

ANNUAL ACCREDITATION REPORT

ADVANCED PROGRAMS

MEASURE 2: SATISFACTION OF EMPLOYERS (RA.4.1)

Advanced Programs: Employer Survey

On February 2024 employers were contacted to fill out the employers' satisfaction survey, 6 employers completed the electronic questionnaire. Some highlights of the results are:

Mastery of competencies

83% of the employers rated the mastery of the completers as **Excellent** in the competencies of *servicing diverse populations and communities and institutional policies governing their profession.*

67% of the employers rated the mastery of the completer as **Excellent** in the competencies of *oral communication, written communication, professional language and use of emergent technologies.*

50% of the employers rated the mastery of the completer as **Excellent** in the competencies of *institutional or academic research.*

Skills performance

83% of the employers described the quality of the completer as **Excellent** in regards to *participation in professional activities, participation in social and community activities and integrating technology with their practice.*

50% of the employers described the quality of the completer as **Excellent** in regards to *conducting institutional or academic research.*

33% of the employers described the quality of the completer as **Good** in regards to *publication of academic or professional papers.*

Completers diversity behaviors

100% of the employers evaluated as **Good** the extent to which the completer demonstrates behaviors that display *sense of fairness and justice, ability to work collaboratively, ability to envision transformations that contribute to the wellbeing of the population being served and/or the development of their professional field, and valuing human dignity, solidarity and democratic pluralism.*

Performance that reflect knowledge

67% of the employers rated as **Excellent** the performance of the completer that reflects knowledge of *theories, research and practices that support their student learning, diverse social and cultural backgrounds of students' families and communities, the belief that all students can learn and ability to reflect on their students' learning to improve their professional practice.*

50% of the employers rated as **Excellent** the performance of the completer that reflects knowledge of *assessment of the school environment and student learning, including that of children and youth with exceptionalities and creating positive and learning environments.*

MEASURE 3: CANDIDATE COMPETENCY AT COMPLETION (RA.3.4)

Candidates from both programs are meeting and exceeding expectations at time of completion.

Key assessment data includes the rubric results for the thesis and projects in the master's program in Guidance and Counseling. Results from the Thesis, projects & dissertations rubric evaluation for the 2023-2024 academic year indicate that candidates have demonstrated mastery in the following CAEP skills: (1) Applications of data literacy, (2) Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies, (3) Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments; and (6) Application of professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to their field of specialization. All candidates graduating (**100%**) were evaluated as **outstanding** in seven of the nine items evaluated. In the other two items **75%** of candidates were evaluated as **outstanding**.

In the master's program in Leadership in Educational Organizations key assessment includes the EDUC 6210 Specific Rubric. Results from the rubric evaluation for the 2023-2024 academic year indicate that candidates have demonstrated mastery in the following CAEP skills: (2) Use of research and understanding of qualitative, quantitative and/or mixed methods research methodologies, (3) Employment of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments, (4) Leading and/or participating in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations and parents; and (6) Application of professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to their field of specialization. All candidates graduating (**100%**) were evaluated as **excellent** in six of the ten items evaluated. In three items, **83%** candidates were evaluated as **excellent** and in item #6 (Political Leadership) **67%** of candidates were evaluated as **excellent**.

MEASURE 4: ABILITY TO BE HIRED

An alumni survey was administered in February 2024 to completers that graduated between 2022 and 2023. The average response rate from both programs was 52%.

100% of completers that responded the survey indicated that they were currently working (43% has less than a year in their job, 28.5% has between one to five years in their job and 28.5% has more than six years in their job).

86% of completers that responded the survey indicated that they did not change their jobs after graduating.

71% of completers that responded the survey indicated that they are **working in an area related to their field of studies**.