

CAEP Standard 4
Advanced Program Employer Satisfaction Data MEASURE 2
Nicholls State University
CAEP 2025 Annual Report

Measure 2: Advanced Satisfaction of Employers and Stakeholder Involvement

Overview - The Educational Leadership Employer Satisfaction Survey assesses the satisfaction of supervisors/employers who have direct contact with completers from the Educational Leadership M.Ed. program. The assessment was created in Google Forms and distributed via email. The EPP collects employer contact information directly from graduates before they exit the program. The program coordinator distributes the link directly to supervisors, accompanied by a brief message explaining the purpose of the survey and how the data will be used. If supervisors are no longer the supervisors for the identified candidates, they are asked to respond via email so that the EPP can update its records.

Supervisors complete identifying information such as name, position, school, and district. Then, they also complete identifying information for the candidate. Using a Likert scale ranging from 1-4 with the following descriptions for each rating:

1 = strongly disagree

2 = disagree

3 = neutral

4 = agree

5 = strongly agree

Supervisors use these ratings to evaluate completers on 22 items using National Educational Leadership Preparation (NELP) and Professional Standards for Educational Leaders (PSEL) indicators. The survey contains an additional comment section for supervisors to provide additional feedback about the employed teacher. Analysis and interpretation ratings of “strongly agree (5)” or “agree (4)” are considered as the targeted expectations.

Response Rate - To achieve a representative sample, at least one follow-up email is sent to employers who do not respond to the first request. In Fall 2023-Spring 2024, there was a 100% response rate from four employers of four program completers.

Data Analysis - In Fall 2023-Spring 2024, employers ranked their level of agreement as “strongly agree” (5) or “agree” (4) on all 22 criteria except for two rankings of “Neutral” on the following criteria:

- The candidate/graduate’s understanding and ability to demonstrate the capacity to communicate through oral, written, and digital means with the larger organizational, community, and political contexts when advocating for the needs of their school and community (NELP 5.3, 2015 PSEL 8h, i).
- The candidate/graduate’s understanding and ability to have the capacity to collaboratively develop the school’s professional capacity through engagement in recruiting, selecting, and hiring staff (NELP 7.1, 2015 PSEL 7c, d, e, g).

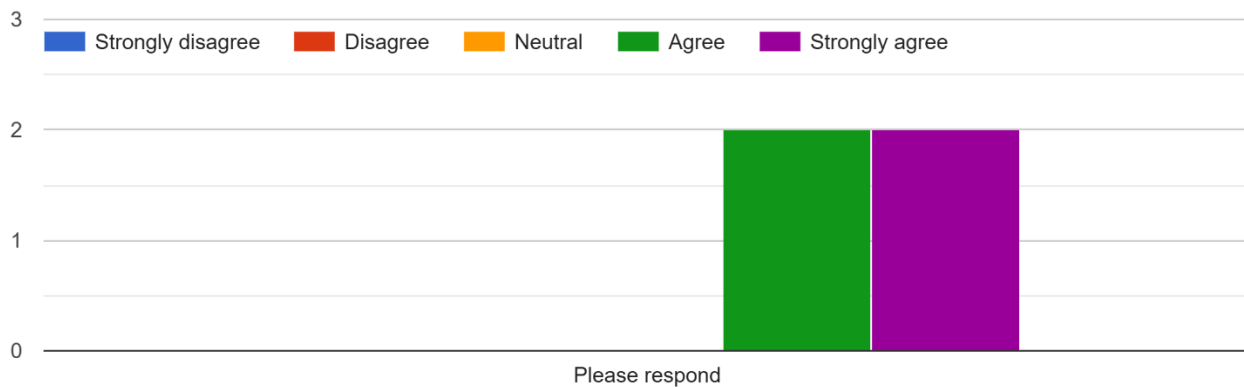
No employer on any criteria ranked their level of agreement below “Neutral” on any criteria which shows significant agreement in the teacher graduates’ understanding and abilities on the indicators aligned to the expectations of the National Educational Leadership Preparation (NELP) and Professional Standards for Educational Leaders (PSEL) indicators. Holistically, employer responses are representative that program completers are adequately prepared for

the demands of their roles at the time of program completion. The EPP will continue to monitor the results of the Advanced Employer surveys. Additionally, program faculty are investigating ways to 1. Keep a significant response rate, 2. Reduce survey burnout by streamlining survey questions, and 3. Potentially eliminating the “Neutral” rating to increase reliability of scoring for data analysis.

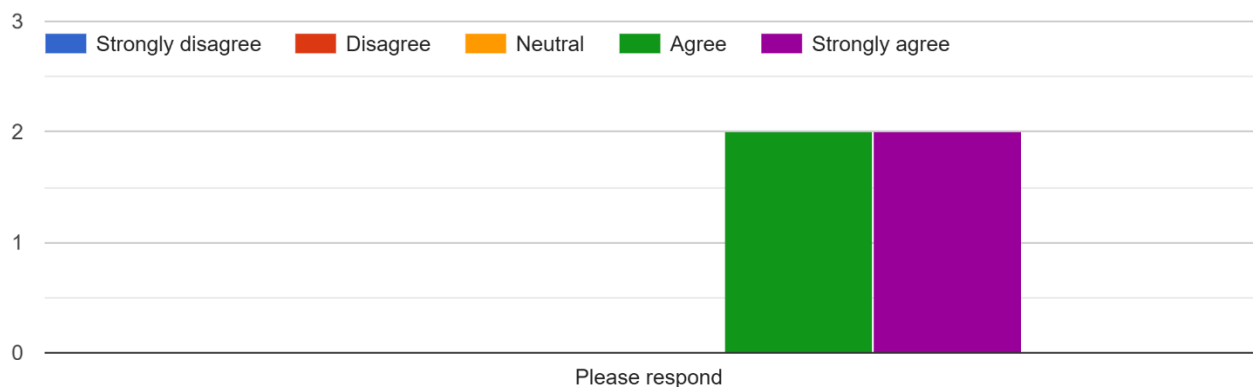
Employer Survey Responses by Question

Instructions: Please select your agreement level with the following statements pertaining to the candidate's preparation within the Educational Leadership Master's Program at Nicholls State University for a position of Educational (School) Leader.

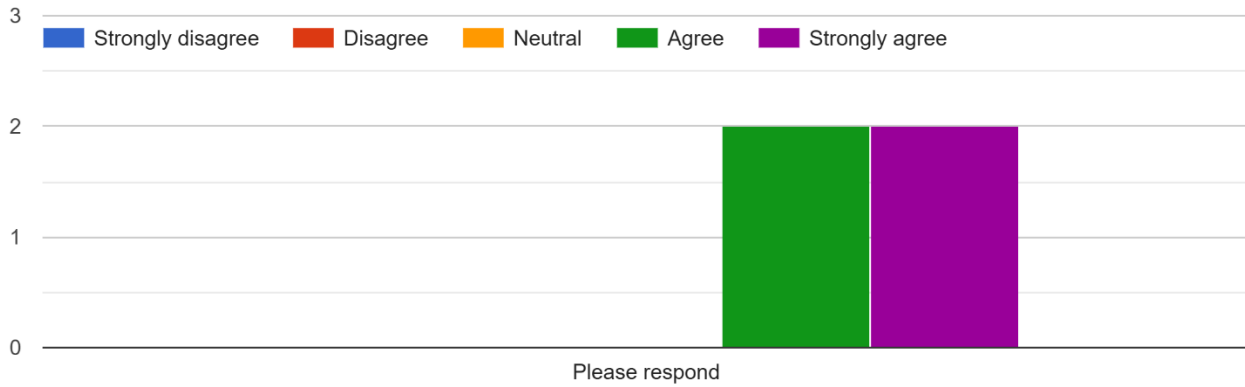
The candidate/graduate’s understanding and ability to demonstrate the capacity to collaboratively evaluate, develop, and communicate a school miss...ship, and community (NELP 1.1, 2015 PSEL 1a-g).



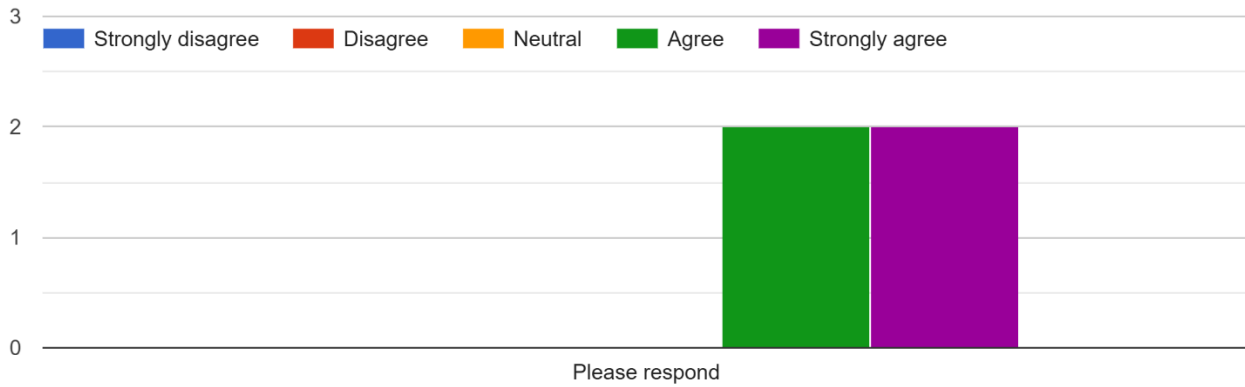
The candidate/graduate’s understanding and ability to demonstrate the capacity to reflect on, communicate about, cultivate, and model dispositio...t and adult (NELP 2.1, 2015 PSEL 2b, c, d and 3h).



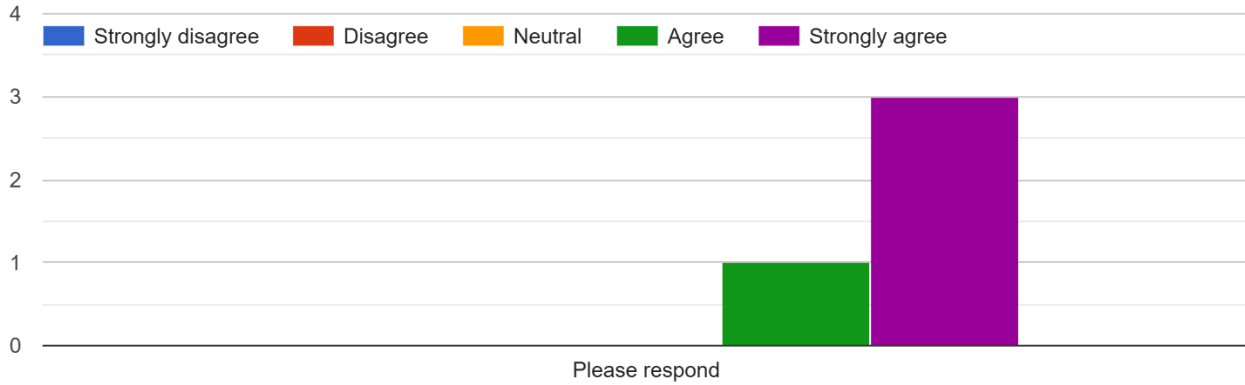
The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, communicate about, and advocate for ethical and legal decisions (NELP 2.2, 2015 PSEL 9h).



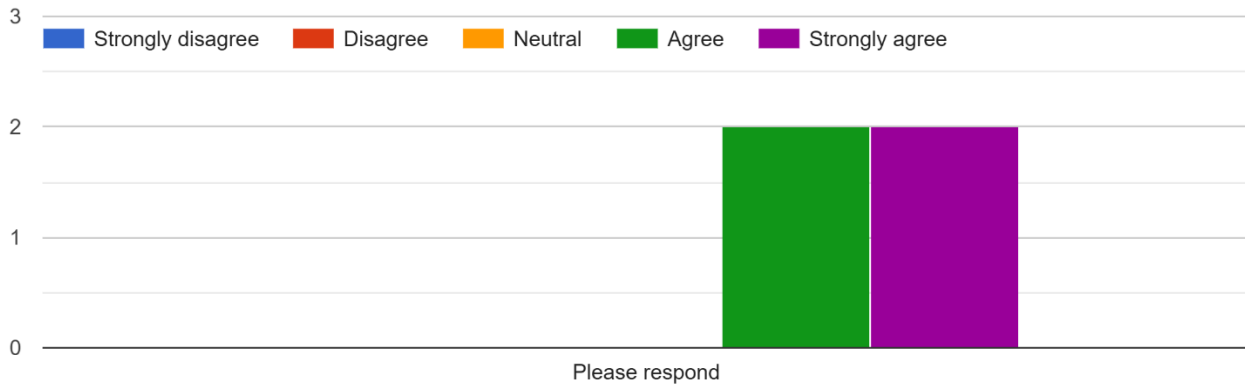
The candidate/graduate's understanding and ability to demonstrate the capacity to model ethical behavior in their personal conduct and relationships... behavior in others (NELP 2.3, 2015 PSEL 2a, e, f).



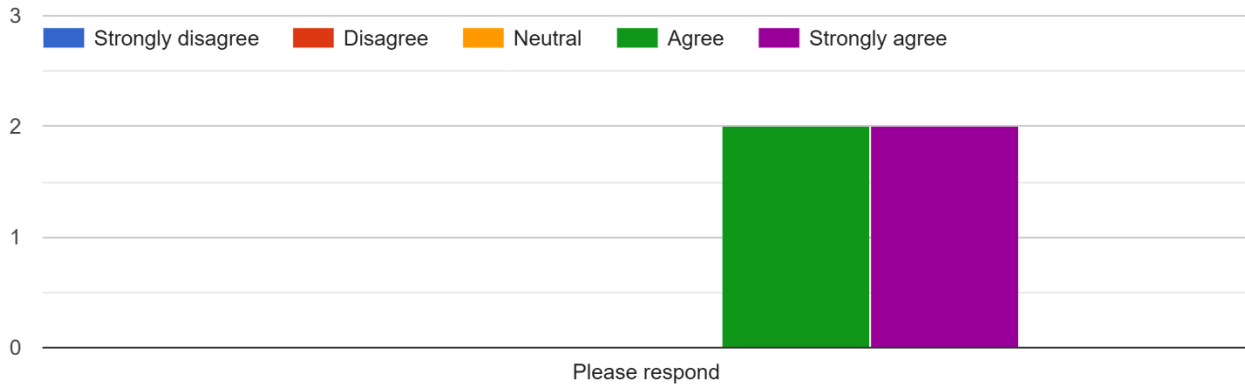
The candidate/graduate's understanding and ability to demonstrate the capacity to use data to evaluate, design, cultivate, and advocate for a supp...chool culture (NELP 3.1, 2015 PSEL 3a, 5a, b, d, f).



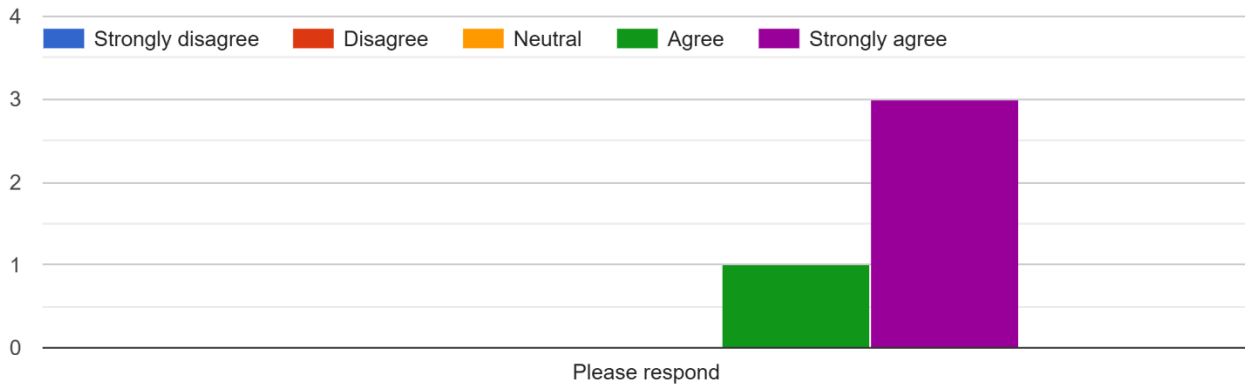
The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, cultivate, and advocate for equitable access to edu...each student (NELP 3.2, 2015 PSEL 3c, e, g, h, 5e).



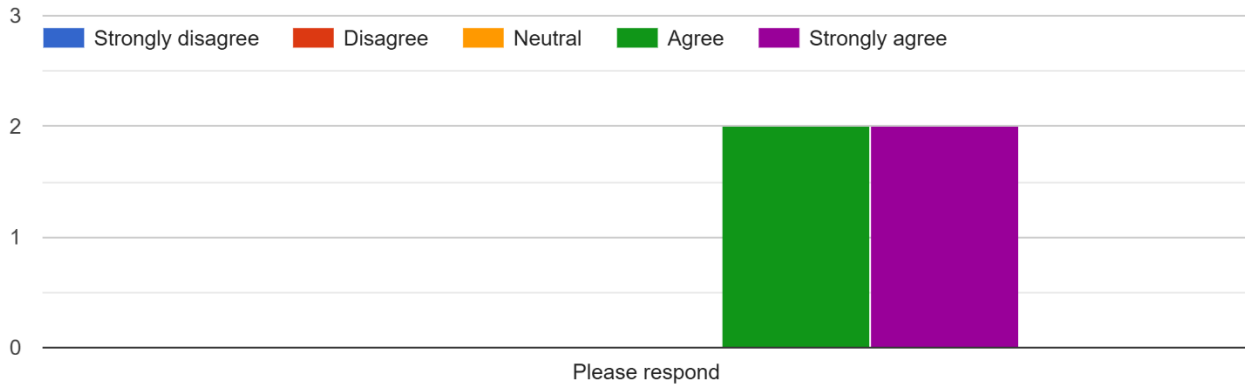
The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, cultivate, and advocate for equitable, inclusive, and...rs and staff (NELP 3.3, 2015 PSEL 3b, d, g, 5e, 7b).



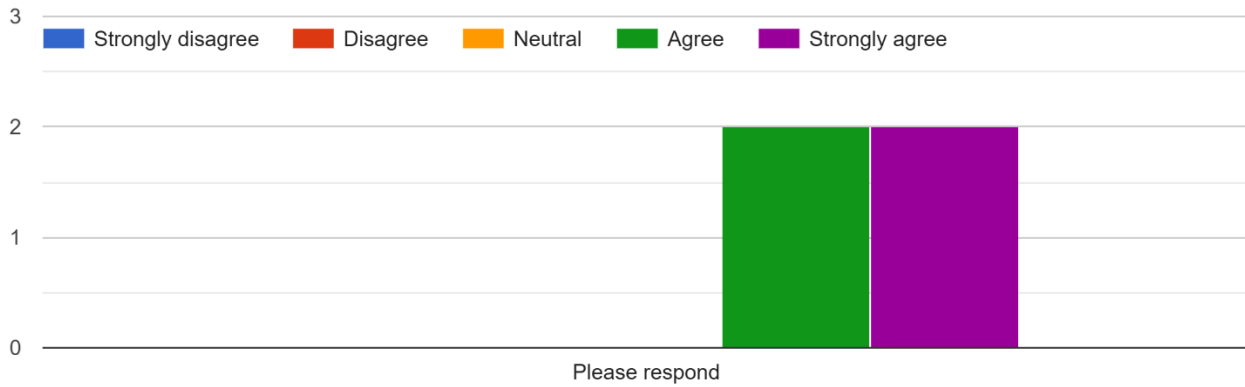
The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, develop, and implement high-quality, technology-ri...ic student programs (NELP 4.1, 2015 PSEL 4e, 5c).



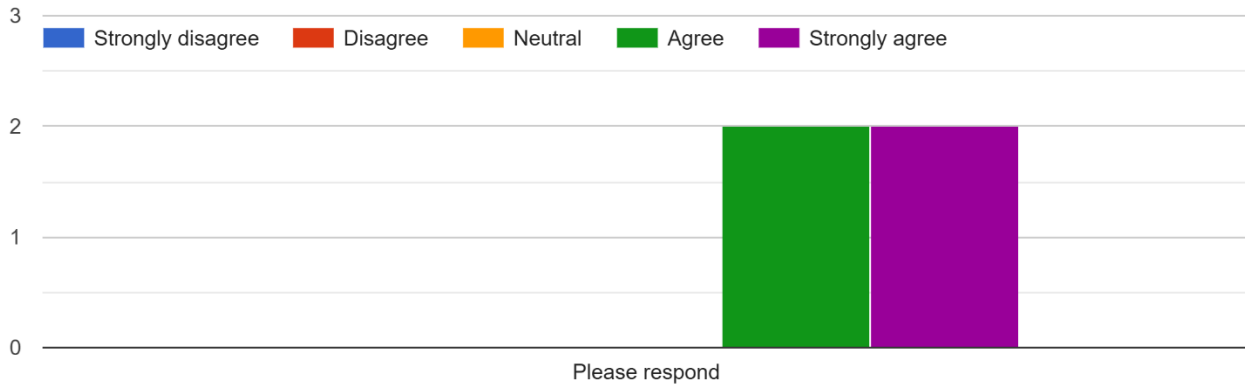
The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, develop, and implement high-quality and equitable...cademic systems (NELP 4.2, 2015 PSEL 3h, 4c, d).



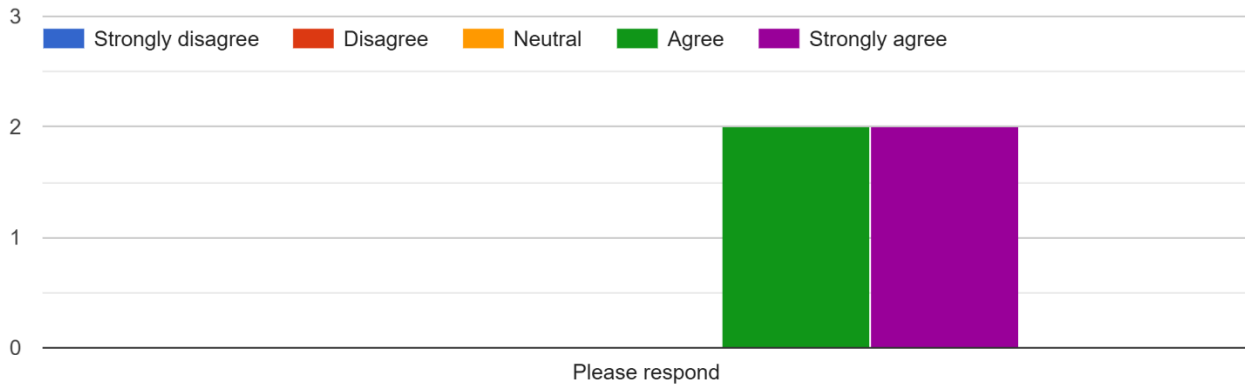
The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, develop, and implement formal and informal cultural...and well-being (NELP 4.3, 2015 PSEL 3g, h, 4f, g).



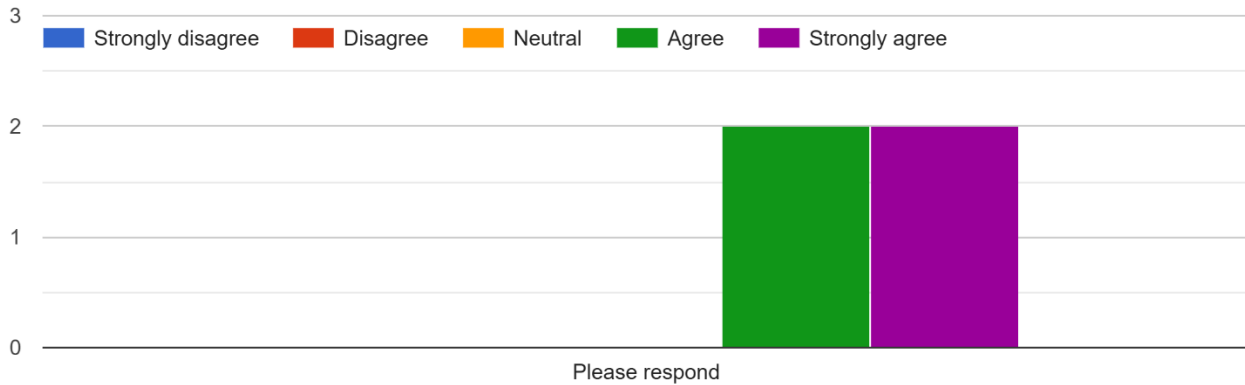
The candidate/graduate's understanding and ability to demonstrate the capacity to collaboratively evaluate, develop, and implement the school's curr...ystematic manner (NELP 4.4, 2015 PSEL 3h, 4a, b).



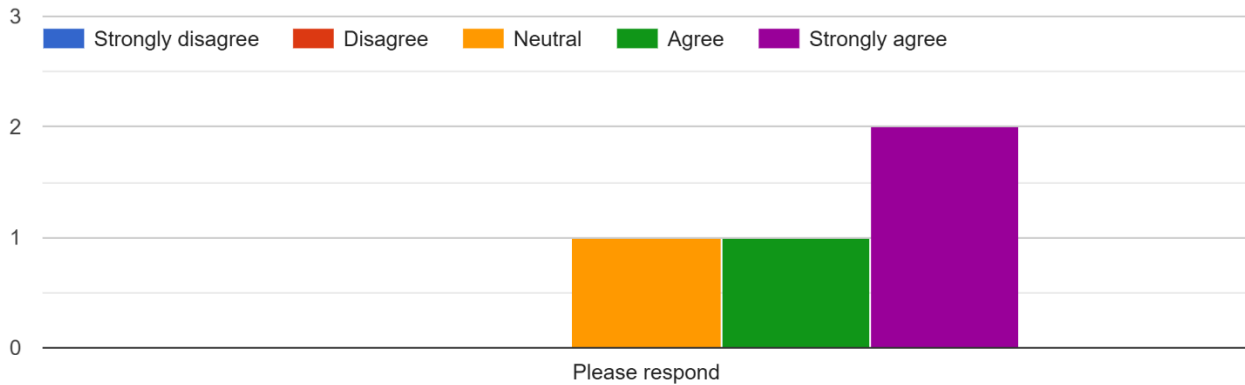
The candidate/graduate's understanding and ability to demonstrate the capacity to collaboratively engage diverse families in strengthening student lea...ut of school (NELP 5.1, 2015 PSEL 3b, g, 8a, b, c).



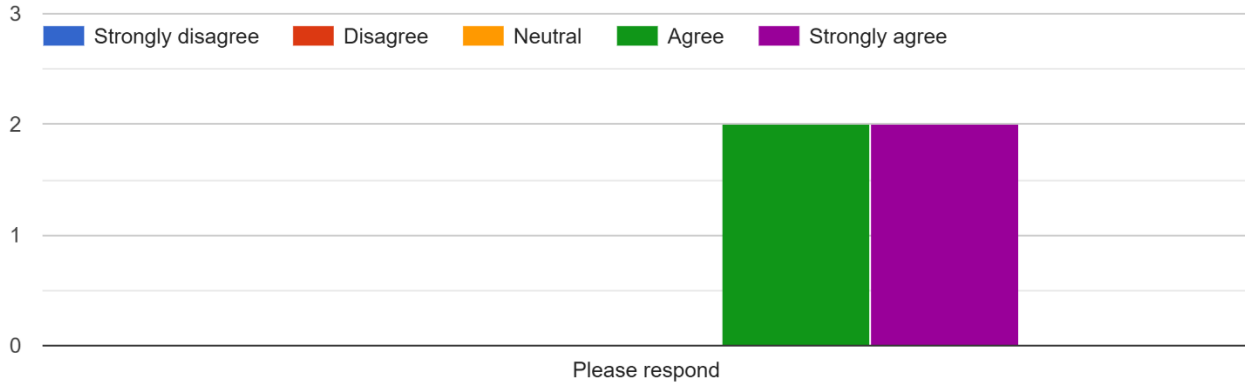
The candidate/graduate's understanding and ability demonstrate the capacity to collaboratively engage and cultivate relationships with diverse com...velopment (NELP 5.2, 2015 PSEL 3g, 8b, c, d, e, j).



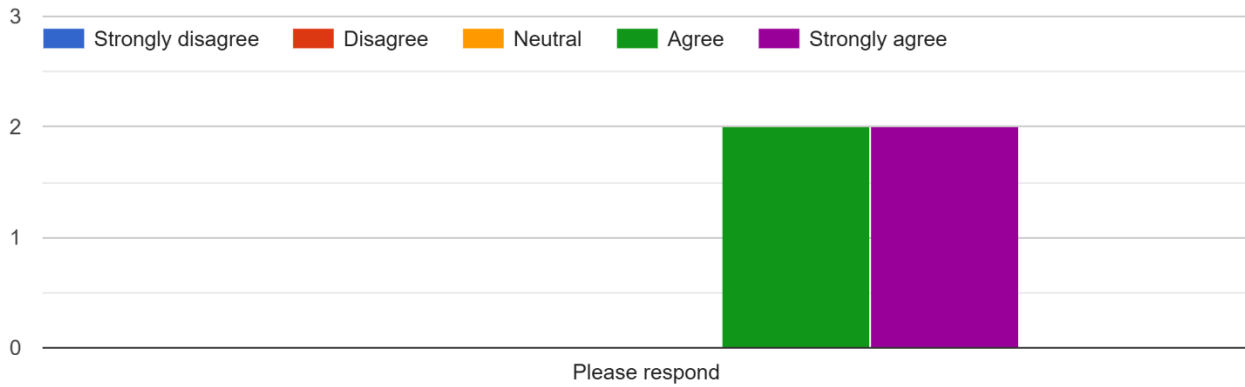
The candidate/graduate's understanding and ability to demonstrate the capacity to communicate through oral, written, and digital means with the l...r school and community (NELP 5.3, 2015 PSEL 8h, i).



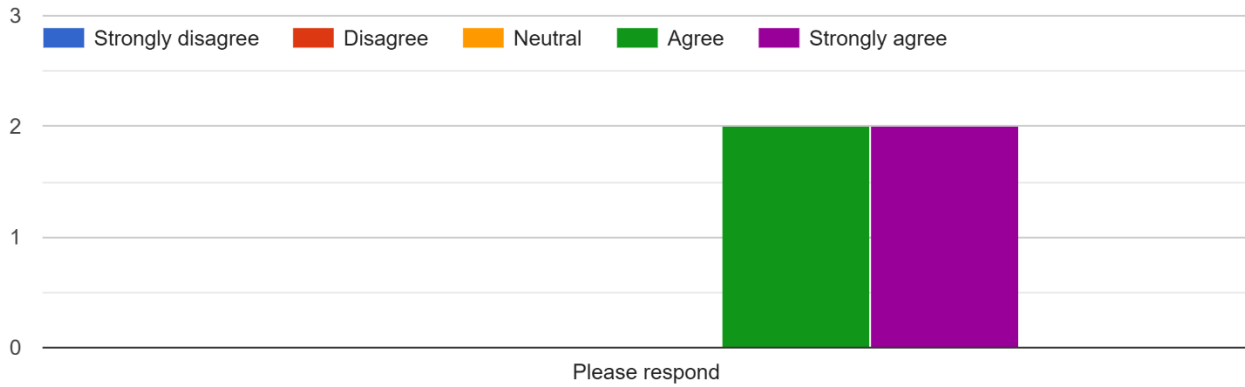
The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, develop, and implement management, communication,...f the school (NELP 6.1, 2015 PSEL 4e, 9b, f, g).



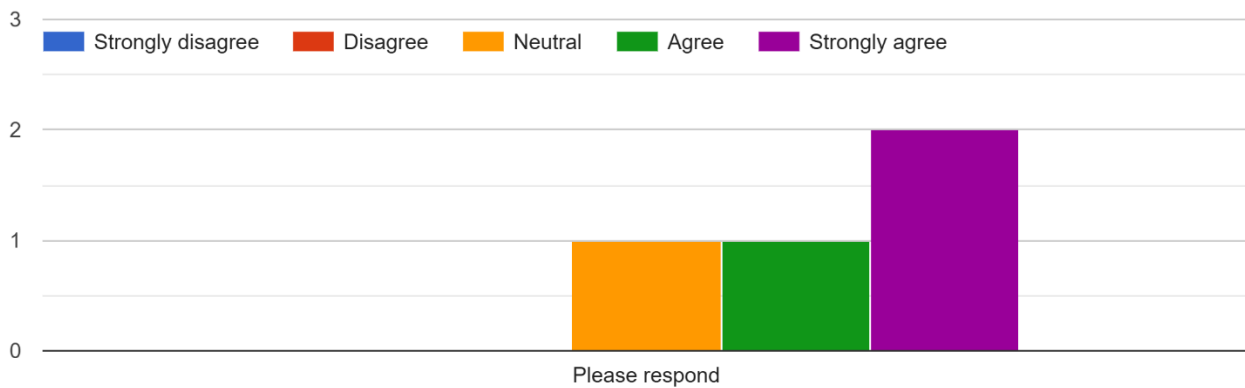
The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, develop, and advocate for a data-informed and equ...dent development (NELP 6.2, 2015 PSEL 3h, 9c, d).



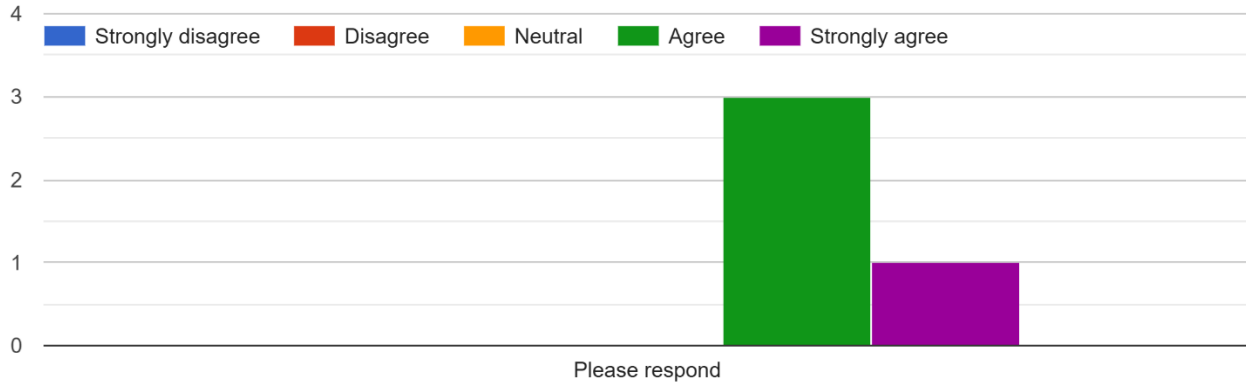
The candidate/graduate's understanding and ability to demonstrate the capacity to reflectively evaluate, communicate about, and implement laws,...success and well-being (NELP 6.3, 2015 PSEL 9h).



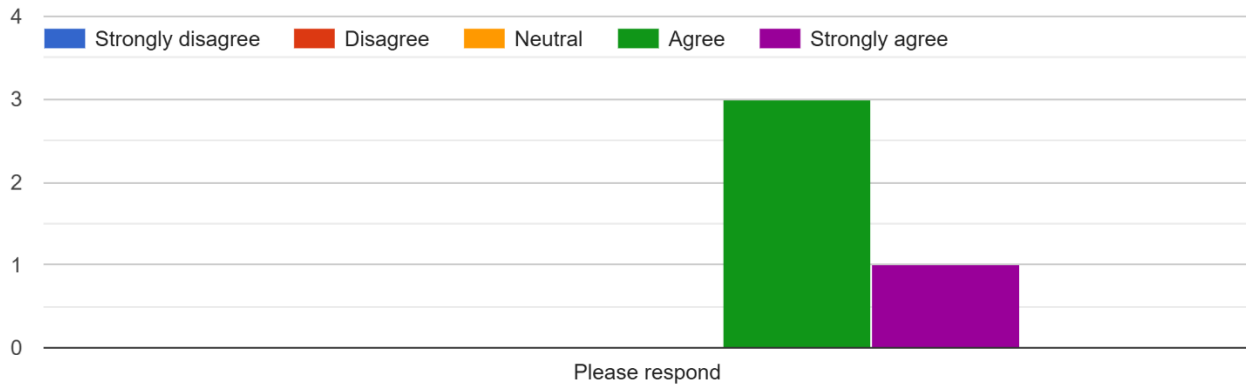
The candidate/graduate's understanding and ability to have the capacity to collaboratively develop the school's professional capacity through engagement and hiring staff (NELP 7.1, 2015 PSEL 7c, d, e, g).



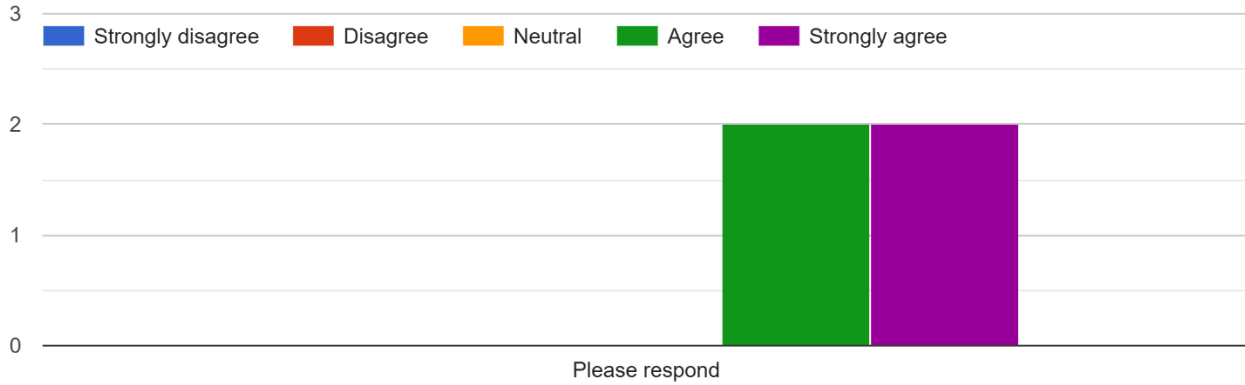
The candidate/graduate's understanding and ability to have the capacity to develop and engage staff in a collaborative professional culture design...nd adult in the school (NELP 7.2, 2015 PSEL 6a, b).



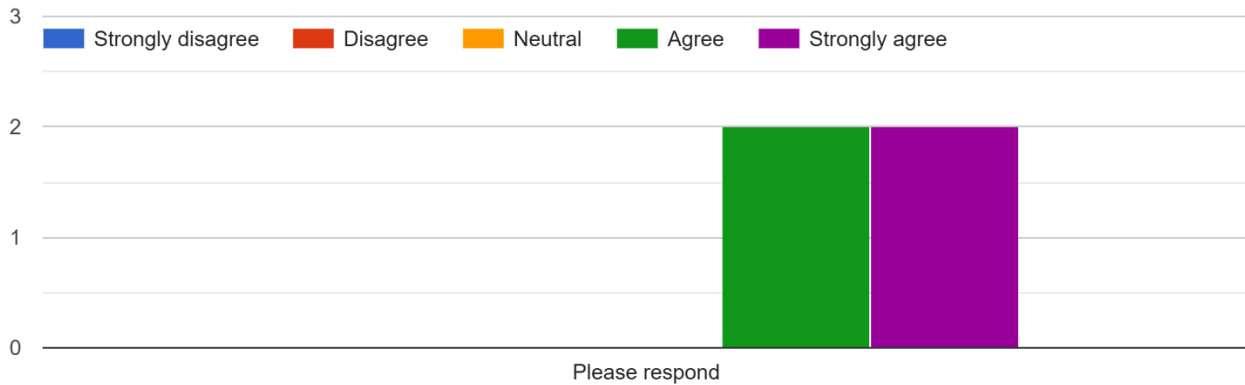
The candidate/graduate's understanding and ability to have the capacity to personally engage in, as well as collaboratively engage staff in, professional...ccess (NELP 7.3, 2015 PSEL 3h, 4e, 6c, d, g, 7a, f).



The candidate/graduate's understanding and ability to understand and have the capacity to evaluate, develop, and implement systems of super... and student success (NELP 7.4, 2015 PSEL 6e, f).



The candidate/graduate's understanding and ability to demonstrate the capacity to lead improvement processes that include data use, design...valuation (NELP 1.2, 2015 PSEL 10a, b, d, g, h, j).



Instructions: Please use this space to provide any additional comments or anything you want to share regarding the graduate under your supervision.

***** is a hard worker and seeks out opportunities to participate in leadership roles. ***** has a desire to learn and will be an effective leader.
***** is a wonderful asset to *****. ***** is a leader in ***** grade level and possesses the skills to be a school leader.