VEAC Advanced Employer Survey for Admin & Supervision (PreK-6) for 2022-23

Survey Items	Degree						Demographics				Benchmarks		
	MEd		EdS		EdD/PhD		Completers of Color		White Only		All		All VEAC
	Mean	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*
Applies data-driven decision-making to initiate and continue improvement in school and classroom practices and student achievement	3.33	0.71	3.42	0.67	4.00	0.00	3.56	0.73	3.36	0.63	3.43	0.66	3.43
Collaboratively plans and implements of a variety of assessment techniques and data analysis to identify existing competencies and needs	3.50	0.76	3.33	0.65	4.00	0.00	3.44	0.73	3.46	0.66	3.45	0.67	3.44
Collaboratively works with parents and school personnel to ensure that students with disabilities are included as a valued part of the school community, and that they receive effective and appropriately intensive instruction to assist them in meeting the standards set for all students, as well as individual goals outlined in their individualized education plans (IEPs)	3.50	0.76	3.50	0.52	4.00	0.00	3.56	0.53	3.54	0.66	3.55	0.60	3.48
Demonstrated capacity to evaluate, communicate about, and advocate for ethical and legal decisions.	3.33	0.71	3.50	0.52	4.00	0.00	3.44	0.53	3.50	0.65	3.48	0.59	3.47
Demonstrated commitment to continuous professional learning for themself and their faculty and staff to support the school's goals and enhance its collective capacity	3.44	0.53	3.36	0.81	4.00	0.00	3.25	0.89	3.57	0.51	3.45	0.67	3.52
Demonstrated management decision-making that ensures successful teaching and learning. including human resources management and development, theories of motivation, change in school culture, innovation and creativity, conflict resolution, adult learning and professional development models	3.56	0.53	3.42	0.51	3.50	0.71	3.44	0.53	3.50	0.52	3.48	0.51	3.34
Designs and implements strategies for high-quality, technology-rich, and coherent curricula and supports for academic and nonacademic programs	3.44	0.53	3.25	0.62	3.50	0.71	3.22	0.67	3.43	0.51	3.35	0.57	3.37
Design and implementation of technology to support management functions and communication efforts	3.44	0.53	3.33	0.65	3.00	0.00	3.33	0.71	3.36	0.50	3.35	0.57	3.38

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	MEd		EdS		EdD/PhD		Completers of Color		White Only		All		All VEAC
	Mean	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*	*St. Dev.*	*Mean*
Intentionally and purposefully models professional, moral, and ethical standards, as well as personal integrity in all interactions;	3.38	0.52	3.50	0.52	4.00	0.00	3.44	0.53	3.54	0.52	3.50	0.51	3.64
Reflectively understands potential moral and legal consequences of decision-making in the school setting	3.44	0.53	3.50	0.52	4.00	0.00	3.56	0.53	3.50	0.52	3.52	0.51	3.59
Demonstrates supervision and leadership skills to promote a working and learning climate that is safe, secure, and respectful of a diverse school community;	3.56	0.53	3.42	0.67	4.00	0.00	3.44	0.73	3.57	0.51	3.52	0.59	3.57
Uses public relations and public engagement strategies and processes for building and sustaining positive relationships with families, caregivers, and community partners for the benefit of school improvement and student development	3.33	0.50	3.42	0.67	3.50	0.71	3.22	0.67	3.50	0.52	3.39	0.58	3.41
Overall Satisfaction*	4.44	0.73	4.08	0.90	5.00	0.00	4.22	0.83	4.36	0.84	4.30	0.82	
N	9		12		2		9		14		23		206

Scale: 1 = unacceptable; 2 = developing/needs improvement; 3 = proficient; 4 = exemplary

*Scale: 1 = Not Ready; 2 = Minimally Ready; 3 = Moderately Ready; 4 = Mostly Ready; 5 = Fully Rea

Regent University Employer Survey for the Educational Leadership/K12 School Leadership

	2020-21		2021-22		2022-23	
	Mean	**St. Dev.**	**Mean**	**St. Dev.**	**Mean**	**St. Dev.**
Professional Knowledge and Skills						
PSEL 1: Graduate develops, advocates, and enacts a shared mission, vision, and core values of high-quality education.	4.65	0.49	3.76	0.44	3.83	0.41
PSEL 2: Graduate acts ethically and according to professional norms.	4.76	0.56	3.85	0.37	3.67	0.52
PSEL 3: Graduate strives for educational opportunity equity and culturally responsive practices.	4.53	0.62	3.76	0.44	3.67	0.52
PSEL 4: Graduate develops and supports intellectually rigorous and coherent systems of curriculum, instruction, and assessment.	4.53	0.72	3.76	0.44	3.67	0.52
PSEL 5: Graduate cultivates an inclusive, caring, and supportive school community.	4.71	0.59	3.76	0.44	3.83	0.41
PSEL 6: Graduate develops the professional capacity and practice of school personnel.	4.65	0.70	3.62	0.59	3.83	0.41
PSEL 7: Graduate fosters a professional community of teachers and other professional staff.	4.47	0.87	3.70	0.57	3.67	0.52
PSEL 8: Graduate engages families and community in meaningful, reciprocal, and mutually beneficial ways	4.59	0.62	3.70	0.47	3.83	0.41
PSEL 9: Graduate manages school operations and resources effectively	4.47	0.87	3.70	0.57	3.83	0.41
PSEL 10: Graduate acts as an Agent of Continuous Improvement	4.47	0.72	3.76	0.44	3.83	0.41
Use of Technology						
Graduate has at least a basic understanding of technology used in administration / Graduate demonstrates a foundational understanding of the technology available for use in administration [used for 2021-22	4.82	0.39	3.76	0.54	3.67	0.52
Graduate effectively uses available technology to complete their work / Graduate effectively implements the available technology to complete assigned responsibilities [used for 2021-22]	4.65	0.49	3.68	0.57	3.83	0.41
Graduate encourages staff and students to use the technological tools available to them / Graduate collaborates with staff and students to use the technological tools available to them [used for 2021-22]	4.65	0.49	3.70	0.57	3.83	0.41
Overall Satisfaction with Education at Regent	4.53	0.62	3.59	0.67	4.83	0.41
N	31		22		6	

Scale for 2020-21: 1= strongly disagree; 2 = disagree; 3 = neither agree or disagree; 4 = agree; 5 = strongly agree
Scale for 2021-22 and 2022-23: 1 = ineffective; 2 = approaching effective; 3 = effective; 4 = highly effective