



## Program Completer Survey: Clear Administrative Services 2018-2019

### I. Performance Expectations for Leaders

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

**RATING SCALE:**  *Not at all*    *Poorly*    *Adequately*    *Well*    *Very well*

#### **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
2. Focuses on equitable access, opportunities, and outcomes for all students
3. Engage others in a collaborative process to develop a vision of teaching and learning that is shared and supported by all stakeholders
4. Guide and monitor decisions, actions, and outcomes using the shared vision and goals

#### **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
6. Guide and support the implementation of standards-based curriculum, instruction, and assessments that address student expectations and outcome
7. Develop and use assessment and accountability systems to monitor, improve, and extend educator practice, program outcomes and student learning

#### **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
9. Establish structures and employ policies and processes that support students to graduate college and career ready
10. Facilitate safe, fair, and respectful environments that meet the intellectual, linguistic, cultural, social-emotional, and physical needs of each learner
11. Align fiscal and human resources and manage policies and contractual agreements that build a productive learning environment.



### **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
13. Establish community partnerships that promote and support students to meet performance and content expectations and graduate ready for college and career
14. Leverage and integrate community resources and services to meet the varied needs of all students

### **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
16. Guide and support personal and collective actions that use relevant evidence and available research to make fair and ethical decisions
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

### **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
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
20. Engage with policymakers and stakeholders to collaborate on education policies focused on improving education for all students

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## **II. Nature of Induction**

21. Would you recommend your clear induction preparation program to potential candidates?
  - Yes without reservation
  - Yes with reservation
  - No
  - Don't know



22. Overall, how well do you think your clear induction preparation program prepares candidates to be education leaders?

- Very Well
- Well
- Adequately
- Poorly
- Not at all
- Don't know

23. How effective was your clear induction preparation program at developing the skills and tools you needed to become an educational leader?

- Very Effective
- Effective
- Somewhat effective
- Slightly effective
- Not at all effective
- Don't know

24. About how often did you communicate with your coach in person, by phone, or by email about issues related to your practice?

- Daily
- 2-3 times per week
- Once per week
- Twice per month
- Once per month
- Less than once per month

25. About how often did you receive field support from your coach?

- Daily
- 2-3 times per week
- Once per week
- Twice per month
- Once per month
- Less than once per month

26. My job assignment allowed me to practice and apply my knowledge of major areas developed through coursework in my preliminary preparation program.

- Very Well
- Well
- Adequately
- Poorly
- Not at all
- Don't know

27. My coach (mark all that apply):

- a. Was an excellent and valuable role model*
- b. Was experienced and effective*
- c. Understood current educational theory*
- d. Modeled collegial practices that led to my success*
- e. Was well versed in helping me work through problems in educational leadership*
- f. Promoted reflective practice*
- g. Frequently observed my practice, met with me, and offered useful advice and strategies about my leadership*



28. Which of the following best describes your pathway into administration:

- Classroom Teacher
  - Ed Specialist
  - Counselor
  - Other
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### Demographics

35. Are you Hispanic or Latino?

- No, not Hispanic or Latino
- Yes, Hispanic or Latino

36. What is your race? Mark all that apply

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> American Indian or Alaska Native | <input type="checkbox"/> Laotian                   | <input type="checkbox"/> Hawaiian               |
| <input type="checkbox"/> Chinese                          | <input type="checkbox"/> Cambodian                 | <input type="checkbox"/> Guamanian              |
| <input type="checkbox"/> Japanese                         | <input type="checkbox"/> Filipino                  | <input type="checkbox"/> Samoan                 |
| <input type="checkbox"/> Korean                           | <input type="checkbox"/> Hmong                     | <input type="checkbox"/> Tahitian               |
| <input type="checkbox"/> Vietnamese                       | <input type="checkbox"/> Other Asian               | <input type="checkbox"/> Other Pacific Islander |
| <input type="checkbox"/> Asian Indian                     | <input type="checkbox"/> Black or African American | <input type="checkbox"/> White                  |

37. What is your gender?

- Female
- Male
- Nonbinary
- Decline to state