

**Measure 4 Plan (Advanced Programs)**

**Ability of completers to be hired in positions for which they have prepared.**

**Completer Outcomes**

**TAG:** CAEP RA4.1; RA4.2; RA5.1

**Narrative:** Advanced programs will administer an exit survey during the final practicum/field experience in their program. The exit survey will be designed to collect demographic data to identify the follow-up information for completer and employer surveys. It will also include information about current employment and future employment. Part of this plan will also include completer and employer surveys (CAEP RA4.1 & RA4.2) to identify how the program prepared them for employment in their current position.

**Programs:** Early Childhood Education (B-3<sup>rd</sup> grade), Educational Administration - Building Leadership, Educational Administration - District Leadership, Reading Specialist, School Counseling, School Library Media, School Psychology, Special Education - Gifted Education, Special Education - High Incidence

**Timeline and Resources:**

<b>Timeframe</b>	<b>Description of Tasks</b>	<b>Resources</b>
January-March 2024	<ul style="list-style-type: none"><li>Created a pilot exit survey to be administered during the final practicum/field experience to gather data to follow up with completers.</li><li>Created surveys for advanced program completer satisfaction and employer satisfaction following the CAEP Criteria for Evaluation of EPP-Created Surveys.</li></ul>	Committee on Advanced Programs, CAEP Advanced Work Group, Interim Assistant Dean
April-May 2024	<ul style="list-style-type: none"><li>Collected and compiled data using Qualtrics Surveys.</li></ul>	Committee on Advanced Programs, CAEP Advanced Work Group, Interim Assistant Dean
August-September 2024	<ul style="list-style-type: none"><li>Analyze the pilot surveys, including the exit, completer, and employer surveys.</li></ul>	Committee on Advanced Programs, Advanced Program Leads
September-October 2024	<ul style="list-style-type: none"><li>Disseminate data reports with Committee on Advanced Programs, individual programs, and advisory groups; document discussions and decisions resulting from data.</li></ul>	Committee on Advanced Programs, CAEP Advanced Work Group, Advisory Groups, Program Faculty, and Interim Assistant Dean.

October – November 2024	<ul style="list-style-type: none"> <li>Revise the pilot surveys based on the feedback from stakeholders.</li> </ul>	Committee on Advanced Programs, CAEP Advanced Work Group, Advisory Groups, Program Faculty, and Interim Assistant Dean.
November-December 2024	<ul style="list-style-type: none"> <li>Administer Exit Survey (all semesters, including summer) for all advanced programs. Collect demographic data for target completers and educational positions they will be assuming upon completion.</li> </ul>	Committee on Advanced Programs, Program Leads and Interim Assistant Dean.
March-May 2025	<ul style="list-style-type: none"> <li>Use exit survey data from Fall 2023 and spring 2024 to Identify Program completers and employers based on CAEP criteria for all programs.</li> <li>Administer Completer and Employer Survey. Analyze the completer and employer survey data and create data tables and reports.</li> <li>Administer Exit Survey (all semesters, including summer)</li> </ul>	Interim Assistant Dean, TTC Dean’s Office, Qualtrics,  Committee on Advanced Programs, CAEP Advanced Work Group, Advisory Groups, Program Faculty, Interim Assistant Dean, TTC Dean’s Office, Excel, SharePoint
November-December 2025	<ul style="list-style-type: none"> <li>Administer Exit Survey (all semesters, including summer) for all advanced programs. Collect demographic data for target completers and educational positions they will be assuming upon completion.</li> </ul>	Committee on Advanced Programs, Program Leads and Interim Assistant Dean.
March-May 2026	<ul style="list-style-type: none"> <li>Use exit survey data from Fall 2024 and spring 2025 to Identify Program completers and employers based on CAEP criteria for all programs.</li> <li>Administer Completer and Employer Survey. Analyze the completer and employer survey data and create data tables and reports.</li> <li>Administer Exit Survey (all semesters, including summer)</li> </ul>	Interim Assistant Dean, TTC Dean’s Office, Qualtrics,  Committee on Advanced Programs, CAEP Advanced Work Group, Advisory Groups, Program Faculty, Interim Assistant Dean, TTC Dean’s Office, Excel, SharePoint

**Data Quality:**

- Three cycles of data will include:
  - 2023-2024: Pilot Surveys: Exit, Completer, and Employer and Data Collection
  - Fall 2024: Exit Survey Implementation and Data Collection
  - Spring 2025: Full Implementation ALL Surveys: Exit, Completer, and Employer and Data Collection
  - Fall 2025: Exit Survey Implementation and Data Collection
  - Spring 2026: Full Implementation ALL Surveys: Exit, Completer, and Employer and Data Collection
- Data will include exit survey, employer satisfaction and completer satisfaction surveys and will be disaggregated by program.
- Data and reports will be disseminated and reviewed for accuracy and refined as needed.
- Data and reports will be stored The Teachers College Assessment SharePoint drive.