



Statewide Advanced Employer Survey

The Advanced Employer Survey is a state proprietary instrument created in 2020 used to capture the perceptions of the employers of our advanced program completers. Questions are aligned with the program's goals and the Council for the Accreditation of Educator Preparation (CAEP) Standards (A1.1, A2.2 or A.4). The survey consists of 11 Likert scale questions with responses ranging from Strongly Satisfied, Satisfied, Dissatisfied, to Strongly Dissatisfied.

The survey is used by all state institutions and is administered every March through an online platform by The University of Mississippi. The survey link is sent to employers of recent graduates of advanced programs who completed their degree one and three years prior. This survey provides employers the opportunity to assess the knowledge, skills, and dispositions educational professionals developed in their advanced program.

Employers on the 2023 Survey indicated on all questions that they were either satisfied or strongly satisfied with the performance of Educational Leadership Advanced degree completers one-year post graduation. Overall survey data indicates that the advanced program is effectively working to prepare its candidates in areas addressed by the CAEP Standards (A1.1, A2.2, and A.4).

Return Rates for Statewide Advanced Program Employer Survey

Survey Year	Number of Employers Emailed	Number of Employer Surveys Returned	Completer Response Rate
2023	159	24	15%
2022	158	26	16%
2021	156	32	21%

Statewide Advanced Program Employer Survey 2023

1 Year and 3 Years Post Graduation

M.Ed. and Ed.S.

Survey Questions	Strongly Dissatisfied		Dissatisfied		Satisfied		Strongly Satisfied		Survey Year	
	1	3	1	3	1	3	1	3	1	3
1. Collect, manage, evaluate, and apply data in a critical manner. (CAEP A1.1)	0%	0%	0%	0%	75%	50%	25%	50%	2023	2023
	0	0	0	0	3	1	1	1	N=4	N=2
2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies (CAEP A1.1)	0%	0%	0%	0%	100%	50%	0%	50%	2023	2023
	0	0	0	0	4	1	0	1	N=4	N=2
3. Employ data analysis and evidence to develop supportive school environments. (CAEP A1.1)	0%	0%	0%	0%	100%	50%	0%	50%	2023	2023
	0	0	0	0	4	1	0	1	N=4	N=2

<p>4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents. (CAEP A1.1)</p>	0%	0%	0%	0%	75%	50%	25%	50%	2023	2023
	0	0	0	0	3	1	1	1	N=4	N=2
<p>5. Use appropriate applications of technology for my field of specialization. (CAEP A1.1)</p>	0%	0%	0%	0%	75%	0%	25%	100%	2023	2023
	0	0	0	0	3	0	1	2	N=4	N=2
<p>6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization. (CAEP A1.1)</p>	0%	0%	0%	0%	100%	50%	0%	50%	2023	2023
	0	0	0	0	4	1	0	1	N=4	N=2

<p>7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child. (CAEP A2.2)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>100%</p> <p>4</p>	<p>50%</p> <p>1</p>	<p>0%</p> <p>0</p>	<p>50%</p> <p>1</p>	<p>2023</p> <p>N=4</p>	<p>2023</p> <p>N=2</p>
<p>8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students. (CAEP A 2.2)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>100%</p> <p>4</p>	<p>50%</p> <p>1</p>	<p>0%</p> <p>0</p>	<p>50%</p> <p>1</p>	<p>2023</p> <p>N=4</p>	<p>2023</p> <p>N=2</p>
<p>9. Relevancy of the coursework to the responsibilities confronted on the job (CAEP A.4)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>75%</p> <p>3</p>	<p>50%</p> <p>1</p>	<p>25%</p> <p>1</p>	<p>50%</p> <p>1</p>	<p>2023</p> <p>N=4</p>	<p>2023</p> <p>N=2</p>
<p>10. Overall Effectiveness of program preparation (CAEP A.4)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>100%</p> <p>4</p>	<p>50%</p> <p>1</p>	<p>0%</p> <p>0</p>	<p>50%</p> <p>1</p>	<p>2023</p> <p>N=4</p>	<p>2023</p> <p>N=2</p>



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11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached (CAEP A 4.1)	0%	0%	0%	0%	75%	50%	25%	50%	2023	2023
	0	0	0	0	3	1	1	1	N=4	N=2

Statewide Advanced Program Employer Survey 2022

1 Year and 3 Years Post Graduation

M.Ed. and Ed.S.

Survey Questions	Strongly Dissatisfied		Dissatisfied		Satisfied		Strongly Satisfied		Survey Year	
	1	3	1	3	1	3	1	3	1	3
1. Collect, manage, evaluate, and apply data in a critical manner. (CAEP A1.1)	0%	0%	0%	12.5%	50%	12.5%	50%	75%	2022	2022
	0	0	0	1	2	1	2	6	N=4	N=8
2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies (CAEP A1.1)	0%	0%	0%	12.5%	50%	12.5%	50%	75%	2022	2022
	0	0	0	1	2	1	2	6	N=4	N=8
3. Employ data analysis and evidence to develop supportive school environments. (CAEP A1.1)	0%	0%	0%	12.5%	50%	12.5%	50%	75%	2022	2022
	0	0	0	1	2	1	2	6	N=4	N=8



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<p>4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents. (CAEP A1.1)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>12.5%</p> <p>1</p>	<p>50%</p> <p>2</p>	<p>25%</p> <p>2</p>	<p>50%</p> <p>2</p>	<p>62.5%</p> <p>5</p>	<p>2022</p> <p>N=4</p>	<p>2022</p> <p>N=8</p>
<p>5. Use appropriate applications of technology for my field of specialization. (CAEP A1.1)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>50%</p> <p>2</p>	<p>25%</p> <p>2</p>	<p>50%</p> <p>2</p>	<p>75%</p> <p>6</p>	<p>2022</p> <p>N=4</p>	<p>2022</p> <p>N=8</p>
<p>6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization. (CAEP A1.1)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>12.5%</p> <p>1</p>	<p>50%</p> <p>2</p>	<p>12.5%</p> <p>1</p>	<p>50%</p> <p>2</p>	<p>75%</p> <p>6</p>	<p>2022</p> <p>N=4</p>	<p>2022</p> <p>N=8</p>

<p>7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child. (CAEP A2.2)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>12.5%</p> <p>1</p>	<p>50%</p> <p>2</p>	<p>25%</p> <p>2</p>	<p>50%</p> <p>2</p>	<p>62.5%</p> <p>5</p>	<p>2022</p> <p>N=4</p>	<p>2022</p> <p>N=8</p>
<p>8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students. (CAEP A 2.2)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>12.5%</p> <p>1</p>	<p>25%</p> <p>1</p>	<p>25%</p> <p>2</p>	<p>75%</p> <p>3</p>	<p>62.5%</p> <p>5</p>	<p>2022</p> <p>N=4</p>	<p>2022</p> <p>N=8</p>
<p>9. Relevancy of the coursework to the responsibilities confronted on the job (CAEP A.4)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>12.5%</p> <p>1</p>	<p>50%</p> <p>2</p>	<p>25%</p> <p>2</p>	<p>50%</p> <p>2</p>	<p>62.5%</p> <p>5</p>	<p>2022</p> <p>N=4</p>	<p>2022</p> <p>N=8</p>
<p>10. Overall Effectiveness of program preparation (CAEP A.4)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>12.5%</p> <p>1</p>	<p>50%</p> <p>2</p>	<p>25%</p> <p>2</p>	<p>50%</p> <p>2</p>	<p>62.5%</p> <p>5</p>	<p>2022</p> <p>N=4</p>	<p>2022</p> <p>N=8</p>



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11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached (CAEP A 4.1)	0%	0%	0%	12.5%	50%	37.5%	50%	50%	2022	2022
	0	0	0	1	2	3	2	4	N=4	N=8

1 Year and 3 Years Post Graduation

M.Ed. and Ed.S.

Survey Questions	Strongly Dissatisfied		Dissatisfied		Satisfied		Strongly Satisfied		Survey Year	
	1	3	1	3	1	3	1	3	1	3
Years Post Graduation	1	3	1	3	1	3	1	3	1	3
1. Collect, manage, evaluate, and apply data in a critical manner. (CAEP A1.1)	0%	0%	0%	0%	0%	33%	100%	67%	2021	2021
	0	0	0	0	0	1	3	2	N=3	N=3
2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies (CAEP A1.1)	0%	0%	0%	0%	33%	33%	67%	67%	2021	2021
	0	0	0	0	1	1	2	2	N=3	N=3
3. Employ data analysis and evidence to develop supportive school environments. (CAEP A1.1)	0%	0%	0%	17%	33%	33%	67%	67%	2021	2021
	0	0	0	1	1	1	2	2	N=3	N=3



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<p>4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents. (CAEP A1.1)</p>	0%	0%	0%	0%	33%	33%	67%	67%	2021	2021
<p>5. Use appropriate applications of technology for my field of specialization. (CAEP A1.1)</p>	0%	0%	0%	0%	0%	33%	67%	67%	2021	2021
<p>6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization. (CAEP A1.1)</p>	0%	0%	0%	17%	33%	33%	67%	67%	2021	2021
	0	0	0	0	1	1	2	2	N=3	N=3
	0	0	0	0	0	1	2	2	N=3	N=3
	0	0	0	1	1	1	2	2	N=3	N=3

<p>7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child. (CAEP A2.2)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>33%</p> <p>1</p>	<p>33%</p> <p>1</p>	<p>67%</p> <p>2</p>	<p>67%</p> <p>2</p>	<p>2021</p> <p>N=3</p>	<p>2021</p> <p>N=3</p>
<p>8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students. (CAEP A 2.2)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>33%</p> <p>1</p>	<p>33%</p> <p>1</p>	<p>67%</p> <p>2</p>	<p>67%</p> <p>2</p>	<p>2021</p> <p>N=3</p>	<p>2021</p> <p>N=3</p>
<p>9. Relevancy of the coursework to the responsibilities confronted on the job (CAEP A.4)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>33%</p> <p>1</p>	<p>33%</p> <p>1</p>	<p>67%</p> <p>2</p>	<p>67%</p> <p>2</p>	<p>2021</p> <p>N=3</p>	<p>2021</p> <p>N=3</p>
<p>10. Overall Effectiveness of program preparation (CAEP A.4)</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>0%</p> <p>0</p>	<p>33%</p> <p>1</p>	<p>33%</p> <p>1</p>	<p>67%</p> <p>2</p>	<p>67%</p> <p>2</p>	<p>2021</p> <p>N=3</p>	<p>2021</p> <p>N=3</p>



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11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached (CAEP A 4.1)	0%	0%	0%	0%	33%	33%	67%	67%	2021	2021
	0	0	0	0	1	1	2	2	N=3	N=3