*This assessment is currently under development for use in the
redesigned Educational Leadership Program*
Implementation Summer 2010

Assessment 5 (required) – Assessment of Ability to Support Student Learning and Development
Section IV – Evidence for Meeting Standards
Employer Satisfaction Survey

1. Description of the assessment and use in the program

This assessment is being developed for use in the 2009 redesigned program. The plan is for the
Employer Satisfaction Survey to be administered during the 2010 spring semester and sent to
employers who have hired KSC graduates in the past 3-5 years. Perspectives from these students will
help to inform more specific curriculum development in the newly designed program and help to
assess the ability of candidates to support student learning and development after graduating from the
KSC program. This assessment will be linked to the employer survey that is used in the Teacher
Education Unit.

2. A description of how this assessment specifically aligns with the standards it is cited for in Section III
.

The assessment has been created in direct alignment to **ELCC standards _____** to reflect the extent of content
knowledge across standards.

Assessment tool design and alignment is currently under development.

3. A brief analysis of data findings
4. Interpretation of how data provide evidence for meeting standards

Data will be collected during the 2009-2010 academic year and reported in Summer 2010.

5. ATTACHMENT (A)
Assessment 5 (required) – Assessment of Ability to Support Student Learning and Development
Assessment Tool or Description of the Assignment
Employer Satisfaction Survey

DRAFT

EMPLOYMENT SATISFACTION SURVEY
DESCRIPTION

The assessment is a vehicle for the employer to judge the candidate's knowledge, skills and dispositions in the visioning process, communication skills, monitoring the instructional program, applying human development theory, principles of organizational development, managing resources, and bringing the community together. The employer is also able to judge the candidate's commitment and skills in understanding cultural diversity and providing learning opportunities for all students. Perceptions from employers about the ability of KSC Educational Leadership's graduates to impact student learning through leadership activities and curriculum development is also a focus of this instrument.

ATTACHMENT B
Assessment 5 (required) – Assessment of Ability to Support Student Learning and Development
Scoring Guides for the Assessment
Employer Satisfaction Survey

DRAFT

EMPLOYMENT SATISFACTION SURVEY

Draft survey items

How well was the principal/assistant principal prepared to do the long-term and daily planning needed for developing and implementing a school vision?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 1.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to use data-based research strategies to inform the development of a vision?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 1.2	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to communicate policies and procedures to various constitue

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 1.2	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to assess and promote positive school culture including issues of diversity (e.g. population, language, disability, gender, race, socio-economic)?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 2.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate the ability to use and promote technology and information to enrich curriculum and instruction?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 2.2	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to monitor instructional practices and provide staff the assistance needed for improvement?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 2.2	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to apply human development theory, proven learning and motivational theories, and concern for diversity to the learning process?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 2.3	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate the ability to optimize the learning environment for all students by applying appropriate models and principals of organizational development and management?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 3.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate an ability to manage time effectively and deploy financial and human resources in ways that promote student achievement?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 3.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate an understanding of how to apply legal principles to promote educational equity and provide safe, effective, and efficient facilities?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 3.2	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to bring together the resources of family members and the community to positively affect student learning?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 4.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to apply an understanding of community relations models, marketing strategies and processes, data-based decision making, and communications theory to create frameworks for school, family, business, community, government, and higher education partnerships?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 4.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate the ability to collaborate with community agencies to integrate health, social, and other services?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 4.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate active involvement within the community, including interactions with individuals and groups with conflicting perspectives?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 4.2	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to provide leadership programs serving students with special and exceptional needs?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 4.2	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate respect for the rights of others with regard to confidentiality and dignity to engage in honest interactions? ELCC 5.1

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 5.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate the ability to combine impartiality, sensitivity to student diversity, and ethical considerations in their interactions with others?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 5.2	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to make and explain decisions based upon ethical and legal principles? ELCC 5.3

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 5.3	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to demonstrate an understanding of the policies, laws, and regulations enacted by local, state, and federal authorities that affect schools, especially those that might improve educational and social opportunities? ELCC 6.1

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 6.1	*Insert text*	*Insert text*	*Insert text*

Comments:

How well was the principal/assistant principal prepared to apply their understanding of the larger political, social, economic, legal, and cultural context to develop activities and policies that benefit students and their families?

STANDARD	NEEDS IMPROVEMENT (1)	MEETS EXPECTATIONS (2)	EXCEEDS EXPECTATIONS (3)
ELCC STANDARD 6.3	*Insert text*	*Insert text*	*Insert text*

Comments:

Data will be collected during the 2009-2010 academic year and reported in June 2010.