

Cover Page

Nebraska Department of Education Rule 24 Report PRINCIPAL 7-12

Educator Preparation Content Program Review

Name of institution	University of Nebraska at Kearney
Date Submitted	8/22/2016
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Folio type: ☐ Regular ☐ Mini ☒ Advanced Program

Program(s) Covered by this Folio

Press tab in last column to add rows

List Endorsements	Subject	PK-12	Baccalaureate
	Field	6-12	Post-Baccalaureate
	Supplemental	7-12	Master's
	Low-Enrollment	Etc.	Etc.
Principal 7-12	Field/Administrative	7-12	Masters

Is the endorsement offered at more than one site? ☐ Yes ☒ No

If yes, list additional sites where endorsement is offered:

Institution Accreditation Status: ☒ National ☒ State

Is this a Nationally Accredited Program? ☐ Yes ☒ No

If Yes, list Accrediting
Organization:

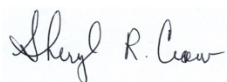
Attach National Letter to
Cover Sheet

Introduction/Welcome

Welcome!

Thank you for your willingness to participate in the Nebraska Department of Education program approval review process for the University of Nebraska Kearney Educator Preparation Programs (UNK EPPs). The Rule 20 and Rule 24 Folios report information and data for the academic years 2013-14 and 2014-15 (as per permission from NDE and CAEP). Documentation is provided in the form of assessment data, handbooks, catalogs, advising sheets, etc.

Thank you for your time and insight,



Sheryl R. Crow, Ph.D.
Associate Dean and Accreditation Officer
University of Nebraska
College of Education

Directions for Navigating

- ✓ **Organization:** This document page provides narrative, data, data analysis, and supporting documentation for the University of Nebraska Kearney Rule 24 Folio for the Early Childhood Inclusive Endorsement Program. The folio is a single PDF document that may be accessed with Adobe Reader. If you do not have Adobe Acrobat Reader, please follow this link to upload it: <https://get.adobe.com/reader/>. When opening the file, a bookmarks navigation panel should appear to the left of the document. This panel lists the headings corresponding to specific components of the Folio. If the panel is not visible, please click on View in the top menu > Show/Hide > Navigation Panes > Bookmarks. This will expose the bookmark panel. Some resources are hyperlinked within the document. Clicking on a hyperlink (blue underlined) will open a web page.
- ✓ Links to UNK's Course Catalogs: Should reviewers need to reference UNK Course Catalogs, please [use this link to access current and previous undergraduate and graduate course catalogs](#).

Support

Should you encounter difficulties with accessing any documents, please contact Sheryl Crow at 308-224-1552 or Brian Wojcik at 309-261-2158.

Section 1: Contextual and Endorsement Program Information

1a. Contextual Information

[Please use this link to view, *Institution and Educator Preparation Program Contextual Information*, from Section 1 of the UNK Rule 20 Folio.](#)

1b. Admission, Retention, Transition, and Completion of Endorsement Program

Students must have completed a baccalaureate program to be admitted to this program. Key information regarding the admission, retention, transition, and completion of endorsement programs may be found within the UNK Rule 20 Folio.

[Please use this link to view Table 004.06-2 entitled, *Requirements for Program Admission and Progression*, from the UNK Rule 20 Folio.](#)

Completion of UNK Educator Preparation Program

Please refer to [Folio Appendix A](#) – *Student Advising Sheet for the Principal 7-12 Endorsement Program at University of Nebraska at Kearney* for a sample progression of courses for teacher candidates pursuing this endorsement.

1c. Endorsement Program Field Experiences

Program field experiences are embedded in a variety of required coursework in the program. Practica hours and activities are described in the chart below:

Course	Practica Hours	Activities
EDAD 831 Social Foundations	18	School analysis
EDAD 843 Practicum	105	Various activities matched to program standards; K-12 Learning project; school visits.
EDAD 848 Curriculum Planning	10	Evaluating curricula
EDAD 851 Human Resource Mgmt.	10	Interviewing human resource administrators
EDAD 853 School Business Mgmt.	40	Interviewing business administrators; completing budgets
EDAD 854 Introduction to EDAD	25	Administrator interviews, resources for case studies
EDAD 855 Supervision of Instruction	12	Observing teaching methods
EDAD 859 Legal Basis for Education	3	Review of principal due-process letters
EDAD 869 Principalship	30	Referencing case studies with administrators
TOTAL Hours	253	

[Please use this link to view Table 005.03 entitled, *Field Experiences for Initial Certification*, from the UNK Rule 20 Folio.](#)

[Please use this link to view Table 006.02 entitled, *Field Experiences for Advanced Certification*, from the UNK Rule 20 Folio.](#)

1d. Endorsement Program Completers Data

					Program Completers and Level – Content Area:		Principal 7-12			
Calendar Year					Number of Endorsement Program Completers					
					Bac	Post Bac	Alternate Route	Masters	Ed. Specialist	PhD
20	14	to	20	14	0	0	0	23	0	0
20	15	to	20	15	0	0	0	23	0	0

Section 2: Endorsement Program Key Assessments and Related Data

Artifact 1: Table of Endorsement Program Key Assessments

Name of Assessment used for the following areas:		Type or Form of Assessment	Brief Description of Assessment, including indicated information obtained from Assessment	When Assessment is Administered
1	Content - GPA	GPA	Cumulative program GPA.	End of program
	GPA			
2	Content - Knowledge	Written test scored with rubric or completion of Praxis II exam 5211	Students are given the choice of completing a written comprehensive examination or taking the Praxis II exam 5211 and receiving a score exceeding the NDE cut score. Both the written exam and Praxis II exam 5211 are aligned to the program standards.	During term the student is graduating
	Comprehensive Examination			
3	Learner/Learning Environments	Assessment rubric	Students are required to develop a plan for a project to impact PK-12 learning.	EDAD 843 – Practicum (generally taken near the end of a student's program)
	Planning PK-12 Learning Project			
4	Knowledge and Effective Use of Professional Practices	Assessment rubric	Students are required to create an Impact on PK-12 Learning project.	EDAD 843 – Practicum (generally taken near the end of a student's program)
	Impact on PK-12 Learning Project			
5	Knowledge and Effective Use of Professional Practices	Mentor Survey	Mentors are asked to complete a survey related to the professional dispositions and of the intern.	EDAD 843 – Practicum (generally taken near the end of a student's program)
	Professional Dispositions			
6	Knowledge and Effective Use of Professional Practices	Graduate Exit Survey	Graduates are asked to provide feedback on the program.	End of program
	Graduate Exit Survey			
7	Knowledge and Effective Use of Professional Practices	Employer Survey	Every three years, a survey is sent to employers of students who are currently in district leadership positions. Employers are asked to provide information on the student's preparation related to the program standards and dispositions.	1 to 3 years after graduation and employment in a building leadership position.
	Employer Survey			

Please refer to [Appendix B – Endorsement Program Key Assessments and Scoring Rubrics](#) to view specific information about the assessments described in the table above.

Artifact 2. Data Related to Program Endorsement Key Assessments by Level

Name of Assessment used for the following areas:		Masters		
		CY 2014	CY 2015	Total
1	Content- GPA	Average 3.94 out of 4.0 (n=23)	Average 3.96 out of 4.0 (n=23)	Average 3.95 out of 4.0 (n=46)
	GPA			
2	Content - Knowledge	Average 1.60 out of 2.0 (n=40) *all PK-8 and 7-12 principals	Average 1.35 out of 2.0 (n=23)	Average out of 1.5 (n=63) *all PK-8 and 7-12 principals from 2014 included
	Comprehensive Examination			
3	Learner/Learning Environments	Average 1.46 out of 2.0 (n=35) *all PK-8 and 7-12 principals	Average 1.71 out of 2.0 (n=33) *all PK-8 and 7-12 principals	Average 1.58 out of 2.0 (n=68) *all PK-8 and 7-12 principals
	Planning PK-12 Learning Project			
4	Knowledge and Effective Use of Professional Practices	Average 1.46 out of 2.0 (n=35) *all PK-8 and 7-12 principals	Average 1.66 out of 2.0 (n=32) *all PK-8 and 7-12 principals	Average 1.56 out of 2.0 (n=67) *all PK-8 and 7-12 principals
	Impact on PK-12 Learning Project			
5	Knowledge and Effective Use of Professional Practices	Average 2.0 out of 2.0 (n=4) *all PK-8 and 7-12 principals	Average 1.93 out of 2.0 (n=10) *all PK-8 and 7-12 principals	Average 1.95 out of 2.0 (n=14) *all PK-8 and 7-12 principals
	Professional Dispositions			
6	Knowledge and Effective Use of Professional Practices	Average 1.68 out of 2.0 (n=3) *all EDAD graduates	Average 1.68 out of 2.0 (n=9) *all EDAD graduates	Average 1.68 out of 2.0 (n=12) *all EDAD graduates
	Graduate Exit Survey			
7	Knowledge and Effective Use of Professional Practices	Average 1.69 out of 2.0 (n=5) *all PK-8 and 7-12 principals	Not Administered	Average 1.69 out of 2.0 (n=5)
	Employer Survey			

Artifact 3: Interpretation and Summary of Assessment Data

In general, our data show that program completers are doing well and meeting the program standards established for this endorsement. Our data also shows that we have incomplete data on several of our indicators. The incomplete data are due to a number of factors, including the following:

- ✓ Data had previously been reported by school year, not calendar year.
- ✓ Data had been reported at the course level, not at the individual student level.
- ✓ Data had not always been disaggregated between each of our MAE and EdS programs, but was provided for the entire Educational Administration program.
- ✓ Assessments and measures have changed in the past two years.
- ✓ We do not currently have a centralized tool for collecting and analyzing assessment data.

We are in the process of addressing each of the items listed above. We are currently collecting data specific to each student except for the Graduate Exit Survey. This will allow us to disaggregate the data on a variety of fields including the following: program, admission date, graduation date, and gender. Doing this will allow us to analyze our data in a more helpful and meaningful manner when attempting to determine program strengths and weaknesses. In an effort to increase participation on the Graduate Exit Survey, we are in the process of making the completion of the survey a requirement for graduation. Doing this will provide us with more information on program strengths and weaknesses.

We are also in the process of designing a data collection system and data base to store all of our program evaluation information. Data has previously been recorded on various spreadsheets and paper documents. Building the data base will allow us to be sure our data collection is complete and also help us with the analysis of our data. We recognize that our data collection is not complete and that we need to build a better system to collect and analyze our data. In addition, in 2015 we began giving students the choice of a written test or the Praxis II assessment for their comprehensive exam. The majority of students have chosen to use the Praxis II assessment in lieu of their comprehensive exam. We set the cut point for target at the mid-point between NDE's pass cut score of 145 and the maximum score of 200. Thus the range for acceptable (1) is 145 to 172 and the range for target (2) is 173 to 200. Since the average score for the test in Nebraska is around 165, our target scores may be high and explains why our comprehensive examination score declined from 2014 to 2015.

Section 3: Use of Related Data and Information for Continuous Program Improvement of Endorsement Program

Program data is regularly discussed at monthly Department meetings. Program data is also shared with our EDAD Advisory Committee to obtain their perceptions regarding the quality of our program and our graduates. The review of program data generally brings up discussion around how we might improve our program and ultimately the quality of our graduates. Two examples of how these discussions have impacted our program include the following:

In the Fall of 2014 we had a faculty discussion about the number of practica hours that were included in the Principalship programs. We also discussed the different types of activities that we were asking students to complete and their value to our graduates. Faculty members had received positive feedback from students and graduates on the different types of activities we were asking students to engage in during their coursework at UNK. Students appreciated the wide variety of practical exercises being assigned in the various courses. Faculty members also commented about the quality of projects students were designing and implementing during EDAD 843 Practicum class. As a result of the discussion, we added 15 hours of practicum experiences to EDAD 843 Practicum and made small adjustments to the activities and practica hours embedded in other required program coursework.

A second example is related to the Praxis II scores from our students. We observed that the lowest scoring area for our students was test category V. Ethics and Integrity. As a result of this observation, all faculty included a discussion of ethics in their classes during the Fall 2015 semester. In addition, we are in the process of developing an Ethics and Integrity learning module that we will embed in EDAD 854 Introduction to Educational Administration. In addition, all faculty members have been encouraged to include discussions of ethics and integrity into all of their courses. We are anxious to see how this emphasis will impact our Praxis II results.

We are currently not considering any program changes for the 7-12 Principalship program. However, we are currently exploring ways to better track 36-hour and 9-hour endorsement students. We currently have a difficult time tracking endorsement students' progress towards completion and assessments related to their program

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**APPENDIX A - Student Advising Sheet for the Principal 7-12 Endorsement Program at
University of Nebraska at Kearney.**

SCHOOL PRINCIPALSHIP ENDORSEMENT

EDUCATIONAL ADMINISTRATION

School Principalship Endorsement: PK-8 or 7-12

NAME: _____ DATE: _____

Email Address: _____ Contact Phone: _____

Undergraduate Degree: _____ Date Received: _____

Graduate Degree (s): _____ Date Received: _____

_____ Date Received: _____

_____ Date Received: _____

Foundation (6 hours)

EDAD 831 - Social Foundations of Education	
EDAD 890 - Introduction to Educational Research	

Specialization (24 hours)

EDAD 843 - Practicum in Educational Administration	
EDAD 848 - Curriculum Planning	
EDAD 851 - Human Resource Management	
EDAD 853 - School Business Management	
EDAD 854 - Introduction to Educational Administration	
EDAD 855 - Supervision of Instruction	
EDAD 859 - Legal Bases of Education	
EDAD 869 - The Principalship	

Program Elective (6 hours)

PROGRAM CHECKLIST

___ Departmental Application Completed/Returned ___ On-line Application

___ Register for comps or Praxis II ___ Completed Comps / Praxis II

To sign up for comps and to change in mailing address, contact number, or email address:
Contact Educational Administration Department to update information.

Bethany Johnson email: johnsonbl2@unk.edu or call (308) 865-8512

Signature _____ Date _____

APPENDIX B - Program/Endorsement Assessment Instruments and Scoring Rubrics

EDAD 843
University of Nebraska at Kearney
Evaluation Rubric

The evaluation will be used for course assignments and course final evaluation

Course Evaluation

Not Acceptable	Acceptable	Target
The student has failed to complete the assignment in a satisfactory manner. The student lacked depth in responses and/or failed to show an understanding of the requirement.	The student met the standards of the assignment and appeared to make a professional effort to show an understanding and an appreciation of the requirements of the assignment/course.	The student has exceeded the standards of the assignment and has demonstrated professional expertise and desire to incorporate the class assignments to their future in educational administration.

All assignments in the course will require at least an acceptable performance on every assignment. Students must acquire 130 points to successfully complete the course.

Principal 7-12 Mentor Survey

8/4/2016

Qualtrics Survey Software

Default Question Block

Date

Evaluator's Name:

Name of Intern you are evaluating:

Your sincere appraisal of the University of Nebraska-Kearney graduate is important to us. The following survey is based on the Nebraska Department of Education's *Rule 24* and the National Policy Board for Educational Administration Standards for Building Administrators. Please use the following rating scale as you complete the survey:

<u>1 = Beginning/Novice</u> The educator demonstrates serious difficulties with implementation of this standard; he/she exhibits a lack of awareness about the need for and/or the ways to demonstrate the standard.	<u>2 = Progressing</u> The educator demonstrates occasional difficulties with implementation of the standard, but is generally successful and able to handle situations independently.	<u>3 = Proficient</u> The educator consistently demonstrates what is expected for the standard.
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Standard 1.0: A building-level education leader applies knowledge that promotes the success of every student by collaboratively facilitating the development, articulation, implementation, and stewardship of a shared school vision of learning through the collection and use of data to identify school goals, assess organizational effectiveness, and implement school plans to achieve school goals; promotion of continual and sustainable school improvement; and evaluation of school progress and revision of school plans supported by school-based stakeholders.

1.1: Understands and can collaboratively develop, articulate, implement, and steward a shared vision of learning for a school

1. Beginning / Novice



2. Progressing



3. Proficient



1.2: Understands and can collect and use data to identify school goals, assess organizational effectiveness, and implement plans to achieve school goals

1. Beginning / Novice



2. Progressing



3. Proficient



1.3: Understands and can promote continual and sustainable school improvement

1. Beginning / Novice

2. Progressing

3. Proficient

1.4: Understands and can evaluate school progress and revise school plans supported by school stakeholders

1. Beginning / Novice

2. Progressing

3. Proficient

Comments:

Standard 2.0: A building-level education leader applies knowledge that promotes the success of every student by sustaining a school culture and instructional program conducive to student learning through collaboration, trust, and a personalized learning environment with high expectations for students; creating and evaluating a comprehensive, rigorous and coherent curricular and instructional school program; developing and supervising the instructional and leadership capacity of school staff; and promoting the most effective and appropriate technologies to support teaching and learning within a school environment.

2.1: Understands and can sustain a school culture and instructional program conducive to student learning through collaboration, trust, and a personalized learning environment with high expectations for students

1. Beginning / Novice

2. Progressing

3. Proficient

2.2: Understands and can create and evaluate a comprehensive, rigorous, and coherent curricular and instructional school program

1. Beginning / Novice

2. Progressing

3. Proficient

2.3: Understands and can develop and supervise the instructional and leadership capacity of school staff

1. Beginning / Novice

2. Progressing

3. Proficient

2.4: Understands and can promote the most effective and appropriate technologies to support teaching and learning in a school environment

1. Beginning / Novice

2. Progressing

3. Proficient

Comments:

Standard 3.0: A building-level education leader applies knowledge that promotes the success of every student by ensuring the management of the school organization, operation, and resources through monitoring and evaluating the school management and operational systems; efficiently using human, fiscal, and technological resources in a school environment; promoting and protecting the welfare and safety of school students and staff; developing school capacity for distributed leadership; and ensuring that teacher and organizational time is focused to support high-quality instruction and student learning.

3.1: Understands and can monitor and evaluate school management and operational systems

1. Beginning / Novice

☐

2. Progressing

☐

3. Proficient

☐**3.2: Understands and can efficiently use human, fiscal, and technological resources to manage school operations**

1. Beginning / Novice

☐

2. Progressing

☐

3. Proficient

☐**3.3: Understands and can promote school-based policies and procedures that protect the welfare and safety of students and staff within the school**

1. Beginning / Novice

☐

2. Progressing

☐

3. Proficient

☐**3.4: Understands and can develop school capacity for distributed leadership**

1. Beginning / Novice

☐

2. Progressing

☐

3. Proficient

☐**3.5: Understands and can ensure teacher and organizational time focuses on supporting high-quality school instruction and student learning**

1. Beginning / Novice

☐

2. Progressing

☐

3. Proficient

☐

Comments:

Standard 4.0: A building-level education leader applies knowledge that promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources on behalf of the school by collecting and analyzing information pertinent to improvement of the school's educational environment; promoting an understanding, appreciation, and use of the diverse cultural, social, and intellectual resources within the school community; building and sustaining positive school relationships with families and caregivers; and cultivating productive school relationships with community partners.

4.1: Understands and can collaborate with faculty and community members by collecting and analyzing information pertinent to the improvement of the school's educational environment

1. Beginning / Novice

☐

2. Progressing

☐

3. Proficient

☐**4.2: Understands and can mobilize community resources by promoting an understanding, appreciation, and use of diverse cultural, social, and intellectual resources within the school community**

1. Beginning / Novice

☐

2. Progressing

☐

3. Proficient

☐

4.3: Understands and can respond to community interests and needs by building and sustaining positive school relationships with families and caregivers

1. Beginning / Novice



2. Progressing



3. Proficient



4.4: Understands and can respond to community interests and needs by building and sustaining productive school relationships with community partners

1. Beginning / Novice



2. Progressing



3. Proficient



Comments:

Standard 5.0: A building-level education leader applies knowledge that promotes the success of every student by acting with integrity, fairness, and in an ethical manner to ensure a school system of accountability for every student's academic and social success by modeling school principles of self-awareness, reflective practice, transparency, and ethical behavior as related to their roles within the school; safeguarding the values of democracy, equity, and diversity within the school; evaluating the potential moral and legal consequences of decision making in the school; and promoting social justice within the school to ensure that individual student needs inform all aspects of schooling.

5.1: Understands and can act with integrity and fairness to ensure a school system of accountability for every student's academic and social success

1. Beginning / Novice



2. Progressing



3. Proficient



5.2: Understands and can model principles of self-awareness, reflective practice, transparency, and ethical behavior as related to their roles within the school

1. Beginning / Novice



2. Progressing



3. Proficient



5.3: Understands and can safeguard the values of democracy, equity, and diversity within the school

1. Beginning / Novice



2. Progressing



3. Proficient



5.4: Understands and can evaluate the potential moral and legal consequences of decision making in the school

1. Beginning / Novice



2. Progressing



3. Proficient



5.5: Understands and can promote social justice within the school to ensure that individual student needs inform all aspects of schooling

1. Beginning / Novice



2. Progressing



3. Proficient



Comments:

Standard 6.0: A building-level education leader applies knowledge that promotes the success of every student by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context through advocating for school students, families, and caregivers; acting to influence local, district, state, and national decisions affecting student learning in a school environment; and anticipating and assessing emerging trends and initiatives in order to adapt school-based leadership strategies.

6.1: Understands and can advocate for school students, families, and caregivers

1. Beginning / Novice



2. Progressing



3. Proficient



6.2: Understands and can act to influence local, district, state, and national decisions affecting student learning in a school environment

1. Beginning / Novice



2. Progressing



3. Proficient



6.3: Understands and can anticipate and assess emerging trends and initiatives in order to adapt school-based leadership strategies

1. Beginning / Novice



2. Progressing



3. Proficient



6.3: Understands and can anticipate and assess emerging trends and initiatives in order to adapt school-based leadership strategies

1. Beginning / Novice



2. Progressing



3. Proficient



Comments:

College of Education Dispositions

COE1. Collaboration: The Intern demonstrates the ability to work productively with others to facilitate positive influences of decision-making affecting learning for all learners.

1. Beginning / Novice



2. Progressing



3. Proficient



COE2. Reflection: The Intern demonstrates ability to evaluate impact of instruction, interventions, and/or management decisions on the welfare of those served.

1. Beginning / Novice



2. Progressing



3. Proficient



COE3. Responsibility: The Intern demonstrates responsibility to the profession as defined by the Educational Administration program, a readiness to lead, and support of learning for all in a democratic and diverse society.

1. Beginning / Novice



2. Progressing



3. Proficient



Please add any additional comments you feel would assist the Intern to further develop in knowledge, skills and/or dispositions *and* to help us further evaluate the Intern's administrative potential.

COE Exit Survey

Q25 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 1 of 20. My program has further contributed to my understanding of my content area. (K.a.)

Q28 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 2 of 20. My program has further contributed to my understanding of the structure and central concepts of my content area. (K.a)

Q30 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 3 of 20. My program has further contributed to my understanding of the purposes of schooling in a diverse and democratic society. (K.b.)

Q31 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 4 of 20. My program has further contributed to my understanding of the purposes of professional practice in a diverse and democratic society. (K.b.)

Q32 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 5 of 20. My program has further contributed to my understanding of the concept of data collection to enhance learning for all learners within my content area. (K.c.)

Q33 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 6 of 20. My program has further contributed to my understanding of the concept of evaluation to enhance learning for all learners within my content area. (K.c.)

Q42 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 7 of 20. My program has further contributed to my understanding of the tools of inquiry and research for expanding knowledge and/or solving problems in the workplace. (K.d., S.a.)

Q44 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 8 of 20. My program has taught me how to work productively with others. (D.a.)

Q43 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 9 of 20. My program has taught me how to work productively with others to facilitate positive influences on decision-making effecting learning of all learners in professional settings. (D.a.)

Q45 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 10 of 20. My program has taught me how to independently evaluate impact of instruction, treatment/intervention/management decisions (whichever applies to you) on the welfare of those served. (D.b.)

Q47 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 11 of 20. My program has taught me how to be responsible to the profession as defined by my specific program (D.c.)

Q48 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 12 of 20. My program has taught me how to be a leader in my content area. (D.c.)

Q51 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 13 of 20. My program has taught me how to be an advocate for individuals to foster learning for all learners. (D.c.)

Q50 - Please respond to the statement below by clicking on the button that best matches your perceptions about your program. - Question 14 of 20. My

program has taught me how to be an advocate at systemic levels to foster learning for all learners. (D.c.)

Q49 - Please respond to the statement below by clicking on the pull down menu and selecting the choice that best matches your perceptions about your competency with this skill. - Question 15 of 20. I have the skills to collect data within my specific content area. (K.d., S.a.)

Q57 - Please respond to the statement below by clicking on the pull down menu and selecting the choice that best matches your perceptions about your competency with this skill. - Question 16 of 20. I have the skills to collect data within my specific content area to guide the planning of specialization specific methodology to enhance learning of all learners. (K.d., S.a.)

Q58 - Please respond to the statement below by clicking on the pull down menu and selecting the choice that best matches your perceptions about your competency with this skill. - Question 17 of 20. I have the skills to analyze data within my specific content area. (K.d., S.a.)

Q59 - Please respond to the statement below by clicking on the pull down menu and selecting the choice that best matches your perceptions about your competency with this skill. - Question 18 of 20. I have the skills to analyze data within my specific content area to guide the planning of specialization specific methodology to enhance learning of all learners. (K.d., S.a.)

Q60 - Please respond to the statement below by clicking on the pull down menu and selecting the choice that best matches your perceptions about your competency with this skill. - Question 19 of 20. I have the skills to utilize technology appropriate to my content area to deliver instruction. (S.b.)

Q62 - Please respond to the statement below by clicking on the pull down menu and selecting the choice that best matches your perceptions about

your competency with this skill. - Question 20 of 20. I have the skills to
utilize technology appropriate to my content area to manage information.
(S.b.)

2014 Employer Survey

Q2 In an effort to continue improving our graduate level EDUCATOR PREPARATION programs, UNK seeks your evaluation as an employer of UNK graduate(s). The 7 standards you will be rating in this survey have been identified as priority student learning outcomes by national accreditation (NCATE/CAEP) and state endorsement (NDE). Thank you in advance for taking the 5-10 minutes to complete this survey. Directions: Please indicate your rating of the educator's performance on each standard according to the following rubric. For each standard, example indicators are provided to clarify and develop the standard but are not an exhaustive list. There is a text box at the end of the evaluation for you to include comments.

Please select how you will be completing this survey

- ☐ as a recent UNK graduate, evaluating myself
- ☐ as an employer, evaluating a UNK graduate

1 = Beginning/Novice - The educator demonstrates serious difficulties with implementation of this standard; he/she exhibits a lack of awareness about the need for and/or the ways to demonstrate the standard.

2 = Progressing - The educator demonstrates occasional difficulties with implementation of the standard, but is generally successful and able to handle situations independently.

3 = Proficient - The educator consistently demonstrates what is expected for the standard.

Learning Environments. The educator works with others to create environments that support individual and collaborative learning, and that encourage positive social interaction, active engagement in learning, and self-motivation. Collaborate with students and colleagues to develop shared values and expectations for respectful interactions, rigorous academic discussions, and individual and group responsibility for quality work. Manage the learning environment to actively and equitably engage students by organizing, allocating, and coordinating the resources of time, space, and students' attention. Communicate verbally and nonverbally in ways that demonstrate respect for and responsiveness to the cultural backgrounds and differing perspectives students bring to the learning environment. Promote responsible student use of interactive technologies. Develop learning experiences that engage students in collaborative and self-directed learning. Demonstrate/Model a firm commitment to the core democratic principles of freedom (liberty), equality, and justice in ways that help prepare others for productive living in a democratic society.

Demonstrates a belief that all learners can be successful and an understanding of the impact of diverse perspectives and experiences on learning.

- ☐ 1. Beginning / Novice (4)
- ☐ 2. Progressing (5)
- ☐ 3. Proficient (6)

Content Knowledge. The educator understands the central concepts, tools of inquiry, and structures of the discipline(s) he or she teaches and creates learning experiences that make

these aspects of the discipline accessible and meaningful for students to assure mastery of the content. This includes the ability to integrate literacy skills and Nebraska Content Standards into instruction. Effectively use multiple representations and explanations that capture key ideas in the discipline. Engage students in learning experiences in the discipline(s) that encourage students to understand, question, and analyze ideas from diverse perspectives. Stimulate student reflection on prior content knowledge, link new concepts to familiar concepts, and make connections to students' experiences. Use supplementary resources and technologies effectively to ensure accessibility and relevance for all students. Evaluate and modify instructional resources and curriculum materials

- ☐ 1. Beginning / Novice
- ☐ 2. Progressing
- ☐ 3. Proficient

Assessment. The educator understands and uses multiple methods of assessment to engage students in their own growth, to monitor student progress, and to guide the teacher candidate's and student's decision making. Balance the use of formative and summative assessment as appropriate to support, verify, and document learning. Design assessments that match learning objectives with assessment methods and minimizes sources of bias. Work independently and collaboratively to examine test and other performance data. Effectively use multiple and appropriate types of assessment data. Engage students in understanding and identifying quality work. Provide students with effective descriptive feedback to guide their progress toward that work. Engage students in multiple ways of demonstrating knowledge and skill as part of the assessment process. Continually seek appropriate ways to employ technology to support assessment practice

- ☐ 1. Beginning / Novice
- ☐ 2. Progressing
- ☐ 3. Proficient

Planning for Instruction. The educator plans instruction that supports every student in meeting rigorous learning goals by drawing upon knowledge of content areas, curriculum, cross-disciplinary skills, technology, and pedagogy, as well as knowledge of students and the community context. Individually and collaboratively select and create learning experiences that are appropriate for curriculum goals and content standards, and are relevant to students. Plan how to achieve each student's learning goals. Choose appropriate strategies and accommodations, resources, and materials to differentiate instruction for individuals and groups of students. Plan for instruction based on formative and summative assessment data, prior student knowledge, and student interest. Plan collaboratively with professionals who have specialized expertise. Evaluate plans in relation to short- and long-range goals. Systematically adjust plans to meet each student's learning needs and enhance learning. Develop appropriate sequencing of learning experiences. Provides multiple ways to demonstrate knowledge and skill

- ☐ 1. Beginning / Novice
- ☐ 2. Progressing
- ☐ 3. Proficient

Instructional Strategies. The educator understands and uses a variety of instructional strategies to encourage students to develop deep understanding of content areas and their connections, and to build skills to apply knowledge in meaningful ways. This includes developing competency for utilizing technology for instruction, assessment, and communication. Uses appropriate strategies and resources to adapt instruction to the needs of individuals and groups of students. Continuously monitor student learning, engage students in assessing their progress, and adjust instruction in response to student learning needs. Collaborate with students to design and implement relevant learning experiences. Vary his/her role in the instructional process (e.g., instructor, facilitator, coach, audience) in relation to the content and purposes of instruction and the needs of students. Provide multiple models and representations of concepts and skills. Engage all students in developing higher order questioning skills and metacognitive processes. Engage students in using a range of learning skills and technology tools. Ask questions to stimulate discussion that serves different purposes

- ☐ 1. Beginning / Novice
- ☐ 2. Progressing
- ☐ 3. Proficient

Professional Learning and Ethical Practice. The educator engages in ongoing professional learning and uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others (students, families, other professionals, and the community), and adapts practice to meet the needs of each student. Engage in ongoing learning opportunities to develop knowledge and skills. Engage in meaningful and appropriate

professional learning experiences. Advocate, model, and teach safe, legal, and ethical use of information and technology. Use a variety of data to evaluate the outcomes of teaching and learning and to adapt planning and practice. Reflect on his/her personal biases and accesses resources to deepen his/her own understanding of cultural, ethnic, gender, and learning differences. Demonstrates the ability to evaluate the impact and refine instruction/treatment (intervention). Engages in reflective management decisions for the welfare of those served. Selects and analyses appropriate assessment strategies for individuals or systems served.

- ☐ 1. Beginning / Novice
- ☐ 2. Progressing
- ☐ 3. Proficient

Leadership and Collaboration. The educator seeks opportunities to take responsibility for student learning, to collaborate with students, families, colleagues, and other school professionals, and community members to ensure student growth, and to advance the profession. Take an active role on the instructional team. Work with other school professionals to plan and jointly facilitate learning. Work collaboratively with students and their families to establish mutual expectations and ongoing communication. Use technological tools and a variety of communication strategies to build local and global learning communities. Advocates at individual and systemic levels. Facilitates positive influences on decision-making affecting those served.

- ☐ 1. Beginning / Novice
- ☐ 2. Progressing
- ☐ 3. Proficient

Comments:

Q11 What UNK program did the student that you are evaluating graduate from? Refer back to your email if you have any questions.

- Educational Administration: MAE School Principalship PK-8 & 7-12 (1)
- Educational Administration: MAE Supervisor of Special Education, MAE Curriculum Supervisor of Academic Area, EdS School Superintendent (2)
- Art/Art History: MAE Art Education (3)
- Counseling and School Psychology: MSE School Counseling - Elementary/Secondary (4)
- Counseling and School Psychology: EdS School Psychology (13)
- Science/Math Education: MSE Science / Math Education (6)
- Physical Education Master Teacher: MAE (Pedagogy Emphasis, Special Populations Emphasis) (7)
- Modern Languages: MAE Spanish Education (8)
- Teacher Education: MAE Curriculum and Instruction (Early Childhood Education Concentration, Elementary Education Concentration, Reading/Special Education Concentration, English as a Second Language Concentration, Secondary Education Concentration, Instructional Effectiveness Concentration) (10)
- Teacher Education: MAE Reading PK-12 (includes Nebraska Endorsement) (11)
- Teacher Education: MAE Special Education (Gifted Emphasis - Includes Nebraska Endorsement, Advanced Practitioner Emphasis, Mild/Moderate Emphasis) (9)
- Teacher Education: MSE Technology Concentration (Instructional Technology, School Librarian Concentration - Includes Nebraska Endorsement, Information Technology Concentration) (12)

If Educational Administration:... Is Selected, Then Skip To The remainder of the survey is based ...If Educational Administration:... Is Selected, Then Skip To The remainder of the survey is based ...If Art/Art History: MAE Art E... Is Selected, Then Skip To End of SurveyIf Counseling and School Psych... Is Selected, Then Skip To End of SurveyIf Science/Math Education: MSE... Is Selected, Then Skip To End of SurveyIf Physical Education Master T... Is Selected, Then Skip To End of SurveyIf Modern Languages: MAE Span... Is Selected, Then Skip To End of SurveyIf Teacher Education: MAE Spec... Is Selected, Then Skip To End of SurveyIf Teacher Education: MAE Cur... Is Selected, Then Skip To End of SurveyIf Teacher Education: MAE Read... Is Selected, Then Skip To End of SurveyIf Teacher Education: MSE Tech... Is Selected, Then Skip To End of SurveyIf Counseling and School Psych... Is Selected, Then Skip To End of Survey

The remainder of the survey is based on the Nebraska Department of Education's Rule 24 and the National Policy Board for Educational Administration Standards for District Administrators. Please use the following rating scale to finish the survey:

1 = Beginning/Novice - The educator demonstrates serious difficulties with implementation of this standard; he/she exhibits a lack of awareness about the need for and/or the ways to demonstrate the standard.

2 = Progressing - The educator demonstrates occasional difficulties with implementation of the standard, but is generally successful and able to handle situations independently.

3 = Proficient - The educator consistently demonstrates what is expected for the standard

Standard 1.0: A building-level education leader applies knowledge that promotes the success of every student by collaboratively facilitating the development, articulation, implementation, and stewardship of a shared school vision of learning through the collection and use of data to identify school goals, assess organizational effectiveness, and implement school plans to achieve school goals; promotion of continual and sustainable school improvement; and evaluation of school progress and revision of school plans supported by school-based stakeholders.

1.1: Understands and can collaboratively develop, articulate, implement, and steward a shared vision of learning for a school

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

1.2: Understands and can collect and use data to identify school goals, assess organizational effectiveness, and implement plans to achieve school goals

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

1.3: Understands and can promote continual and sustainable school improvement

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

1.4: Understands and can evaluate school progress and revise school plans supported by school stakeholders

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

Standard 2.0: A building-level education leader applies knowledge that promotes the success of every student by sustaining a school culture and instructional program conducive to student learning through collaboration, trust, and a personalized learning environment with high expectations for students; creating and evaluating a comprehensive, rigorous and coherent curricular and instructional school program; developing and supervising the instructional and leadership capacity of school staff; and promoting the most effective and appropriate technologies to support teaching and learning within a school environment.

2.1: Understands and can sustain a school culture and instructional program conducive to student learning through collaboration, trust, and a personalized learning environment with high expectations for students

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

2.2: Understands and can create and evaluate a comprehensive, rigorous, and coherent curricular and instructional school program

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

2.3: Understands and can develop and supervise the instructional and leadership capacity of school staff

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

2.4: Understands and can promote the most effective and appropriate technologies to support teaching and learning in a school environment

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

Standard 3.0: A building-level education leader applies knowledge that promotes the success of every student by ensuring the management of the school organization, operation, and resources through monitoring and evaluating the school management and operational systems; efficiently using human, fiscal, and technological resources in a school environment; promoting and protecting the welfare and safety of school students and staff; developing school capacity for distributed leadership; and ensuring that teacher and organizational time is focused to support high-quality instruction and student learning.

3.1: Understands and can monitor and evaluate school management and operational systems

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

3.2: Understands and can efficiently use human, fiscal, and technological resources to manage school operations

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

3.3: Understands and can promote school-based policies and procedures that protect the welfare and safety of students and staff within the school

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

3.4: Understands and can develop school capacity for distributed leadership

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

3.5: Understands and can ensure teacher and organizational time focuses on supporting high-quality school instruction and student learning

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

Standard 4.0: A building-level education leader applies knowledge that promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources on behalf of the school by collecting and analyzing information pertinent to improvement of the school's educational environment; promoting an understanding, appreciation, and use of the diverse cultural, social, and intellectual resources within the school community; building and sustaining positive school relationships with families and caregivers; and cultivating productive school relationships with community partners.

4.1: Understands and can collaborate with faculty and community members by collecting and analyzing information pertinent to the improvement of the school's educational environment

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

4.2: Understands and can mobilize community resources by promoting an understanding, appreciation, and use of diverse cultural, social, and intellectual resources within the school community

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

4.3: Understands and can respond to community interests and needs by building and sustaining positive school relationships with families and caregivers

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

4.4: Understands and can respond to community interests and needs by building and sustaining productive school relationships with community partners

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

Standard 5.0: A building-level education leader applies knowledge that promotes the success of every student by acting with integrity, fairness, and in an ethical manner to ensure a school system of accountability for every student's academic and social success by modeling school principles of self-awareness, reflective practice, transparency, and ethical behavior as related to their roles within the school; safeguarding the values of democracy, equity, and diversity within the school; evaluating the potential moral and legal consequences of decision making in the school; and promoting social justice within the school to ensure that individual student needs inform all aspects of schooling.

5.1: Understands and can act with integrity and fairness to ensure a school system of accountability for every student's academic and social success

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

5.2: Understands and can model principles of self-awareness, reflective practice, transparency, and ethical behavior as related to their roles within the school

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

5.3: Understands and can safeguard the values of democracy, equity, and diversity within the school

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

5.4: Understands and can evaluate the potential moral and legal consequences of decision making in the school

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

5.5: Understands and can promote social justice within the school to ensure that individual student needs inform all aspects of schooling

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

Standard 6.0: A building-level education leader applies knowledge that promotes the success of every student by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context through advocating for school students, families, and caregivers; acting to influence local, district, state, and national decisions affecting student learning in a school environment; and anticipating and assessing emerging trends and initiatives in order to adapt school-based leadership strategies.

6.1: Understands and can advocate for school students, families, and caregivers

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

6.2: Understands and can act to influence local, district, state, and national decisions affecting student learning in a school environment

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

6.3: Understands and can anticipate and assess emerging trends and initiatives in order to adapt school-based leadership strategies

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

If Comments: Is Empty, Then Skip To End of Survey
If Comments: Is Not Empty, Then Skip To End of Survey

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- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

1.2: Understands and can collect and use data to identify school goals, assess organizational effectiveness, and implement plans to achieve school goals

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

1.3: Understands and can promote continual and sustainable school improvement

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

1.4: Understands and can evaluate school progress and revise school plans supported by school stakeholders

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

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2.1: Understands and can sustain a school culture and instructional program conducive to student learning through collaboration, trust, and a personalized learning environment with high expectations for students

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

2.2: Understands and can create and evaluate a comprehensive, rigorous, and coherent curricular and instructional school program

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

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- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

2.4: Understands and can promote the most effective and appropriate technologies to support teaching and learning in a school environment

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

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3.1: Understands and can monitor and evaluate school management and operational systems

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

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Comments:

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- ☐ 3. Proficient (3)

4.2: Understands and can mobilize community resources by promoting an understanding, appreciation, and use of diverse cultural, social, and intellectual resources within the school community

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

4.3: Understands and can respond to community interests and needs by building and sustaining positive school relationships with families and caregivers

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

4.4: Understands and can respond to community interests and needs by building and sustaining productive school relationships with community partners

- ☐ 1. Beginning / Novice (1)
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Comments:

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5.1: Understands and can act with integrity and fairness to ensure a school system of accountability for every student's academic and social success

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

5.2: Understands and can model principles of self-awareness, reflective practice, transparency, and ethical behavior as related to their roles within the school

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

5.3: Understands and can safeguard the values of democracy, equity, and diversity within the school

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

5.4: Understands and can evaluate the potential moral and legal consequences of decision making in the school

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

5.5: Understands and can promote social justice within the school to ensure that individual student needs inform all aspects of schooling

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

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6.1: Understands and can advocate for school students, families, and caregivers

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6.2: Understands and can act to influence local, district, state, and national decisions affecting student learning in a school environment

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

6.3: Understands and can anticipate and assess emerging trends and initiatives in order to adapt school-based leadership strategies

- ☐ 1. Beginning / Novice (1)
- ☐ 2. Progressing (2)
- ☐ 3. Proficient (3)

Comments:

If Comments: Is Empty, Then Skip To End of Survey
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