 Employer Survey Results
USU Professional School Counseling Education Program
Spring 2019
Overview

*Qualtrics Survey to Employers of USU SC Program
*Emailed Principals/ Vice Principals, April 2019
*Question format
  30 Short Survey
  22 Performance Rating (1-5 Scale rating)
  4 Demographic
  2 Open Ended
  2 Compare USU graduates to counselors trained in other programs
What grade level is your school or institution?

**School Type**

- **College/Univ**: 2.9%
- **Elementary**: 13.2%
- **High**: 45.6%
- **Junior**: 38.2%
What is your position in the school?

- Principal: 95.5%
- Vice Principal: 1.5%
- Other: 3.0%
Is the USU graduate full or part time?

Part-time: 22.7%
Full-time: 77.3%
The USU graduate has been employed...

- 7 years or more: 6.1%
- 6 years or more: 6.1%
- 5 years: 4.5%
- 4 years: 15.2%
- 3 years: 6.1%
- 2 years: 22.7%
- 1 year or less: 39.4%
Given your experiences with our graduates, what is the likelihood that your institution would hire more Utah State University School Counselor Education?

- Undecided: 4.7%
- Likely: 20.3%
- Very likely: 75.0%
How would you rate the USU graduate's performance in the following skill areas:

- Advocates for all students:
  - Poor: 1
  - Below Average: 0
  - Average: 1
  - Above Average: 12
  - Excellent: 0
  - N/A: 0

- Acts in a professional and ethical manner:
  - Poor: 0
  - Below Average: 3
  - Average: 1
  - Above Average: 8
  - Excellent: 0
  - N/A: 0
How would you rate the USU graduate's performance in the following skill areas:

- Effectively assists in successful transitions for students:
  - Poor: 0
  - Below Average: 1
  - Average: 4
  - Above Average: 14
  - Excellent: 0
  - N/A: 46

- Uses effective communication skills, including tact, diplomacy, and cooperation with other professionals, students, parents, teachers and other stakeholders:
  - Poor: 0
  - Below Average: 2
  - Average: 3
  - Above Average: 14
  - Excellent: 0
  - N/A: 46
How would you rate the USU graduate's performance in the following skill areas:

1. Effectively seeks and responds to feedback to improve performance
   - Poor: 0
   - Below Average: 1
   - Average: 7
   - Above Average: 15
   - Excellent: 42
   - N/A: 0

2. Demonstrates awareness of multi-cultural issues and their potential impact on the school environment
   - Poor: 1
   - Below Average: 0
   - Average: 5
   - Above Average: 22
   - Excellent: 37
   - N/A: 0
How would you rate the USU graduate's performance in the following skill areas:

1. Understands successful approaches to assessment and evaluation
2. Effectively seeks out new information and engages in professional development activities

- Poor
- Below Average
- Average
- Above Average
- Excellent
- N/A
How would you rate the USU graduate's performance in the following skill areas:

- Engages in activities to remedy bias, prejudices, oppression, and discrimination:
  - Poor: 1
  - Below Average: 0
  - Average: 7
  - Above Average: 26
  - Excellent: 31
  - N/A: 0

- Applies leadership strategies designed to enhance the learning environment for all students:
  - Poor: 0
  - Below Average: 1
  - Average: 7
  - Above Average: 24
  - Excellent: 38
  - N/A: 0
How would you rate the USU graduate's performance in the following skill areas:

- Effectively uses essential interviewing and counseling skills:
  - Poor: 1
  - Below Average: 0
  - Average: 5
  - Above Average: 22
  - Excellent: 37
  - N/A: 0

- Use of group counseling skills and interventions:
  - Poor: 1
  - Below Average: 1
  - Average: 1
  - Above Average: 10
  - Excellent: 34
  - N/A: 0
How would you rate the USU graduate's performance in the following skill areas:

- Understands procedures for data gathering, analysis, and presentation in program research and evaluation:
  - Poor: 0
  - Below Average: 0
  - Average: 8
  - Above Average: 25
  - Excellent: 26
  - N/A: 0

- Understands and successfully implements the new Utah College and Career Readiness Counseling Program Model, released spring 2017 (or your state program):
  - Poor: 0
  - Below Average: 0
  - Average: 10
  - Above Average: 17
  - Excellent: 35
  - N/A: 2
How would you rate the USU graduate's performance in the following skill areas:

- Functions as an effective change agent in school improvement:
  - Excellent: 37
  - Above Average: 19
  - Average: 8
  - Poor: 0
  - N/A: 0

- Demonstrates the ability to collaborate with students, professionals, and other stakeholders:
  - Excellent: 42
  - Above Average: 21
  - Average: 1
  - Poor: 0
  - N/A: 0
How would you rate the USU graduate's performance in the following skill areas:

1. Recognizes the need for accommodating individual differences and effectively designs appropriate modifications or strategies:
   - Poor: 1
   - Below Average: 0
   - Average: 4
   - Above Average: 22
   - Excellent: 38
   - N/A: 0

2. Uses technology to promote student learning and support the school comprehensive guidance system:
   - Poor: 1
   - Below Average: 2
   - Average: 28
   - Above Average: 29
   - Excellent: 0
   - N/A: 0
How would you rate the USU graduate's performance in the following skill areas:

- Demonstrates knowledge of career development models and applies the knowledge to the PCCR process:
  - Poor: 0
  - Below Average: 1
  - Average: 8
  - Above Average: 22
  - Excellent: 30
  - N/A: 4

- Ability to plan and present guidance curriculum to students, school personnel and parents:
  - Poor: 1
  - Below Average: 0
  - Average: 9
  - Above Average: 18
  - Excellent: 36
  - N/A: 1
How would you rate the USU graduate's performance in the following skill areas:

- Demonstrates knowledge of prevention and crisis intervention strategies:
  - Poor: 0
  - Below Average: 1
  - Average: 8
  - Above Average: 18
  - Excellent: 37
  - N/A: 1

- Overall performance as a school counselor while under your supervision:
  - Poor: 0
  - Below Average: 4
  - Average: 17
  - Above Average: 42
  - Excellent: 1
  - N/A: 0
<table>
<thead>
<tr>
<th>Rating USU grads in the following skill areas</th>
<th>Mean (1-5 Scale)</th>
<th>Standard Deviation</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advocates for all students</td>
<td>4.72</td>
<td>.64</td>
<td>.42</td>
</tr>
<tr>
<td>Acts in a professional and ethical manner</td>
<td>4.74</td>
<td>.61</td>
<td>.38</td>
</tr>
<tr>
<td>Effectively assists in successful transitions for students</td>
<td>4.62</td>
<td>.67</td>
<td>.45</td>
</tr>
<tr>
<td>Uses effective communication skills, including tact, diplomacy, and cooperation with other professionals, students, parents, teachers and other stakeholders</td>
<td>4.60</td>
<td>.72</td>
<td>.52</td>
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<tr>
<td>Effectively seeks and responds to feedback to improve performance</td>
<td>4.51</td>
<td>.75</td>
<td>.56</td>
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<td>Demonstrates awareness of multicultural issues and their potential impact on the school environment</td>
<td>4.45</td>
<td>.77</td>
<td>.59</td>
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<td>Understands successful approaches to assessment and evaluation</td>
<td>4.35</td>
<td>.87</td>
<td>.76</td>
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<tr>
<td>Effectively seeks out new information and engages in professional development activities</td>
<td>4.46</td>
<td>.72</td>
<td>.53</td>
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<td>Engages in activities to remedy bias, prejudices, oppression, and discrimination</td>
<td>4.32</td>
<td>.79</td>
<td>.62</td>
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<td>Applies leadership strategies designed to enhance the learning environment for all students</td>
<td>4.37</td>
<td>.74</td>
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<tr>
<td>Use of group counseling skills and interventions</td>
<td>4.32</td>
<td>.91</td>
<td>.83</td>
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<td>Understands procedures for data gathering, analysis, and presentation in program research and evaluation</td>
<td>4.16</td>
<td>.88</td>
<td>.77</td>
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<td>Understands and successfully implements the new Utah College and Career Readiness Counseling Program Model, released 2017 (or your state prg)</td>
<td>4.42</td>
<td>.84</td>
<td>.70</td>
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<td>Functions as an effective change agent in school improvement</td>
<td>4.40</td>
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<td>.67</td>
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<td>Demonstrates the ability to collaborate with students, professionals, and other stakeholders</td>
<td>4.58</td>
<td>.68</td>
<td>.46</td>
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<td>Recognizes the need for accommodating individual differences and effectively designs appropriate modification strategies</td>
<td>4.48</td>
<td>.75</td>
<td>.56</td>
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<td>Uses technology to promote student learning and support the school comprehensive guidance system</td>
<td>4.26</td>
<td>.85</td>
<td>.72</td>
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<td>Demonstrates knowledge of career development models and applies the knowledge of the PCCR process</td>
<td>4.43</td>
<td>.84</td>
<td>.71</td>
</tr>
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<td>Ability to plan and present guidance curriculum to students, school personnel and parents</td>
<td>4.40</td>
<td>.86</td>
<td>.73</td>
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<td>4.6</td>
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Using the skill areas listed above, compare the USU graduate to school counselors with similar years of experience who graduated from other school counselor preparation programs. The USU graduate is: