%
		Out-of-State	231	3.47	0.93	8.22	49.35		262	3.53	0.91	8.39	41.6			-15.1%
		Alternative Entry	859	3.37	0.82	10.13	51.8		699	3.21	0.9	16.6	49.36			11.8%
Integrating technology into instruction to enhance learning	4	UNCCH	29	3.72	0.92	6.9	37.93		13	3.62	1.19	7.69	46.15			19.5%
		Other NC Prepared	1108	3.56	0.83	5.23	47.74		970	3.44	0.82	7.22	51.55			14.0%
		Out-of-State	231	3.35	0.93	10.39	52.81		262	3.49	0.87	7.63	46.56			-19.7%
		Alternative Entry	859	3.38	0.78	7.45	56.69		699	3.21	0.9	16.31	51.7			9.9%
Promoting critical thinking in students	4	UNCCH	29	3.55	0.99	10.34	48.28		13	3.38	0.96	7.69	46.15			-10.3%
		Other NC Prepared	1108	3.43	0.86	8.66	51.62		970	3.34	0.85	11.13	52.16			8.2%
		Out-of-State	231	3.3	0.95	12.99	52.81		262	3.38	0.93	11.07	47.71			-17.0%
		Alternative Entry	859	3.25	0.82	13.15	56.81		699	3.08	0.9	19.46	54.22			14.1%

Facilitating learning through student collaboration in small groups and teams	4	UNCCH	29	3.55	0.91	10.34	41.38	48.27	13	3.38	0.96	7.69	46.15	46.15	↑	4.6%
		Other NC Prepared	1108	3.51	0.88	8.12	46.21	45.67	970	3.41	0.86	9.08	50.93	40		14.2%
		Out-of-State	231	3.41	0.93	11.26	48.92	39.83	262	3.47	0.92	10.68	41.6	47.71		-16.5%
		Alternative Entry	859	3.3	0.86	12.11	53.43	34.46	699	3.17	0.91	16.59	51.93	31.47		9.5%
Leveraging a variety of formal and informal assessments to drive student learning	4	UNCCH	29	3.66	0.94	10.34	34.48	55.17	13	3.38	1.04	7.69	53.85	38.46	↑	43.4%
		Other NC Prepared	1108	3.46	0.86	7.49	52.44	40.07	970	3.35	0.84	10.11	53.4	36.49		9.8%
		Out-of-State	231	3.29	0.91	11.69	57.14	31.16	262	3.41	0.88	9.92	46.95	43.18		-27.8%
		Alternative Entry	859	3.26	0.81	11.64	57.51	30.85	699	3.07	0.88	18.17	56.37	25.47		21.1%
Communicating in ways that are clearly understood by students	4	UNCCH	29	3.69	0.93	6.9	41.38	51.73	13	3.46	1.2	15.38	38.46	46.16	↑	12.1%
		Other NC Prepared	1108	3.56	0.88	7.13	44.95	47.93	970	3.46	0.88	8.66	47.53	43.81		9.4%
		Out-of-State	231	3.42	0.97	10.82	48.92	40.26	262	3.46	0.92	9.55	45.04	45.42		-11.4%
		Alternative Entry	859	3.38	0.83	9.43	52.85	37.72	699	3.24	0.86	12.45	53.93	33.62		12.2%
Using state and/or district mandated assessments to inform instruction		UNCCH	29	3.66	0.86	3.45	48.28	48.28	13	3.46	1.05	7.69	46.15	46.15	↑	4.6%
		Other NC Prepared	1108	3.47	0.82	5.77	54.33	39.89	970	3.38	0.8	7.53	55.77	36.7		8.7%
		Out-of-State	231	3.32	0.87	8.66	59.74	31.6	262	3.4	0.85	7.26	51.15	41.6		-24.0%
		Alternative Entry	859	3.3	0.77	8.5	60.65	30.85	699	3.15	0.86	15.02	56.94	28.04		10.0%
Helping students believe they can do well in school		UNCCH	29	3.79	0.86	3.45	37.93	58.62	13	3.69	1.18	7.69	38.46	53.85	↑	8.9%
		Other NC Prepared	1108	3.66	0.89	6.04	40.61	53.34	970	3.54	0.87	7.01	46.29	46.7		14.2%
		Out-of-State	231	3.58	0.97	8.66	43.29	48.05	262	3.54	0.92	8.01	43.13	48.85		-1.6%
		Alternative Entry	859	3.51	0.84	6.29	50.17	43.54	699	3.34	0.92	12.45	48.78	38.76		12.3%
Helping students see value in learning		UNCCH	29	3.76	0.83	3.45	37.93	58.62	13	3.62	1.19	7.69	46.15	46.15	↑	27.0%
		Other NC Prepared	1108	3.62	0.89	6.59	42.78	50.63	970	3.5	0.87	7.22	48.45	44.33		14.2%
		Out-of-State	231	3.55	0.96	9.09	43.72	47.19	262	3.51	0.91	8.39	43.89	47.71		-1.1%
		Alternative Entry	859	3.46	0.84	6.99	52.62	40.4	699	3.3	0.92	12.87	51.36	35.77		12.9%
Reflecting on practice and identifying areas for improvement	5	UNCCH	29	3.76	0.87	0	51.72	48.28	13	3.31	0.85	7.69	46.15	46.15	↑	4.6%
		Other NC Prepared	1108	3.58	0.92	7.31	43.5	49.19	970	3.47	0.89	9.69	46.08	44.22		11.2%
		Out-of-State	231	3.46	0.94	9.95	44.59	45.46	262	3.42	0.96	11.45	45.04	43.51		4.5%
		Alternative Entry	859	3.37	0.82	8.97	53.67	37.37	699	3.27	0.92	14.02	51.07	34.9		7.1%
Engaging in professional development to address identified improvement needs	5	UNCCH	29	3.76	0.87	0	51.72	48.28	13	3.38	1.04	7.69	53.85	38.46		25.5%
		Other NC Prepared	1108	3.54	0.86	5.95	49.55	44.5	970	3.43	0.82	7.01	53.2	39.79		11.8%
		Out-of-State	231	3.44	0.9	7.36	51.08	41.56	262	3.44	0.87	8.01	48.85	43.18		-3.6%
		Alternative Entry	859	3.39	0.8	6.28	57.63	36.09	699	3.27	0.87	11.3	54.08	34.62		4.2%
Serving students from diverse economic backgrounds		UNCCH	29	3.41	1.59	13.79	3.45	58.62	13	3.08	1.55	15.38	7.69	69.23		-15.3%
		Other NC Prepared	1107	3.49	1.31	7.78	4.16	62.15	968	3.48	1.25	6.92	5.58	64.46		-3.6%
		Out-of-State	231	3.3	1.36	10.82	5.19	63.2	262	3.47	1.34	8.78	5.34	56.87		11.1%
		Alternative Entry	857	3.47	1.18	5.95	4.67	69.19	699	3.45	1.19	6.72	6.15	65.38		5.8%
Teaching in a multicultural or multilingual setting		UNCCH	29	3.38	1.63	13.79	6.9	51.72	13	2.38	1.76	30.77	7.69	61.54		-16.0%
		Other NC Prepared	1105	3.22	1.46	12.58	4.16	61.54	968	3.19	1.42	12.5	4.75	63.53		-3.1%
		Out-of-State	230	3.16	1.37	13.04	3.48	66.95	262	3.23	1.5	14.13	4.96	56.87		17.7%
		Alternative Entry	857	3.29	1.29	8.87	5.02	67.79	697	3.23	1.31	10.11	6.46	64.85		4.5%