



***Employer Survey: 2016 – 2017***  
***Advanced Program – Educational Specialist in Education***  
***(concentration in School Administration)***

***Executive Summary***

**Purpose:** The purpose of the *Employers of Graduates of Advanced Programs Survey* is to evaluate the satisfaction of employers on the preparation of the completers from the Master of Science in Educational Leadership with a concentration in School Administration, or the Educational Specialist in Education with a concentration in School Administration. Both degrees are offered by the Department of Educational Leadership within the College of Education at Mississippi State University. Graduates were separated by the program of completion (Master of Science and Educational Specialist) and their year of completion (2016-2017). Each completer was then matched with their current employer, to whom the survey was sent. This survey serves as a component of the College of Education's overall plan to assess institutional effectiveness and compliance for the Council for the Accreditation of Educator Preparation (CAEP) Standard A.4. Program Impact (A.4.1. -Satisfaction of Employers).

**Methodology:** A pre-existing survey first piloted by a sister Mississippi institution was utilized to evaluate employers' assessments of the preparation their employees received in the School Administration program. Some of the survey items were amended to best align with CAEP standards A.1.1. and/or A.2.2 and A.4.

The *Employers of Graduates of Advanced Programs Survey* consists of eleven statements, each designed to measure employers' ratings of their level of satisfaction with the preparation their educators who had completed an advanced degree in the area of School Administration received. Each statement is accompanied by a response set of Strongly Satisfied (4), Satisfied (3), Dissatisfied (2), and Strongly Dissatisfied (1). The 2017-2018 Educational Specialist Employer results were used to calculate the reliability and internal consistency of the employer survey.

Dr. Katie Oswalt, Instructor/Coordinator in the Department of Educational Leadership at Mississippi State University provided reliability and validity evidence of the survey. Cronbach's alpha was used to measure the reliability and provide evidence that the items were related to each other. Cronbach's alpha reliability coefficient ranges between 0 and 1; as the coefficient nears 1.0, it signals greater internal consistency of items. Cronbach's alpha values of over .9 are considered to be excellent (George and Mallery, 2003). Cronbach's alpha for the reliability of the ten items included in the *Completers of Advanced Programs Survey* equated to .952, while the reliability of the eleven items included in the *Employers of Graduates of Advanced Programs Survey* equated to .972. Both reliability coefficients signal that the internal consistency of the surveys is excellent.

The degree awarded file of the 2016-2017 *Completers of the Educational Specialist program* (n=4) was provided by the Office of Institutional Research and Effectiveness. A public records request was submitted to the Mississippi Department of Education to confirm the schools in which these advanced program completers were employed and each completer was matched to the current employer. The web survey was deployed utilizing Qualtrics software to

the employers of the completers. Of the 4 unduplicated employers, 2 completed the web survey for an overall response rate of 50.00%.

**Overall Survey Results:**

**Primary Role**

Two out of two employers (100%) responded that their employees (completers) were identified as school administrators since completion of the degree.

**Satisfaction with Program and Preparation**

The survey contained 11 statements grouped into two different topics:

- 1) Level of satisfaction with preparation the educator received – “Based upon my observation, the completer was prepared to...” – 8 statements
- 2) Level of satisfaction with program – 3 statements

Each statement had a response set of Strongly Satisfied (4), Satisfied (3), Dissatisfied (2), and Strongly Dissatisfied (1). Data will be presented for each statement and will include the mean, and the percentage of ratings for strongly satisfied, satisfied, dissatisfied, and strongly dissatisfied.

**Q6 - Please rate your level of satisfaction with the preparation the educator received from Mississippi State University. All statements below align with the Council for the Accreditation of Educator Preparation (CAEP) Standards A.1.1 and/or A.2.2. Based upon my observation, the completer was prepared to:**

Statement	Mean	Strongly Satisfied	#	Satisfied	#	Dissatisfied	#	Strongly Dissatisfied	#	Total
1. Collect, manage, evaluate, and apply data in a critical manner (CAEP A.1.1).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2
2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies (CAEP A.1.1).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2
3. Employ data analysis and evidence to develop supportive school environments (CAEP A.1.1).	3.50	50.00%	1	50.00%	1	0.00%	0	0.00%	0	2
4. Use appropriate applications of technology for their field of specialization (CAEP A.1.1).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2

5. Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, members of the community, and parents (CAEP A.1.1).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2
6. Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate for their field of specialization (CAEP A.1.1).	3.50	50.00%	1	50.00%	1	0.00%	0	0.00%	0	2
7. 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).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2
8. Promote clinical practice that is consistent with learning development, effective pedagogy, and the needs of each child (CAEP A.2.2).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2

**Q9 - How satisfied are you with the following:**

Statement	Mean	Strongly Satisfied	#	Satisfied	#	Dissatisfied	#	Strongly Dissatisfied	#	Total
9. Effectiveness of program preparation (CAEP A.4).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2
10. Relevancy of the coursework to the responsibilities confronted on the job (CAEP A.4).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2

11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached (CAEP A.4.1).	4.00	100.00%	2	0.00%	0	0.00%	0	0.00%	0	2
---	------	---------	---	-------	---	-------	---	-------	---	---

**Additional comments**

Participants were invited to leave comments concerning the program but were not required to do so. Comments received follow.

**Q10 - Comments: In which areas does the program excel?**

Preparation for Administrative Positions

---

Preparation to administrative duties

**Q7 - Comments: In which areas could the program improve?**

Possibly assist students who successfully complete the program find administrative positions that are vacant.

---

More hands-on experience.

**Overall Summary:** Of all 11 statements evaluated, there was a 100% satisfaction rate of Satisfied/Strongly Satisfied by the employers of the 2016-2017 completers of the Educational Specialist program. Each statement included a response set of Strongly Satisfied (4), Satisfied (3), Dissatisfied (2), and Strongly Dissatisfied (1). Overall, the means of each statement ranged from 3.50 to 4.00.