

**'Boilerplate' section:**

**The following 6 questions are asked across all employer surveys for all programs**

<p>Please indicate your agreement level with each statement:            4= Strongly Agree            3= Agree            2 = Disagree            1= Strongly Disagree</p>	<p style="text-align: center;"><b><u>Employer Survey (common questions for all programs)</u></b></p> <p><b>The Doane University College of Education graduate program completer demonstrates:</b></p>
4 3 2 1	data use and analysis to guide decision making (A.1.1.1 application of data literacy; A.1.1.4 collaboration, A.1.1.3 data analysis for school environment)
4 3 2 1	data use and analysis to create diverse, equitable, and inclusive environments. (A.1.1.1 application of data literacy; A.1.1.4 collaboration, A.1.1.3 data analysis for school environment)
4 3 2 1	preparation for the assigned role and responsibilities including the knowledge, understanding, and skills. (A.1.1.2 use of research, A.1.2 content knowledge; A.1.2 application of content knowledge)
4 3 2 1	application of research and evidence to focus on the learning and development opportunities for continuous improvement. (A.1.1.3 data analysis for school environment)
4 3 2 1	the ability to communicate, collaborate, and lead collaborative activities. (A.1.1.4 collaboration, A.1.1.5 technology)
4 3 2 1	use of technology to achieve desired results and communicate with all stakeholders. (A.1.1.5 technology; A.1.1.6 professionalism)
4 3 2 1	a professional disposition and adherence to laws, policies, codes of ethics, and professional standards. (A.1.1.6 professionalism)

**Additional Questions by Program:**

The following sections are additional specific questions asked for each designated program

Educational Leadership (Principal)

<p>Please indicate your agreement level with each statement:                      4= Strongly Agree                      3= Agree                      2 = Disagree                      1= Strongly Disagree</p>	<p style="text-align: center;"><b><u>Employer Survey (Part 2: Educational Leadership specific)</u></b></p> <p style="text-align: center;"><b>The Doane University College of Education Educational Leadership graduate program completer promotes the success and well-being of students, teachers, and support-staff by:</b></p>
<p>4   3   2   1</p>	<p>demonstrating Strategic Leadership by supporting the mission and shared vision, school culture, forecasting, support, and continuous improvement. (CAEP A.1, A.1.1 professional standards, A.2; ELCC Standard 1, 6; NELP Standard 1, 7; NDE Principal Standard 1, 2; NDE Rule 24 Principal Guidelines Standard 1, 6; Praxis I; PSEL Standard 1 and 10)</p>
<p>4   3   2   1</p>	<p>demonstrating Instructional Leadership by supporting equitable learning environments, learning systems, instructional practices, assessment practices, responsive professional learning, and supervision and evaluation. (CAEP A.1, A.1.1 professional standards, A.2; ELCC Standard 2, 3; NDE Principal Standards 3, 4, 6; NDE Rule 24 Principal Guidelines Standard 2, 3; NELP Standard 3, 4, 7; Praxis II; PSEL Standards 2, 3, 4, 5, 6)</p>
<p>4   3   2   1</p>	<p>demonstrating Organizational Leadership by supporting human resource systems, equitable access, operational systems, communication systems, and legal compliance. (CAEP A.1, A.1.1 professional standards, A.2; ELCC Standard 3.0; NELP 3, 5, 6., 7; NDE Principal Standards 5 and 6; NDE Rule 24 Principal Guidelines Standard 3; Praxis I, III; PSEL Standard 3, 6, 8, 9)</p>
<p>4   3   2   1</p>	<p>demonstrating Community-Political Leadership by supporting educational environments, engagement, partnerships, advocacy, policy and political engagement, and the supportive school community. (CAEP Standard A.1, A.1.1 professional standards, A.2; ELCC Standards 4.0 and 6.0; NELP 3, 5; NDE Principal Standard 7, 8; NDE Rule 24 Principal Guidelines Standard 4, 6; Praxis I, IV, VI; PSEL Standard 3, 8)</p>
<p>4   3   2   1</p>	<p>being prepared for the roles and responsibilities of the assigned position.</p>
<p><b>Open response</b></p>	<p>Additional feedback regarding the Doane University Educational Leadership Cadre Program:</p>

Education Specialist (Superintendent)

<b>Please indicate your agreement level with each statement: 4= Strongly Agree 3= Agree 2 = Disagree 1= Strongly Disagree</b>	<b><u>Employer Survey (Part 2: Education Specialist specific)</u></b>
4 3 2 1	alignment of practice with vision, mission, and values of the organization.
4 3 2 1	knowledge and skills of resource management and finances.
4 3 2 1	leadership skills and dispositions for curriculum and instruction.
4 3 2 1	strong knowledge in areas of teaching and learning.
4 3 2 1	skills in the management of human resources.

School Counseling

<p>Please indicate your agreement level with each statement:            4= Strongly Agree            3= Agree            2 = Disagree            1= Strongly Disagree</p>	<p><b><u>Employer Survey (Part 2: School Counseling specific)</u></b></p>
<p>4 3 2 1</p>	<p>high expectations, provides support for individual student achievement and access to high-quality instruction that demonstrates the belief each student can succeed.</p>
<p>4 3 2 1</p>	<p>working knowledge of how children learn and develop, and provides opportunities supporting intellectual, social/emotional and personal growth.</p>
<p>4 3 2 1</p>	<p>relationships with school colleagues, families and the larger community agencies to support students' learning and well-being.</p>
<p>4 3 2 1</p>	<p>acceptance of, reflects and initiates change based upon feedback and actively seeks out opportunities to grow professionally.</p>
<p>4 3 2 1</p>	<p>sensitivity when interacting with socio-culturally diverse students and colleagues.</p>

Graduate Endorsements (Reading Specialist, Reading and Writing)

<p>Please indicate your agreement level with each statement:                      4= Strongly Agree                      3= Agree                      2 = Disagree                      1= Strongly Disagree</p>	<p align="center"><b><u>Employer Survey (Part 2: C&amp;I/Endorsement program specific)</u></b></p>
<p>4 3 2 1</p>	<p>high expectations, support for individual student achievement, high-quality instruction, and the belief each student can succeed.</p>
<p>4 3 2 1</p>	<p>knowledge of how children learn and develop and support the intellectual, social/emotional and personal growth of all students.</p>
<p>4 3 2 1</p>	<p>the ability to foster relationships with school colleagues, families and the larger community agencies to support students' learning and well-being.</p>
<p>4 3 2 1</p>	<p>the ability to accept, reflect and initiate change based upon feedback and actively seek out opportunities to grow professionally.</p>
<p>4 3 2 1</p>	<p>sensitivity when interacting with diverse students and colleagues.</p>