

Advanced Programs Employer Survey (Spring 2020) Executive Summary Statement

Across all of NAU's advanced professional education programs, 54 employers completed the Advanced Programs Employer Survey during the pilot administration in Spring 2020. Of the 54 employers that responded to the pilot employer survey, 56% (or 29 employers) indicated they had hired NAU advanced professional education program graduates during the past three years. Given the low number of survey responses for specific advanced programs on the Employer Survey, the following results are to be viewed cautiously.

NAU Advanced Program Completers' Competency & Hireability

The percentage of employer respondents indicating that they find our advanced program completers competent and worthy of hiring (when possible) was very high with 52% indicating "always" and 39% indicating "most of the time." Employers also indicated they would hire another NAU advanced professional education program graduate with 86% of respondents indicating they were "extremely likely" and 24% indicating they were "likely" to hire another NAU advanced program graduate.

Strengthens of NAU Advanced Program Completers

The percentage of employers indicating they were satisfied with the overall preparation of NAU advanced program graduates for their position was very high with 70% indicating they were "extremely satisfied" and 26% indicating they were "satisfied." Across employment positions for all of NAU's advanced professional education programs, employer respondents rated advanced program completers highly in terms of their knowledge (100% of respondents), skills (100% of respondents), and dispositions (91-100% of respondents).

Have you hired NAU advanced professional education program graduates during the past 3 years?

Answer Options	2020	
	Percent	Count
Yes	56%	29
No	44%	23
<i>answered question</i>	52	
<i>skipped question</i>	2	

Approximately, how many NAU advanced professional education program graduates has your school/district/organization hired during the past 3 years?

Answer Options	2020	
	%	Count
None	7.7%	2
1-3	80.7%	21
4-6	7.7%	2
7 or more	3.9%	1
Other	0%	0
<i>answered question</i>	26	
<i>skipped question</i>	3	

Which of the following position(s) best describes/matches the positions these individuals have been hired for? Select all that apply.

Answer Options	2020	
	%	Count
School Psychologist	36.67%	11
Certified School Counselor	10%	3
Bilingual Teacher/Director/Coach	3.33%	1
English as a Second Language Teacher/Director/Coach	3.33%	1
Reading Specialist	10%	3
Literacy Coach	0%	0
School Principal or Assistant Principal	33.33%	10
Superintendent or Assistant Superintendent	3.33%	1
<i>answered question</i>	22	
<i>skipped question</i>	7	

For individuals hired for School Psychologist positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>school psychologist</i> .	10 (91%) [n = 11]	1 (9%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>school psychologist</i> .	9 (82%) [n = 11]	2 (18%)	0 (0%)	0 (0%)
Please rate the <i>dispositions</i> of NAU advanced professional education program graduates in terms of their legal, ethical, and professional practice as a <i>school psychologist</i> .	9 (82%) [n = 11]	1 (9%)	1 (9%)	0 (0%)

Based on your interactions with graduates as a *school psychologist*, please provide any additional comments about the strengths of NAU's advanced professional education programs.

The come in very prepared and make an immediate positive impact.

[Student] came very well prepared for [their] Internship and has excelled since day one of arriving (soon to finish [their] 1st year of full-time employment).

Your graduates appear to have a solid understanding of assessment practices, collaboration and consultation skills. They are well prepared to think critically about developing an assessment plan, interpret their assessment results and how to help others understand this information.

I have worked with a number of school psychologists who obtained their masters, specialist or doctorate level degrees in school psychology from NAU. They are typically very well prepared, have a good understanding of the law, ethics and best practices, and they have good psychometric and problem solving skills.

NAU students are well prepared for careers in school psychology. This truly summarize what we have seen in our department.

NAU grads are very well trained and prepared. They have good skills in evaluation, report writing, and behavior assessment & intervention. They come to us behaving as professionals.

NAU does an excellent job in the preparation of school psychologists. Interns and school psychologists have made valuable contributions to the district and the field. The number hired in the last three years does not include others who were interviewed and offered positions that were not taken.

I always know when we hire someone that has come from NAU's School Psych program that they have the background and knowledge needed to be an effective school psychologist in our district.

Based on your interactions with graduates as a *school psychologist*, please provide any additional suggestions for improvements or additions to NAU's advanced professional education programs.

[Student] and send me more of [them]!

They report that they do not have much knowledge about Federal and State law regarding special education and related services and what constitutes a legally compliant IEP. Their questions have reflected a need for additional knowledge as well.

I think graduates could come prepared to engage in more systems level development.

NAU students are well prepared, I have no suggestions for change at this time.

Expanded practicum experiences may benefit students; however they currently enter internships and the professional field with solid skills despite a more narrow experience.

None at this time

For individuals hired for Certified School Counselor positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>certified school counselor</i> .	1 (33.3%) [n = 3]	2 (66.7%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>certified school counselor</i> .	1 (33.3%) [n = 3]	2 (66.7%)	0 (0%)	0 (0%)
Please rate the <i>dispositions</i> of NAU advanced professional education program graduates in terms of their legal, ethical, and professional practice as a <i>certified school counselor</i> .	1 (33.3%) [n = 3]	2 (66.7%)	0 (0%)	0 (0%)

Based on your interactions with graduates as a *certified school counselor*, please provide any additional comments about the strengths of NAU's advanced professional education programs.
Quickly fit into the work and appear to have good teamwork skills to attack group projects.

Based on your interactions with graduates as a *certified school counselor*, please provide any additional suggestions for improvements or additions to NAU's advanced professional education programs.
Continue to address working through organizational planning skills development and abilities to conduct ongoing project management. Counselors appear to have excellent one to one case management skills but not necessarily project management. Much focus at the High School level is within team project deadlines where the counselors are leading or playing a key managing role.

For individuals hired for Bilingual Teacher/Director/Coach positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>bilingual teacher/director/coach</i> .	1 (100%) [n = 1]	0 (0%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>bilingual teacher/director/coach</i> .	1 (100%) [n = 1]	0 (0%)	0 (0%)	0 (0%)
Please rate the <i>dispositions</i> of NAU advanced professional education program graduates in terms of their legal, ethical, and professional practice as a <i>bilingual teacher/director/coach</i> .	1 (100%) [n = 1]	0 (0%)	0 (0%)	0 (0%)

For individuals hired for English as a Second Language Teacher/Director/Coach positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as an <i>English as a Second Language teacher/director/coach</i> .	0 (0%) [n = 1]	1 (100%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as an <i>English as a Second Language teacher/director/coach</i> .	0 (0%) [n = 1]	1 (100%)	0 (0%)	0 (0%)
Please rate the <i>dispositions</i> of NAU advanced professional education program graduates in terms of their legal, ethical, and professional practice as an <i>English as a Second Language teacher/director/coach</i> .	0 (0%) [n = 1]	1 (100%)	0 (0%)	0 (0%)

For individuals hired for Reading Specialist or Literacy Coach positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>reading specialist or literacy coach</i> .	3 (100%) [n = 3]	0 (0%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>reading specialist or literacy coach</i> .	3 (100%) [n = 3]	0 (0%)	0 (0%)	0 (0%)
Please rate the <i>dispositions</i> of NAU advanced professional education program graduates in terms of their legal, ethical, and professional practice as a <i>reading specialist or literacy coach</i> .	3 (100%) [n = 3]	0 (0%)	0 (0%)	0 (0%)

Based on your interactions with graduates as a *reading specialist or literacy coach*, please provide any additional comments about the strengths of NAU's advanced professional education programs. They were very well prepared.

For individuals hired for School Principal or Assistant Principal positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>school principal or assistant principal</i> .	5 (62.5%) [n = 8]	3 (37.5%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>school principal or assistant principal</i> .	6 (75%) [n = 8]	2 (25%)	0 (0%)	0 (0%)
Please rate the <i>dispositions</i> of NAU advanced professional education program graduates in terms of their legal, ethical, and professional practice as a <i>school principal or assistant principal</i> .	6 (75%) [n = 8]	2 (25%)	0 (0%)	0 (0%)

Based on your interactions with graduates as a school principal or assistant principal, please provide any additional comments about the strengths of NAU's advanced professional education programs.

Very knowledgeable with practical real world learning.

I appreciate how the program gives them real world experience and they come prepared to contribute.

I believe NAU currently provides a very competitive aspiring administrator program. We have interviewed many graduates in the educational leaders programs and found them ready to assume entry level administrative positions and sometimes director level services.

Very prepared.

Based on your interactions with graduates as a school principal or assistant principal, please provide any additional suggestions for improvements or additions to NAU's advanced professional education programs.

None

Continue to keep a comprehensive scope of classes and a practical approach to curriculum and supervision. I have found the students and adjunct professionals to be "in field experts" and invaluable to learning the role of a school administrator. We have hired some very strong NAU graduates who have reached success in our organization.

The knowledge they came with was sufficient to do the job. They always struggle with putting the knowledge they have to work in a real-world setting. Even with the internship, the job is much more "random" than we can plan for within the internship time.

For individuals hired for Superintendent or Assistant Superintendent positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>superintendent or assistant superintendent</i> .	0 (0%) [n = 1]	1 (100%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>superintendent or assistant superintendent</i> .	0 (0%) [n = 1]	1 (100%)	0 (0%)	0 (0%)
Please rate the <i>dispositions</i> of NAU advanced professional education program graduates in terms of their legal, ethical, and professional practice as a <i>superintendent or assistant superintendent</i> .	1 (100%) [n = 1]	0 (0%)	0 (0%)	0 (0%)

In general, I find students from NAU’s advanced professional education programs competent and worthy of hiring when possible.

Answer Options	2020	
	Percent	Count
Rarely	0%	0
Sometimes	9%	2
Most of the time	39%	9
Always	52%	12
<i>answered question</i>	23	
<i>skipped question</i>	6	

Rate the likelihood you would hire another NAU advanced professional education program graduate.

Answer Options	2020	
	Percent	Count
Extremely unlikely	0%	0
Unlikely	0%	0
Likely	24%	5
Extremely likely	76%	16
<i>answered question</i>	21	
<i>skipped question</i>	8	

Rate your level of satisfaction with the NAU advanced professional education program graduate(s) you hired in the past 3 years in terms of their overall preparation for their position.

Answer Options	2020	
	Percent	Count
Unsatisfied	0%	0
Somewhat satisfied	4%	1
Satisfied	26%	6
Extremely satisfied	70%	16
<i>answered question</i>	23	
<i>skipped question</i>	6	

Is there anything else you would like to tell us about the NAU advanced professional education program graduates you have hired?

I feel that the program is perfect for up and coming professionals who are seeking to advance in the educational setting.

"So far, we have only had one hire from the NAU advanced professional education programs. This person was a continuing middle school teacher in the [Name] Unified School District. I served as the student's mentor and was pleased with the work in Operations. However, as a teacher, the intern did not prioritize equity and provide excellence and empowerment to all students. Rather, the intern continued

the practice of trying to remove exceptional learners from the classroom, particularly English Learners and Special Education students. In addition, the intern showed less than optimal judgment in a few situations - with fellow teachers and with an administrator. [Name] poses a unique and wonderful setting with all schools on one campus. The District Office is also on the same campus. Rather than report to the direct supervisor and follow the chain of command, the intern often chose to head to the District Office first, and at other times after not receiving the answer hoped for.

Ideas for improvement: emphasize equity, excellence, and empowerment of all students, not just in words, but in actions. In addition, direct interns to follow the chain of command, even if they have established special relationships with staff in the District Office. When the chain of command is circumvented, staff and fellow teachers are negatively affected. It builds a climate of distrust. Finally, emphasize integrity and honesty - above all else! When an intern tells a supervisor or fellow teacher one thing and then provides different information to District Office staff or other individuals, as you can imagine, it's a mess!

I would consider hiring other NAU advanced professional education program graduates. I know NAU does excellent work and the supervision by the NAU faculty member was solid. I just would not hire this particular graduate. I thought the mentoring I provided and the actual program would cause positive change in the most foundational characteristics of the intern. The intern did not change and I am deeply disappointed in that result. I wonder what I could have done differently. I did have difficult conversations with the intern. Perhaps, being able to spend one-on-one time with the NAU supervisor would help. Our meetings were attended by the intern, the superintendent, myself, and the NAU supervisor.

They are strong team players who appear to love educational service in general. I have rarely come across a graduate from NAU that is not well prepared. Your graduates are suited more for "innovative" leadership and hands on administrative practice, rather than "research" or literary work applications. I hope that makes sense. They also appear to grow on the job and have good job adaptation skills. In general, she is always well prepared and a good example to all 200+ school psychologists in [location] They could also benefit from additional training in administering the ADOS and differentiating between Autism and ED eligibility and the complexities of symptoms.

"The only difficulty in hiring out of state hires is the licensure requirements with the State of Kansas. It took longer for the intern to acquire the provisional license due to coming in from an out of state university.

I would also recommend the school psychology students to take the Praxis exam during practicum so that they are ready to acquire the provisional license if they go out of state for their internship."

The person we hired was quite knowledgeable in a variety of areas, was willing to ask questions when needed, and knew where he needed more supervision or support. We have been grateful to have him.

I'm not longer responsible for hiring psychologists in Mesa. If I was in that role, I would be extremely likely to higher graduates.