Advanced Programs Employer and Alumni Surveys

Graduates complete the *Alumni Survey* one to two years after graduation. Employers complete the *Employer Survey* for their employees one to two years after graduation.

These surveys are parallel in nature, and were pilot tested in fall of 2018 (*Employer Survey*) and fall of 2019 (*Alumni Survey*). The surveys were designed to capture perspective of advanced preparation program graduates and their employers. The surveys contain items employing a 5-point scale. The surveys are closely articulated with the CAEP standards for Advanced Programs, (providing evidence of content validity) measuring: 1. Applications of data literacy; 2. Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies; 3. Employment of data analysis and evidence to develop supportive school environments; 4. Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; 5. Supporting appropriate applications of technology for their field of specialization; and 6. Application of professional dispositions, laws and policies, codes of ethics and professional standards appropriate to their field of specialization.

It is our intention to examine the perceptions our advanced program graduates after they have been in the field for a year or two and compare those perceptions to their employers for the same time period. We targeted the same population for the field test of our *Employer Survey* and the pilot test of the *Alumni Survey*.

The response rate for the *Employer Survey* was approximately 20%.

Please describe how reliability/consistency was established for the assessment.

Employer Pilot Test and Sample Selection: For this pilot test we selected program completers for 2014-2015 and 2015-2016 employed by Florida public schools during the 2016-2017 school year (n=138). The online survey was administered through the Survey Monkey, with a response rate of approximately 20%. We will conduct a field test with this instrument in the fall of 2019, in anticipation of our 2020 CAEP site visit.

Alumni Pilot Test and Sample Selection: For this pilot test we selected program completers for 2015-2016 and 2016-2017employed by Florida public schools during the 2017-2018 school year. The online survey will be administered through the Survey Monkey in the fall of 2019. We will then be able to compare the results from this pilot test to the results of the second administration of the *Employer Survey*.

Employer Survey Results

More than 80% of the employers rated our graduates as *strong* or *outstanding* for questions related to *respecting the values and beliefs of others* (82%) and *demonstrating ethical behavior* (86%). Nearly 80% of those surveyed responded that our graduates are strong or outstanding using technology to aid in job-related tasks (79%). Also favorable were responses related to our graduates' *knowledge in their field of specialization* (71%),

their ability to *apply knowledge in their field of specialization*, and to *keep current with the research in the field of specialization* (68%).