



2023 CAEP Annual Accountability Measures Advanced Level Programs

September 1, 2021 – August 31, 2022

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Measure 2. Satisfaction of Employers and Stakeholder Involvement

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There is data for Measure 2 that is currently under faculty review and are not yet available due to the early stages of development and timing of data collection. *The EPP is in the process of developing an employer satisfaction survey that will be shared with the employers of the program completers in positions of school administrators (years 1 – 3) beginning spring of 2024. A pilot survey is currently under development and initial data collection methods are in progress (spring 2023). This type of data for Measure 2 Satisfaction of Employers and Stakeholder Involvement is expected to become available to the public by Spring of 2024.*

Strategy for Collecting Data and Utilizing Data for Program Improvement (steps for how this will be accomplished)

Table 2. RA 4.1. Satisfaction of Employers Phase-In Plan (SSR & FFR 2022 – 2023)

Advanced EPP faculty review and provide initial feedback on the survey items, including identifying possible areas to clarify and/or shorten. The survey was distributed among faculty and feedback collected through Qualtrics

Additional feedback sought from stakeholders. Stakeholders are asked to rate the survey items as “essential,” “useful but not essential,” and “not necessary” (a process consistent with CAEP guidance on establishing content validity) and provide open-ended comments to provide evidence of their ratings.

Pilot Administration. Data from the fall pilot administration will be reviewed in tandem with stakeholder feedback to guide revisions prior to administration.

Analysis and Review of Pilot EPP Employer Survey Results with Faculty and EPP stakeholders for survey revision.

Verification of completers current supervisors and their supervisor contact information to establish distribution panel for Employer Survey.

The Advanced EPP Employer Survey will be administered to candidate employers/supervisors. The survey will be administered at the end of the Years 1-3 post-graduation position attainment.

In 2023 – 2024; Analysis and Review of Cycle 1 of Advanced EPP Employer Survey Results with Faculty and EPP stakeholders for program and continuous improvement as well as opportunities to engage with the field for candidates’ in-service practice.

Link to *draft* of Employer Survey [\(PDF\)](#)

Measure 2. Satisfaction of Employers and Stakeholder Involvement

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The following tables provide information on the ability of advanced level licensure program completers (MED & EDD) to be hired and retained within positions of school leadership (assistant principal, principal, district over time). This data is used to represent the satisfaction of employers. The data that is used is from graduate self-reported data that is tracked within the department. The data is explored by: program completers cohorts across three years (MED & EDD), gender, and ethnicity.

Data Tables

The following tables provide information on the ability of advanced level licensure program completers (MED & EDD) to be hired and retained within positions of school leadership (intern, assistant principal, principal). The data tables show the completers that have been hired into a position of school/district leadership; and are currently employed in a position of school leadership. These data charts are used to demonstrate employer satisfaction.

Discussion

In the MED and EDD program, for the current academic year, 2021 – 2022, 11 of the 24 (46%) completers were hired into positions of school leadership. Currently all 11 are still retained in those positions. In the 2020 – 2021 academic year, 10 of 33 (30%) were hired into school leadership positions upon program completion, an additional 2 (9%) were hired within 1 - 2 years of completion, and 11 of 12 (92%) are still retained in positions of school leadership. In the 2019 – 2020 academic year, 9 of 23 (39%) were hired directly into positions of school leadership with an additional 5 of the remaining 14 (36%) hired within 1 – 3 years of program completion. Currently all still remain in positions of school leadership. Over the past three academic years, 37 or 46% of program completers have been hired into positions of school leadership.

Of note, male students, which account for only 25% of program completers are hired at almost 2x the rate of female completers. This is also true of ethnic minority students, which account for 13% of total students in the past three academic years. 60% were hired directly into positions of school leadership upon program completion and 100% are still retained in school leadership positions.

Given this data, the question is similar to one frequently asked by faculty – how do we, as a program, improve the numbers of diverse student candidates? The data demonstrates an excellent hire and retention rate for our ethnic minority completers. A phase in plan has been developed as a result of the EPP's self-study and a plan for targeted recruitment of diverse students is currently in progress.

ALL data is shared with faculty, this will be the third year that data is posted to EPP's website.

Measure 3. Candidate Competency at Completion

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The following tables provide information on the ability of advanced level licensure (MED and EDD) candidates to pass a state required Praxis 5412 exam and obtain school leadership licensure through the Utah State Board of Education. This data is shared across three years for all completers in the MED and EDD cohorts.

Data Tables

The following tables provide information on the ability of advanced level licensure (MED & EDD) completers to pass a state required Praxis 5412 exam and obtain school leadership licensure through the Utah State Board of Education. The table also includes an average overall Praxis 5412 score. In addition to meeting the minimum passing score for Praxis 5412, all candidates must compete all program requirements in order to receive licensure recommendation from the University of Utah, Educational Leadership and Policy Department.

Discussion

In the MED and EDD program, 77/80 students reported a range of test scores from 150 – 186. An average of scores by completer year are 170 for 2019 – 2020; 173 for 2020 – 2021; and 170 for 2021 – 2022. There is a slight difference in Praxis scores between male and female completers (172 vs. 169) and slightly less differences by racial/ethnic minority status (171 for non-minority completers and 168 for minority completers). Of the total 80 completers over three years, 77 or 96% of students took and passed the Praxis and were referred for licensure.

Students self-report the test scores and provide the department with a copy of the ETS document. It is unknown if students take the test more than once to receive a passing score.

Data has been shared with faculty annually, this will be the third year data will be posted to the EPP's website for public review.

Measure 3. Candidate Competency at Completion

The following tables provide information on the ability of advanced level licensure candidates to pass a state required Praxis 5412 exam and obtain school leadership licensure through the Utah State Board of Education across three years. These tables include an average Praxis 5412 score by completer year, gender, and ethnicity/race.

Advanced Level Program (MED & EDD) - by completer year and across three years

<i>Completers by Year</i>	Completers	Of those that took the praxis, Passed Praxis 5412		Average Score of Praxis by Year		Obtained Utah (USBE) School Leadership Licensure	
		Count	Count	%	# of tests taken	Avg Score	Count
2022	24	23*	100%	23	170	23	96%
2021	33	32*	100%	32	173	33	97%
2020	23	22*	100%	22	170	22	96%

*1 candidate in the MED completed program and/or graduated with degree, but opted out of licensure completion

Advanced Level Program (MED & EDD) across three years

	Completers	Passed Praxis 5412		Average Score of Praxis 5412		Obtained Utah (USBE) School Leadership Licensure	
		Count	Count	%	#of tests passed	Avg Score	Count
Male	21	19	90%	19	172	19	90%
Female	59	58	98%	58	169	58	98%

Advanced Level Program (MED & EDD) across three years

	Completers	Passed Praxis 5412		Average Score of Praxis 5412		Obtained Utah (USBE) School Leadership Licensure	
		Count	Count	%	# of tests passed	Avg Score	Count
Ethnic non-minority	70	67	96%	67	171	67	96%
Ethnic minority	10	10	100%	10	168	10	100%

Measure 4. Ability of Completers to be Hired in Positions for which they have been Prepared

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The following tables provide information on the ability of advanced level licensure program completers (MED and EDD) to be hired into education positions for which they have been prepared. The data charts demonstrate the positions that completers were hired into a school leadership position: internship upon completion, assistant principal or principal upon completion, and total (internship, assistant principal, principal) upon program completion. This data is specific to current completer year (2021-2022) for CAEP Annual report.

Data Tables

The following table provide information on the ability of advanced level licensure program completers (MED and EDD) to be hired into school leadership positions for which they have been prepared. The data charts represent program completers (MED and EDD) from the academic year 2021—2022 that have obtained a position in school leadership (internship; assistant principal or principal; and total number) upon graduation/completion. The data represented in these charts is specific to completer number counts and is not disaggregated by gender or ethnicity due to the >10.

Discussion

In the MED program, from the total number of 18 completers, 4 (22%) were hired directly into a school leadership internship positions and an additional 3 (21%) were hired directly into a position of assistant principal or principal. The total number of school leadership positions that completers were hired into upon program graduation/completion are 7 (39%).

In the EDD program, there were a total of six completers from three different cohort years. Of those six completers, a total of 2 (33%) were hired directly into a position of assistant principal or principal upon graduation/program completion. A note of mention is that the same two hired directly into positions of assistant principal were also in positions of administrative internship the year prior to program completion.

The percentage of those hired into school leadership positions upon program completion might reflect and support the overall number of positions that may be available annually in local area school districts. Currently, the state of Utah has considerably more applicants for school leadership positions than positions that are available. Data is also tracked by the EPP that supports an increasing number of completers hired over one – three years.

This data is shared regularly with faculty, and this will be the third time this type of data is posted to the EPP's website.

Measure 4. Ability of Completers to be hired in positions for which they have been prepared

The following tables provide information on the ability of advanced level licensure program completers (MED and EDD) to be hired into education positions for which they have been prepared. The data charts demonstrate the positions that completers were hired into a school leadership position: internship upon completion, assistant principal or principal upon completion, and total (internship, assistant principal, principal) upon program completion. This data is specific to current completer year (2021-2022) for CAEP Annual report.

Advanced Level Program - by completion year 2022

Completer Year	Hired in a position of school leadership (internship position) upon graduation/completion		Hired in a position of school leadership (assistant principal or principal) upon graduation/completion		Total number of program completers hired into a position of school leadership (internship, assistant principal, principal) upon graduation/completion of program	
	Count	%	Count	%	Count	%
MED 2021 – 2022	18	22%	3	21%	7	39%
EDD 2021 - 2022	6	0%	2	33%	2	33%
Combined 2022	24				9	38%