

### **Advanced Program Employer Survey Responses AY 21-24**

The survey charts reflect a consistently positive perception of advanced program completers, particularly in areas tied to employability and leadership readiness. Across reporting years, employer responses suggest that candidates are viewed as well-prepared to be hired, with ratings clustering at the high end of the scale. This indicates that completers demonstrate the professional knowledge, dispositions, and leadership skills expected for administrative roles.

A clear pattern in the charts is stability over time, with little fluctuation in employer satisfaction. This consistency suggests that the program is maintaining quality rather than experiencing volatility, which is important for continuous improvement and accreditation reporting. In some instances, slight upward trends point to incremental gains in areas such as instructional leadership or organizational management.

Finally, the charts suggest that the program is effectively addressing workforce needs, especially in high-need districts. Strong employer ratings combined with high placement in these areas imply that completers are not only qualified but also adaptable to challenging school contexts.

Overall, the survey charts tell a coherent story: the program is producing capable, employable leaders, sustaining quality over time, and contributing meaningfully to staffing needs in critical shortage area

2023 Survey Year	Survey Areas	Statewide EPP Total <sup>1</sup>						Institution EPP Total					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)	Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2023 Survey Results <sup>3</sup>	1. Collect, manage, evaluate, and apply data in a critical manner	34	0.00	0.00	47.06	52.94	0.00	3	0.00	0.00	100.00	0.00	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	34	0.00	0.00	50.00	50.00	0.00	3	0.00	0.00	100.00	0.00	0.00
	3. Employ data analysis and evidence to develop supportive school environments	34	0.00	0.00	55.88	44.12	0.00	3	0.00	0.00	100.00	0.00	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	34	0.00	2.94	47.06	50.00	0.00	3	0.00	0.00	66.67	33.33	0.00
	5. Use appropriate applications of technology for my field of specialization	34	0.00	0.00	35.29	64.71	0.00	3	0.00	0.00	33.33	66.67	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	34	0.00	2.94	47.06	50.00	0.00	3	0.00	0.00	33.33	66.67	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	34	0.00	0.00	55.88	44.12	0.00	3	0.00	0.00	66.67	33.33	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	34	0.00	0.00	47.06	52.94	0.00	3	0.00	0.00	100.00	0.00	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	34	0.00	0.00	47.06	52.94	0.00	3	0.00	0.00	66.67	33.33	0.00
	10. Overall Effectiveness of program preparation	34	0.00	0.00	52.94	47.06	0.00	3	0.00	0.00	66.67	33.33	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	34	0.00	2.94	44.12	52.94	0.00	3	0.00	0.00	66.67	33.33	0.00

2024 Survey Year	Survey Areas	Statewide EPP Total <sup>1</sup>						Institution EPP Total					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)	Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2024 Survey Results <sup>4</sup>	1. Collect, manage, evaluate, and apply data in a critical manner	45	0.00	8.89	44.44	46.67	0.00	17	0.00	17.65	58.82	23.53	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	45	0.00	8.89	48.89	42.22	0.00	17	0.00	17.65	52.94	29.41	0.00
	3. Employ data analysis and evidence to develop supportive school environments	45	0.00	8.89	51.11	40.00	0.00	17	0.00	17.65	64.71	17.65	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	45	2.22	2.22	40.00	55.56	0.00	17	0.00	0.00	58.82	41.18	0.00
	5. Use appropriate applications of technology for my field of specialization	45	0.00	0.00	46.67	53.33	0.00	17	0.00	0.00	70.59	29.41	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	45	0.00	4.44	51.11	44.44	0.00	17	0.00	5.88	64.71	29.41	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	45	0.00	6.67	42.22	51.11	0.00	17	0.00	11.76	70.59	17.65	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	45	0.00	8.89	55.56	35.56	0.00	17	0.00	17.65	76.47	5.88	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	45	0.00	2.22	60.00	37.78	0.00	17	0.00	0.00	82.35	17.65	0.00
	10. Overall Effectiveness of program preparation	45	0.00	6.67	53.33	40.00	0.00	17	0.00	11.76	70.59	17.65	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	45	0.00	0.00	55.56	44.44	0.00	17	0.00	0.00	70.59	29.41	0.00

2022-2023 Educational Leadership Completer Cohort	Employment in MS in the First Year after Graduation																													
	Statewide EPP Total														Institution EPP Total															
	Number of Ed. Leadership Program Completers	Employed at MS Public School as Principals or Assistant Superintendents	%	Employed at MS Public School as Directors Instructional Coaches or Coordinators Supervisors	%	Employed at MS Public School in Non-Administrative Support Staff Role	%	Employed as MS Public School Teacher	%	Employed in MS Private School System <sup>1</sup>	%	Employed in MS in Other Educational Setting <sup>1</sup>	%	Employed in MS in Non-Educational Job <sup>1</sup>	%	Number of Ed. Leadership Program Completers	Employed at MS Public School as Principals or Assistant Superintendents	%	Employed at MS Public School as Directors Instructional Coaches or Coordinators Supervisors	%	Employed at MS Public School in Non-Administrative Support Staff Role	%	Employed as MS Public School Teacher	%	Employed in MS Private School System <sup>1</sup>	%	Employed in MS in Other Educational Setting <sup>1</sup>	%	Employed in MS in Non-Educational Job <sup>1</sup>	%
Master	115	6	5.22	6	5.22	10	8.70	71	61.74	<10	-	<10	-	<10	-	7	0	0.00	1	14.29	0	0.00	3	42.86	<10	-	<10	-	<10	-
Specialist	231	23	9.96	10	4.33	57	24.68	103	44.59	<10	-	12	5.19	<10	-	22	2	9.09	1	4.55	1	4.55	9	40.91	<10	-	<10	-	<10	-

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Master	177	13	7.34	6	3.39	23	12.99	102	57.63	<10	-	<10	-	<10	-	8	1	12.50	0	0.00	2	25.00	4	50.00	<10	-	<10	-	<10	-
Specialist	222	27	12.16	9	4.05	48	21.62	110	49.55	<10	-	<10	-	<10	-	7	0	0.00	0	0.00	0	0.00	5	71.43	<10	-	<10	-	<10	-

2021-2022 Educational Leadership Completer Cohort	Employment in MS in the Second Year after Graduation																													
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Master	177	21	11.86	7	3.95	26	14.69	81	45.76	<10	-	<10	-	<10	-	8	0	0.00	1	12.50	1	12.50	4	50.00	<10	-	<10	-	<10	-
Specialist	222	35	15.77	10	4.50	48	21.62	87	39.19	<10	-	<10	-	<10	-	7	0	0.00	0	0.00	1	14.29	3	42.86	<10	-	<10	-	<10	-

2020-2021 Educational Leadership Completer Cohort	Employment in MS in the First Year after Graduation																													
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Master	151	7	4.64	4	2.65	16	10.60	95	62.91	<10	-	<10	-	<10	-	7	0	0.00	0	0.00	0	0.00	7	####	<10	-	<10	-	<10	-
Specialist	245	19	7.76	6	2.45	64	26.12	128	52.24	<10	-	10	4.08	<10	-	6	0	0.00	0	0.00	0	0.00	6	####	<10	-	<10	-	<10	-

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Master	151	26	17.22	1	0.66	15	9.93	72	47.68	<10	-	11	7.28	<10	-	7	2	28.57	0	0.00	2	28.57	2	28.57	<10	-	<10	-	<10	-
Specialist	245	49	20.00	8	3.27	54	22.04	90	36.73	<10	-	15	6.12	<10	-	6	1	16.67	0	0.00	4	66.67	1	16.67	<10	-	<10	-	<10	-

Item 8. Leading in Critical Shortage Area -- Jackson State University

	Masters				Specialist			
	Statewide EPP Total		Institution EPP Total		Statewide EPP Total		Institution EPP Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Program Completer Cohort 2022-2023 Who Are Employed in a MS Public School as an Administrator<sup>1</sup> in AY 2023-2024</b>	12	100.00	1	100.00	33	100.00	3	100.00
<b>Critical Needs Districts (Unduplicated Total)<sup>2</sup></b>	6	50.00	1	100.00	18	54.55	3	100.00