

# Educational Leadership Employer Survey

## Midwestern State University – West College of Education

The West College of Education (WCOE) annually requests a database from the Texas Education Agency (TEA) that identifies where our completers are employed. Using this database, the following survey was administered to employers for the academic years of 2019-2020 and 2020-2021. The twelve survey questions are aligned to the National Education Leadership Preparation (NELP) program standards, the TExES 268 Principal as Instructional Leader Exam competencies and the Texas Education Code Standards for Principal Certification. The purpose of the survey is to determine employers' satisfaction with the preparation of WCOE completers.

### Rating Scale:

**SD = Strongly Disagree**

**D = Disagree**

**A = Agree**

**SA = Strongly Agree**

The Educational Leadership program at MSU effectively prepared the Principal to...	AY 2019-2020					AY 2020-2021				
	n	SD	D	A	SA	n	SD	D	A	SA
1. establish and implement a shared vision and culture of high expectations for all stakeholders (students, staff, parents, and community). (NELP 1; COMP 001; TEC §241.15.b)	15	0 0%	0 0%	6 40%	9 60%	5	0 0%	1 20%	1 20%	3 60%
2. work with stakeholders as key partners to support student learning. (NELP 5; COMP 002; TEC §241.15.b)	15	0 0%	0 0%	5 33%	10 67%	5	0 0%	1 20%	2 40%	2 40%
3. collaboratively develop and implement high-quality instruction. (NELP 4; COMP 003; TEC §241.15.c)	15	0 0%	0 0%	6 40%	9 60%	5	0 0%	1 20%	1 20%	3 60%
4. monitor and assess classroom instruction to promote teacher effectiveness and student achievement. (NELP 4; COMP 004; TEC §241.15.c)	15	0 0%	0 0%	6 40%	9 60%	5	0 0%	1 20%	1 20%	3 60%
5. provide feedback, coaching, and professional development to staff through evaluation and supervision. (NELP 7; COMP 005; TEC §241.15.d)	15	0 0%	0 0%	6 40%	9 60%	5	0 0%	1 20%	1 20%	3 60%
6. reflect on his/her own practice and strive to grow professionally. (NELP 2; COMP 005; TEC §241.15.d)	15	0 0%	0 0%	5 33%	10 67%	5	0 0%	0 0%	2 40%	3 60%
7. promote high-quality teaching by using selection, placement, and retention practices to promote teacher excellence and growth. (NELP 7; COMP 006; TEC §241.15.d)	15	0 0%	0 0%	7 47%	8 53%	5	0 0%	0 0%	2 40%	3 60%
8. develop relationships with internal and external stakeholders, including selecting appropriate communication strategies for particular audiences. (NELP 2, 5; COMP 007; TEC §241.15.e)	15	0 0%	0 0%	8 53%	7 47%	5	0 0%	1 20%	1 20%	3 60%
9. focus on improving student outcomes through organizational collaboration, resiliency, and change management. (COMP 008; TEC §241.15.e)	15	0 0%	0 0%	7 47%	8 53%	5	0 0%	1 20%	1 20%	3 60%

The Educational Leadership program at MSU effectively prepared the Principal to...	AY 2019-2020					AY 2020-2021				
	n	SD	D	A	SA	n	SD	D	A	SA
10. collaboratively determine goals and implement strategies aligned with the school vision that support teacher effectiveness and positive student outcomes. (NELP 6; COMP 009; TEC §241.15.f)	15	0 0%	0 0%	7 47%	8 53%	5	0 0%	1 20%	1 20%	3 60%
11. provide administrative leadership through resource management, policy implementation, and coordination of school operations and programs to ensure a safe learning environment. (COMP 010; TEC §241.15.f)	15	0 0%	0 0%	6 40%	9 60%	5	0 0%	0 0%	2 40%	3 60%
12. provide ethical leadership by advocating for children and ensuring student access to effective educators, programs, and services. (NELP 2, 3; COMP 011; TEC §241.15.g)	15	0 0%	0 0%	5 33%	10 67%	5	0 0%	0 0%	2 40%	3 60%

### Data Analysis

For academic year 2019-2020, 100% of employers agreed or strongly agreed that all completers were effectively prepared for each of the items surveyed. For academic year 2020-2021, there was 80% agreement on the majority of survey areas, however, one completer was not rated as effectively prepared in the areas of working with stakeholders in visioning, key partnerships, and developing, monitoring, and evaluating student learning. The Educational Leadership program is continuing to monitor this data to determine if the areas of growth are simply outliers within the second data set or indicative of areas that need to be addressed in a more definitive manner. Thus far the data indicates that the majority of completers are successful in all of the areas surveyed.

In 2019-2020, the survey was sent to 69 employers and 15 responses were received, equating a response rate of 22%. For 2020-2021, the survey was sent to 74 employers and 5 responses were received, for a response rate of 7%. Please note that both current and previous employers of our graduates were included in the distribution.