

ANNUAL ACCREDITATION REPORT

ADVANCED PROGRAMS

MEASURE 2: SATISFACTION OF EMPLOYERS (RA.4.1)

Advanced Programs: Employer Survey

For the 2024-2025 academic year, the CEPDEG Committee worked on planning the revision of the Employer Survey for its future administration. It was decided that the Content Validity Ratio (CVR) would be used for the instrument revision. The expert panel that was going to be invited for this revision will be constituted of: (1) professors from the master's program in Guidance and Counseling, and professors from the master's program in Leadership in Educational Organizations; (2) members of the DGS Advisory Committee on P-12 issues and other scenarios; (3) employers; and (4) leaders (mayors, supervisors and/or directors) of Bayamón Region. The CEPDEG Committee decided that the Employer Survey will be administered every other year to have a bigger target population: 2026-2027, 2028-2029, and 2030-2031

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

Advanced Programs:

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 2024-2025 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 four of the nine items evaluated. In the other five items, **83.3%** of candidates were evaluated as **outstanding**.

In the master's program in Leadership in Educational Organizations, the key assessment includes the EDUC 6210 Specific Rubric. Results from the rubric evaluation for the 2024-2025 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 **outstanding** in thirteen of the eighteen items evaluated. In the other five items, **80%** of candidates were evaluated as **outstanding**.

MEASURE 4: ABILITY TO BE HIRED

Advanced Programs:

An Exit Survey was administered at the end of each semester (December 2024 and May 2025).

In the master's program in Leadership in Educational Organizations, 5 completers answered the survey. The results indicated that at the time of graduation, **100%** of them were ***working full-time***. Out of those completers, **80%** reported that their work is ***directly related to their area of study***. In addition, 60% plans to change work after graduating, and **100% plans to work in an area related to their study**. Moreover, 40% of graduates who answered the questionnaire plan to continue graduate studies.

In the master's program in Guidance and Counseling, 6 completers answered the survey. The results indicated that at the time of graduation, **100%** of them were ***working full-time***. Out of those completers, **50%** reported that their work is ***directly related to their area of study***. In addition, **66.7%** plans to change work after graduating, and **83.3% plans to work in an area related to their study**. Moreover, 16.7% of graduates who answered the questionnaire plan to continue graduate studies.