

Measure 2: Satisfaction of Employers and Stakeholder Involvement (R4.2, R5.3, R4.1) (Initial and Advanced Levels)

Due to the limited and lacking data secured from previous deployments of the Employer and Completer surveys, the instruments were redesigned and a Phase In Plan was developed.

CUC CAEP Phase In Plan: Satisfaction of Employers

CUC will utilize the following strategies to assess employer satisfaction and determine the extent to which CUC completers reach employment milestones such as promotion and retention:

1. CUC will deploy an employer satisfaction survey each academic year in order to ascertain employer satisfaction with completer preparation and the degree to which CUC completers reach employment milestones such as promotion and retention.
2. CUC will engage in employer satisfaction interviews comprised of employers who work with completers from each advanced licensure area in order to ascertain employer satisfaction with completer preparation and the degree to which CUC completers reach employment milestones such as promotion and retention.

The first cycle of collected data was analyzed. The response rate was low, which prompted us to take a critical look into developing a representative and feasible plan to 1) enhance the format and quality of the survey instrument and interview protocol (e.g., number of questions, time needed to complete the survey); 2) identify as accurately as possible the number of employers; 3) determine the adequate sample size that will ensure validity of our findings; and 4) find innovative ways of approaching the employers and incentivize them to complete the survey. To achieve these goals, CoE will collaborate with CUC's Office for Institutional Planning and Effectiveness.

A4.2 CUC CAEP Phase In Plan: Satisfaction of Completers

CUC will utilize the following strategies to assess completer satisfaction and determine the extent to which CUC completers reach employment milestones such as promotion and retention:

1. CUC will deploy a completer satisfaction survey each academic year in order to determine completer satisfaction with preparation, the degree to which completers perceive their preparation as relevant to the responsibilities they confront on the job and that the preparation was effective, and the degree to which CUC completers reach employment milestones such as promotion and retention.
2. CUC will engage in completer satisfaction interviews comprised of completers from each advanced licensure area in order to ascertain completer satisfaction with preparation, the degree to which completers perceive their preparation as relevant to the responsibilities they confront on the job and that the preparation was effective, and the degree to which CUC completers reach employment milestones such as promotion and retention.

The data collected from the surveys and interviews will be analyzed to determine the effectiveness of CUC initial and advanced licensure preparation programs and experiences. In addition, the data will be

utilized to identify completer career orientation and paths of progress for use in future planning and for continuous improvement.

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