



# THE CITADEL

ZUCKER FAMILY SCHOOL  
OF EDUCATION

## Measure 2– Advanced Programs

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

Data provided was collected using an EPP developed employer satisfaction survey to determine employers' levels of satisfaction with advanced program completers in the Zucker Family School of Education at The Citadel.

Employers were asked to rate their employee's preparation using the following scale.

Employer	Rating
Very Satisfied/Very Likely	4
Satisfied/Likely	3
Dissatisfied/Unlikely	2
Very Dissatisfied/Unlikely	1
Not enough information	0

### AY 2021-2022 M.Ed. in Literacy Education Employer Survey (n=0)

M.Ed. in Literacy Education Employer Survey Questions	Mean Score (n = 0)
1. Demonstrates an in-depth knowledge of content in his/her field.	–
2. Demonstrates knowledge of professional, state, and institutional standards.	–
3. Applies knowledge of human growth and development, appropriately.	–
4. Integrates the use of technology in his/her work.	–
5. Seeks opportunities for professional growth, development, and continuing education.	–
6. Develops and manages meaningful education experiences that address the needs of all learners with respect for their individual and cultural characteristics.	–
7. Establishes a learner-centered environment where all learners contribute and are actively engaged.	–
8. Uses research to inform his/her work.	–
9. Demonstrates a commitment to a safe, supportive learning environment.	–
10. Demonstrates a caring, fair, honest, responsible, and respectful attitude.	–
11. Establishes rapport with students, families, colleagues, and communities.	–
12. Models professionalism with students, families, colleagues, and communities.	–
13. Demonstrates leadership skills that emphasize ethics, knowledge, and reflection.	–
14. Please rate your satisfaction with the graduate's overall job performance.	–
15. If given the opportunity, would you hire another Citadel Zucker Family School of Education graduate?	–
16. Aware of foundational knowledge in reading and writing processes and instruction	–
17. Knowledgeable of a wide range of instructional strategies and curriculum materials which can meet the needs of students from differing cultural and linguistic backgrounds	–
18. Prepared to be able to select, administer, and interpret a wide range of formal and informal literacy assessments and then use that information in planning instruction that meets the needs of diverse students.	–
19. Able to create a literate environment that fosters reading and writing through the integration of foundational knowledge about how to initiate and evaluate professional development programs.	–

### AY 2021-2022 M.Ed. in Educational Leadership Employer Survey (n=4)

<b>M.Ed. in Educational Leadership Employer Survey Questions</b>	<b>Mean Score (n = 4)</b>
1. Demonstrates an in-depth knowledge of content in his/her field.	4.00
2. Demonstrates knowledge of professional, state, and institutional standards.	4.00
3. Applies knowledge of human growth and development, appropriately.	4.00
4. Integrates the use of technology in his/her work.	4.00
5. Seeks opportunities for professional growth, development, and continuing education.	4.00
6. Develops and manages meaningful education experiences that address the needs of all learners with respect for their individual and cultural characteristics.	4.00
7. Establishes a learner-centered environment where all learners contribute and are actively engaged.	4.00
8. Uses research to inform his/her work.	4.00
9. Demonstrates a commitment to a safe, supportive learning environment.	4.00
10. Demonstrates a caring, fair, honest, responsible, and respectful attitude.	4.00
11. Establishes rapport with students, families, colleagues, and communities.	4.00
12. Models professionalism with students, families, colleagues, and communities.	4.00
13. Demonstrates leadership skills that emphasize ethics, knowledge, and reflection.	4.00
14. Please rate your satisfaction with the graduate's overall job performance.	4.00
15. If given the opportunity, would you hire another Citadel Zucker Family School of Education graduate?	4.00
16. Develop the essential skills needed to be an effective school administrator.	4.00
17. Maintain focus on the special needs of individual learners.	4.00
18. Develop the essential skills for human and public relations.	4.00
19. Apply principles of human and group behavior to a variety of situations.	4.00
20. Evaluate and implement curriculum development and trends.	4.00
21. Apply and interpret educational research.	3.75
22. Exhibit knowledge and competence in pupil and staff personnel administration.	3.75
23. Model principled-leader practices.	4.00
24. Develop, maintain, and enhance a school environment that promotes effective learning.	3.75
25. Manage financial resources efficiently.	4.00

Overall, results indicate high satisfaction levels from employers of program completers in educational leadership. It appears a greater focus on applying and interpreting educational research, personnel matters, and school environment that promotes effective learning warrant further attention.

### AY 2021-2022 Ed.S. in Educational Leadership Employer Survey (n=0)

<b>Ed.S. in Educational Leadership Employer Survey Questions</b>	<b>Mean Score (n = 0)</b>
1. Demonstrates an in-depth knowledge of content in his/her field.	–
2. Demonstrates knowledge of professional, state, and institutional standards.	–
3. Applies knowledge of human growth and development, appropriately.	–
4. Integrates the use of technology in his/her work.	–
5. Seeks opportunities for professional growth, development, and continuing education.	–
6. Develops and manages meaningful education experiences that address the needs of all learners with respect for their individual and cultural characteristics.	–
7. Establishes a learner-centered environment where all learners contribute and are actively engaged.	–
8. Uses research to inform his/her work.	–
9. Demonstrates a commitment to a safe, supportive learning environment.	–
10. Demonstrates a caring, fair, honest, responsible, and respectful attitude.	–

<b>Ed.S. in Educational Leadership Employer Survey Questions</b>	<b>Mean Score (n = 0)</b>
11. Establishes rapport with students, families, colleagues, and communities.	–
12. Models professionalism with students, families, colleagues, and communities.	–
13. Demonstrates leadership skills that emphasize ethics, knowledge, and reflection.	–
14. Please rate your satisfaction with the graduate's overall job performance.	–
15. If given the opportunity, would you hire another Citadel Zucker Family School of Education graduate?	–
16. Establish appropriate long-range plans.	–
17. Develop and teach short-range instructional units that facilitate student achievement.	–
18. Assess and analyze student performance to guide instructional planning.	–
19. Establish and maintain high expectations for learners.	–
20. Use instructional strategies to facilitate learning.	–
21. Integrate technology into his/her instructional processes.	–
22. Provide meaningful content for learners.	–
23. Monitor, assess and enhance student learning.	–
24. Effectively manage his/her classroom.	–
25. Maintain an environment that promoted learning.	–
26. Become an ethical, responsible, contributing member of the profession.	–

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### AY 2021-2022 M.Ed. in Counselor Education Employer Survey (n=2)

<b>M.Ed. in Counselor Education Employer Survey Questions</b>	<b>Mean Score (n = 2)</b>
1. Demonstrates an in-depth knowledge of content in his/her field.	4.00
2. Demonstrates knowledge of professional, state, and institutional standards.	4.00
3. Applies knowledge of human growth and development, appropriately.	4.00
4. Integrates the use of technology in his/her work.	4.00
5. Seeks opportunities for professional growth, development, and continuing education.	4.00
6. Develops and manages meaningful education experiences that address the needs of all learners with respect for their individual and cultural characteristics.	4.00
7. Establishes a learner-centered environment where all learners contribute and are actively engaged.	4.00
8. Uses research to inform his/her work.	3.50
9. Demonstrates a commitment to a safe, supportive learning environment.	4.00
10. Demonstrates a caring, fair, honest, responsible, and respectful attitude.	4.00
11. Establishes rapport with students, families, colleagues, and communities.	4.00
12. Models professionalism with students, families, colleagues, and communities.	4.00
13. Demonstrates leadership skills that emphasize ethics, knowledge, and reflection.	4.00
14. Please rate your satisfaction with the graduate's overall job performance.	4.00
15. If given the opportunity, would you hire another Citadel Zucker Family School of Education graduate?	4.00
16. Identify and work with issues of social and cultural diversity (e.g., race, ethnicity, gender, sexual orientation, SES, disability).	4.00
17. Demonstrate an understanding of human growth and development.	4.00
18. Apply career development theories and counseling.	4.00
19. Use basic counseling skills effectively.	4.00
20. Use consultation skills effectively.	4.00
21. Use appropriate classroom and behavior management.	3.50
22. Apply knowledge and skills of individual counseling with clients.	4.00
23. Apply knowledge and skills of group counseling with clients.	4.00
24. Use appropriate assessment methods.	4.00
25. Interpret assessment results.	4.00

<b>M.Ed. in Counselor Education Employer Survey Questions</b>	<b>Mean Score (n = 2)</b>
26. Apply research and evaluation techniques for program development, improvement, and implementation.	4.00
27. Demonstrate a knowledge of legal issues and ethical behavior at all times.	4.00
28. Apply the Comprehensive Developmental School Counseling Program Model.	4.00

Overall, results indicate high satisfaction levels from employers of program completers in counselor education. However, one employer was unable to rate their satisfaction with their employee's ability to apply knowledge and skills related to individual or group counseling with clients as they did not observe the employee in those two areas.

Because the state does not currently have processes in place to facilitate EPPs' collection of completer and employer survey data, the organization, SC Teacher is in the process of creating a working group to develop and pilot a statewide measure of employer and completer satisfaction. We believe that being at the table for this undertaking is of great importance and have responded as such to the call for nominations for this working group. We are hopeful that this endeavor will result in higher response rates for both completer and employer surveys.