

Measure 2: Advanced Program Employers Survey

What: The Advanced Program Employers Survey is an electronic survey sent to employers of completers of programs leading to certification: Educational Leadership (building level), Reading Specialist, School Counseling. It is comprised of eleven (11) statements regarding the program completed and the effectiveness of the program preparation as it pertains to that statement. Each statement is aligned with CAEP Advanced Standards. Employers indicate the level at which the advanced program prepared those whom they have hired.

When: The survey is sent to employers of advanced completers after the completers have been in the role for which the EPP prepared them. The survey is sent via email in the spring semester. Employers are notified that the survey will be emailed to them.

Data Reporting: The data are reported in aggregate and disaggregate format (by program). The data show that all responses from the employers are at the “Very Satisfied” or “Satisfied” level. Analysis of the data by program is inconclusive as the “N” is small for each program, particularly Reading Specialist and School Counseling. The School Counseling program has more responses of “Satisfied” than “Very Satisfied”. However, with an “N” of two (2), conclusions drawn are not definitive. The Educational Leadership program had more responses of “Very Satisfied” than “Satisfied”. The data are reviewed by the Teacher Education Assessment and Management System (TEAMS) Committee on an annual basis. The committee makes recommendations for program changes to the EPP’s policy making body, the Teacher Education Committee, based upon analysis of the data (Report found at <https://www.nwosu.edu/school-of-education/education>). Program changes are also approved by the institution’s Graduate Studies Committee.

Advanced Program Employers

Aggregate

	VERY DISSATISFIED	DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL	WEIGHTED AVERAGE
Collect, manage, evaluate, and apply data in a critical manner (CAEPA.1.1).	0.00% 0	0.00% 0	30.77% 4	69.23% 9	13	3.69
Use research and understand qualitative, quantitative, and/or mixed methods research methodologies (CAEP A.1.1).	0.00% 0	0.00% 0	61.54% 8	38.46% 5	13	3.38
Employ data analysis and evidence to develop supportive school environments (CAEP 1.1).	0.00% 0	0.00% 0	53.85% 7	46.15% 6	13	3.46
Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents (CAEP A.1.1).	0.00% 0	0.00% 0	15.38% 2	84.62% 11	13	3.85
Use appropriate applications of technology for the field of specialization (CAEP A.1.1).	0.00% 0	0.00% 0	38.46% 5	61.54% 8	13	3.62
Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for the field of specialization (CAEP A.1.1).	0.00% 0	0.00% 0	46.15% 6	53.85% 7	13	3.54
Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child (CAEP A.2.2).	0.00% 0	0.00% 0	38.46% 5	61.54% 8	13	3.62
Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students (CAEP A.2.2).	0.00% 0	0.00% 0	38.46% 5	61.54% 8	13	3.62

	VERY DISSATISFIED	DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL	WEIGHTED AVERAGE
Relevancy of the coursework to the responsibilities confronted on the job (CAEP A.4).	0.00% 0	0.00% 0	30.77% 4	69.23% 9	13	3.69
Overall effectiveness of program preparation (CAEP A.4).	0.00% 0	0.00% 0	30.77% 4	69.23% 9	13	3.69
Completing the program enabled employment milestones such as promotion and retention to be reached (CAEP A.4.1).	0.00% 0	0.00% 0	23.08% 3	76.92% 10	13	3.77

Educational Leadership

	VERY DISSATISFIED	DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL	WEIGHTED AVERAGE
Collect, manage, evaluate, and apply data in a critical manner (CAEPA.1.1).	0.00% 0	0.00% 0	11.11% 1	88.89% 8	9	3.89
Use research and understand qualitative, quantitative, and/or mixed methods research methodologies (CAEP A.1.1).	0.00% 0	0.00% 0	55.56% 5	44.44% 4	9	3.44
Employ data analysis and evidence to develop supportive school environments (CAEP 1.1).	0.00% 0	0.00% 0	44.44% 4	55.56% 5	9	3.56
Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents (CAEP A.1.1).	0.00% 0	0.00% 0	11.11% 1	88.89% 8	9	3.89
Use appropriate applications of technology for the field of specialization (CAEP A.1.1).	0.00% 0	0.00% 0	33.33% 3	66.67% 6	9	3.67
Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for the field of specialization (CAEP A.1.1).	0.00% 0	0.00% 0	33.33% 3	66.67% 6	9	3.67
Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child (CAEP A.2.2).	0.00% 0	0.00% 0	33.33% 3	66.67% 6	9	3.67
Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students (CAEP A.2.2).	0.00% 0	0.00% 0	44.44% 4	55.56% 5	9	3.56

	VERY DISSATISFIED	DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL	WEIGHTED AVERAGE
Relevancy of the coursework to the responsibilities confronted on the job (CAEP A.4).	0.00% 0	0.00% 0	22.22% 2	77.78% 7	9	3.78
Overall effectiveness of program preparation (CAEP A.4).	0.00% 0	0.00% 0	22.22% 2	77.78% 7	9	3.78
Completing the program enabled employment milestones such as promotion and retention to be reached (CAEP A.4.1).	0.00% 0	0.00% 0	11.11% 1	88.89% 8	9	3.89

Reading Specialist

	VERY DISSATISFIED	DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL	WEIGHTED AVERAGE
Collect, manage, evaluate, and apply data in a critical manner (CAEPA.1.1).	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	3.50
Use research and understand qualitative, quantitative, and/or mixed methods research methodologies (CAEP A.1.1).	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	3.50
Employ data analysis and evidence to develop supportive school environments (CAEP 1.1).	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	3.50
Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents (CAEP A.1.1).	0.00% 0	0.00% 0	0.00% 0	100.00% 2	2	4.00
Use appropriate applications of technology for the field of specialization (CAEP A.1.1).	0.00% 0	0.00% 0	0.00% 0	100.00% 2	2	4.00
Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for the field of specialization (CAEP A.1.1).	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	3.50
Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child (CAEP A.2.2).	0.00% 0	0.00% 0	0.00% 0	100.00% 2	2	4.00
Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students (CAEP A.2.2).	0.00% 0	0.00% 0	0.00% 0	100.00% 2	2	4.00

	VERY DISSATISFIED	DISSATISFIED	SATISFIED	VERY SATISFIED	(NO LABEL)	TOTAL
Relevancy of the coursework to the responsibilities confronted on the job (CAEP A.4).	0.00% 0	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2
Overall effectiveness of program preparation (CAEP A.4).	0.00% 0	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2
Completing the program enabled employment milestones such as promotion and retention to be reached (CAEP A.4.1).	0.00% 0	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2

School Counseling

	VERY DISSATISFIED	DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL	WEIGHTED AVERAGE
Collect, manage, evaluate, and apply data in a critical manner (CAEPA.1.1).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00
Use research and understand qualitative, quantitative, and/or mixed methods research methodologies (CAEP A.1.1).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00
Employ data analysis and evidence to develop supportive school environments (CAEP 1.1).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00
Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents (CAEP A.1.1).	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	3.50
Use appropriate applications of technology for the field of specialization (CAEP A.1.1).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00
Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for the field of specialization (CAEP A.1.1).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00
Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child (CAEP A.2.2).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00
Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students (CAEP A.2.2).	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	3.50

	VERY DISSATISFIED	DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL	WEIGHTED AVERAGE
Relevancy of the coursework to the responsibilities confronted on the job (CAEP A.4).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00
Overall effectiveness of program preparation (CAEP A.4).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00
Completing the program enabled employment milestones such as promotion and retention to be reached (CAEP A.4.1).	0.00% 0	0.00% 0	100.00% 2	0.00% 0	2	3.00