Employers Satisfaction with Educational Leadership and Management completer's A-07R- RA 4.2

The following results correspond to the Employers Satisfaction Survey (A-07). This instrument measured employers' satisfaction with Fajardo TEP Educational Leadership and Management completer's professional competencies.

 A total of two employers completed the survey, both from public schools. The employers were from urban zones in the municipality of Humacao.

 At the time of the evaluation one of the completers was a supervisor and the other was a teacher. Both completers work on preschools. The completers were evaluated in 9 different professional competencies. Among them were: Content Knowledge, Diversity, Research Skills, Educational Leadership, Disposition, Ethical Conduct, Technology, Collaboration Disposition, and Promote CCR Skills. The employer's satisfaction was measured in a five-point Likert scale that went from Very Satisfied to Unsatisfied with the completer's professional competencies. The full scale consisted of 50 items. The mean goal indicates satisfaction for the TEP

The internal reliability rating could not be estimated due to the small sample. The past reliability (see 2021 report) for a similar scale was 0.99. Table 1 includes the items and mean goal established for each competency.

Table 1
Educational Leadership and Management Completers Professional Competencies

Competency Measured	Code	Total Items	Mean Goal
Content Knowledge	CK	5	20.00
Diversity	D	5	20.00
Research Skills	RS	6	24.00
Educational Leadership	EL	8	32.00
Disposition	Disp	6	24.00
Ethical Conduct	EC	5	20.00
Technology	T	4	16.00
Collaboration Disposition	CD	7	28.00
Promote CCR Skills	PCCR	4	16.00
Full Scale		50	200.00

The results of the employee satisfaction survey revealed that Fajardo TEP completers met the Disposition, Ethical Conduct, and Technology professional competencies standards measured. Several professional competencies goals were not met due to the small sample (2 completers). The results of this analysis can be observed in table 2.

Table 2
Employers Satisfaction with Educational Leadership and Management Completers Professional Competencies

	CK	D	RS	EL	Disp	EC	T	CD	PCCR	Full Scale
N	1	2	2	2	2	2	2	2	2	2
Missing	1	0	0	0	0	0	0	0	0	0
Mean	17.00	17.50	21.00	30.00	30.00	22.50	16.00	24.50	13.00	190.50
S.D.	0.00	2.12	2.83	6.37	0.00	3.54	5.66	0.71	1.41	24.75

	CK	D	R	EL	Disp	EC	T	CD	PCCR	Total
Minimum	17	16	19	26	30	20	12	24	12	173
Maximum	17	19	23	35	30	25	20	25	14	208
Target Met					X	X	X			

Note. The legend for each competency is as follows: CK: Content Knowledge, D: Diversity, R: Research Skills, EL: Educational Leadership, Disp: Disposition, EC: Ethical Conduct, T: Technology, CD: Collaboration Disposition, and PCCR: Promote CCR Skills. The mean goal for each competency is CK= 20.00, D= 20.00, RS= 24.00, EL=32.00, Disp= 24.00, EC= 20.00, T= 16.00, CD=28.00, and PCCR= 16.00.

Open ended questions:

All employers mentioned that completers from the educational leadership and management program were prepared adequately regarding their professional competencies. They also mentioned that Fajardo TEP teachers were 80% to 90% effective in their work. In addition, the employers were quite satisfied with employing Fajardo TEP completers from the Leadership Program. They also added that the completers professional performance was quite effective.