

CAEP Standard 4
Advanced Program Completer Data; MEASURE 2
Nicholls State University
CAEP 2023 Annual Report

Measure 2: Advanced Satisfaction of Employers and Stakeholder Involvement

RA4.1 Satisfaction of Employers

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 every January. 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 supervisor for the identified candidate, they are asked to respond via email so that the EPP can update its records. To achieve a representative sample, at least one follow-up email is sent to employers who do not respond to the first request. For 2021-2022 graduates, 23 employer surveys were launched and seven employers responded for a 30% response rate. The responses cannot be disaggregated by race as 100% of the graduates identify as white. Twenty nine percent (2 graduates) identify as male and 71% (5 graduates) identify as female.

Supervisors complete identifying information such as name, position, school, and district. Employers are asked to rate EPP initial program completers employed at their institution on a 5 point Likert scale ranging from *Strongly Disagree*, *Disagree*, *Neutral*, *Agree* and *Strongly Agree* on the employees ability to fulfill the criteria of each of the 9 National Educational Leadership Preparation (NELP) standards. Professional Standards for Educational Leaders (PSEL) standards are aligned to the NELP standards. Using the same Likert scale, supervisors also identify whether they would hire the teacher again and the positive impact of the teacher on his/her students. The survey also contains additional comments sections for supervisors to provide additional information about the teacher's employment milestones. Data are disaggregated by race and gender.

Analysis and Interpretation

Ratings of "strongly agree" or "agree" are considered adequate performance. In F21-S22, 100% of employers "strongly agreed" or "agreed" that program completers were meeting the expectations of the National Educational Leadership Preparation (NELP) and Professional Standards for Educational Leaders (PSEL) standards. The data cannot be disaggregated by race as 100% are white but when disaggregated by gender the greatest difference in mean scores evidenced in the following standards (Male mean = 3.5 and female mean = 4.6): The candidate/graduate's understanding and ability to demonstrate the capacity to lead improvement processes that include data use, design, implementation, and evaluation (NELP 1.2, 2015 PSEL

10a, b, d, g, h, j); The candidate/graduate's understanding and ability to demonstrate the capacity to use data to evaluate, design, cultivate, and advocate for a supportive and inclusive school culture (NELP 3.1, 2015 PSEL 3a, 5a, b, d, f); The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, develop, and implement formal and informal culturally responsive and accessible assessments that support data-informed instructional improvement and student learning and well-being (NELP 4.3, 2015 PSEL 3g, h, 4f, g); The candidate/graduate's understanding and ability to demonstrate the capacity to evaluate, develop, and advocate for a data-informed and equitable resourcing plan that supports school improvement and student development (NELP 6.2, 2015 PSEL 3h, 9c, d). 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.