

CAEP IMPACT MEASURE #3: Satisfaction of employers and employment milestones
(Component 4.3 | A.4.1)

The CAEP/NCATE approved programs are the Utah state-specific and Hawaii state-specific programs that are currently in teach-out. Details regarding the teach-out and the number of candidates in the program(s) during the reporting period are listed below to inform the review of the data measures presented for CAEP Impact Measure #3.

UTAH:

The Utah state specific programs ceased the enrollment of new students in January of 2018 (initial teacher preparation and administration) and January 2019 (school counseling). During the 19/20 school year (September 1, 2019- August 31, 2020), the program had 26 program completers in the Master of Science in Counseling/School Counseling Program and zero (0) program completers in the initial teacher preparation programs. During the reporting period, University of Phoenix had one (1) active candidate in an initial teacher preparation program. Active candidates are defined as students who have posted attendance over the last 365 days who have not yet graduated during the reporting time frame.

HAWAII:

The Hawaii state specific programs ceased the enrollment of new students in April of 2018. During the 19/20 school year (September 1, 2019- August 31, 2020), the program had ten (10) completers in the initial teacher preparation programs. During the reporting period, University of Phoenix had six (6) active candidates in initial teacher preparation programs. Active candidates are defined as students who have posted attendance over the last 365 days who have not yet graduated during the reporting time frame.

ARTIFACT #1: Employer Survey (in process)

Data for CAEP Measure #3 is currently under development.

As of 4/19/21 University of Phoenix has collected data for nine (9) initial teacher preparation candidates and 15 graduates of the Masters in School Counseling program. The completer survey specifically asks candidates where they are working and the contact information for their employer. This survey will remain open until April 30, 2021. The next phase is to compile the data the completers provided and to administer a survey to their employers during the month of May 2021. The focus of the employer survey is to request employer feedback on their satisfaction with UOPX's graduates' performance as a beginning teacher or school counselor.

Given how close we currently are to the end of the 20-21 school year, employer responses are expected by June 2021 and data for the measures are expected to become available to the public by August 2021.

The employer survey instrument is included below as a reference:

EMPLOYER SURVEY FOR TEACHER PREP PROGRAMS:

**Initial Teacher Preparation Programs
COE Employer Survey**

1 What is your current position?

Principal
Vice/Assistant Principal
Lead Teacher
other

2 Indicate the type of school where you work

Public School
Public - Charter School
Private School

3 Please indicate the grade levels or subject areas of the UOPX graduate(s) employed in your school.

Elementary Education (multiple subject)
Middle School (6-8)
High School (9-12)

4 Specify grade level(s)

5 Specify subject area(s)

6 Compared to other beginning teachers with whom you have worked, how well do UOPX graduates address the instructional needs of a diverse classroom?

(1) Unsatisfactory
(2) Basic
(3) Proficient
(4) Distinguished

7 Compared to other beginning teachers with whom you have worked, how well do UOPX graduates use discipline specific practices to advance the learning of all students?

(1) Unsatisfactory
(2) Basic
(3) Proficient
(4) Distinguished

8 Compared to other beginning teachers with whom you have worked, how well do UOPX graduates use appropriate technologies and resources to meet the needs of all students?

- (1) Unsatisfactory
- (2) Basic
- (3) Proficient
- (4) Distinguished

9 Compared to other beginning teachers with whom you have worked, how well do UOPX graduates monitor, assess and provide feedback to students in order to guide learning of all students?

- (1) Unsatisfactory
- (2) Basic
- (3) Proficient
- (4) Distinguished

10 Compared to other beginning teachers with whom you have worked, how well do UOPX graduates demonstrate positive impact on all students' learning and development?

- (1) Unsatisfactory
- (2) Basic
- (3) Proficient
- (4) Distinguished

11 Compared to other beginning teachers with whom you have worked, how well do UOPX graduates demonstrate understanding of content, instructional practice, and professional responsibility?

- (1) Unsatisfactory
- (2) Basic
- (3) Proficient
- (4) Distinguished

11 Overall, what strength(s) do UOPX graduates have that makes them effective teachers?

12 Overall, what area(s) do UOPX graduates need to improve their level of effectiveness?

14 General Comments: Please make any additional comments about our program or our graduates.

EMPLOYER SURVEY FOR MSC/SC Programs:

MSC/SC Employer Survey

1 What is your current position?

Principal
Vice/Assistant Principal
other

2 Indicate the type of school where you work

Public School
Public - Charter School
Private School

3 Please indicate the grade levels the UOPX graduate(s) supports at your school/district. Select all that apply.

Elementary
Middle School
High School
Other: Specify

6 Compared to other beginning school counselors with whom you have worked, how well do UOPX graduates apply school counseling skills and competencies to deliver student services?

(1) Unsatisfactory
(2) Basic
(3) Proficient
(4) Distinguished

7 Compared to other beginning school counselors with whom you have worked, how well do UOPX graduates use organizational assessments and tools to manage comprehensive school counseling programs?

(1) Unsatisfactory
(2) Basic
(3) Proficient
(4) Distinguished

8 Compared to other beginning school counselors with whom you have worked, how well do UOPX graduates apply ethical standards in his/her work with diverse student populations?

(1) Unsatisfactory
(2) Basic
(3) Proficient
(4) Distinguished

9 Compared to other beginning school counselors with whom you have worked, how well do UOPX graduates demonstrate positive impact on all students' learning and development?

- (1) Unsatisfactory
- (2) Basic
- (3) Proficient
- (4) Distinguished

10 Compared to other beginning school counselors with whom you have worked, how well do UOPX graduates demonstrate an understanding of the historical, philosophical, and theoretical foundations of school counseling needed to successfully support diverse student populations?

- (1) Unsatisfactory
- (2) Basic
- (3) Proficient
- (4) Distinguished

11 Overall, what strength(s) do UOPX graduates have that makes them effective school counselors?

12 Overall, what area(s) do UOPX graduates need to improve their level of effectiveness?

14 General Comments: Please make any additional comments about our program or our graduates.

ARTIFACT 2: Academic Alumni Questionnaire Survey

University of Phoenix (UOPX) conducted its Academic Alumni Questionnaire Survey between April 02, 2020, and May 08, 2020. The survey was distributed to students across all majors, with a 9% response rate. The total respondents were 4,590. From this population, 239 survey respondents were College of Education (COE) alumni. A high-level summary of select questions and responses are included below. These responses provide insights on candidates' employment preparedness and milestones.

- 87% of College of Education alumni surveyed agreed or strongly agreed that their UOPX education helped them to develop the knowledge and skills needed to be successful in their job. (n=221 respondents)
- 78% of College of Education alumni surveyed agreed or strongly agreed that their UOPX education has helped them to be more productive at work. (n=220 respondents)
- 89% of College of Education alumni surveyed agreed or strongly agreed that their UOPX

- education is useful in their profession. (n=220 respondents)
- 91% of College of Education alumni surveyed agreed or strongly agreed that UOPX offers a high-quality education. (n=221 respondents)

The following survey results indicate the extent to which alumni agreed or disagreed with the following statements:

- 92.7% of College of Education alumni surveyed agreed or strongly agreed that they felt confident they had the skills needed to be successful in their current job. (n=221 respondents)
- 95.4% of College of Education alumni surveyed agreed or strongly agreed that they can learn new knowledge and skills needed to adapt to a changing workplace. (n=219 respondents)

ARTIFACT 3: Hawaii Teacher Standards Board (HTSB) Licensee Survey

The following survey was provided to University of Phoenix by the Hawaii Teacher Standards Board (HTSB) and includes HTSB licensee survey result for University of Phoenix Completers. This data reflects survey results for November 2020. Question one pertaining to the years of contracted experience of the completer provides information on the completers' employment milestones.

Hawaii EPP	Question	Answer	Response	
			Count	Percentage
University of Phoenix-Hawaii	How many years of full time contracted teaching experience have you completed?	None	0	0%
		Currently in my first year of teaching	0	0%
		1-3.	2	50%
		4-5.	1	25%
		6-8.	0	0%
		More than 8	1	25%
		Total:	4	100%
University of Phoenix-Hawaii	How prepared do you feel to be a teacher based on the preparation you received from your program?	Not at all	0	0%
		I only received the basics	0	0%

		I feel prepared but still have a lot to learn	1	25%
		Well prepared	2	50%
		Extremely well prepared	1	25%
		Total:	4	100%

Hawaii EPP	Question	Answer	Response	
			Count	Percentage
University of Phoenix-Hawaii	What would you like to see enhanced in the delivery of your preparation program? Check all that apply OR 'None of the above'	Training in the Model Code of Ethics for Educators	0	0%
		Integration of Hawaiian Language, History, and Culture into the curriculum	1	25%
		Student standards	0	0%
		Teaching reading/working with students with reading difficulties	0	0%
		Working with students with disabilities	1	25%
		Participating in an IEP	0	0%
		Working with limited English proficient students	0	0%
		Integrating technology into the curriculum	1	25%
		More early observation experiences	0	0%
		Longer student teaching experience	0	0%
		None of the above	1	25%
		Total:	4	100%

ARTIFACT 4: Hawaii Teacher Standards Board (HTSB) Licensee Survey of University of Phoenix Completers

The following survey was provided to University of Phoenix by the Hawaii Teacher Standards Board (HTSB) and includes HTSB licensee survey result for University of Phoenix Completers. This data reflects survey results for February 2021. Question one pertaining to the years of contracted experience of the completer provides information on the completers' employment milestones.

Hawaii EPP	Question	Answer	Count	Percentage
University of Phoenix-Hawaii	How many years of full-time contracted teaching experience have you completed?	None	2	25%
		Currently in my first year of teaching	0	0%
		1-3.	3	38%
		4-5.	2	25%
		6-8.	0	0%
		More than 8	1	13%
		Total:	8	100%
University of Phoenix-Hawaii	How prepared do you feel to be a teacher based on the preparation you received from your program?	Not at all	0	0%
		I only received the basics	0	0%
		I feel prepared but still have a lot to learn	2	25%
		Well prepared	4	50%
		Extremely well prepared	2	25%
				Total:
University of Phoenix-Hawaii	What would you like to see enhanced in the delivery of your preparation program? Check all that apply OR 'None of the above'	Training in the Model Code of Ethics for Educators	0	0%
		Integration of Hawaiian Language, History, and Culture into the	2	25%

		curriculum		
		Student standards	0	0%
		Teaching reading/working with students with reading difficulties	0	0%
		Working with students with disabilities	1	13%
		Participating in an IEP	1	13%
		Working with limited English proficient students	0	0%
		Integrating technology into the curriculum	1	13%
		More early observation experiences	1	13%
		Longer student teaching experience	0	0%
		None of the above	2	25%
		Total:	8	100%