

Relationship to Standard or Component			
CAEP Standard Addressed in Plan	4.1 Employer Satisfaction		
Description of Evidence/Data We Plan to Collect	<p>It is vital that EPPs collect data from employers of advanced candidates to ensure quality of preparation and satisfaction of completer's abilities in field.</p> <ul style="list-style-type: none"> • Employer Survey • Employer Interview Protocol 		
Timeline and Resources			
Timetable of Data Collection, by semester or calendar year	Strategy for Collecting the Data (steps for how this will be accomplished)	Personnel Responsible	Resources needed including personnel, technology, and access to data compilation
2018	The Alabama State Department of Education began sending out an employer survey to all principals, but this survey only includes those employers with completers in initial certification programs.	ALSDE	Employer survey
2019-2021	As a result of the advanced programs not being included in the employer survey through the State Department of Education, the College of Education developed a completer and employer protocol to engage with our completers following their first year. The employer side of the protocol involves an interview with the principals of 20% of the one-year completers to gain information on their satisfaction of the completer's performance.	ALSDE EPP faculty Employers	Employer protocol

Fall 2021	<p>Elementary: Data collected for the Fall 2020 completers of the advanced Elementary Education program. For the fall 2020 completers, we had eight graduates. One of the eight is not working in field. Out of the remaining seven graduates, we contacted several and had one reach back out that was open to an interview. The one employer protocol interview met the 20% minimum required for CAEP. The complete transcription of this interview is provided in the initial data evidence. The interview protocol is aligned with the National Middle Childhood Generalist Standards.</p> <p>In this interview, the principal was extremely impressed with the completer's work in the classroom. For each one of the standards, the employer had high praise for the completer, documenting her work and accomplishments in each.</p> <p>School Counseling: The School Counseling program has only had one completer the summer of 2021.</p>	Employers	Access to employers
Summer 2022	<p>Elementary and School Counseling: An employer survey will begin development to help gain more information from employers following program completion. Although the previous interview protocol provides us with in-depth information about a few candidates' performance, the EPP should like to gain information on a greater number of employers to add with the interview protocols.</p> <p>We will use the undergraduate employer survey as a guide, but it is important for the College that this</p>	EPP faculty Program stakeholders	

	employer survey reflect the skills of an advanced candidate.		
Fall 2022	<p>Elementary and School Counseling: A draft of the employer survey will be shared with the program Advisory Councils. Following this feedback, content validity coefficients will be established.</p> <p>The current principal employer interview protocols will continue.</p>	Program stakeholders EPP faculty	
Spring 2023	<p>Elementary and School Counseling Following any modifications needed, the employer survey will be piloted spring 2023 with employers of candidates completing the advanced program spring 2022.</p>	Employers	
Summer 2023	<p>Elementary and School Counseling Any needed or requested modifications made to the employer survey following the pilot</p>	EPP faculty	
Fall 2023	<p>Elementary and School Counseling Annual survey distribution will be in full swing</p>	Employers	
Data Quality			
Provide a copy of the data collection instrument if available;	Elementary: Current employer interview protocol provided		

<p>How will the quality of the data collection/survey/rubric be assured to meet the “sufficient” level on the CAEP Assessment Rubric</p>	<p>The survey will be aligned with the National Middle Childhood Generalist Standards, selected for Elementary Education majors and CACREP standards for School Counseling majors. Questions will be single subject and will be written as behaviors and not opinion statements. Responses on the survey will be actionable and directly linked to components of the program. Survey will be piloted spring 2023.</p>
<p>What steps will be taken to attain a representative response (i.e., how will the data sample be selected, what actions will be taken to ensure a high response rate if a survey is used, etc.)?</p>	<p>Survey will be sent to all employers for completers annually. Continual reminders will be sent to help gain a representative sample.</p>