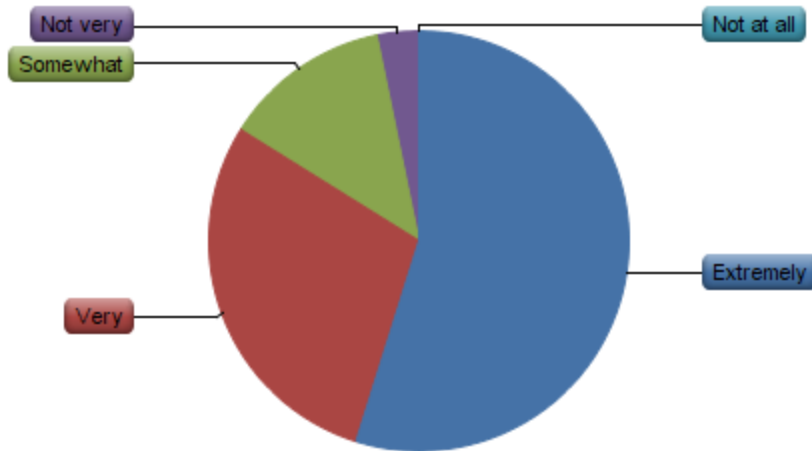


COE Other School Professional Employer Survey

Fall 2015

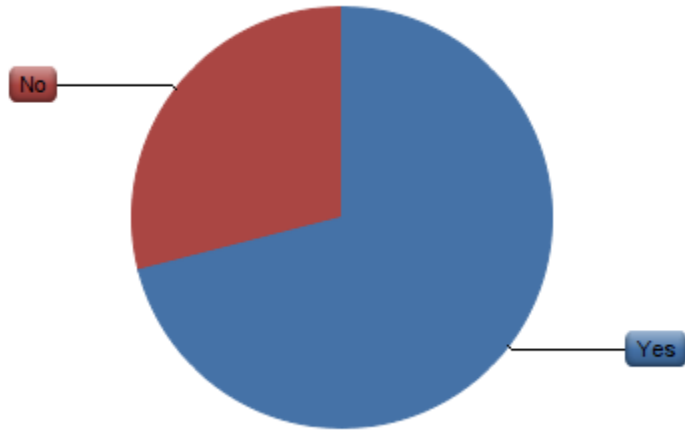
1. How familiar are you with Rowan University?



| # | Answer | Response | % |
|---|------------|----------|------|
| 1 | Extremely | 17 | 55% |
| 2 | Very | 9 | 29% |
| 3 | Somewhat | 4 | 13% |
| 4 | Not very | 1 | 3% |
| 5 | Not at all | 0 | 0% |
| | Total | 31 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 4 |
| Mean | 1.65 |
| Variance | 0.70 |
| Standard Deviation | 0.84 |
| Total Responses | 31 |

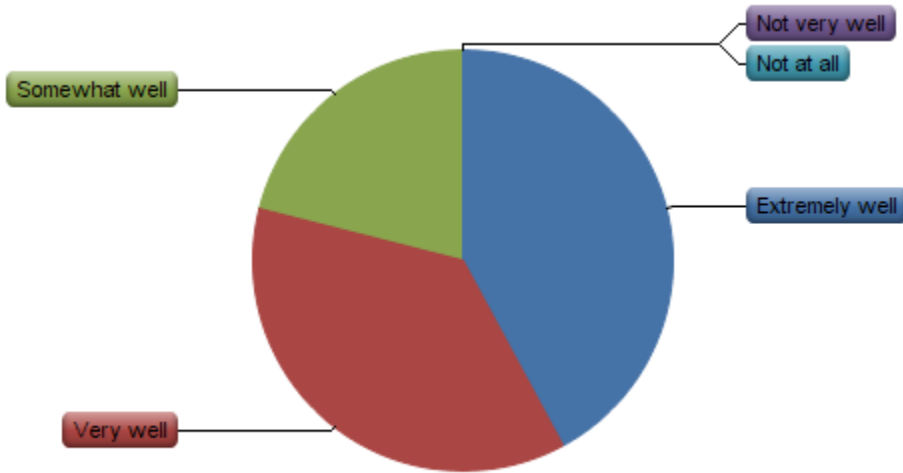
2. I am a Rowan graduate:



| # | Answer | Response | % |
|---|--------|----------|------|
| 1 | Yes | 22 | 71% |
| 2 | No | 9 | 29% |
| | Total | 31 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 2 |
| Mean | 1.29 |
| Variance | 0.21 |
| Standard Deviation | 0.46 |
| Total Responses | 31 |

3. Extent to which Rowan prepared you for your current work:



| # | Answer | Response | % |
|---|----------------|----------|------|
| 1 | Extremely well | 8 | 42% |
| 2 | Very well | 7 | 37% |
| 3 | Somewhat well | 4 | 21% |
| 4 | Not very well | 0 | 0% |
| 5 | Not at all | 0 | 0% |
| | Total | 19 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 3 |
| Mean | 1.79 |
| Variance | 0.62 |
| Standard Deviation | 0.79 |
| Total Responses | 19 |

4. To the best of your knowledge, about how many certificated new employees does your organization hire annually?

Text Response

10

2-3

4-5

12

5

A very small district, average 1, my prior district 50 - 75

4-8

2

10-20

On average, 2, but it varies.

4

0

approximately 6 employees

0

5

2-3

20

15

12

10

30-40

20

uncertain

10

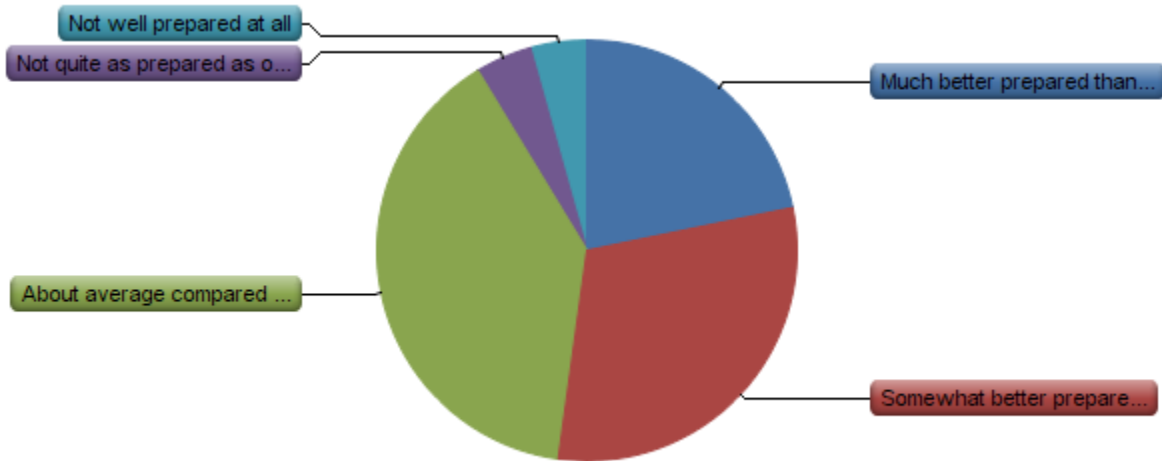
Statistic

Value

Total Responses

24

5. Compared to other new hires, how would you rate Rowan graduates in terms of their preparation?



| # | Answer | Response | % |
|---|--------------------------------------|----------|------|
| 1 | Much better prepared than others | 5 | 22% |
| 2 | Somewhat better prepared than others | 7 | 30% |
| 3 | About average compared to others | 9 | 39% |
| 4 | Not quite as prepared as others | 1 | 4% |
| 5 | Not well prepared at all | 1 | 4% |
| | Total | 23 | 100% |

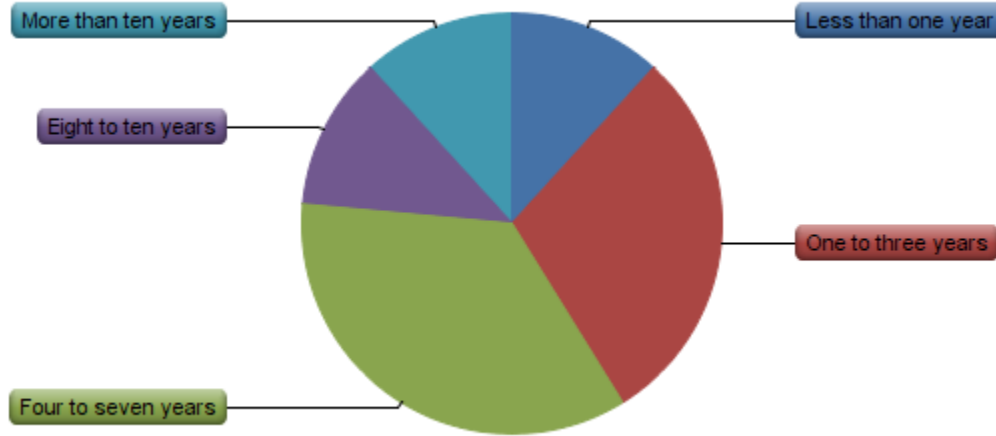
| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 5 |
| Mean | 2.39 |
| Variance | 1.07 |
| Standard Deviation | 1.03 |
| Total Responses | 23 |

6. Which Rowan program has your employee completed?

| # | Answer | Response | % |
|----|---|----------|------|
| 1 | M.A. in Reading Education | 1 | 7% |
| 2 | M.A. in Counseling in Educational Setting | 0 | 0% |
| 3 | Post Bac in Reading | 0 | 0% |
| 4 | Post Bac in School Nursing | 0 | 0% |
| 5 | Post Bac in Teacher of Students with Disabilities | 0 | 0% |
| 6 | M.A. in Educational Leadership | 1 | 7% |
| 7 | School Psychology | 0 | 0% |
| 8 | M.A. in Higher Education | 1 | 7% |
| 9 | M.A. in Special Education | 2 | 13% |
| 10 | Ed.D. in Educational Leadership | 2 | 13% |
| 11 | M.A. in School Administration | 7 | 47% |
| 12 | Graduate Endorsement in Teacher of Students with Disabilities | 1 | 7% |
| 13 | M.Ed. in Teacher Leadership | 0 | 0% |
| | Total | 15 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 12 |
| Mean | 9.47 |
| Variance | 7.84 |
| Standard Deviation | 2.80 |
| Total Responses | 15 |

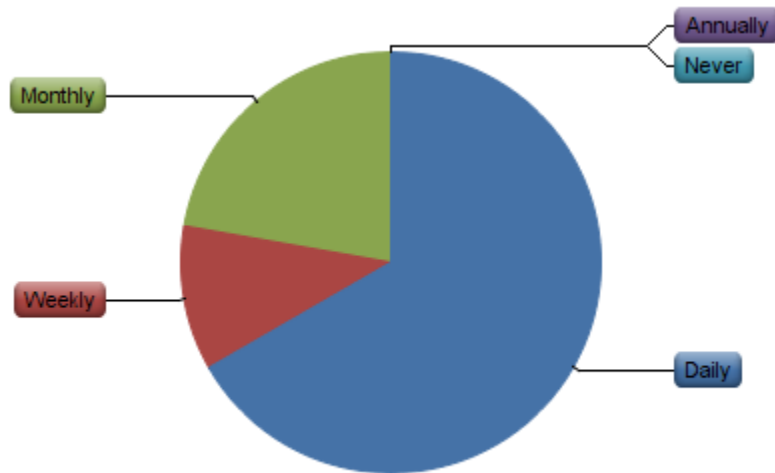
7. How long has the employee worked in your organization?



| # | Answer | Response | % |
|---|---------------------|----------|------|
| 1 | Less than one year | 2 | 12% |
| 2 | One to three years | 5 | 29% |
| 3 | Four to seven years | 6 | 35% |
| 4 | Eight to ten years | 2 | 12% |
| 5 | More than ten years | 2 | 12% |
| | Total | 17 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 5 |
| Mean | 2.82 |
| Variance | 1.40 |
| Standard Deviation | 1.19 |
| Total Responses | 17 |

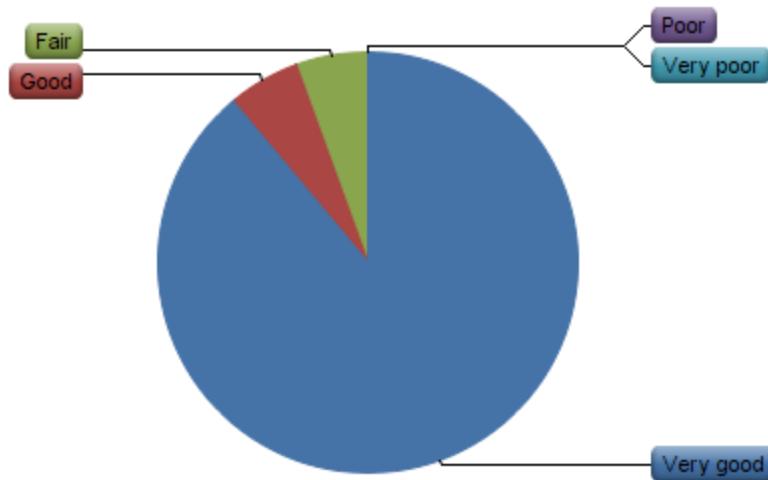
8. How often do you have the opportunity to observe the work of this employee?



| # | Answer | Response | % |
|---|----------|----------|------|
| 1 | Daily | 12 | 67% |
| 2 | Weekly | 2 | 11% |
| 3 | Monthly | 4 | 22% |
| 4 | Annually | 0 | 0% |
| 5 | Never | 0 | 0% |
| | Total | 18 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 3 |
| Mean | 1.56 |
| Variance | 0.73 |
| Standard Deviation | 0.86 |
| Total Responses | 18 |

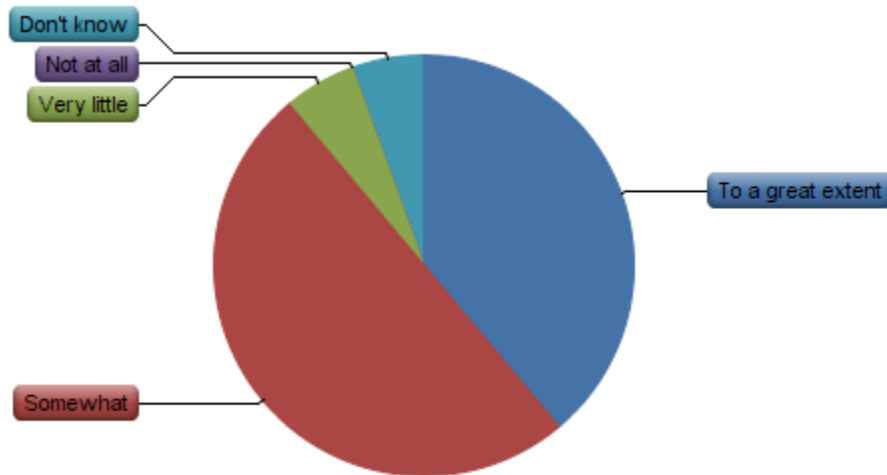
9. Overall, which of the following best describes this employee's job performance?



| # | Answer | Response | % |
|---|-----------|----------|------|
| 1 | Very good | 16 | 89% |
| 2 | Good | 1 | 6% |
| 3 | Fair | 1 | 6% |
| 4 | Poor | 0 | 0% |
| 5 | Very poor | 0 | 0% |
| | Total | 18 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 3 |
| Mean | 1.17 |
| Variance | 0.26 |
| Standard Deviation | 0.51 |
| Total Responses | 18 |

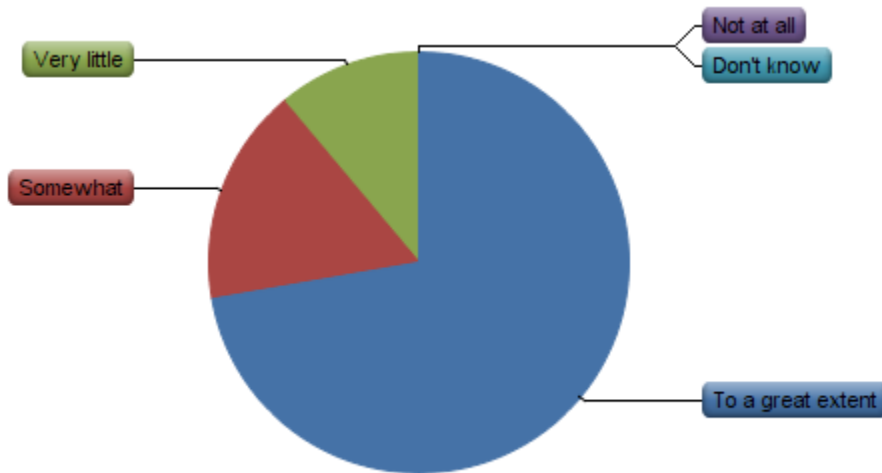
10. To what extent has the Rowan University College of Education program positively influenced the employee in their work environment?



| # | Answer | Response | % |
|---|-------------------|----------|------|
| 1 | To a great extent | 7 | 39% |
| 2 | Somewhat | 9 | 50% |
| 3 | Very little | 1 | 6% |
| 4 | Not at all | 0 | 0% |
| 5 | Don't know | 1 | 6% |
| | Total | 18 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 5 |
| Mean | 1.83 |
| Variance | 0.97 |
| Standard Deviation | 0.99 |
| Total Responses | 18 |

11. To what extent has the employee positively impacted the organization?



| # | Answer | Response | % |
|---|-------------------|----------|------|
| 1 | To a great extent | 13 | 72% |
| 2 | Somewhat | 3 | 17% |
| 3 | Very little | 2 | 11% |
| 4 | Not at all | 0 | 0% |
| 5 | Don't know | 0 | 0% |
| | Total | 18 | 100% |

| Statistic | Value |
|--------------------|-------|
| Min Value | 1 |
| Max Value | 3 |
| Mean | 1.39 |
| Variance | 0.49 |
| Standard Deviation | 0.70 |
| Total Responses | 18 |

12. The employee demonstrates:

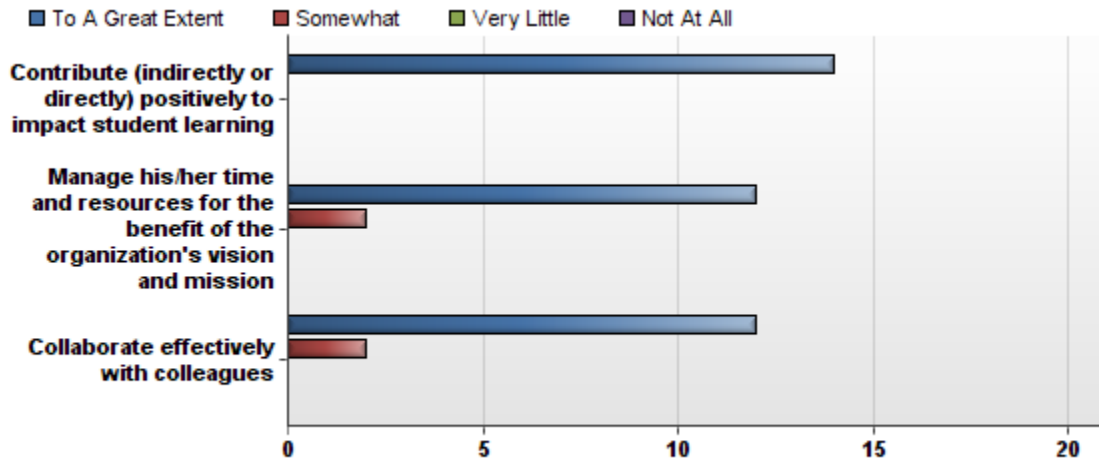
| # | Question | Very Well | Well | Fairly | Poorly | Very Poorly | Total Responses | Mean |
|----|--|-----------|------|--------|--------|-------------|-----------------|------|
| 1 | Leadership capacity | 9 | 4 | 1 | 0 | 0 | 14 | 1.43 |
| 2 | Respect for human diversity and sensitivity and skills needed to work with diverse populations | 10 | 3 | 1 | 0 | 0 | 14 | 1.36 |
| 3 | Effective communication (oral, written, and listening) skills | 9 | 4 | 1 | 0 | 0 | 14 | 1.43 |
| 4 | Ethical responsibility | 11 | 2 | 1 | 0 | 0 | 14 | 1.29 |
| 5 | Continuing professional development | 8 | 5 | 1 | 0 | 0 | 14 | 1.50 |
| 6 | Adaptability and flexibility | 12 | 2 | 0 | 0 | 0 | 14 | 1.14 |
| 7 | Initiative and dependability | 12 | 2 | 0 | 0 | 0 | 14 | 1.14 |
| 8 | Effective interpersonal relations | 11 | 3 | 0 | 0 | 0 | 14 | 1.21 |
| 9 | Critical thinking related to professional issues | 9 | 4 | 1 | 0 | 0 | 14 | 1.43 |
| 10 | Competence in his/her professional role (knowledge and skills) | 11 | 2 | 1 | 0 | 0 | 14 | 1.29 |
| 11 | Competence in time management and resource management | 10 | 3 | 1 | 0 | 0 | 14 | 1.36 |
| 12 | The ability to use continuous assessment for planning purposes | 7 | 6 | 1 | 0 | 0 | 14 | 1.57 |
| 13 | The ability to use research to improve the organization | 7 | 6 | 1 | 0 | 0 | 14 | 1.57 |
| 14 | Knowledge of | 8 | 6 | 0 | 0 | 0 | 14 | 1.43 |

| | | | | | | | | |
|----|---|----|---|---|---|---|----|------|
| | technology and information sources relevant to his/her profession | | | | | | | |
| 15 | Effective use of technology | 8 | 6 | 0 | 0 | 0 | 14 | 1.43 |
| 16 | Positive response to constructive feedback | 12 | 2 | 0 | 0 | 0 | 14 | 1.14 |

| Statistic | Leadership capacity | Respect for human diversity and sensitivity and skills needed to work with diverse populations | Effective communication (oral, written, and listening) skills | Ethical responsibility | Effective interpersonal relations | Critical thinking related to professional issues |
|--------------------|---------------------|--|---|------------------------|-----------------------------------|--|
| Min Value | 1 | 1 | 1 | 1 | 1 | 1 |
| Max Value | 3 | 3 | 3 | 3 | 2 | 3 |
| Mean | 1.43 | 1.36 | 1.43 | 1.29 | 1.21 | 1.43 |
| Variance | 0.42 | 0.40 | 0.42 | 0.37 | 0.18 | 0.42 |
| Standard Deviation | 0.65 | 0.63 | 0.65 | 0.61 | 0.43 | 0.65 |
| Total Responses | 14 | 14 | 14 | 14 | 14 | 14 |

| Statistic | Competence in his/her professional role (knowledge and skills) | Competence in time management and resource management | The ability to use continuous assessment for planning purposes | The ability to use research to improve the organization | Knowledge of technology and information sources relevant to his/her profession | Effective use of technology | Positive response to constructive feedback |
|--------------------|--|---|--|---|--|-----------------------------|--|
| Min Value | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Max Value | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| Mean | 1.29 | 1.36 | 1.57 | 1.57 | 1.43 | 1.43 | 1.14 |
| Variance | 0.37 | 0.40 | 0.42 | 0.42 | 0.26 | 0.26 | 0.13 |
| Standard Deviation | 0.61 | 0.63 | 0.65 | 0.65 | 0.51 | 0.51 | 0.36 |
| Total Responses | 14 | 14 | 14 | 14 | 14 | 14 | 14 |

13. To what extent does the employee:



| # | Question | To A Great Extent | Somewhat | Very Little | Not At All | Total Responses | Mean |
|---|--|-------------------|----------|-------------|------------|-----------------|------|
| 1 | Contribute (indirectly or directly) positively to impact student learning | 14 | 0 | 0 | 0 | 14 | 1.00 |
| 2 | Manage his/her time and resources for the benefit of the organization's vision and mission | 12 | 2 | 0 | 0 | 14 | 1.14 |
| 3 | Collaborate effectively with colleagues | 12 | 2 | 0 | 0 | 14 | 1.14 |

| Statistic | Contribute (indirectly or directly) positively to impact student learning | Manage his/her time and resources for the benefit of the organization's vision and mission | Collaborate effectively with colleagues |
|--------------------|---|--|---|
| Min Value | 1 | 1 | 1 |
| Max Value | 1 | 2 | 2 |
| Mean | 1.00 | 1.14 | 1.14 |
| Variance | 0.00 | 0.13 | 0.13 |
| Standard Deviation | 0.00 | 0.36 | 0.36 |
| Total Responses | 14 | 14 | 14 |