

Clear Administrative Services Credential Program Completer Survey - 2018

Statewide Results

Total survey respondents: 2083

Response rate: 94.8 %

I. Performance Expectations for Leaders

The following set of questions contain administrator preparation program outcomes that each program is expected to achieve.

Development and Implementation of a Shared Vision

Please indicate the extent your preparation program helped you facilitate the development and implementation of a shared vision of learning and growth of all students.

1. Shape a collective vision that uses multiple measures of data		2083	100.0%	1.49 Mean	0.69 SD
	DNR	0	0.0%		
1 =	Very Well	1270	61.1%		
2 =	Well	617	29.7%		
3 =	Adequately	177	8.5%		
4 =	Poorly	11	0.5%		
5 =	Not at all	5	0.2%		
	Don't know	3	—		
2. Focuses on equitable access, opportunities, and outcomes for all students		2075	99.6%	1.41 Mean	0.65 SD
	DNR	8	0.4%		
1 =	Very Well	1399	67.5%		
2 =	Well	514	24.8%		
3 =	Adequately	149	7.2%		
4 =	Poorly	6	0.3%		
5 =	Not at all	4	0.2%		
	Don't know	3	—		
3. Engage others in a collaborative process to develop a vision of teaching and learning that is shared and supported by all stakeholders		2073	99.5%	1.42 Mean	0.66 SD
	DNR	10	0.5%		
1 =	Very Well	1368	66.1%		
2 =	Well	539	26.0%		
3 =	Adequately	153	7.4%		
4 =	Poorly	6	0.3%		
5 =	Not at all	4	0.2%		
	Don't know	3	—		
4. Guide and monitor decisions, actions, and outcomes using the shared vision and goals		2069	99.3%	1.44 Mean	0.66 SD
	DNR	14	0.7%		
1 =	Very Well	1339	64.8%		
2 =	Well	561	27.2%		
3 =	Adequately	158	7.6%		
4 =	Poorly	5	0.2%		
5 =	Not at all	3	0.1%		
	Don't know	3	—		

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Instructional Leadership

To what degree did your preparation program prepare you to shape a collaborative culture of teaching and learning informed by professional standards and focused on student and professional growth.

5. Promote a culture in which staff engages in individual and collective professional learning that results in their continuous improvement and high performance

	2074	99.6%
	DNR 9	0.4%
1 = Very Well	1331	64.3%
2 = Well	589	28.5%
3 = Adequately	138	6.7%
4 = Poorly	9	0.4%
5 = Not at all	3	0.1%
Don't know	4	—

1.44	Mean
0.65	SD

6. Guide and support the implementation of standards-based curriculum, instruction, and assessments that address student expectations and outcome

	2071	99.4%
	DNR 12	0.6%
1 = Very Well	1219	59.0%
2 = Well	641	31.0%
3 = Adequately	188	9.1%
4 = Poorly	13	0.6%
5 = Not at all	5	0.2%
Don't know	5	—

1.52	Mean
0.71	SD

7. Develop and use assessment and accountability systems to monitor, improve, and extend educator practice, program outcomes and student learning

	2064	99.1%
	DNR 19	0.9%
1 = Very Well	1201	58.3%
2 = Well	649	31.5%
3 = Adequately	189	9.2%
4 = Poorly	17	0.8%
5 = Not at all	4	0.2%
Don't know	4	—

1.53	Mean
0.71	SD

Management and Learning Environment

To what degree did your preparation program prepare you to manage the school organization to cultivate a safe and productive learning and working environment.

8. Provide and oversee a functional, safe, and clean learning environment

	1943	93.3%
	DNR 140	6.7%
1 = Very Well	1178	60.8%
2 = Well	584	30.2%
3 = Adequately	157	8.1%
4 = Poorly	9	0.5%
5 = Not at all	8	0.4%
Don't know	7	—

1.49	Mean
0.70	SD

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9. Establish structures and employ policies and processes that support students to graduate college and career ready	1943	93.3%		
	DNR 140	6.7%		
1 = Very Well	1095	56.6%	1.56	Mean
2 = Well	630	32.6%	0.73	SD
3 = Adequately	192	9.9%		
4 = Poorly	8	0.4%		
5 = Not at all	10	0.5%		
Don't know	8	—		

10. Facilitate safe, fair, and respectful environments that meet the intellectual, linguistic, cultural, social-emotional, and physical needs of each learner	1939	93.1%		
	DNR 144	6.9%		
1 = Very Well	1241	64.1%	1.44	Mean
2 = Well	551	28.5%	0.66	SD
3 = Adequately	130	6.7%		
4 = Poorly	7	0.4%		
5 = Not at all	6	0.3%		
Don't know	4	—		

11. Align fiscal and human resources and manage policies and contractual agreements that build a productive learning environment.	1938	93.0%		
	DNR 145	7.0%		
1 = Very Well	961	49.7%	1.68	Mean
2 = Well	672	34.8%	0.81	SD
3 = Adequately	259	13.4%		
4 = Poorly	27	1.4%		
5 = Not at all	13	0.7%		
Don't know	6	—		

Family and Community Engagement

To what degree did your preparation program prepare you to collaborate with families and other stakeholders to address diverse student and community interests and mobilize community resources

12. Meaningfully involve all parents and families, including underrepresented communities, in student learning and support programs	1942	93.2%		
	DNR 141	6.8%		
1 = Very Well	1168	60.3%	1.52	Mean
2 = Well	570	29.4%	0.73	SD
3 = Adequately	174	9.0%		
4 = Poorly	20	1.0%		
5 = Not at all	6	0.3%		
Don't know	4	—		

13. Establish community partnerships that promote and support students to meet performance and content expectations and graduate ready for college and career	1940	93.1%		
	DNR 143	6.9%		
1 = Very Well	1081	55.9%	1.58	Mean
2 = Well	616	31.8%	0.76	SD
3 = Adequately	210	10.9%		
4 = Poorly	19	1.0%		
5 = Not at all	9	0.5%		
Don't know	5	—		

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14. Leverage and integrate community resources and services to meet the varied needs of all students	1940	93.1%
	DNR 143	6.9%
1 = Very Well	1030	53.3%
2 = Well	645	33.4%
3 = Adequately	225	11.6%
4 = Poorly	21	1.1%
5 = Not at all	13	0.7%
Don't know	6	—

1.63	Mean
0.78	SD

Ethics and Integrity

To what degree did your preparation program prepare you to make decisions, model, and behave in ways that demonstrate professionalism, ethics, integrity, justice, and equity and hold staff to the same standards

15. Act upon a personal code of ethics that requires continuous reflection and learning	1914	91.9%
	DNR 169	8.1%
1 = Very Well	1421	74.3%
2 = Well	391	20.4%
3 = Adequately	95	5.0%
4 = Poorly	3	0.2%
5 = Not at all	2	0.1%
Don't know	2	—

1.31	Mean
0.58	SD

16. Guide and support personal and collective actions that use relevant evidence and available research to make fair and ethical decisions	1914	91.9%
	DNR 169	8.1%
1 = Very Well	1295	67.8%
2 = Well	488	25.5%
3 = Adequately	119	6.2%
4 = Poorly	4	0.2%
5 = Not at all	4	0.2%
Don't know	4	—

1.39	Mean
0.63	SD

17. Recognize and use their professional influence with staff and the community to develop a climate of trust, mutual respect, and honest communication necessary to consistently make fair and equitable decisions on behalf of all students	1912	91.8%
	DNR 171	8.2%
1 = Very Well	1290	67.6%
2 = Well	494	25.9%
3 = Adequately	118	6.2%
4 = Poorly	4	0.2%
5 = Not at all	3	0.2%
Don't know	3	—

1.39	Mean
0.63	SD

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External Context and Policy

To what degree did your preparation program prepare you to influence political, social, economic, legal, and cultural contexts affecting education to improve education policies and practices.

18. Actively structure and participate in opportunities that develop greater public understanding of the education policy environment	1913	91.8%
	DNR 170	8.2%
1 = Very Well	928	48.6%
2 = Well	677	35.5%
3 = Adequately	261	13.7%
4 = Poorly	24	1.3%
5 = Not at all	19	1.0%
Don't know	4	—

1.71	Mean
0.82	SD

19. Use your understanding of social, cultural, economic, legal and political contexts to shape policies that lead to all students to graduate ready for college and career	1913	91.8%
	DNR 170	8.2%
1 = Very Well	1028	53.9%
2 = Well	633	33.2%
3 = Adequately	218	11.4%
4 = Poorly	17	0.9%
5 = Not at all	12	0.6%
Don't know	5	—

1.61	Mean
0.77	SD

20. Engage with policymakers and stakeholders to collaborate on education policies focused on improving education for all students	1909	91.6%
	DNR 174	8.4%
1 = Very Well	923	48.5%
2 = Well	656	34.5%
3 = Adequately	280	14.7%
4 = Poorly	26	1.4%
5 = Not at all	18	0.9%
Don't know	6	—

1.72	Mean
0.83	SD

II. Nature of Induction

21. Would you recommend your clear induction preparation program to potential candidates?	1906	91.5%
	DNR 177	8.5%
1 = Yes without reservation	1685	88.4%
2 = Yes with reservation	186	9.8%
3 = No	21	1.1%
4 = Don't know	14	0.7%

1.14	Mean
0.43	SD

22. Overall, how well do you think your clear induction preparation program prepares candidates to be education leaders?	1904	91.4%
	DNR 179	8.6%
1 = Very Well	1190	62.7%
2 = Well	513	27.0%
3 = Adequately	170	9.0%
4 = Poorly	16	0.8%
5 = Not at all	8	0.4%
Don't know	7	—

1.49	Mean
0.73	SD

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23. How effective was your clear induction preparation program at developing the skills and tools you needed to become an educational leader?	1904	91.4%	
	DNR 179	8.6%	
1 = Very Effective	1133	59.6%	1.52 Mean
2 = Effective	601	31.6%	
3 = Somewhat effective	115	6.0%	
4 = Slightly effective	42	2.2%	
5 = Not at all effective	10	0.5%	
Don't know	3	—	

24. About how often did you communicate with your coach in person, by phone, or by email about issues related to your practice?	1903	91.4%	
	180	8.6%	
1 = Daily	144	7.6%	2.99 Mean
2 = 2-3 times per week	445	23.4%	
3 = Once per week	743	39.0%	
4 = Twice per month	461	24.2%	
5 = Once per month	85	4.5%	
6 = Less than once per month	25	1.3%	

25. About how often did you receive field support from your coach?	1905	91.5%	
	DNR 178	8.5%	
1 = Daily	142	7.5%	3.39 Mean
2 = 2-3 times per week	288	15.1%	
3 = Once per week	536	28.1%	
4 = Twice per month	615	32.3%	
5 = Once per month	266	14.0%	
6 = Less than once per month	58	3.0%	

26. My job assignment allowed me to practice and apply my knowledge of major areas developed through coursework in my preliminary preparation program.	1901	91.3%	
	DNR 182	8.7%	
1 = Very Well	1361	71.7%	1.35 Mean
2 = Well	420	22.1%	
3 = Adequately	107	5.6%	
4 = Poorly	6	0.3%	
5 = Not at all	3	0.2%	
Don't know	4	—	

27. My coach (mark all that apply):	1901	91.3%	
	DNR 182	8.7%	
a. Was an excellent and valuable role model	1642	78.8%	
b. Was experienced and effective	1377	66.1%	
c. Understood current educational theory	1181	56.7%	
d. Modeled collegial practices that led to my success	1151	55.3%	
e. Was well versed in helping me work through problems in educational leadership	1229	59.0%	
f. Promoted reflective practice	1224	58.8%	
g. Frequently observed my practice, met with me, and offered useful advice and strategies about my leadership	1117	53.6%	

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III. Demographics Section

28. Which of the following best describes your pathway into administration:		1901	91.3%
	DNR	182	8.7%
Classroom Teacher		1426	75.0%
Counselor		68	3.6%
Ed Specialist		199	10.5%
Other		208	10.9%

29. Are you Hispanic or Latino?		1895	91.0%
	DNR	188	9.0%
No, not Hispanic or Latino		1389	73.3%
Yes, Hispanic or Latino		506	26.7%

30. What is your race?		1752	84.1%
	DNR	331	15.9%
American Indian or Alaska Native		76	3.6%
Chinese		29	1.4%
Japanese		29	1.4%
Korean		19	0.9%
Vietnamese		9	0.4%
Asian Indian		15	0.7%
Laotian		1	0.0%
Cambodian		2	0.1%
Filipino		53	2.5%
Hmong		3	0.1%
Other Asian		8	0.4%
Black or African American		168	8.1%
Hawaiian		2	0.1%
Guamanian		1	0.0%
Samoan		0	0.0%
Tahitian		0	0.0%
Other Pacific Islander		3	0.1%
White		1420	68.2%

31. What is your gender?		1895	91.0%
	DNR	188	9.0%
Male		584	30.8%
Female		1301	68.7%
Decline to state		10	0.5%

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Response Rate by IHE (Statewide completion rate is 94.8 %)

# Survey Requests Made	# and % of Program Completers who Responded	Name of Institution
428	409 95.56 %	ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS
28	27 96.43 %	AZUSA PACIFIC UNIVERSITY
19	16 84.21 %	BAY AREA SCHOOL OF ENTERPRISE (REACH INSTITUTE)
65	63 96.92 %	BRANDMAN UNIVERSITY
1	1 100 %	<i>CALIFORNIA LUTHERAN UNIVERSITY</i>
2	2 100 %	<i>CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA</i>
46	46 100 %	CALIFORNIA STATE UNIVERSITY, DOMINGUEZ HILLS
24	23 95.83 %	CALIFORNIA STATE UNIVERSITY, EAST BAY
1	1 100 %	<i>CALIFORNIA STATE UNIVERSITY, FRESNO</i>
16	15 93.75 %	CALIFORNIA STATE UNIVERSITY, FULLERTON
8	8 100 %	CALIFORNIA STATE UNIVERSITY, LOS ANGELES
2	1 50 %	<i>CALIFORNIA STATE UNIVERSITY, NORTHRIDGE</i>
2	2 100 %	<i>CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO</i>
4	4 100 %	<i>CORONA-NORCO UNIFIED SCHOOL DISTRICT</i>
104	104 100 %	FRESNO COUNTY OFFICE OF EDUCATION
15	15 100 %	FRESNO PACIFIC UNIVERSITY
15	14 93.33 %	IRVINE UNIFIED SCHOOL DISTRICT
51	49 96.08 %	KERN COUNTY SUPERINTENDENT OF SCHOOLS
61	53 86.89 %	LOS ANGELES COUNTY OFFICE OF EDUCATION
168	150 89.29 %	LOS ANGELES UNIFIED SCHOOL DISTRICT
21	21 100 %	MERCED COUNTY OFFICE OF EDUCATION
37	34 91.89 %	MONTEREY COUNTY OFFICE OF EDUCATION
115	113 98.26 %	NATIONAL UNIVERSITY
11	10 90.91 %	ORANGE COUNTY DEPARTMENT OF EDUCATION
13	12 92.31 %	ORANGE UNIFIED SCHOOL DISTRICT
29	26 89.66 %	PLACER COUNTY OFFICE OF EDUCATION
14	14 100 %	POINT LOMA NAZARENE UNIVERSITY
108	103 95.37 %	RIVERSIDE COUNTY OFFICE OF EDUCATION
78	76 97.44 %	SACRAMENTO COUNTY OFFICE OF EDUCATION
82	79 96.34 %	SAN DIEGO COUNTY OFFICE OF EDUCATION
54	52 96.3 %	SAN DIEGO STATE UNIVERSITY
23	20 86.96 %	SAN FRANCISCO UNIFIED SCHOOL DISTRICT
38	35 92.11 %	SAN MATEO COUNTY OFFICE OF EDUCATION
37	35 94.59 %	SANTA BARBARA COUNTY EDUCATION OFFICE
63	57 90.48 %	SANTA CLARA COUNTY OFFICE OF EDUCATION
3	3 100 %	<i>SANTA CLARA UNIVERSITY</i>
4	4 100 %	<i>SELMA UNIFIED SCHOOL DISTRICT</i>
39	37 94.87 %	SONOMA COUNTY OFFICE OF EDUCATION
45	45 100 %	STANISLAUS COUNTY OFFICE OF EDUCATION
54	47 87.04 %	TEACHERS COLLEGE OF SAN JOAQUIN
21	21 100 %	TOURO UNIVERSITY
12	12 100 %	TULARE COUNTY OFFICE OF EDUCATION
58	55 94.83 %	UNIVERSITY OF CALIFORNIA, BERKELEY
111	103 92.79 %	UNIVERSITY OF CALIFORNIA, IRVINE

All Institutions with 10 or more responders, and any program with 5 to 9 responders with a 100% response rate, will receive a detail report (shown in bold). The rest have insufficient responses to receive a detail report (shown in italics).

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Response Rate by IHE (Statewide completion rate is 94.8 %)

# Survey Requests Made	# and % of Program Completers who Responded	Name of Institution
11	11 100 %	UNIVERSITY OF LA VERNE
4	4 100 %	<i>UNIVERSITY OF REDLANDS</i>
1	1 100 %	<i>UNIVERSITY OF SOUTHERN CALIFORNIA</i>
50	48 96 %	VENTURA COUNTY OFFICE OF EDUCATION
2	2 100 %	<i>WILLIAM S. HART UNION HIGH SCHOOL DISTRICT</i>

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