



Indicators of Employer Satisfaction

Annual Reporting Measure 3: Satisfaction of Employers and Employment Milestones

CAEP Standard 4.3: The provider demonstrates, using measures that result in valid and reliable data and including employment milestones such as promotion and retention, that employers are satisfied with the completers’ preparation for their assigned responsibilities in working with P-12 students.

Measure 1: The TDOE also provides employment and retention data on first, second, and third year rates. Performance benchmarks were set based on three-year averages (not including the current year). These averages were rounded to produce the final benchmarks shown in the table below.

Metric	Point Value	Floor (minimum to receive points)	Target (Maximum Points)
Second Year Retention	9	80%	95%
Third Year Retention	6	70%	85%

***** Performance Benchmarks**

Each of the scored metrics has both a **floor** and a **target**.

- EPPs at or below the floor for a particular metric will receive 0 points for that metric.
- EPPs at or above the target for a particular metric will receive full points for that metric.
- EPPs between the floor and the target will receive a proportional amount of points.

Indicator	2019-2020	
	EPP	State
First Year Employment Rate	89.6%	76.8%
Second Year Retention Rate	92.4%	92.5%
Third Year Retention Rate	82.4%	82%

**Note: ND-State Did Not Collect Data*

The TDOE is still in the process of completing data for the 2017-2018 and 2018-2019 year. It is anticipated that this data will be provided within the next three months.