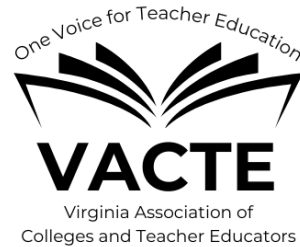




**Virginia Education
Assessment Collaborative**



Bluefield University

Advanced Employer and Completer Survey Results

Combined Three Cycles

2022, 2023, 2024

Virginia Education Assessment Collaborative

The Virginia Education Assessment Collaborative (VEAC) is a growing partnership between Educator Preparation Programs (EPP) in the Commonwealth of Virginia. Our purpose is to provide a centralized assessment structure for Virginia EPPs that standardizes and reduces the complexity of data collection for both the Virginia Department of Education (VDOE) and the Council for the Accreditation of Educator Preparation (CAEP).

VEAC Advanced Survey

The Virginia Education Assessment Collaborative (VEAC) conducted a unique advanced program completer survey for graduates of programs in Administration and Supervision, Counselor Education (School), Mathematics Specialist, School Psychologist, and Reading Specialist in summer 2022, spring 2023, and spring 2024. The surveys were conducted through the University of Virginia and sought to benchmark the responsiveness of advanced program completers and their employers for future CAEP Revised Advanced Standard 4.

This report provides descriptive statistics from the two surveys of advanced program completers and their employers with data from three cycles.

- Participating 2021-2022 institutions included: Averett University, Bluefield University, James Madison University, Longwood University, Radford University, Shenandoah University, University of Lynchburg, University of Virginia, and Virginia Commonwealth University.
- Participating 2022-2023 institutions included: Averett University, Bluefield University, George Mason University, James Madison University, Liberty University, Longwood University, Radford University, Regent University, Shenandoah University, University of

Lynchburg, University of Virginia, Virginia Tech, Virginia Commonwealth University, and William and Mary

- Participating 2023-2024 institutions included: Averett University, Bluefield University, George Mason University, James Madison University, Liberty University, Longwood University, Radford University, Regent University, Shenandoah University, University of Lynchburg, University of Virginia, Virginia Tech, Virginia Commonwealth University, and William and Mary

Data Collection Processes

- 2022 Pilot: VEAC partners submitted contact information for program completers to VEAC in July 2022 for their program completers and employment information. Initial recruitment for the completer survey began on August 16, 2022, and was open with reminders through September 5, 2022. Initial recruitment for the employer survey began on September 29, 2022, and was open with reminders through October 17, 2022.
- 2023 Cycle: VEAC partners submitted contact information for program completers to VEAC in January 2023 for their program completers and employment information. Initial recruitment for the completer survey began on in March 2023 and was open with reminders through April 2023. Initial recruitment for the employer survey began in April 2023 and was open with reminders through April 2023
- 2024 Cycle: VEAC partners submitted contact information for program completers to VEAC in February 2023 for their program completers and employment information. Initial recruitment for the completer survey began in March 2024 and was open with reminders through April 2024. Initial recruitment for the employer survey began in April 2024 and was open with reminders through May 2024.

Survey Response Rates

- For our 2021-2022 pilot advanced licensure cycle, VEAC fielded the Advanced Completer & Employer Survey to program completers from 9 EPP partners. Upon closing the completer survey, VEAC collected 134 complete and partial responses resulting in a 19% response rate. Upon closing the employer survey, VEAC collected 78 complete and partial responses resulting in a 26% response rate.
- For our 2022-2023 advanced licensure cycle, VEAC fielded the Advanced Completer & Employer Survey to program completers from EPP partners. Upon closing the completer survey, VEAC collected 489 complete and partial responses resulting in a 19% response rate. Upon closing the employer survey, VEAC collected 364 complete and partial responses resulting in a 34% response rate.
- For our 2023-2024 advanced licensure cycle, VEAC fielded the Advanced Completer & Employer Survey to program completers from EPP partners. Upon closing the completer survey, VEAC collected 688 complete and partial responses resulting in a 23% response rate. Upon closing the employer survey, VEAC collected 585 complete and partial responses resulting in a 42% response rate.

Survey Response Data

Pages 5-22 provide responses to the 21-22, 22-23, and 23-24 VEAC Advanced Licensure Surveys. For each licensure area, tables include 9 columns. Code provides the item code for each survey item for tracking. Item (Program) provides the text of the survey item by licensure area. RA1.1 Competencies provides the item alignment to CAEP RA1.1 competencies. Each licensure area has at least one item coded per RA1.1 Competencies. The next three columns provide the descriptive statistics results (Mean, SD, and N) for the EPP on each advanced survey. The final three columns provide the descriptive statistics results (Mean, SD, and N) for the VEAC network on each advanced survey.

The survey utilizes standard language for rating scales and are the scaled levels. The levels are “Exemplary” (4), “Proficient” (3), “Developing/Needs Improvement” (2), and “Unacceptable” (1).

On the completer survey, program completers are prompted to respond to survey items with the following stem: “How would you rate your preparation at \${e://Field/Institution} for each of the following X program competencies?

- Unacceptable (I did not feel prepared for the competency)
- Needs Improvement (There were areas in which preparation in this competency could be improved)
- Proficient (I felt prepared in this competency)
- Exemplary (I felt my preparation was above that of my peers)
- N/A - This competency did not apply to my preparation

On the employer survey, the employers of program completers are prompted to respond to survey items with the following stem:

“Please rate \${e://Field/Completer%20First} \${e://Field/Completer%20Last}'s performance on each of the following X competencies:

- Unacceptable
- Needs Improvement
- Proficient
- Exemplary
- N/A

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Employer - Administration & Supervision Results

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
A&S_A	Applies data-driven decision-making to initiate and continue improvement in school and classroom practices and student achievement	Data literacy to support learning; Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies. Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.13	0.83	8	3.40	0.61	489
A&S_B	Collaboratively plans and implements of a variety of assessment techniques and data analysis to identify existing competencies and needs	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments; Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents	3.00	0.93	8	3.45	0.61	488
A&S_C	Collaboratively works with parents and school personnel to ensure that students with disabilities are included as a valued part of the school community, and that they receive effective and appropriately intensive instruction to assist them in meeting the standards set for all students, as well as individual goals outlined in their individualized education plans (IEPs)	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.00	1.20	8	3.49	0.60	487
A&S_D	Demonstrated capacity to evaluate, communicate about, and advocate for ethical and legal decisions.	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization.	3.25	0.89	8	3.46	0.59	491

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP Mean	EPP SD	EPP Mean	VEAC N
A&S_E	Demonstrated commitment to continuous professional learning for themselves and their faculty and staff to support the school's goals and enhance its collective capacity	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.13	0.83	8	3.54	0.59	489
A&S_F	Demonstrated management decision-making that ensures successful teaching and learning. including human resources management and development, theories of motivation, change in school culture, innovation and creativity, conflict resolution, adult learning and professional development models	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.13	0.99	8	3.38	0.64	487
A&S_G	Designs and implements strategies for high-quality, technology-rich, and coherent curricula and supports for academic and nonacademic programs	Support and utilize appropriate applications of technology for my field of specialization	3.13	0.64	8	3.38	0.60	488
A&S_H	Design and implementation of technology to support management functions and communication efforts	Support and utilize appropriate applications of technology for my field of specialization	3.00	0.76	8	3.37	0.59	486
A&S_I	Intentionally and purposefully models professional, moral, and ethical standards, as well as personal integrity in all interactions;	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.25	0.71	8	3.60	0.56	489

Code	Item (A&S)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP Mean	VEAC Mean	VEAC SD	VEAC N
A&S_J	Reflectively understands potential moral and legal consequences of decision-making in the school setting	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.25	0.89	8	3.54	0.57	489
A&S_K	Demonstrates supervision and leadership skills to promote a working and learning climate that is safe, secure, and respectful of a diverse school community;	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.29	0.95	7	3.53	0.60	489
A&S_L	Uses public relations and public engagement strategies and processes for building and sustaining positive relationships with families, caregivers, and community partners for the benefit of school improvement and student development	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents	3.50	0.84	6	3.40	0.60	483

Completer - Administration & Supervision Results

Code	Item (A&S)	RA1.1 Competencies	EPP Completer '22 - '24			VEAC Completer'22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
A&S_A	Applies data-driven decision-making to initiate and continue improvement in school and classroom practices and student achievement	Data literacy to support learning; Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies. Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.40	0.52	10	3.43	0.61	543
A&S_B	Collaboratively plans and implements of a variety of assessment techniques and data analysis to identify existing competencies and needs	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments; Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents	3.60	0.52	10	3.41	0.64	543
A&S_C	Collaboratively works with parents and school personnel to ensure that students with disabilities are included as a valued part of the school community, and that they receive effective and appropriately intensive instruction to assist them in meeting the standards set for all students, as well as individual goals outlined in their individualized education plans (IEPs)	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.80	0.42	10	3.20	0.75	539
A&S_D	Demonstrated capacity to evaluate, communicate about, and advocate for ethical and legal decisions.	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization.	3.56	0.53	9	3.49	0.61	538

Code	Item (A&S)	RA1.1 Competencies	EPP Completer'22 - '24			VEAC Completer'22 - '24		
			EPP Mean	EPP SD	EPP Mean	EPP SD	EPP Mean	VEAC N
A&S_E	Demonstrated commitment to continuous professional learning for themselves and their faculty and staff to support the school's goals and enhance its collective capacity	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.70	0.48	10	3.53	0.58	543
A&S_F	Demonstrated management decision-making that ensures successful teaching and learning, including human resources management and development, theories of motivation, change in school culture, innovation and creativity, conflict resolution, adult learning and professional development models	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.50	0.53	10	3.47	0.61	542
A&S_G	Designs and implements strategies for high-quality, technology-rich, and coherent curricula and supports for academic and nonacademic programs	Support and utilize appropriate applications of technology for my field of specialization	3.40	0.52	10	3.28	0.66	542
A&S_H	Design and implementation of technology to support management functions and communication efforts	Support and utilize appropriate applications of technology for my field of specialization	3.50	0.53	10	3.25	0.65	540
A&S_I	Intentionally and purposefully models professional, moral, and ethical standards, as well as personal integrity in all interactions;	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.70	0.48	10	3.61	0.55	542

Code	Item (A&S)	RA1.1 Competencies	EPP Completer '22 - '24			VEAC Completer '22 - '24		
			EPP Mean	EPP SD	EPP Mean	VEAC Mean	VEAC SD	VEAC N
A&S_J	Reflectively understands potential moral and legal consequences of decision-making in the school setting	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.60	0.52	10	3.58	0.56	543
A&S_K	Demonstrates supervision and leadership skills to promote a working and learning climate that is safe, secure, and respectful of a diverse school community;	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents; Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.60	0.52	10	3.57	0.58	542
A&S_L	Uses public relations and public engagement strategies and processes for building and sustaining positive relationships with families, caregivers, and community partners for the benefit of school improvement and student development	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents	3.60	0.52	10	3.38	0.63	542

Employer - Counselor Education Results

Code	Item (Counselor Education)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
CED_A	Effectively administers individual and group student appraisal and assessment	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.50	0.55	6	3.38	0.61	177
CED_B	Engages in relevant professional activities such as professional organization membership, upholding professional standards, and maintaining credentials.	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.50	0.55	6	3.44	0.62	178
CED_C	Fosters collaboration and teamwork within schools.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.83	0.41	6	3.56	0.65	179
CED_D	Models school counseling professionalism, including legal and ethical considerations	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.83	0.41	6	3.61	0.55	179
CED_E	Serves as a P-12 school leader, advocate, and change agent.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	4.00	0.00	6	3.36	0.73	178
CED_F	Supports students by cooperatively working collaboratively with families and school personnel.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	4.00	0.00	6	3.54	0.64	179

Code	Item (Counselor Education)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
CED_G	Uses accountability data to inform decision-making.	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.50	0.55	6	3.25	0.64	178
CED_H	Uses data to advocate for programs and students.	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.50	0.55	6	3.25	0.65	177
CED_I	Uses research and evaluation skills to improve school counseling program	Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.33	0.52	6	3.26	0.66	174
CED_J	Effectively administers individual and group student appraisal and assessment	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.83	0.41	6	3.38	0.65	177
CED_K	Advance the responsible and appropriate use of technology and software applications to facilitate academic, career and social/emotional achievement.	Support and utilize appropriate applications of technology for my field of specialization.	3.33	0.52	6	3.33	0.62	178

Completer - Counselor Education Results

Code	Item (Counselor Education)	RA1.1 Competencies	EPP Employer '22 - '24			VEAC Employer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
CED_A	Effectively administers individual and group student appraisal and assessment	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.14	0.69	7	3.17	0.63	143
CED_B	Engages in relevant professional activities such as professional organization membership, upholding professional standards, and maintaining credentials.	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.29	0.49	7	3.40	0.59	144
CED_C	Fosters collaboration and teamwork within schools.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.57	0.53	7	3.35	0.63	144
CED_D	Models school counseling professionalism, including legal and ethical considerations	Apply professional dispositions, laws and policies, codes of ethics, and professional standards appropriate to my field of specialization	3.57	0.53	7	3.54	0.57	144
CED_E	Serves as a P-12 school leader, advocate, and change agent.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.14	0.69	7	3.34	0.67	143
CED_F	Supports students by cooperatively working collaboratively with families and school personnel.	Lead and/or participate in collaborative activities with others such as peers, colleagues, teachers, administrators, community organizations, and parents.	3.43	0.53	7	3.27	0.68	142

Code	Item (Counselor Education)	RA1.1 Competencies	EPP Completer '22 - '24			VEAC Completer '22 - '24		
			EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
CED_G	Uses accountability data to inform decision-making.	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.29	0.95	7	3.17	0.68	143
CED_H	Uses data to advocate for programs and students.	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.29	0.95	7	3.19	0.74	142
CED_I	Uses research and evaluation skills to improve school counseling program	Use of research and understanding of qualitative, quantitative, and/or mixed-methods research methodologies Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.00	0.58	7	3.15	0.64	142
CED_J	Effectively administers individual and group student appraisal and assessment	Data literacy to support learning; Use of data analysis and evidence to develop supportive, diverse, equitable, and inclusive school environments.	3.00	0.82	7	3.21	0.64	140
CED_K	Advance the responsible and appropriate use of technology and software applications to facilitate academic, career and social/emotional achievement.	Support and utilize appropriate applications of technology for my field of specialization.	3.00	0.82	7	3.13	0.73	142

Employer - Advanced Survey Overall Satisfaction

			EPP Employer '22 - '24			VEAC Employer '22 - '24		
Overall Satisfaction	VEAC Mean	VEAC SD	EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
Employer Survey	Based on your experience with $\{e://Field/Completer\%20First\}$ $\{e://Field/Completer\%20Last\}$, what best describes the extent to which they were ready to effectively work with diverse P-12 students and their families as a $\{e://Field/Endorsement\%20Program\%20B\}$ in your school, division, or organization?	Administration & Supervision	3.50	1.20	8	4.39	0.84	498
	Respondent employers could respond "Fully ready, Mostly ready, Moderately ready, Minimally ready, or Not ready." To find the average overall satisfaction, responses are coded, from 1 to 5. Higher values indicate more satisfaction, and lower values indicate more dissatisfaction.	Counselor Education	4.83	0.41	6	4.52	0.74	184

Completer - Advanced Survey Overall Satisfaction

			EPP Completer '22 - '24			VEAC Completer '22 - '24		
Overall Satisfaction	VEAC Mean	VEAC SD	EPP Mean	EPP SD	EPP N	VEAC Mean	VEAC SD	VEAC N
Completer Survey	<p>“Overall, how satisfied are you with your preparation from \${e://Field/Institution}?”</p> <p>Each respondent’s institution of higher education (IHE) is embedded in their unique survey.</p> <p>Respondents could respond “extremely dissatisfied, somewhat dissatisfied, neither satisfied nor dissatisfied, somewhat satisfied, or extremely satisfied.”</p> <p>To find the average overall satisfaction, responses are coded, from 1 to 5. Higher values indicate more satisfaction, and lower values indicate more dissatisfaction.</p>	Administration & Supervision	5.00	0.00	10	4.53	0.96	547
		Counselor Education	4.71	0.49	7	4.48	0.92	143