



SHENANDOAH®
U N I V E R S I T Y

Measure 2 (Advanced): Satisfaction of Employers and Stakeholder Involvement (RA4.1 | RA5.3)

VEAC Data Charts for the Survey Results of Two Combined Pilot Cycles: 2021-2022, and 2022-23 Employer Satisfaction with Two Advanced Licensure Completers in Administration & Supervision Program and in Reading Specialist Program (RA4.1, RA5.3)

Shenandoah University joined the Virginia Education Assessment Collaborative (VEAC), which is a growing partnership among Educator Preparation Programs (EPP) in the Commonwealth of Virginia in 2018. VEAC's purpose is to provide a centralized assessment structure for Virginia EPPs that standardizes and reduces the complexity of data collection for both the Virginia Department of Education (VDOE) and the Council for the Accreditation of Educator Preparation (CAEP).

VEAC Advanced Survey

The Virginia Education Assessment Collaborative (VEAC) conducted a unique **advanced program completer survey** for graduates of programs in Administration and Supervision, Counselor Education (School), Mathematics Specialist, School Psychologist, and Reading Specialist in summer 2022 and spring 2023. The surveys were conducted through the University of Virginia and sought to benchmark the responsiveness of advanced program completers and their employers for future CAEP Revised Advanced Standard 4.

This report provides descriptive statistics from the two surveys of advanced program completers and their employers with data from two cycles showing Shenandoah University data comparatively with all VEAC participants' respondents for each item that is pertinent to their particular programs.

Participating 2021-2022 institutions included: Averett University, Bluefield University, James Madison University, Longwood University, Radford University, **Shenandoah University**, University of Virginia, and Virginia Commonwealth University.

Participating 2022-2023 institutions included: Averett University, Bluefield University, George Mason University, James Madison University, Liberty University, Longwood University, Mary Baldwin University, Radford University, Regent University, **Shenandoah University**, University of Lynchburg, University of Virginia, Virginia Tech, Virginia Commonwealth University, and William and Mary.

Data Collection Processes

2022 Pilot: VEAC partners submitted contact information for program completers to VEAC in July 2022 for their program completers and employment information. Initial recruitment for the completer survey began on August 16, 2022, and was open with reminders through September 5, 2022. Initial recruitment for the employer survey began on September 29, 2022, and was open with reminders through October 17, 2022.

2023 Pilot 2 Cycle: VEAC partners submitted contact information for program completers to VEAC in January 2023 for their program completers and employment information. Initial recruitment for the completer survey began on in March 2023 and was open with reminders through April 2023. Initial recruitment for the employer survey began in April 2023 and was open with reminders through April 2023

Survey Response Rates

For the **2021-2022 pilot licensure cycle**, VEAC fielded the Advanced Completer & Employer Survey to program completers from 9 EPP partners. Upon closing the completer survey, VEAC collected 134 complete and partial responses resulting in a 19% Completer response rate. Upon closing the employer survey, VEAC collected 78 complete and partial responses resulting in a 26% Employer response rate.

For the **2022-2023 pilot licensure cycle**, VEAC fielded the Advanced Completer & Employer Survey to program completers from 15 EPP partners. Upon closing the completer survey, VEAC collected 489 complete and partial responses resulting in a 19% Completer response rate. Upon closing the employer survey, VEAC collected 364 complete and partial responses resulting in a 34% Employer response rate.

Shenandoah University

Shenandoah University has 2 Advanced Programs: Administration & Supervision and Reading Specialist. Both programs use a cohort model for matriculation and serve teachers who seek to develop their professional skills to prepare for a leadership position. We are proud that the employers of our advanced program completers have rated them in the “Mostly” to “Fully Ready” in their “effectiveness with diverse P-12 students and their families.”

The scores of 4.5 (Administration & Supervision) and 4.2 (Reading Specialist) on a 5-point scale are indicators of solid positive satisfaction with the work our programs are doing to prepare these educators.

The Shenandoah University mean scores are highlighted in yellow, and for comparison purposes, the green highlighted scores show the combined means for the 15 Virginia programs participating in the survey process. We are pleased with the results since SU scores are close to the VEAC mean, and above average overall. The combined response rate of 41% is solid, and the breakdown for Administration & Supervision (34%) shows a good level, and Reading Specialist (49%) shows an excellent level; all indicators of dependable results for stakeholder discussions.

Advanced Survey Overall Satisfaction – Shenandoah University

			EPP Employer '22 + '23			VEAC Employer '22 + '23		
Overall Satisfaction	Survey Text (All Programs)	Program	EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
Employer Survey	Based on your experience with {Completer's Name}, what best describes the extent to which they were ready to effectively work with diverse P-12 students and their families as a {Advanced License Endorsement position } in your school, division, or organization?	Administration & Supervision	4.50	1.10	27	4.43	0.85	207
	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.	Reading Specialist	4.21	1.10	29	4.49	0.84	71

Advanced 2023 Response Rates – Shenandoah University

VEAC EPP & Program	2022-2023 Emails Sent	Bounced or Failed Emails	Responses	Response Rate (Partial and Full)
Shenandoah University	121	23	40	41%
Admin and Supervision PreK-12	68	15	18	34%
Reading Specialist	53	8	22	49%

Administration & Supervision Results

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 + '23			VEAC Employer '22 + '23		
			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	<p>Data literacy to support learning;</p> <p>Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies.</p> <p>Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.</p>	3.40	0.71	25	3.43	0.63	206
A&S_B	Collaboratively plans and implements of a variety of assessment techniques and data analysis to identify existing competencies and needs	<p>Data literacy to support learning;</p> <p>Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments;</p> <p>Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents</p>	3.44	0.77	25	3.44	0.66	205
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)	<p>Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.</p>	3.52	0.65	25	3.48	0.65	205
A&S_D	Demonstrated capacity to evaluate, communicate about, and advocate for ethical and legal decisions.	<p>Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization.</p>	3.68	0.63	25	3.47	0.60	205

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 + '23			VEAC Employer '22 + '23		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	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	3.72	0.54	25	3.52	0.61	205
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	3.36	0.64	25	3.34	0.66	206
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	3.52	0.65	25	3.37	0.62	205
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	3.56	0.58	25	3.38	0.60	205
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	3.80	0.41	25	3.64	0.57	204

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 + '23			VEAC Employer '22 + '23		
			EPP Mean	EPP SD	EPP N	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	3.84	0.37	25	3.59	0.56	204
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	3.72	0.54	25	3.57	0.61	204
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	3.48	0.67	23	3.41	0.62	202

Reading Specialist Results

Code	Item (Reading)	RA1.1 Competencies	EPP Employer '22 + '23			VEAC Employer '22 + '23		
			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	3.21	0.79	28	3.56	0.65	71
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.	3.11	0.69	28	3.39	0.62	71
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	3.21	0.83	28	3.46	0.69	71
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.	3.18	0.77	28	3.44	0.65	71
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.	3.00	0.77	28	3.30	0.66	71

Code	Item (Reading)	RA1.1 Competencies	EPP Employer '22 + '23			VEAC Employer '22 + '23		
			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.	2.89	0.79	28	3.25	0.69	71
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.	2.89	0.83	28	3.32	0.73	71
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	3.04	0.79	28	3.41	0.69	71
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	3.29	0.66	28	3.51	0.58	71
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	3.21	0.83	28	3.45	0.69	71
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.	3.14	0.71	28	3.38	0.62	71