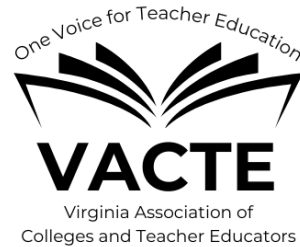




**Virginia Education
Assessment Collaborative**



Radford University

Advanced Employer Survey Results

Combined Three Cycles

2022, 2023, 2024

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Employer - Administration & Supervision Results

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
A&S_A	Applies data-driven decision-making to initiate and continue improvement in school and classroom practices and student achievement	Data literacy to support learning; Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies. Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.44	0.56	34	3.40	0.61	489
A&S_B	Collaboratively plans and implements of a variety of assessment techniques and data analysis to identify existing competencies and needs	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments; Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents	3.53	0.56	34	3.45	0.61	488
A&S_C	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)	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.62	0.55	34	3.49	0.60	487
A&S_D	Demonstrated capacity to evaluate, communicate about, and advocate for ethical and legal decisions.	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization.	3.56	0.56	34	3.46	0.59	491

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP Mean	EPP SD	EPP Mean	VEAC N
A&S_E	Demonstrated commitment to continuous professional learning for themselves and their faculty and staff to support the school's goals and enhance its collective capacity	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.58	0.61	33	3.54	0.59	489
A&S_F	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	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.56	0.56	34	3.38	0.64	487
A&S_G	Designs and implements strategies for high-quality, technology-rich, and coherent curricula and supports for academic and nonacademic programs	Support and utilize appropriate applications of technology for my field of specialization	3.48	0.57	33	3.38	0.60	488
A&S_H	Design and implementation of technology to support management functions and communication efforts	Support and utilize appropriate applications of technology for my field of specialization	3.44	0.56	34	3.37	0.59	486
A&S_I	Intentionally and purposefully models professional, moral, and ethical standards, as well as personal integrity in all interactions;	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.65	0.60	34	3.60	0.56	489

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP Mean	VEAC Mean	VEAC SD	VEAC N
A&S_J	Reflectively understands potential moral and legal consequences of decision-making in the school setting	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.53	0.66	34	3.54	0.57	489
A&S_K	Demonstrates supervision and leadership skills to promote a working and learning climate that is safe, secure, and respectful of a diverse school community;	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.64	0.55	33	3.53	0.60	489
A&S_L	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	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents	3.62	0.65	34	3.40	0.60	483

Employer - Counselor Education Results

Code	Item (Counselor Education)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
CED_A	Effectively administers individual and group student appraisal and assessment	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.53	0.52	15	3.38	0.61	177
CED_B	Engages in relevant professional activities such as professional organization membership, upholding professional standards, and maintaining credentials.	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.47	0.64	15	3.44	0.62	178
CED_C	Fosters collaboration and teamwork within schools.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.53	0.74	15	3.56	0.65	179
CED_D	Models school counseling professionalism, including legal and ethical considerations	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.67	0.62	15	3.61	0.55	179
CED_E	Serves as a P-12 school leader, advocate, and change agent.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.47	0.64	15	3.36	0.73	178
CED_F	Supports students by cooperatively working collaboratively with families and school personnel.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.60	0.74	15	3.54	0.64	179

Code	Item (Counselor Education)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
CED_G	Uses accountability data to inform decision-making.	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.40	0.63	15	3.25	0.64	178
CED_H	Uses data to advocate for programs and students.	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.50	0.52	14	3.25	0.65	177
CED_I	Uses research and evaluation skills to improve school counseling program	Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.36	0.63	14	3.26	0.66	174
CED_J	Effectively administers individual and group student appraisal and assessment	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.53	0.52	15	3.38	0.65	177
CED_K	Advance the responsible and appropriate use of technology and software applications to facilitate academic, career and social/emotional achievement.	Support and utilize appropriate applications of technology for my field of specialization.	3.57	0.51	14	3.33	0.62	178

Employer - School Psychologist Results

Code	Item (School Psychologist)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
SP_A	Ability to collaborate with other community-based professionals and private practitioners in providing wraparound services to the extent possible or considered as systems of care philosophy	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.71	0.49	7	3.43	0.63	28
SP_B	Applies educational foundations of schooling to ensure effective collaboration with other school professionals toward implementing school practices that promote learning and mental health	Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments. Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.83	0.41	6	3.56	0.51	27
SP_C	Maintains professionalism, follows legal and ethical standards for school psychologists, and upholds standards related to practicing as a psychologist in a public-school setting	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.83	0.41	6	3.74	0.45	27
SP_D	Uses direct and indirect methods of academic and behavioral intervention, and demonstrates proficiency in delivering such interventions	Data literacy to support learning.	3.83	0.41	6	3.52	0.58	27

Code	Item (School Psychologist)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
SP_E	Uses psychological and educational assessment, data collection strategies, and technology resources and apply results to design, implement, and evaluate response to services and programs	Data literacy to support learning. Support and utilize appropriate applications of technology for my field of specialization.	4.00	0.00	6	3.50	0.65	26
SP_F	Uses statistics and research design, measurement, and program evaluation	Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies	3.67	0.52	6	3.41	0.64	27
SP_G	Consults with administrators, teachers, parents, and other professionals about student problems and appropriate change strategies;	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	4.00	0.00	6	3.63	0.63	27

Employer - Reading Specialist Results

Code	Item (Reading)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
RS_A	Demonstrate expertise in the ability to use diagnostic data to inform instruction for acceleration, intervention, remediation, and differentiation.	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.82	0.39	17	3.57	0.60	138
RS_B	Demonstrate expertise in the use of technology for both process and product as they work to guide students with reading, writing, and research.	Support and utilize appropriate applications of technology for my field of specialization.	3.65	0.49	17	3.45	0.60	139
RS_C	Demonstrate expertise with educational measurement and evaluation, including validity, reliability, and normative comparisons in test design and selections;	Data literacy to support learning; Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies	3.71	0.47	17	3.45	0.65	139
RS_D	Demonstrate expertise to interpret grade equivalents, percentile ranks, normal curve equivalents, and standards scores;	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.71	0.47	17	3.45	0.62	138
RS_E	Demonstrate the ability to instruct and advise teachers in the skills necessary to differentiate reading instruction for both low and high achieving readers;	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.59	0.51	17	3.36	0.64	139

Code	Item (Reading)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
RS_F	Demonstrate the ability to coach and support teachers through classroom observations, demonstrations, co-teaching, and other forms of job-embedded professional development;	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.41	0.51	17	3.28	0.69	137
RS_G	Demonstrate the ability to organize and supervise the reading program within the classroom, school, or division;	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.47	0.51	17	3.38	0.69	136
RS_H	Demonstrate effective communication skills in working with a variety of groups, including parents, teachers, administrators, and community leaders	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents. Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.59	0.51	17	3.46	0.65	138
RS_I	Demonstrate knowledge of current research and exemplary practices in English and reading	Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies	3.71	0.47	17	3.51	0.57	138
RS_J	Demonstrate knowledge of foundational theories about diverse learners, equity, and culturally responsive instruction	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.47	0.51	17	3.45	0.63	138
RS_K	Ability to integrate digital technologies into their literacy instruction in appropriate, safe, and effective ways and assist colleagues in these efforts	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents. Support and utilize appropriate applications of technology for my field of specialization.	3.65	0.49	17	3.43	0.59	138

Employer - Advanced Survey Overall Satisfaction

			EPP Employer '22 - '24			VEAC Employer '22 - '24		
Overall Satisfaction	VEAC Mean	VEAC SD	EPP Mean	EPP SD	EPP Mean	VEAC SD	SD	N
Employer Survey	Based on your experience with $\{e://Field/Completer\%20First\}$ $\{e://Field/Completer\%20Last\}$, what best describes the extent to which they were ready to effectively work with diverse P-12 students and their families as a $\{e://Field/Endorsement\%20Program\%20B\}$ in your school, division, or organization? Respondent employers could respond “Fully ready, Mostly ready, Moderately ready, Minimally ready, or Not ready.” To find the average overall satisfaction, responses are coded, from 1 to 5. Higher values indicate more satisfaction, and lower values indicate more dissatisfaction.	Administration & Supervision	4.54	0.70	35	4.39	0.84	498
		Counselor Education	4.60	0.74	15	4.52	0.74	184
		School Psychology	5.00	0.00	8	4.70	0.60	30
		Reading Specialist	4.65	0.49	17	4.55	0.76	139