Response Rates

	Initial # of Employers[1]	Initial # of Completers	# Reachable Employers[2]	# Completed Surveys	Employer Response[3]
2019	6	6	5	3	60%
2020	13	13	11	4	36%
2021	13	13	11	5	45%

Notes:
1. The initial # reflects the number of employers that could be identified from the FLDOE datafile or out-of-state verified completers. Out of state completers are asked to share the link with their supervisor.
2. The reachable # reflects the number of employers that could be identified and have valid contact information. It is assumed that out-of-state completers share the link with their supervisor (i.e., their supervisor is reachable).
3. The employer response reflects the percentage of completed surveys from reachable employers.

Location

	2019		2020		2021	
	#	%	#	%	#	%
Escambia	Not collected		1	25	2	40
Santa Rosa	Not collected		1	25	0	0
Okaloosa	Not collected		2	50	3	60
Other Florida	Not collected		0	0	0	0
Out-of-State	Not collected		0	0	0	0

Employer Satisfaction

	Overall Satisfaction		REA Program Responsiveness to District Needs	
	%	**Mean**	**%**	**Mean**
2019	67	9.0	This question was not asked.	
2020	75	8.5	67	8.0
2021	0	7.5	0	7.5
% = Percent 9 or 10 rating; Scale: 0-10, where 10=Very Highly				

Likelihood to Recommend REA Program (Net Promoter)

	Detractors (Scores 0-6)		Neutrals (Scores 7-8)		Promoters (Scores 9-10)		Net Promoter Score	Mean
	%	Count	%	Count	%	Count		
2019	This question was not asked.							
2020	25	1	0	0	75	3	75	8.5
2021	0	0	100	5	0	0	0	7.5
Scale: 0-10, where 10=Very Highly								

Rehireability and Promotability of Graduates

	Rehireability			Promotability		
	% 9+10	% 7+8	Mean	% 9+10	% 7+8	Mean
2019	This question was not asked this way. 100% said they would rehire.			This question was not asked this way. 100% said moderately/highly likely.		
2020	This question was not asked this way. 100% said they would rehire.			This question was not asked this way. 100.0% said moderately/highly likely.		
2021	0	100	7.5	0	100	8.0
Scale: 0-10, where 10= Very Highly						

Graduates' Impact as a Reading Specialist

	Ineffective	Minimally Effective	Effective/ Highly Effective
2019	0%	0%	100%
2020	0%	0%	100%
2021	0%	0%	100%

International Literacy Association Standards

%E = Percent Effective or Highly Effective, Means range from 1 (Ineffective) to 4 (Highly Effective)

%P = Percent "On Par" or better, Coded as follows: 1 (Less Prepared),

2 (Slightly Less Prepared), 3 (On Par), 4 (Slightly More Prepared), 5 (More Prepared)

"UWF Graduates demonstrate the following standards…"

"How well prepared are UWF graduates compared to beginning reading specialists who graduated from other programs?"

Overall Judgement of (Comparative) Preparedness		
	%P	Mean
2021	0	3.0
Foundational Knowledge of Literacy and Language. Standard 1		
	%E	%P
2019	100	Not assessed.
2020	100	
2021	67	100

Literacy Curriculum and Instruction Standard 2		
	%E	%P
2019	100	Not assessed.
2020	100	
2021	67	100

Assessment & Eval of Language & Literacy Develop. Standard 3		
	%E	%P
2019	100	Not assessed.
2020	100	
2021	67	100

Diversity and Cultural Competence Standard 4				Creating a Literacy-Rich Learning Environment Standard 5				Professional Learning & Leadership Standard 6		
	%E	%P			%E	%P			%E	%P
2019	100	Not assessed.		2019	100	Not assessed.		2019	100	Not assessed.
2020	100			2020	100			2020	100	
2021	100	100		2021	100	100		2021	67	67

Qualitative Feedback

Please provide any comments regarding your impression of graduates from the UWF Educational Leadership program

Comments
Mrs. Cheeseman is an excellent teacher and she is producing proficiency and growth with her second grade students. Your educational program is paying off.
University of West Florida is doing an excellent job preparing students for the teaching world. I have hired many UWF graduates through the conditional offer program.

Please provide any comments regarding recommended improvements and/or changes for the UWF Educational Leadership program

Comments
Increase the graduates' knowledge of phonics
As the standards change it will be important to update curriculum

Please provide any comments regarding any general suggestions, concerns, or issues in the space provided below

Comments
None.

Overview of the Evidence

What is this item of evidence?

The Florida Department of Education does not provide detailed information to REA programs regarding their graduates' professional performance. To collect more detailed information, UWF created an employer survey. FLDOE provides REA programs with a data file containing the email addresses of graduates and their respective employers (principals) – if the graduate is employed in a Florida school. The OAASP also conducts an annual verification of employment for graduates who are employed out of state. To capture as many employer responses as possible, all recent graduates (past three years) with valid email addresses provided the employer survey link and asked to share it with their supervising principal.

What criteria of success have been established on the assessment?

The ratings on this survey are as follows: highly effective (4), effective (3), minimally effective (2), and ineffective (1). The EPP has set a target of "80% effective or highly effective" on each item.

How was the quality of this evidence determined or assured?

The questions on this survey use direct language from the Florida Principal Leadership Standards (FPLS) with which administrators are very familiar. We have piloted these items with administrators and established sufficient validity and reliability evidence in spring 2018. In addition, the questions on this survey are the same as the questions asked on the Candidates' Exit Survey, 1-Year-Out Graduate Survey, and Recent Graduate Survey in order to make comparisons between employer satisfaction and completer confidence at graduation and as an in-service educational leader.

We have a reasonable understanding of how many completers are represented in these data based on the FLDOE data file that maps each completer to a principal. Previous survey processes (before 2021) sent individual surveys to principals for each specific completer. Feedback from principals was that the request for information was tedious and cumbersome at the individual level. Therefore, each principal gets one survey to collectively evaluate REA completers. Principals are presented a list of the completers we have mapped to their school and can indicate if any of the names are incorrectly attributed to their school (occasionally information from the FLDOE has incorrect attributions). We have seen a positive impact on response rate after adopting this change in approach.

How is the evidence used to support continuous improvement?

After the ending date of the survey, the REA program is able to have actionable data to present to its Continuous Improvement Team (CIT) and the faculty at annual data retreats for further analysis and recommendations.

At what point is the assessment given?

The survey is administered to employers (principals) each spring semester. The survey is administered by the OAASP using Qualtrics. The 2021 findings represent "recent graduates" from fall 2017 through fall 2021. This definition is shared with employers in the recruitment email. Employers are asked to provide a collective rating across all the "recent graduates" they have hired. Prior to 2021, surveys were sent to principals of the most recent completers, e.g., 2020 survey captured ratings for 2017-18 completers, 2019 survey for 2016-17 completers, and so forth. We have received positive feedback from employers on this "collective" approach (versus having to fill out a survey for each individual completer).

Summary of the Evidence and Recommendations

2019 Cycle

RECOMMENDATIONS

- OAASP will continue to advocate for small incentives to participate in the survey. Presently, there are no incentives offered.
- Results will be shared with faculty via email
- Reading faculty will review data at the annual TEEL Data Retreat held by OAASP. In those meetings, faculty will review results and make recommendations/decisions for continued improvement based on findings.
- Portions of data are also presented at CIT (Continuous Improvement Team) meetings, when appropriate. CIT is comprised of faculty from all Teacher Education and Educational Leadership programs.

2020 Cycle

For 2020, despite sending the survey and subsequent reminder emails to 11 employers with valid contact information along, we only received 4 responses. This response rate exceeds the target 20%, with still further room for improvement. Because of the lower response, it is difficult to make any definitive conclusions from these data. It is encouraging that employers are satisfied with our completers in all ILA standards with all mean scores at or above 3.0 (meets expectations) and the percentage of meet/exceed ratings are at or above the EPP established target goal of 80%. The only standard to record less than 85% meets/exceeds ratings was "recruiting, retaining and developing an effective and diverse faculty and staff." Respondents show the greatest variance in their satisfaction in the areas of "managing the organization, operations, and facilities in ways that maximize the use of resources to promote a safe, efficient, legal, and effective learning environment" and "recruiting, retaining and developing an effective and diverse faculty and staff" (SDs > .75). No ratings were below 2.0 (minimal effectiveness).

We also saw strong response when it comes to perceptions of program responsiveness and overall satisfaction of our graduates. Slightly more than two-thirds of employers (68.7%) were classified as "promoters," and indicated a very strong likelihood to recommend our EDL program. 15.6% of employers were classified as More than 80% of employers indicated our graduates were promotable, should a position arise. More than 90% of employers indicated an intention to rehire our graduates.

RECOMMENDATIONS

- For the next data cycle in spring 2021, modify the data collection procedure to send one email per principal asking them to rate UWF graduates they have hired generally. Present them a list of the recent graduates (per FLDOE) to allow for any correction of error that might exist. This is hoped to reduce the assessment burden on the employer, who is offered no incentive for participation.
- For the next data cycle in spring 2021, increase efforts to share employer link with out-of-state completers asking them to forward the employer survey on to their appropriate supervisor. This should increase data quality as we will be able to capture responses from non-Florida employers.

2021 Cycle

<u>RECOMMENDATIONS</u>

- For the next data cycle in spring 2022, …
- For the next data cycle in spring 2022, …

Comparison Across Cycles

The mean scores across cycles are at or above 3.0 (meets expectations) and the percentage of meet/exceed ratings are at or above the EPP established target goal of 80% Meets Expectations. The means and percentages were _____ in YYYY compared to YYYY. XYZ Area remains the highest area year-over-year.

<u>RECOMMENDATIONS</u>

- Continue to administer the survey.
- CIT and EPP faculty should discuss: TBD