Tier II Educational Leadership Employer Survey

About

The Tier II Educational Leadership Employer Survey gauges employer satisfaction with the preparation provided by the program and assesses the program's impact on candidates' skills and professional behaviors. The survey was developed in 2020 by the Educator Preparation Provider (EPP). The program faculty and associate dean collaborated to create the survey in alignment with the *Georgia Educational Leadership Standards* and the *Professional Standards for Educational Leaders*. In 2022, the survey was revised in response to updated accreditation requirements for survey sufficiency. The program faculty piloted the survey with the Educational Leadership Task Force in 2022 to determine how respondents interpreted the questions and whether any revisions were necessary. The final version of the survey includes nineteen scaled questions with response options for "Extremely Effective" (4), "Somewhat Effective" (3), "Somewhat Ineffective" (2), and "Extremely Ineffective" (1) and six open-ended response questions. The EPP administers the Educational Leadership Employer Survey to employers by email one year after a student completes the program.

Discussion of Results

The results presented in Table 1 below are from 2023. The response rate was acceptable at 50%, and the survey results were overwhelmingly positive. However, the EPP uses these results cautiously, as there were only three responses. All responses indicated that the employers found the leaders' preparation effective. There were no responses indicating ineffectiveness. There were seven areas where employers unanimously rated completers as extremely effective: promoting equity in education, leading a professional staff, developing personnel, acting as an agent of continuous improvement, promoting the use of challenging curriculum and quality instruction, and promoting the use of assessment to guide instruction. These are excellent results overall, and this means that the employers think our program completers are well-prepared for leadership positions at the principal level or higher and possess the skills and dispositions of leaders expected in the state and national standards. The responses to open-ended questions are currently too few in quantity to determine any patterns or trends, but the responses were constructive.

As the survey is administered annually, the EPP will aggregate results and analyze trends more thoroughly. The EPP notes limitations to administering a survey to employers a year after program completion. One limitation of the survey administration can be employer changeover. At times, respondents may be new to their position. It is also possible for the employer to have yet to work with the new leader before their enrollment in the program and subsequent completion. This can limit their comparison of the new leader's performance and the amount of information they are able to contribute.

Table 1

Educational Leadership Tier II Employer Survey Results

Question Text	2023 Employers of 2022 Completers Results (n=3/6) Response Rate = 50%		
	Answer	%	Count
1. Please identify the current position of the individual on which you are completing this survey.	Assistant Principal	33.33%	1
	Principal	33.33%	1
	Other:	33.33%	1
	Total	100%	3

Thinking about the Tier II program completer, to what extent can they:		Extremely Effective		Somewhat Effective		Somewhat Ineffective		Extremely Ineffective		Total
	Enact a shared mission.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Enact a shared vision.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Support core values.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Build consensus among stakeholders to foster school or district-level identity.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Make ethical decisions.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Promote equity in education.	100.00%	3	0.00%	0	0.00%	0	0.00%	0	3
	Promote inclusion in the school community.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Perform human resources responsibilities.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Lead a professional community of staff.	100.00%	3	0.00%	0	0.00%	0	0.00%	0	3

		Extremely Effective		Somewhat Effective		Somewhat Ineffective		Extremely Inffective		Total
	Develop the professional capacity of personnel.	100.00%	3	0.00%	0	0.00%	0	0.00%	0	3

		Extremely Effective		Somewhat Effective		Somewhat Ineffective		Extremely Inffective		Total
Thinking about the Tier II program completer, to what extent can they (Continued):	Engage families.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Engage the community.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Manage operations.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Manage resources.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Act as an agent of continuous improvement.	100.00%	3	0.00%	0	0.00%	0	0.00%	0	3
	Promote the effective use of technology to enhance student learning.	66.67%	2	33.33%	1	0.00%	0	0.00%	0	3
	Promote the implementation of challenging curriculum.	100.00%	3	0.00%	0	0.00%	0	0.00%	0	3
	Promote the implementation of quality instruction.	100.00%	3	0.00%	0	0.00%	0	0.00%	0	3
	Promote the use of assessment to guide instruction.	100.00%	3	0.00%	0	0.00%	0	0.00%	0	3

To what extent did the Tier II Educational Leadership Program prepare the completer for the role and responsibilities of leadership in your district?	The program helped <Name Redacted> become an effective Principal at the elementary level.
Would you recommend the Tier II Educational Leadership Program at UNG to those who are interested in school or district-level leadership positions? Please explain.	Yes. UNG has an excellent program with a sound reputation.

In what ways do you think the program could be improved?	No responses
What do you think were the program's strengths?	No responses
How did the Tier II Educational Leadership Program impact the leader's career plans?	The program allowed <Name Redacted> to continue working as a Principal.
Please use this space to share any additional comments you have regarding the Tier II Educational Leadership Program at UNG.	No responses