Surveys Sent	Employer	Graduate
Surveys Sent from FLDOE 1st year Employment Database	17	19
Returned Surveys	8 (47%)	9 (47%)

DOE Code	PROGRAM COMPLETED	Employer Response		Graduate Response	
285	**Educational Leadership**				
	Instructional Leadership	Rating Scale 1 (low) - 5 (high)			
1.	Instructional Leadership: Promotes a positive learning culture, provides an effective instructional program and applies best practices to student learning, especially in the area of reading and other foundational skills.	4.50 (0.76)	3 - 5	4.33 (1.00)	2 - 5
2.	Managing the Learning Environment: Manages the organization, operations, facilities and resources in ways that maximize the use of resources in an instructional organization and promotes a safe, efficient, legal and effective learning environment.	4.63 (0.52)	4 - 5	4.78 (0.44)	4 - 5
3.	Learning, Accountability and Assessment: Monitors the success of all students in the learning environment; aligns the curriculum, instruction and assessment processes to promote effective student performance; uses a variety of benchmarks, learning expectations and feedback measures to ensure accountability for all participants engaged in the educational process.	4.63 (0.74)	3 - 5	4.56 (0.73)	3 - 5
	Operational Leadership				
4.	Decision Making Strategies: Plans effectively, uses critical thinking and problem solving techniques and collects and analyzes data for continuous school improvement.	4.50 (0.53)	4 - 5	4.33 (1.00)	2 - 5
5.	Technology: Plans and implements the integration of technological and electronic tools in teaching, learning, management, research and communication responsibilities.	5.00	5	4.56 (0.73)	3 - 5
6.	Human Resource Development: Recruits, selects, nurtures and retains effective personnel, develops mentor and partnership programs and designs and implements comprehensive professional growth plans for all staff - paid and volunteer.	4.50 (0.53)	4 - 5	4.33 (1.00)	2 - 5
7.	Ethical Leadership: Acts with integrity, fairness and honesty in an ethical manner.	4.75 (0.46)	4 - 5	4.78 (0.44)	4 - 5
	School Leadership				
8.	Vision: Has a personal vision for their school and the knowledge, skills and disposition to develop, articulate and implement a shared vision that is supported by the larger organization and the school community.	4.38 (0.74)	3 - 5	4.56 (0.73)	3 - 5
9.	Community and Stakeholder Partnerships: Collaborates with families, business and community members; responds to diverse community interests and needs; works effectively within the larger organization and mobilizes community resources.	4.50 (0.53)	4 - 5	4.33 (0.87)	3 - 5
10.	Diversity: Understands, responds to and influences the personal, political, social, economic, legal and cultural relationships in the classroom, the school and the local community.	4.63 (0.52)	4 - 5	4.44 (0.88)	3 - 5

ADDITIONAL INFORMATION - PRINCIPAL AND GRADUATE COMMENTS
Please give additional information you think is relevant to the preparation program:

EMPLOYER	GRADUATE
X has done a great job!	I felt prepared for taking on leadership opportunities after graduating from the program, but I wouldn't say I was quite ready to jump right into administration. Reflecting on my time I do wish that I would've taken the program further into my teaching career to allow myself more opportunities to build leadership experiences before taking part in the program. In hindsight, I also feel confident going into future leadership positions because of the program. I really enjoyed the coursework and felt it was relevant to my experiences as an educator and future leader.
	Loved the program- I felt that I got a lot out of it and truly enjoyed my experience.
	This program is the best thing I have done for my career. It has opened my knowledge of the systems in place in the schools to operate and expanded my understanding of operations across the district. I am very thankful for Dr. X and Dr. X who I feel prepared me for what I needed. I am 2 classes away from completing my district aspiring administrator program now. I also appreciated for it being an online program, the relationships I developed with my colleagues in the classes, many whom I still talk to today.
	I was hesitant to participate in an online program, but I felt as though each assignment and activity was intentional and prepared me for my position as a school leader. Some aspects of this position require "boots on the ground" training and experience, but I felt prepared to take on tasks related to school improvement, data driven decision making, and hiring practices very quickly into my administrative position.
	Having scenarios that allow us to think about our actions in given situations and apply what we've learned was extremely helpful.