

SHSU Employer Survey

TITLE OF ASSESSMENT: SHSU Employer Survey

PROGRAM: All advanced programs

PURPOSE OF THE ASSESSMENT: To assess the degree to which employers are satisfied with advanced completers' preparation.

ADMINISTRATION: Each June, the survey is sent to employers of advanced completers who are employed in a position for which they were prepared in the previous academic year.

HOW THE DATA ARE ANALYZED AND INTERPRETED: The survey was administered in 2018-, 2019, and 2020. However, the completion rate was low, necessitating compiling the three cycles of data. 151 respondents participated in total, and responses by program are available in Data Table 1.

The first section of the survey is common among all employers of advanced completers. Respondents are asked to respond to questions about completers' job performance and areas of strength and improvement for the EPP.

Completers' employers then answer questions regarding the degree to which they were satisfied with the completer's specific preparation program. Each question is aligned to at least one of the program's SPA standards using a 1-3 Likert scale. Average responses are then calculated and reported in tables 3-7 below.

DATA TABLES:

Table 1: Number of Responses by Program Area

Row Labels	<i>n</i>
Principal	22
Superintendent	5
School Librarian	97
Reading Specialist	8
Educational Diagnostician	19
Grand Total	151

Table 2: Employers' Ratings of Completers' Preparation Compared to Colleagues: 2019-2021

Program	<i>n</i>	% Sufficient	among the best prepared	better prepared than most	about as well-prepared as others	can't compare	less well-prepared than most others
Principal	22	89.37%	63.64%	22.73%	13.64%	0.00%	0.00%
Superintendent	5	60.00%	20.00%	40.00%	20.00%	0.00%	20.00%
School Librarian	97	80.41%	45.36%	35.05%	14.43%	4.12%	1.03%
Reading Specialist	8	62.50%	37.50%	25.00%	37.50%	0.00%	0.00%
Educational Diagnostician	19	63.16%	21.05%	42.11%	31.58%	0.00%	5.26%
Grand Total	151	77.48%	43.71%	33.77%	17.88%	2.65%	1.99%

Table 3: Employers' Ratings of Completers Impact on Student Learning: 2019-2021

Program	<i>n</i>	% Sufficient	Among the top 10% of professionals with similar years of experience	Among the top 30% of professionals with similar years of experience	Among the middle 41-70% of professionals with similar years of experience	Among the lower 30-40% of professionals with similar years of experience	Blank
Principal	22	86.37%	72.73%	13.64%	13.64%	0.00%	0.00%
Superintendent	5	60.00%	40.00%	20.00%	20.00%	20.00%	0.00%
School Librarian	97	92.78%	69.07%	23.71%	7.22%	0.00%	0.00%
Reading Specialist	8	75.00%	37.50%	37.50%	25.00%	0.00%	0.00%
Educational Diagnostician	19	78.95%	31.58%	47.37%	15.79%	0.00%	5.26%
Grand Total	151	88.08%	62.25%	25.83%	10.60%	0.66%	0.66%

Table 4: Employers Satisfaction with the Preparation of Principal Completers Aligned to ELCC Standards by Ethnicity/Gender: 2019-2021

Ethnicity/Gender	<i>n</i>	Average of Standard 1	Average of Standard 2	Average of Standard 3	Average of Standard 4	Average of Standard 5	Average of Standard 6
African American	3	2.42	2.75	2.53	2.42	2.73	2.44
Female	2	2.13	2.63	2.30	2.13	2.60	2.17
Male	1	3.00	3.00	3.00	3.00	3.00	3.00
Bi-racial / Multi-racial	1	3.00	3.00	3.00	3.00	3.00	3.00
Female	1	3.00	3.00	3.00	3.00	3.00	3.00
Caucasian	10	2.75	2.68	2.74	2.75	2.68	2.75
Female	3	2.33	2.25	2.40	2.50	2.33	2.50
Male	7	2.93	2.86	2.89	2.86	2.83	2.86
Hispanic	5	2.85	2.70	2.68	2.85	3.00	2.77
Female	4	2.81	2.63	2.60	2.81	3.00	2.71
Male	1	3.00	3.00	3.00	3.00	3.00	3.00
Grand Total	19	2.74	2.71	2.71	2.74	2.79	2.72

Table 5: Employers Satisfaction with the Preparation of Superintendent Completers Aligned to ELCC Standards by Ethnicity/Gender

Ethnicity/Gender	<i>n</i>	Average of Standard 1	Average of Standard 2	Average of Standard 3	Average of Standard 4	Average of Standard 5	Average of Standard 6
Asian	1	3.00	3.00	2.63	2.57	3.00	2.25
Female	1	3.00	3.00	2.63	2.57	3.00	2.25
Caucasian	3	2.67	2.67	2.27	2.21	2.52	2.00
Female	2	2.50	2.50	2.09	2.02	2.29	1.88
Male	1	3.00	3.00	2.63	2.57	3.00	2.25
Hispanic	1	2.00	2.00	1.50	1.83	2.25	1.50
Female	1	2.00	2.00	1.50	1.83	2.25	1.50
Grand Total	5	2.60	2.60	2.19	2.20	2.56	1.95

Note. Some completers were employed in school leadership positions that do not require a Superintendent certification.

Table 6: Employers Satisfaction with the Preparation of School Librarian Completers Aligned to AASL Standards by Year

Row Labels	<i>n</i>	Average of Standard 1	Average of Standard 2	Average of Standard 3	Average of Standard 4	Average of Standard 5
2019	20	2.72	2.83	2.78	2.79	2.75
2020	47	2.62	2.86	2.63	2.82	2.74
2021	30	2.67	2.78	2.62	2.70	2.64

Grand Total	97	2.66	2.83	2.65	2.78	2.71
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Note. Due to a system malfunction Gender/Ethnicity were not recorded for School Librarian completers.

Table 7: Employers Satisfaction with the Preparation of Reading Specialist Completers Aligned to ILA Standards by Year

	n	Average of Standard 1	Average of Standard 2	Average of Standard 3	Average of Standard 4	Average of Standard 5	Average of Standard 6
2019	1	2.00	2.00	2.00	2.00	2.00	2.00
2020	6	2.33	2.42	2.44	2.39	2.50	2.33
2021	1	2.00	2.25	2.33	2.33	2.00	2.00
Grand Total	8	2.25	2.34	2.38	2.33	2.38	2.25

Note. Due to a system malfunction Gender/Ethnicity were not recorded for Reading Specialist completers.

Table 8: Employers Satisfaction with the Preparation of Educational Diagnosticians Aligned to CEC Standards by Year

Row Labels	n	Average of Standard 1	Average of Standard 2	Average of Standard 3	Average of Standard 4	Average of Standard 6	Average of Standard 7
2019	3	3.00	3.00	3.00	3.00	3.00	3.00
2020	10	3.00	2.75	2.90	3.00	3.00	3.00
2021	6	3.00	3.00	3.00	3.00	3.00	3.00
Grand Total	19	3.00	2.87	2.95	3.00	3.00	3.00

Note. Due to a data collection system malfunction Gender/Ethnicity were not recorded for Educational Diagnostician completers.