

## #4.2.2: Standard A4.2 Evidence 2 – Program Impact

### Employer Survey: SOE Career Fair

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#### OVERVIEW

##### Instrument

### Employer Satisfaction Survey

**School or Organization:** \_\_\_\_\_

Please answer the question in Part 1 indicating if you have hired a graduate from Liberty University's School of Education in the last three years. If you have hired a Liberty graduate in the last three years, please continue to Part 2 of this survey. If you have not hired a Liberty graduate in the last three years, please submit the survey without completing Part 2 of this survey.

#### **Part 1**

**Have you hired a graduate from Liberty University's School of Education (LU SOE) in the last three years?**

Yes ☐ No ☐

#### **Part 2**

**1. I am satisfied with LU SOE graduates' preparation for their assigned responsibilities when working with our P-12 students.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>

**2. I would likely recommend LU SOE graduates for employment milestones, such as promotions.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>

**3. I am satisfied with LU SOE graduates' employment retention in our P-12 school.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>

**4. I would contact LU SOE and/or their graduates if a position became available at our school.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>

**5. I am satisfied with the classroom management of LU SOE graduates.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**6. I am satisfied with the content knowledge of LU SOE graduates.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**7. I am satisfied with the instructional practice of LU SOE graduates.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**8. I am satisfied with the professional responsibility of LU SOE graduates.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		
Slightly Disagree	<input type="checkbox"/>	Slightly Agree	<input type="checkbox"/>		

**9. (Note: This question is only for LU SOE graduates serving in the role of administrator, reading specialist, math specialist, or school counselor.)**

**I am satisfied with LU SOE graduates' proficiencies to understand and apply knowledge and skills appropriate to their field.**

Strongly Disagree	<input type="checkbox"/>	Strongly Agree	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Disagree	<input type="checkbox"/>	Agree	<input type="checkbox"/>		

Slightly Disagree ☐

Slightly Agree ☐

**10. Is there any additional feedback you would like to provide regarding experiences with, or observations of, LU SOE graduates? If additional room is needed, please use the back of this sheet.**

**11. Would you be willing to participate in a 30-minute focus group in April via WebEx?**

Yes ☐ No ☐

**If you answered yes, please list your email here:** \_\_\_\_\_

## **Validation Process**

### **SOE Employer Satisfaction Survey**

#### **Validation Summary**

#### **Development of the Instrument**

The SOE Employer Satisfaction Survey was developed to measure the success of program completers in the field. The SOE Employer Satisfaction Survey assesses program completers' impact in the classroom (eg. classroom management, instructional practice, content knowledge, professional responsibility, employment retention, etc.). The survey was developed internally by the School of Education. It has nine questions which use a Likert scale, and one open-ended question. One of the nine questions is specific to advanced licensure programs, providing data on completers of the admin/supervision, reading specialist, math specialist, and school counseling programs.

The survey was originally created and distributed using Survey Monkey. Currently, it is distributed through Google Forms or a paper form. A branching question was added to the survey to allow employers who have not recently hired an LU graduate in the last three years to opt out of the survey.

#### **Purpose of the Instrument**

The purpose of this survey is to provide evidence for CAEP Standard 4. Currently, the School of Education (SOE) uses the SkyFactor Education Employer Assessment to survey employers of recent graduates. As the SkyFactor Employer Survey yielded limited responses, the SOE sought to use an internal survey to target specific employers who have hired SOE program completers

on a repeated basis. The SOE Employer Survey provides data regarding employer satisfaction with program completers' content knowledge and pedagogical skills.

### **Process of Distribution**

For the first two cycles of its distribution (Spring 2018 and Spring 2019), the survey was sent by e-mail to employers who were selected by the Gate Office. The Gate Office targeted partners who regularly hire SOE graduates on a repeated basis. For the 2019-2020 school year, the survey was distributed twice. In Fall 2019, the survey was given to employers attending the ACSI International Career Fair held at Liberty University. In Spring 2020, the survey was given to employers attending the Liberty University Teacher Career Fair also held at Liberty University. A paper copy of the survey was distributed to the employers in attendance and was promoted during the luncheon on campus. It was noted that the paper copy of the survey yielded a higher response rate. The SOE plans to continue using the Employer Satisfaction at the Career Fairs in the fall and in the spring.

### **Validation Process**

While the SOE Employer Satisfaction Survey has been in use for two years, it had not gone through a validation process. The sections below outline the process which was used to determine content validity, standards alignment, and alignment to CAEP's criteria for surveys.

#### ***Content Validity***

The survey questions were written by the deans in the School of Education. After two iterations of the survey, the SOE formed a panel of experts to review the survey questions to determine content validity and clarity of the questions. The panel of experts consisted of practitioners and professors (n=14). The expert panel was asked to evaluate each question on the survey to confirmed the importance of the question to an employer survey and the clarity of each question. Here is a link to the Expert Panel Survey:

[https://docs.google.com/forms/d/e/1FAIpQLSc740QjP7IVeh\\_YCjjanB18KFCbBG2eQEd2uG-aZRzdc8y5Pg/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSc740QjP7IVeh_YCjjanB18KFCbBG2eQEd2uG-aZRzdc8y5Pg/viewform?usp=sf_link)

The results showed the following:

<b>Employer Survey Statements</b>	<b>Importance Score</b>	<b>Clarity Score</b>
<i>Statement #1:</i> I am satisfied with LU SOE graduates' preparation for their assigned responsibilities when working with our P-12 students.	100% Agreement (n=14)	93% Agreement (n=13)
<i>Statement #2:</i> I would likely recommend LU SOE graduates for employment milestones, such as promotions.	86% Agreement (n=12)	79% Agreement (n=11)

<i>Statement #3:</i> I am satisfied with LUSOE graduates' employment retention in our P-12 school.	79% Agreement (n=11)	93% Agreement (n=13)
<i>Statement #4:</i> I would contact LUSOE and/or their graduates if a position became available at our school.	100% Agreement (n=14)	79% Agreement (n=11)
<i>Statement #5:</i> I am satisfied with the classroom management of LUSOE graduates.	93% Agreement (n=13)	64% Agreement (n=9)
<i>Statement #6:</i> I am satisfied with the content knowledge of LUSOE graduates.	93% Agreement (n=13)	93% Agreement (n=13)
<i>Statement #7:</i> I am satisfied with the instructional practice of LUSOE graduates.	93% Agreement (n=13)	86% Agreement (n=12)
<i>Statement #8:</i> I am satisfied with the professional responsibility of LUSOE graduates.	100% Agreement (n=14)	71% Agreement (n=10)
<i>Statement #9:</i> I am satisfied with LUSOE graduates' proficiencies to understand and apply knowledge and skills appropriate to their field.  <i>(Note: This question is only for LUSOE graduates serving in the role of administrator, reading specialist, math specialist, or school counselor.)</i>	100% Agreement (n=14)	93% Agreement (n=12)
<i>Statement #10:</i> Is there any additional feedback you would like to provide regarding experiences with, or observations of, LUSOE graduates?	100% Agreement (n=14)	86% Agreement (n=12)

The expert panel was encouraged to provide feedback along with their ratings. Some of the feedback received was:

*Statement #1:*

- Write out Liberty University School of Education... it is difficult when we are using acronyms that the field might not be familiar with

*Statement #2:*

- The question is worded correctly, however, I do not feel that it reaches the heart of the desired knowledge. Promotions are based on various factors. If the intention is to determine if LUO graduates possess attractive hard and soft skills, then I think it should be reworded.
- Possibly add the word(s) awards, recognition, etc. Are there other statements that address this?
- I would remove "likely" as this does not give a clear yes or no.

*Statement #3:*

- My personal opinion is that this question is not necessary because retention factors extend beyond what can be attributed to the LUO teacher preparation program.

*Statement #4:*

- Consider rewording: If a position became available at our school, I would seek to hire another LU SOE graduate.
- Consider rewording: I am more likely to contact LU SOE and/or their graduates if a position became available at our school.

*Statement #5:*

- Consider rewording: I am satisfied with LU SOE graduates' classroom management skills.
- Unclear about what classroom management means. Does this mean how do LU students handle their own classrooms?
- Consider rewording: I am satisfied with the classroom management skills and practices of LU SOE graduates.
- Provide an example of Classroom Management to let your reader grasp the meaning.

*Statement #6:* No feedback

*Statement #7:*

- I think it should be "practices" as there are several to be effective. Just a suggestion.
- Reword: Instructional practices
- Possibly add the word pedagogical knowledge
- Use the phrase Instructional Delivery

*Statement #8:*

- I would suggest examples of what professional responsibility means. Is it ethics?
- Consider rewording: I am satisfied with the LU SOE graduates' level of professionalism.
- Consider rewording: I am satisfied with the professional responsibility and practices of LU SOE graduates.

*Statement #9:*

- Why is this question only for administrators and specialists?

*Statement #10:*

- This is a compound complex sentence...consider shorting revising "Is there any additional feedback you would like to provide regarding..." to "Please list any feedback you would like to share..."

Based on feedback from the expert panel, the words "Liberty University School of Education" were added to most of the questions on the SOE Employer Survey in order to ensure that all survey recipients understood the abbreviation LU SOE. Question two was slightly revised to define employment milestones. In question five, the term "classroom management" was replaced with "classroom management skills." The expert panel felt that this term would be easier for employers to understand. In question seven, the term "classroom practice" was changed to, "classroom practices" in order to reflect the multiple practices that are required for effective instruction. While there were suggestions to revise

question eight, the committee chose not to revise the question as the term “professional responsibility” is aligned with domain four of the InTASC Standards. Question ten was not revised.

### **Standards Alignment**

The survey items align with CAEP standards and InTASC standards. The deans who developed the survey created it with these standards in mind. However, the expert panel (n=13) also confirmed the alignment of the statements to the CAEP and InTASC standards. Any standard that received a 50% or higher agreement among the panel of experts was considered aligned with that standard. Below is a link to the Expert Panel Standard Alignment Survey:

[https://docs.google.com/forms/d/e/1FAIpQLSc740QjP7IVeh\\_YCjjanB18KFCbBG2eQEd2uG-aZRzdc8y5Pg/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSc740QjP7IVeh_YCjjanB18KFCbBG2eQEd2uG-aZRzdc8y5Pg/viewform?usp=sf_link)

Employer Survey Statements	Standards Alignment	Expert Panel Score
<i>Statement #1:</i> I am satisfied with LU SOE graduates' preparation for their assigned responsibilities when working with our P-12 students.	CAEP 1.1	92.3% Agreement (n=12)
	CAEP 1.4	46.2% Agreement (n=6)
	CAEP 4.3	53.8% Agreement (n=7)
	None of the above	0% Agreement (n=0)
<i>Statement #2:</i> I would likely recommend LU SOE graduates for employment milestones, such as promotions.	InTASC Standard 9	38.5% Agreement (n=5)
	InTASC Standard 10	53.8% Agreement (n=7)
	CAEP 4.3	76.9% Agreement (n=10)
	None of the above	0% Agreement (n=0)
<i>Statement #3:</i> I am satisfied with LUSOE graduates' employment retention in our P-12 school.	CAEP 4.3	92.3% Agreement (n=12)
	None of the above	7.7% Agreement (n=1)
<i>Statement #4:</i> I would contact LUSOE and/or their graduates if a position became available at our school.	CAEP 4.3	66.7% Agreement (n=8)
	None of the above	33.3% Agreement (n=4)
<i>Statement #5:</i> I am satisfied with the classroom management of LUSOE graduates.	InTASC Standard 1	76.9% Agreement (n=10)
	InTASC Standard 2	76.9% Agreement (n=10)

	InTASC Standard 3	92.3% Agreement (n=12)
	InTASC Standard 7	53.8% Agreement (n=7)
	InTASC Standard 8	61.5% Agreement (n=8)
	InTASC Standard 10	23.1% Agreement (n=3)
	CAEP 4.1	30.8% Agreement (n=4)
	CAEP 4.2	53.8% Agreement (n=12)
	None of the above	0% Agreement (n=0)
<i>Statement #6:</i> I am satisfied with the content knowledge of LUSOE graduates.	InTASC Standard 1	69.2% Agreement (n=9)
	InTASC Standard 2	53.8% Agreement (n=7)
	InTASC Standard 4	100% Agreement (n=13)
	InTASC Standard 5	100% Agreement (n=13)
	InTASC Standard 6	46.2% Agreement (n=6)
	InTASC Standard 7	61.5% Agreement (n=8)
	InTASC Standard 8	53.8% Agreement (n=7)
	CAEP 1.1	69.2% Agreement (n=9)
	CAEP 3.5	61.5% Agreement (n=8)
	None of the above	0% Agreement (n=0)
<i>Statement #7:</i> I am satisfied with the instructional practice of LUSOE graduates.	InTASC Standard 3	53.8% Agreement (n=7)
	InTASC Standard 4	53.8% Agreement (n=7)
	InTASC Standard 5	92.3% Agreement (n=12)
	InTASC Standard 6	84.6% Agreement (n=11)
	InTASC Standard 7	92.3% Agreement



		(n=12)
	InTASC Standard 8	100% Agreement (n=13)
	CAEP 1.1	61.5% Agreement (n=8)
	CAEP 4.1	38.5% Agreement (n=5)
	CAEP 4.2	69.2% Agreement (n=9)
	None of the above	0% Agreement (n=0)
<i>Statement #8:</i> I am satisfied with the professional responsibility of LUSOE graduates.	InTASC Standard 4	46.2% Agreement (n=6)
	InTASC Standard 6	38.5% Agreement (n=5)
	InTASC Standard 7	46.2% Agreement (n=6)
	InTASC Standard 8	38.5% Agreement (n=5)
	InTASC Standard 9	92.3% Agreement (n=12)
	InTASC Standard 10	76.9% Agreement (n=10)
	CAEP 3.6	92.3% Agreement (n=12)
	None of the above	0% Agreement (n=0)
<i>Statement #9:</i> I am satisfied with LUSOE graduates' proficiencies to understand and apply knowledge and skills appropriate to their field.  <i>(Note: This question is only for LUSOE graduates serving in the role of administrator, reading specialist, math specialist, or school counselor.)</i>	CAEP A1.1	92.3% Agreement (n=12)
	None of the above	0% Agreement (n=0)
	Not an LU SOE graduate	7.7% Agreement (n=1)
<i>Statement #10:</i> Is there any additional feedback you would like to provide regarding experiences with, or observations of, LUSOE graduates?	No Standards	100% Agreement (n=13)

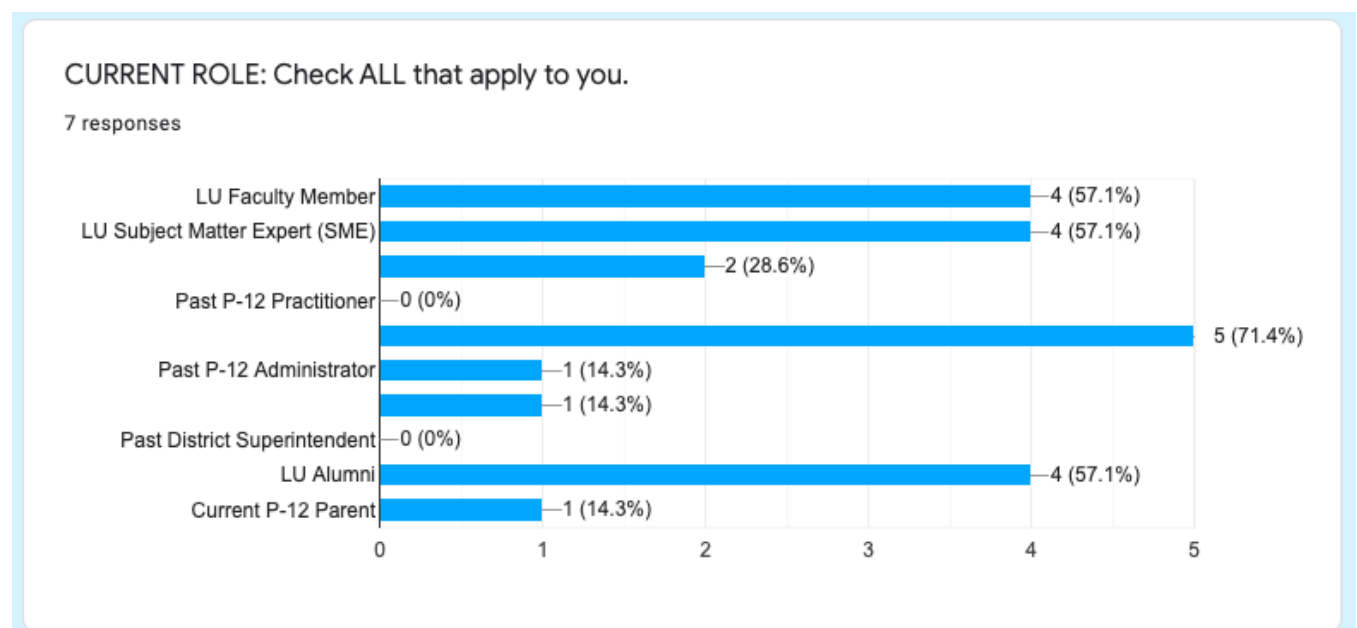
The highlighted cells show the tags which were aligned with each survey statement.

### ***P-12 Partner Review***

Feedback was sought from P-12 partners regarding the content of the survey. An invitation letter was sent to a group of P-12 partners inviting them to participate in the validation process by completing two Google Forms. The first Google Form was a pilot of the revised Employer Survey. After completing the pilot of the survey, the participants were asked to complete the second Google Form. This form guided the participants in a detailed review using the criteria for surveys from the CAEP Evaluation Framework for EPP-created assessments (Sections 1, 2, 6, 7). Below is a link to the second Google Form:

[https://docs.google.com/forms/d/e/1FAIpQLSfKTjLqznzC0o9RSBWn4XasBlazPwxNZv-ZqZ5aY7qzXlrSoQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfKTjLqznzC0o9RSBWn4XasBlazPwxNZv-ZqZ5aY7qzXlrSoQ/viewform?usp=sf_link)

A total of seven P-12 partners participated in the instrument review. The participants held a variety of roles such as: LU Faculty Member (n=4), Subject Matter Expert (n=4), Present P-12 Practitioner (n=2), Present P-12 Administrator (n=5), Past P-12 Administrator (n=1), Present District Superintendent (n=1) LU Alumni (n=4), and Current P-12 Parent (n=1). See graph below.



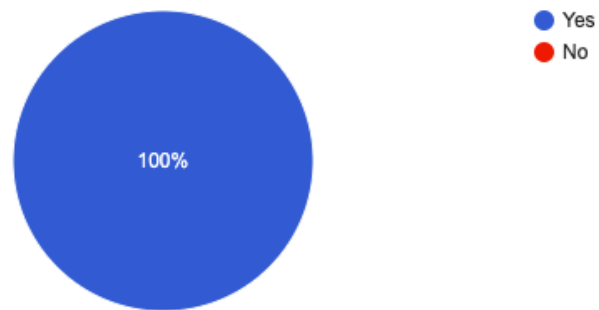
The first question asked the participants to review CAEP Criteria #1 on the Administration and Purpose of the instrument. Based on the participant responses, 100% stated that the survey instrument met the criteria. See graph below.

## Q#1 Administration and Purpose

### CAEP Criteria: Administration and Purpose

Does the survey meet the criteria listed above?

7 responses



Participants were provided the opportunity to give comments if they desired to do so. There were no comments for this question.

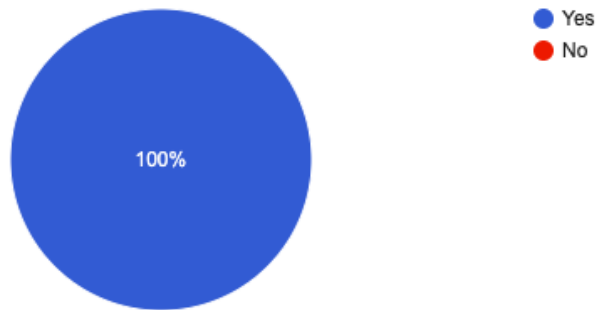
The second question asked the participants to review CAEP Criteria #2 on the Content of the Instrument. 100% of stakeholders agreed that the survey met the criteria.

## Q#2 Content of Assessment

### CAEP Criteria: Content of Assessment

Does the survey meet the criteria listed above?

7 responses



There was one comment on this question. The participant stated, "The survey is well-done."

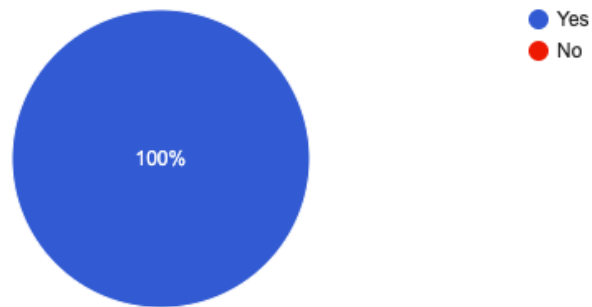
Question #3 is very similar to Question #2. It specifically asked stakeholders to review the survey content. 100% of stakeholders also agreed that the survey content met the CAEP criteria.

### Q#3 Survey Content

#### CAEP Criteria: Survey Content

Does the survey meet the criteria listed above?

7 responses



There was no feedback provided on this question.

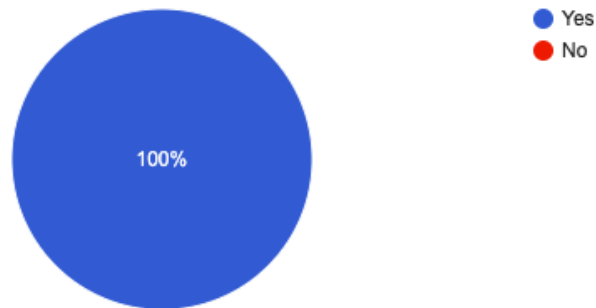
The fourth question asked the participants to review CAEP Criteria #4 on the Survey Data Quality. This question also had a 100% agreement that the survey met CAEP's criteria for survey data quality.

#### Q#4 Survey Data Quality

##### CAEP Criteria: Survey Data Quality

Does the survey meet the criteria listed above?

7 responses



Only one comment was provided for this question on the Google Form. One participant stated, “The survey was direct and elicited an accurate depiction of my experience with teachers we have hired from the School of Education at Liberty University.”

The results from the Google Form were reviewed by the Director of Accreditation, and a summary of the results was presented to Accreditation Team. As all partners agreed that the survey met CAEP’s criteria for surveys, no additional revisions were made to the survey.

#### Pilot Testing

The survey was pilot-tested in May 2020 with a group of seven P-12 partners. Partners had no difficulty completing the survey. Feedback was positive.

#### Survey Launch

The revised SOE Employer Satisfaction Survey will be launched in Fall 2020.

## Analysis of Results

**DATA CYCLE 1:** Year/Semester: **2017-2018**

**N= 17 (20.5% response rate)**

**Summary of data:**

Most employers agreed or strongly agreed with statements regarding sufficient candidate preparation, recommending recent graduates for promotions, graduates' employment retention, hiring graduates from this program if a position became available, classroom management, content knowledge, instructional practice, and professional responsibility. Seventeen out of 83 employers responded to this survey. This meets the 20% response rate required by CAEP.

**Recommended changes or additions to program based on evidence:**

No action is needed at this time. However, the SOE should consider strategies for increasing the response rate to get a comprehensive picture of recent graduates' impact in the field.

**DATA CYCLE 2:** Year/Semester: **2018-2019**

**N= 28 (29.8% response rate)**

**Summary of data:**

Most employers agreed or strongly agreed with statements regarding sufficient candidate preparation, recommending recent graduates for promotions, graduates' employment retention, hiring graduates from this program if a position became available, classroom management, content knowledge, instructional practice, and professional responsibility. Twenty-eight out of 94 employers responded to this survey. This meets the 20% response rate required by CAEP.

**Trends (refer to Data Cycle 1):** Employers continue to agree or strongly agree with statements regarding satisfaction with recent hires. The response rate increased from 20.5% in 2017-2018 to 29.8% in 2018-2019.

**Recommended changes or additions to program based on evidence:**

No action is needed at this time. However, the SOE should consider strategies for increasing the response rate to get a comprehensive picture of recent graduates' impact in the field.

**DATA CYCLE 3:** Year/Semester: **2019-2020**

**N= 54 (46.6% response rate)**

**Summary of data.**

Most employers agreed or strongly agreed with statements regarding sufficient candidate preparation, recommending recent graduates for promotions, graduates' employment retention, hiring graduates from this program if a position became available, classroom management, content knowledge, instructional practice, and professional responsibility. Fifty-four out of 116 employers responded to this survey. This meets the 20% response rate required by CAEP.

**Trends (refer to Data Cycles 1-2):** Employers continue to agree or strongly agree with statements regarding satisfaction with recent hires. The response rate increased from 29.8% in 2018-2019 to 46.6% in 2019-2020.

**Recommended changes or additions to program based on evidence:** No action is needed at this time. However, the SOE should consider strategies for increasing the response rate to get a comprehensive picture of recent graduates' impact in the field.

SOE Employer Survey		2018		2019		2020	
		N = 17		N = 28		N = 54	
Scale (1-6)	Response Rate	17/83	20.50%	28/94	29.80%	54/116	46.6%
<b>Q1</b> I am satisfied with LUSOE graduates' preparation for their assigned responsibilities when working with our P-12 students.							
	Strongly Agree (6 points)	5	29.4%	15	53.6%	34	63.0%
	Agree (5 points)	12	70.6%	13	46.4%	19	35.2%
	Slightly Agree (4 points)	0	0.0%	0	0.0%	0	0.0%
	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%
	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	1	1.9%
	<b>Mean Score</b>	<b>5.3</b>		<b>5.5</b>		<b>5.6</b>	
<b>Q2</b> I would likely recommend LUSOE graduates for employment milestones, such as promotions.							
	Strongly Agree (6 points)	5	29.4%	15	53.6%	28	53.8%
	Agree (5 points)	10	58.8%	12	42.9%	22	42.3%
	Slightly Agree (4 points)	2	11.8%	1	3.6%	2	3.8%
	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%
	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	0	0.0%
	<b>Mean Score</b>	<b>5.2</b>		<b>5.5</b>		<b>5.5</b>	
<b>Q3</b> I am satisfied with LUSOE graduates' employment retention in our P-12 school.							
	Strongly Agree (6 points)	4	23.5%	13	46.4%	26	51.0%
	Agree (5 points)	13	76.5%	14	50.0%	23	45.1%
	Slightly Agree (4 points)	0	0.0%	1	3.6%	2	3.9%
	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%



	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	0	0.0%
	<b>Mean Score</b>	<b>5.2</b>		<b>5.4</b>		<b>5.5</b>	
<b>Q4</b> I would contact LUSOE and/or their graduates if a position became available at our school.							
	Strongly Agree (6 points)	7	41.2%	14	50.0%	34	64.2%
	Agree (5 points)	9	52.9%	12	42.9%	19	35.8%
	Slightly Agree (4 points)	1	5.9%	2	7.1%	0	0.0%
	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%
	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	0	0.0%
	<b>Mean Score</b>	<b>5.4</b>		<b>5.4</b>		<b>5.6</b>	
<b>Q5</b> I am satisfied with the classroom management of LUSOE graduates.							
	Strongly Agree (6 points)	5	29.4%	15	53.6%	19	36.5%
	Agree (5 points)	10	58.8%	12	42.9%	25	48.1%
	Slightly Agree (4 points)	1	5.9%	1	3.6%	3	5.8%
	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%
	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	0	0.0%
	NA	1	5.9%	0	0	5	9.6%
	<b>Mean Score</b>	<b>5.3</b>		<b>5.5</b>		<b>5.3</b>	
<b>Q6</b> I am satisfied with the content knowledge of LUSOE graduates.							
	Strongly Agree (6 points)	5	29.4%	19	67.9%	26	49.1%
	Agree (5 points)	11	64.7%	9	32.1%	23	43.4%
	Slightly Agree (4 points)	1	5.9%	0	0.0%	0	0.0%

	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%
	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	0	0.0%
	NA	0	0.0%	0	0.0%	4	7.5%
	<b>Mean Score</b>	<b>5.2</b>		<b>5.7</b>		<b>5.5</b>	
<b>Q7</b> I am satisfied with the instructional practice of LUSOE graduates.							
	Strongly Agree (6 points)	5	29.4%	16	57.1%	22	41.5%
	Agree (5 points)	11	64.7%	12	42.9%	28	52.8%
	Slightly Agree (4 points)	0	0.0%	0	0.0%	0	0.0%
	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%
	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	0	0.0%
	NA	1	5.9%	0	0.0%	3	5.7%
	<b>Mean Score</b>	<b>5.3</b>		<b>5.6</b>		<b>5.4</b>	
<b>Q8</b> I am satisfied with the professional responsibility of LUSOE graduates.							
	Strongly Agree (6 points)	9	52.9%	21	75.0%	31	58.5%
	Agree (5 points)	8	47.1%	7	25.0%	20	37.7%
	Slightly Agree (4 points)	0	0.0%	0	0.0%	0	0.0%
	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%
	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	0	0.0%
	NA	0	0.0%	0	0.0%	2	3.8%
	<b>Mean Score</b>	<b>5.5</b>		<b>5.8</b>		<b>5.6</b>	

<b>Q9</b> (Note: This question is only for LUSOE graduates serving in the role of administrator, reading specialist, math specialist, or school counselor.) I am satisfied with LUSOE graduates' proficiencies to understand and apply knowledge and skills appropriate to their field.							
	<b>ADVANCED PROGRAMS</b>						
	Strongly Agree (6 points)	5	35.7%	7	28.0%	18	56.3%
	Agree (5 points)	3	21.4%	3	12.0%	14	43.8%
	Slightly Agree (4 points)	1	7.1%	0	0.0%	0	0.0%
	Slightly Disagree (3 points)	0	0.0%	0	0.0%	0	0.0%
	Disagree (2 points)	0	0.0%	0	0.0%	0	0.0%
	Strongly Disagree (1 point)	0	0.0%	0	0.0%	0	0.0%
	NA	5	35.7%	15	60.0%	0	0.0%
	<b>Mean Score</b>	<b>5.4</b>		<b>5.7</b>		<b>5.6</b>	