

## Summarized Employer Survey for Advanced Level Programs

### **Reading Program**

The satisfaction of employers is evaluated using an EPP created Employer Survey in Qualtrics. The survey was piloted in Fall 2020. Supervisors who have a previous candidate who has completed the program at least one year ago were asked to complete the survey. For the pilot, eight (8) individuals clicked on the survey, but only 2 completed the survey. Although limited, the findings are listed below:

#### Strengths

- Able to identify students' instructional needs
- Address students' needs in differentiated ways
- Design instruction based on students' needs
- Excellent at communicating with parents and colleagues regarding the needs of the learner
- Strong advocates for the profession
- Very professional in their work

#### Areas of Need

- None identified

### **School Librarianship Program**

The satisfaction of employers is evaluated using an EPP created Employer Survey in Qualtrics. The survey was piloted in Fall 2020. It was sent to supervisors who hired a prior candidate in the School Librarianship program. Four of eleven supervisors responded to the survey. The employers supervised completers who were working as librarians in their buildings. Findings are outlined below:

#### Strengths

- Advance students reading, motivation, and progress in critical thinking, research, and creative endeavors
- Develop and facilitate equal access to print and digital collection for self-directed and collaborative interactions
- Communicate with others to develop a strong library program
- Uses a range of learning and technology tools to access, interpret, and evaluate information and advocate for the profession

#### Areas of Need

- None identified

## **Educational Leadership Programs**

The Educational Leadership program requested and received feedback from LEA representatives who have had significant opportunity to observe the strengths and potential weaknesses of our completers. The following is a summary of their responses:

### **Strengths:**

- Completers seem well versed in learning theory and the latest instructional strategies.
- Completers are able to effectively use statistics and other data, not only to access effectively, but also to leverage the data in making strategic decisions that benefit students.
- Completers are characterized by strong thinking skills including effective questioning of information rather than merely accepting it prima facie.
- Completers exhibit a good working knowledge of case law.
- Completers are particularly sensitive to the importance of building positive working relationships between and among school leaders, staff, students, and other stakeholders. Recognition of the importance of developing trust appears to be a common attribute among most completers.
- The internship experiences are a key component of the program. “Learning by doing’ opportunities are so valuable as many ELPA students may not get these experiences in their own school districts.”
- Internship experiences have greatly benefited not only the student, but the LEAs as well, especially in researching and analyzing data.
- Completers exhibit improved skills in written and oral communication.
- Completers are characterized by a commitment to growth in learning, high quality academic study, and effective application of research.
- An LEA expressed appreciation for the manner in which the EPP counsels the occasional student who may lack initiative in working toward their internship goals.

### **Suggestions for improvement:**

- Completers could benefit from additional work on budget development including topics such as estimating, fixed charges, origin of revenues, tax structures, and audits.
- Completers could benefit from additional work to develop a thorough knowledge of Tennessee Code Annotated Title 49.