

Have you hired NAU advanced professional education program graduates during the past 3 years?

Answer Options	2020	
	Percent	Count
Yes	56%	29
No	44%	23
<i>answered question</i>	52	
<i>skipped question</i>	2	

Approximately, how many NAU advanced professional education program graduates has your school/district/organization hired during the past 3 years?

Answer Options	2020	
	%	Count
None	7.7%	2
1-3	80.7%	21
4-6	7.7%	2
7 or more	3.9%	1
Other		

For individuals hired for School Psychologist positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>school psychologist</i> .	10 (91%) [n = 11]	1 (9%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>school psychologist</i> .	9			

For individuals hired for Certified School Counselor positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>certified school counselor</i> .	1 (33.3%) [n = 3]	2 (66.7%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>certified school counselor</i> .	1 (33.3%)	2 (66.7%)	0 (0%)	0 (0%)

For individuals hired for School Principal or Assistant Principal positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>school principal or assistant principal</i> .	5 (62.5%) [n = 8]	3 (37.5%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>school principal or assistant principal</i> .	6 (75%) [n = 8]	2 (25%)	0 (0%)	0 (0%)
Please rate the <i>dispositions</i> of NAU advanced professional education program graduates in terms of their legal, ethical, and professional practice as a <i>school principal or assistant principal</i> .	6 (75%) [n = 8]	2 (25%)	0 (0%)	0 (0%)

Based on your interactions with graduates as a school principal or assistant principal, please provide any additional comments about the strengths of NAU's advanced professional education programs.

Very knowledgeable with practical real world learning.

I appreciate how the program gives them real world experience and they come prepared to contribute.

I believe NAU currently provides a very competitive aspiring administrator program. We have interviewed many graduates in the educational leaders programs and found them ready to assume entry level administrative positions and sometimes director level services.

Very prepared.

Based on your interactions with graduates as a school principal or assistant principal, please provide any additional suggestions for improvements or additions to NAU's advanced professional education programs.

None

Continue to keep a comprehensive scope of classes and a practical approach to curriculum and supervision. I have found the students and adjunct professionals to be in field experts and invaluable to learning the role of a school administrator. We have hired some very strong NAU graduates who have reached success in our organization.

The knowledge they came with was sufficient to do the job. They always struggle with putting the knowledge they have to work in a real-world setting. Even with the internship, the job is much more "random" than we can plan for within the internship time.

For individuals hired for Superintendent or Assistant Superintendent positions:

	Highly Effective	Effective	Somewhat Effective	Ineffective
Please rate the <i>knowledge</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>superintendent or assistant superintendent</i> .	0 (0%) [n = 1]	1 (100%)	0 (0%)	0 (0%)
Please rate the <i>skills</i> of NAU advanced professional education program graduates in terms of their career preparation or development as a <i>superintendent or assistant superintendent</i> .	0	1	0	

worthy of hiring when possible.

Answer Options	2020	
	Percent	Count
Rarely	0%	0
Sometimes	9%	2
Most of the time	39%	9
Always	52%	12
<i>answered question</i>	23	
<i>skipped question</i>	6	

Rate the likelihood you would hire another NAU advanced professional education program graduate.

the practice of trying to remove exceptional learners from the classroom, particularly English Learners and Special Education students. In addition, the intern showed less than optimal judgment in a few situations - with fellow teachers and with an administrator. [Name] poses a unique and wonderful setting with all schools on one campus. The District Office is also on the same campus. Rather than report to the direct supervisor and follow the chain of command, the intern often chose to head to the District Office first, and at other times after not receiving the answer hoped for.

Ideas for improvement: emphasize equity, excellence, and empowerment of all students, not just in words, but in actions. In addition, direct interns to follow the chain of command, even if they have established special relationships with staff in the District Office. When the chain of command is circumvented, staff and fellow teachers are negatively affected. It builds a climate of distrust. Finally, emphasize integrity and honesty - above all else! When an intern tells a supervisor or fellow teacher one thing and then provides different information to District Office staff or other individuals, as you can imagine, it's a mess!

I would consider hiring other NAU advanced professional education program graduates. I know NAU does excellent work and the supervision by the NAU faculty member was solid. I just would not hire this particular graduate. I thought the mentoring I provided and the actual program would cause positive change in the most foundational characteristics of the intern. The intern did not change and I am deeply disappointed in that result. I wonder what I could have done differently. I did have difficult conversations with the intern. Perhaps, being able to spend one-on-one time with the NAU supervisor would help. Our meetings were attended by the intern, the superintendent, myself, and the NAU supervisor.

They are strong team players who appear to love educational service in general. I have rarely come across a graduate from NAU that is not well prepared. Your graduates are suited more for innovative leadership and hands on administrative practice, rather than research or literary work applications. I hope that makes sense. They also appear to grow on the job and have good job adaptation skills. In general, she is always well prepared and a good example to all 200+ school psychologists in [location] They could also benefit from additional training in administering the ADOS and differentiating between Autism and ED eligibility and the complexities of symptoms.

"The only difficulty in hiring out of state hires is the licensure requirements with the State of Kansas. It took longer for the intern to acquire the provisional license due to coming in from an out of state university.

I would also recommend the school psychology students to take the Praxis exam during practicum so that they are ready to acquire the provisional license if they go out of state for their internship."

The person we hired was quite knowledgeable from a university.