

3. Satisfaction of Employers and Employment Milestones (4.3/A 4.1)

Employer Survey were used to measure employers' satisfaction with the completers' preparation for their assigned responsibilities. The survey that was sent out in 2016-17 (Artifact 4.3c), three employers responded, which represents 75%.

Findings:

Promotion: The data demonstrate that the completers have the potential to be promoted within this profession. In 2016-17, three employers responded with a mean score of 4 and standard deviation of 1. Overall, 90% of the responses from the employers expressed the potential for completers' promotion.

Retention: The data demonstrate the completers have the potential to continue working within this profession. In 2016-17, 3 employers responded with mean scores of 5 and a standard deviation of 0. Overall, 100% of the employers expressed the desire for completer's retention. Employers overwhelmingly expressed the desire to retain the employed completers.

Satisfaction: The data demonstrate employers are satisfied with the preparation of completers. Mean scores of 3.33 with a standard deviation of 2.08 in 2015-16; mean scores of 4.67 with a standard deviation of 5.8 in 2016-17. Overall, 9 out of 10 responses from the employers indicated probable or definite satisfaction with the completer.

At the advanced level, approximately 91% (11 of 12) candidates who graduated from 2016 through 2018, are currently employed as school psychologists. Most likely this is because many completers are retained for employment after internship. For Educational Leadership (EDAL) MA graduates, 100% (n=8) were employed as administrators in Adventist schools. Reasons for high employment rates include applicant characteristics (already working as administrators, recommended by employers to be future administrators, personal choice to be in administration) and EDAL's partnerships with future employers.