



THE CITADEL

ZUCKER FAMILY SCHOOL
OF EDUCATION

Measure 2– Advanced Programs

RA4.1/RA5.3 Satisfaction of employers and stakeholder involvement.

In order to reduce the load on district level administrators, and because completers do not typically get into an administrative position immediately, the EPP has opted to administer the employer survey every other year. Therefore, in place of the survey and as a measure of employer satisfaction, the EPP has opted to use data from the Expanded Program for Assisting, Developing, and Evaluating Principal Performance (PADEPP) evaluation. The instrument assesses administrative completers on their performance related to nine overall standards. The standards encompass 1: Vision, 2: Instructional Leadership, 3: Effective Management, 4: Climate, 5: School/Community Relations, 6: Ethical Behavior, 7: Interpersonal Skills, 8: Staff Development, and 9: Principal's Professional Development which are well-aligned with the National Educational Leadership Preparation standards. Completers are rated on a four-level scale of 4=Exemplary, 3=Proficient, 2=Needs Improvement, and 1=Unsatisfactory.

AY 2023-2024 M.Ed./Ed.S. in Educational Leadership

Program for Assisting, Developing, and Evaluating Principal Performance (PADEPP) Evaluation Data

PADEPP Standards	n	Mean Score
1. Vision	32	3.47
2. Instructional Leadership	32	3.25
3. Effective Management	32	3.41
4. Climate	32	3.44
5. School/Community Relations	32	3.44
6. Ethical Behavior	32	3.81
7. Interpersonal Skills	32	3.59
8. Staff Development	32	3.34
9. Principal's Professional Development	32	3.34

Analysis of Data:

A total of 32 Educational Leadership program completers were evaluated by their employers in the academic year of 2023-2024. The Educational Leadership program faculty are very pleased with the completers' mean scores in that they range from 3.25 to 3.81 indicative that completers' average ratings are between Proficient (3) and Exemplary (4) for all nine standards. The lowest mean score observed was 3.25 for Instructional Leadership. In comparing the data from the prior year, completers mean scores increased from 3.19, demonstrating that completers' performance in this area is increasing. The highest mean score observed was 3.81 for Ethical Behavior, lower than the previous year's mean score of 3.93. Overall, the program and the EPP are pleased with our completers' ability to successfully fulfill their administrative responsibilities.
