

# DATA TABLE

Completer Survey Data Table									
Question	2023 EDS-IL N=3	2023 MSE-IL N=5	2023 Cert N=3	2024 EDS-IL N=3	2024 MSE-IL N=5	2024 Cert N=3	2025 EDS-IL N=3	2025 MSE-IL N=4	2025 Cert N=4
Prepared to collaboratively evaluate, develop, communicate mission/vision	4.00	5.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Prepared to lead/participate in research-based, data-informed improvement	4.00	5.00	4.00	4.00	4.00	4.00	4.00	4.33	4.00
Prepared to model fairness, integrity, transparency, reflection	4.00	5.00	4.33	4.00	4.33	4.00	4.00	4.00	4.50
Prepared to advocate for ethical/legal decisions	4.33	5.00	4.00	4.33	4.00	4.00	4.00	4.00	4.00
Prepared to model ethical behavior personally and in others	4.67	5.00	4.00	4.00	4.00	4.33	4.00	4.00	4.00
Prepared to use data/research for inclusive culture	3.67	5.00	4.00	4.33	4.00	4.00	3.33	4.00	4.50
Prepared to advocate for equitable access to resources/tech	4.33	5.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Prepared to evaluate & cultivate equitable, culturally responsive practices	3.67	5.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Prepared to develop/implement high-quality tech-rich programming	3.33	4.50	3.33	4.33	4.00	3.33	4.00	4.00	4.50
Prepared to evaluate, develop, implement high-quality instruction	4.00	5.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Prepared to implement culturally responsive assessments & data use	3.67	5.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Prepared to evaluate, develop, implement educational research	4.00	5.00	4.00	4.00	4.00	4.00	4.00	4.00	4.50
Prepared to evaluate, develop, implement coherent systems	4.33	5.00	4.00	3.33	4.33	4.00	4.33	4.00	4.00
Prepared to engage families to strengthen learning	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.50	4.00
Prepared to engage community members/partners	4.00	4.00	4.00	4.00	4.00	4.00	4.33	4.50	4.00
Prepared to communicate professionally (oral, written, digital)	4.00	4.00	4.00	4.00	4.33	4.00	4.00	4.50	4.00
Prepared to implement management, governance, operations	4.00	4.00	4.33	4.00	3.67	4.00	4.33	4.50	4.00
Prepared to develop & advocate for data-informed equitable budgets	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.50	4.00
Prepared to evaluate & implement educational laws/policies	4.00	4.00	4.00	3.67	4.33	4.00	4.00	4.50	4.00
Prepared to recruit, select, hire staff	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.50	4.00
Prepared to develop collaborative professional culture	4.00	4.00	3.67	4.33	4.00	4.33	4.00	4.50	4.00
Prepared to engage in & lead professional development	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.50	4.00
Prepared to implement supervision and evaluation systems	4.00	4.00	4.00	4.00	4.33	4.00	4.00	4.50	4.00
Prepared to apply data literacy to mission/vision work	4.00	4.00	4.00	4.33	4.00	3.33	4.00	4.00	4.00
Prepared to design mission/vision with values, data, equity	4.00	4.33	4.00	3.33	4.00	4.00	4.00	4.00	4.00
Prepared to use data literacy in collaborative improvement	4.00	3.67	4.00	4.00	4.00	4.00	4.00	3.33	4.00
Prepared to understand/use qualitative, quantitative & mixed methods	4.00	4.33	4.00	4.00	4.00	4.00	3.33	4.00	4.00
Prepared to apply ethics, laws, standards to model ethical behavior	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.50	4.00
Prepared to use evidence to advocate for needed changes	4.00	4.00	4.33	4.00	4.00	4.00	4.00	4.50	4.00
Prepared to use tech and evidence to support instruction	4.00	3.67	4.00	4.50	4.00	4.33	4.00	4.50	4.00
Prepared to apply laws/ethics/tech to PD, improvement	4.00	4.00	4.50	4.50	4.33	4.00	4.00	4.00	3.67
Prepared to apply ethics to engage community	3.33	4.50	3.67	4.50	4.00	4.00	4.00	4.50	4.00
Prepared to communicate ethically in organizational/political contexts	4.00	4.00	3.33	4.00	4.00	4.00	4.00	4.50	4.00

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# BACKGROUND OF THE SURVEY

## **Purpose of the Survey**

The Advanced Completer Satisfaction Survey measures how graduates view their preparation 1–3 years after completing the Educational Leadership programs. It gathers feedback from practicing leaders about how well the program prepared them for their current roles. The results are used for continuous improvement.

## **Instrument Description**

The survey was first developed in 2017 and has been revised in 2019, 2020, and 2023 to stay aligned with current leadership standards and program expectations. The 2023 revision aligns all items to the CAEP Advanced Competencies and integrates NELP and PSEL standards.

All items use a 5-point scale (5 = Strongly Agree to 1 = Strongly Disagree).

## **Administration Procedures**

The survey is administered annually each spring by the EPP's Data Manager. It is sent to advanced completers who are 1–3 years out from program completion. Spring timing allows leaders to reflect on their year while they are still employed and accessible. Follow-up reminders are sent to encourage participation. The Data Manager uses the Employer Tracker to obtain email addresses. Administration processes are being tested to determine the best way to increase return.

## **Use of Results**

Survey results are reviewed to:

- Identify strengths
- Identify areas of lower perceived satisfaction
- Inform program improvement

Results are reviewed alongside employer feedback, completer focus groups, and beginning in 2026 the Advanced Completer Case Study to ensure decisions are not based on a single source of data.

# STANDARDS ALIGNMENT TABLE

ADV Completer Survey Standards Alignment Table			
Survey Question	CAEP Advanced Competencies	NELP Alignment	PSEL Alignment
Prepared to collaboratively evaluate, develop, communicate mission/vision	1. Data Literacy; 3. Collaboration; 6. Dispositions	NELP 1.1, 1.2	PSEL 1
Prepared to lead/participate in research-based, data-informed improvement	1. Data Literacy; 2. Research & Evidence; 3. Collaboration	NELP 1.3, 4.3	PSEL 9, 10
Prepared to model fairness, integrity, transparency, reflection	6. Professional Dispositions	NELP 2.1	PSEL 2
Prepared to advocate for ethical/legal decisions	6. Professional Dispositions	NELP 2.1, 8.1	PSEL 2
Prepared to model ethical behavior personally and in others	6. Professional Dispositions	NELP 2.1	PSEL 2
Prepared to use data/research for inclusive culture	3. Collaboration; 4. Content Knowledge; 6. Dispositions	NELP 3.1, 3.2	PSEL 3
Prepared to advocate for equitable access to resources/tech	4. Content; 5. Technology; 6. Dispositions	NELP 3.2, 6.3	PSEL 3, 10
Prepared to evaluate & cultivate equitable, culturally responsive practices	2. Research; 4. Instruction; 6. Dispositions	NELP 4.1, 4.2	PSEL 4
Prepared to develop/implement high-quality tech-rich programming	5. Technology; 4. Content	NELP 4.4, 6.2	PSEL 10
Prepared to evaluate, develop, implement high-quality instruction	4. Content; 1. Data Literacy	NELP 4.1–4.3	PSEL 4
Prepared to implement culturally responsive assessments & data use	1. Data Literacy; 2. Research	NELP 4.3, 4.4	PSEL 4, 10
Prepared to evaluate, develop, implement educational research	2. Research	NELP 4.3	PSEL 10
Prepared to evaluate, develop, implement coherent systems	3. Collaboration; 4. Content	NELP 1.3, 6.1	PSEL 9, 10
Prepared to engage families to strengthen learning	3. Collaboration; 6. Dispositions	NELP 5.1	PSEL 8
Prepared to engage community members/partners	3. Collaboration	NELP 5.2, 5.3	PSEL 8
Prepared to communicate professionally (oral, written, digital)	6. Dispositions; 5. Technology	NELP 2.2, 5.3	PSEL 1, 10
Prepared to implement management, governance, operations	4. Content; 5. Technology	NELP 6.1–6.3	PSEL 9, 10
Prepared to develop & advocate for data-informed equitable budgets	1. Data Literacy; 4. Content	NELP 6.2	PSEL 9, 10
Prepared to evaluate & implement educational laws/policies	6. Dispositions	NELP 8.1–8.3	PSEL 9, 10
Prepared to recruit, select, hire staff	3. Collaboration	NELP 7.1–7.3	PSEL 6
Prepared to develop collaborative professional culture	3. Collaboration; 6. Dispositions	NELP 7.3	PSEL 6, 7
Prepared to engage in & lead professional development	4. Content; 6. Dispositions	NELP 7.2	PSEL 7
Prepared to implement supervision and evaluation systems	4. Content	NELP 7.2	PSEL 6
Prepared to apply data literacy to mission/vision work	1. Data Literacy	NELP 1.1–1.2	PSEL 1
Prepared to design mission/vision with values, data, equity	1. Data Literacy; 6. Dispositions	NELP 1.2–1.4	PSEL 1
Prepared to use data literacy in collaborative improvement	2. Research; 3. Collaboration	NELP 1.3	PSEL 10
Prepared to understand/use qualitative, quantitative & mixed methods	2. Research	NELP 4.3	PSEL 10
Prepared to apply ethics, laws, standards to model ethical behavior	6. Dispositions	NELP 2.1	PSEL 2
Prepared to use evidence to advocate for needed changes	1. Data Literacy; 3. Collaboration	NELP 1.3, 3.1	PSEL 3, 10
Prepared to use tech and evidence to support instruction	5. Technology; 4. Content	NELP 4.4	PSEL 4, 10
Prepared to apply laws/ethics/tech to PD, improvement	6. Dispositions; 5. Technology	NELP 7.2	PSEL 7
Prepared to apply ethics to engage community	6. Dispositions	NELP 5.3	PSEL 8
Prepared to communicate ethically in organizational/political contexts	6. Dispositions	NELP 2.2	PSEL 1, 2