**Advanced Employer Satisfaction Survey**

**Description of Data:**

To gather information about the quality of preparation provided by their educator preparation programs, UA distributed a survey to school district leaders who are employed or serve as supervisors of UA principal completers. Questions on the survey are matched with the Ohio mentor survey and aligned with the Ohio Standards for Principals and CAEP standards. The validity and reliability studies were published by ODHE ([Measuring Reliability and Predictive Validity\_Ohio\_Educator\_Preparation\_Survey\_Instruments](https://highered.ohio.gov/static/files/uploads/education-prep/documents/Measuring%20Reliability%20and%20Predictive%20Validity_Ohio_Educator_Preparation_Survey_Instruments.pdf)). ODHE also provided standard crosswalk with each survey item ([Ohio Survey Item Crosswalk with Standards](https://uazips-my.sharepoint.com/%3Ax%3A/g/personal/liang_uakron_edu/ESojaYrzfN1GiB1uUz-beo0BAgbrqHSFitgQucFyW1-sYg?e=q0TAVv)). Employers were also asked to provide comments regarding the principal completer quality and suggestions for program improvement. A total of 15, 10, and 5 employers in 2022, 23, and 24 responded to the survey.

**Data Analysis:** Overall the employer’s satisfaction was 2.99, 3.3, and 3.21 across three years- above the positive threshold of 2.5 on a 1-4 likert scale. 9 Items were above 3.0 point across three years related to providing leadership to facilitate school improvement. The item related to allocating resources, including technology, to support students and staff is strong.

The less positive responses include # 3 prepared school leaders to anticipate, monitor and respond to educational development, and #10 prepared the school leader to establish and maintain a nurturing school environment addressing the physical and mental health needs of all. The responses of the less positive items resonate with the area for improvement in qualitative responses.

Table 1 Summary of Three-Year Data Analysis of Employers of principal Completer Responses

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  | 2024 | 2022 | 2023 |
| OSP | CAEP | Survey Item  | N=5 | N=15 | N=10 |
| 1.3, 1.1 | RA1.2 | 1. Prepared the school leader to lead and facilitate continuous improvement efforts within a school setting | 3 | 3.13 | 3.2 |
| 1.2 | RA1.2 | 2. Prepared the school leader to lead the process of setting, monitoring, and achieving specific and challenging goals for all students and staff. | 3 | 3.07 | 3.2 |
| 1.4 | RA1.2 | 3. prepared the school leader to anticipate, monitor, and respond to educational developments affecting the school and its environment. | 3.2 | 2.79 | 3.0 |
| 2.1 | RA1.2 | 4. prepared the school leader to ensure the instructional content being taught is aligned with the academic standards (i.e., national, state) and curriculum priorities of the school and district. | 3.2 | 2.87 | 3.6 |
| 2.22.3 | RA1.2 | 5. prepared the school leader to ensure effective instructional practices that meet the needs of all students at high levels of learning. | 3.2 | 2.93 | 3.4 |
| 1.2 | RA1.2 | 6. prepared the school leader to advocate for high levels of learning for all students, including students identified as gifted, students with disabilities and at-risk students. | 3.2 | 3.13 | 3.4 |
| 2.5 | RA1.1 A | 7. prepared the school leader to understand the process of setting, monitoring, and achieving specific and challenging goals for all students and staff. | 3.0 | 3.13 | 3.2 |
| 2.4 | Ra1.1 A, B, C | 8. prepared the school leader to support staff in planning and implementing research-based professional development. | 3.2 | 2.93 | 3.2 |
| 2.6 | RA1.1 D | 9. prepared the school leader to establish and maintain procedures and practices supporting staff and students with a safe environment conducive to learning. | 3.2 | 3.13 | 3.4 |
| 3.1 | RA1.1 F | 10. prepared the school leader to establish and maintain a nurturing school environment addressing the physical and mental health needs of all. | 3.2 | 2.93 | 3.0 |
| 3.3 | RA1.1 E | 11. prepared the school leader to allocate resources, including technology, to support student and staff learning. | 3.4 | 3.00 | 3.4 |
| 3.5 | RA1.1 F | 12. prepared the school leader to uphold and model professional ethics; local, state, and national policies; and, legal codes of conduct. | 3.2 | 3.27 | 3.4 |
| 3.3 | RA1.1 E | 13. prepared the school leader to connect the school with the community through print and electronic media. | 3.2 | 2.93 | 3.2 |
| 4.2 | RA1.1 D | 14. prepared the school leader to involve parents and communities in improving student learning. | 3.2 | 3.07 | 3.2 |
| 5.3 | RA1.1D | 15. prepared the school leader to use community resources to improve student learning. | 3.2 | 2.79 | 3.4 |
| 4.1 | RA1.1 F | 16. prepared the school leader to establish expectations for using culturally responsive practices that acknowledge and value diversity. | 3.5 | 2.80 | 3.6 |
| 5.2 | RA1.1, 1.2  | 17. provides effective school leaders employed by my organization. | 3.4 | 2.93 | 3.2 |
| 4.2 | RA1.1 1.2 | 18. provided by this institution is of high quality. | 3.4 | 3.07 | 3.2 |
|  |  | Total | **3.21** | **2.99** | **3.30** |

1=Strongly disagree, 2=disagree, 3=agree, 4=strongly agree

Diversity Item 5, 6, 9, 10, 12, and 16

Technology Item 11, and 13