INSPIRE Graduate Survey

Utah State University

Aggregate Report
June 2018

INSPIRE Leadership

Initiative for Systemic Program Improvement through Research in Educational (INSPIRE) Leadership

The INSPIRE Leadership Survey Suite is designed to assess graduates' perceptions about their leadership preparation experiences, and provide a source of evidence on leadership program outcomes. The INSPIRE Suite currently consists of four surveys, including one that addresses the preparation program features, a graduate edition, a leader in practice edition, and a 360 teacher and supervisor edition.

This report presents results from the INSPIRE Graduate Edition (INSPIRE-G). The purpose of this survey is to gather feedback from graduates on their preparation experiences, learning outcomes, and career intentions. The survey includes three broad components, including (1) program quality and experiences, (2) learning outcomes and preparation for leadership practices and behaviors, and (3) beliefs about the principalship.

For questions about the administration of this survey or report, please contact Marcy Reedy at 434-297-7896 or mar5q@virginia.edu.

Participant Background & Demographics

The following section provides information about the professional background and demographics of the graduate respondents.

By taking this online survey, you are giving your consent to participate in the study.

Answer	Bar	Response	%
I agree to participate in this study.		16	84%
I do not wish to participate in this study.		3	16%
Total		19	100%

Please indicate your position

Answer	Bar	Response	%
Practicing School Leader/Principal/Asst. Principal		2	13%
District Leader/Supervisor		2	13%
Teacher Leader (e.g., mentor teacher, department chair, coach)		7	44%
Classroom Teacher		5	31%
Other		0	0%
Total		16	100%

What are your current plans for becoming a school leader?

Answer	Bar	Response	%
I have become a school leader since enrolling in the program.		3	19%
I intend to go into school leadership someday.		10	63%
I think I may go into school leadership someday.		1	6%
I am undecided about going into school leadership.		2	13%
I do not plan to go into school leadership.		0	0%
Total		16	100%

What year did you begin your leadership preparation program? (YYYY)

Min Value	Max Value	Average Value	Standard Deviation	Total Respondents
2013	2016	2015.25	0.86	16

What year did you complete your leadership preparation program? (YYYY)

Min Value	Max Value	Average Value	Standard Deviation	Total Respondents
2016	2017	2016.94	0.25	16

What graduate degree will you earn (or did earn) as a result of the completion of this program?

Answer	Bar	Response	%
No graduate degree (e.g., licensure, certificate, or endorsement only)		9	56%
Master's degree		5	31%
Specialist's degree (or certificate of advanced studies)		2	13%
Doctoral degree		0	0%
Total		16	100%

What administrative license or certification will or do you hold as a result of completing this program?

Answer	Bar	Response	%
Will not hold an administrative license or certificate		1	6%
School building leader/principal license or certificate		14	88%
District-level leadership/superintendent license or certificate		1	6%
Total		16	100%

How many years of experience do you have in the following positions?

	K-12 Teacher	K-12 Teacher Leader (e.g., teacher leader, department chair, instructional coach)	K-12 Administrator (e.g., principal, assistant principal, central office administrator)	Other K-12 Professional Educator (e.g., school counselor, psychologist, librarian, district level employee)	Job in another type of educational agency
Min Value	5	0	0	0	0
Max Value	24	7	5	9	10
Mean	13.6	3.09	1.29	2.8	3.25
Standard Deviation	5.72	2.07	1.8	4.09	3.65
Total Responses	15	11	7	5	8

In total, how many years of professional educational experience do you have altogether?

Min Value	Max Value	Average Value	Std. Dev.	Total Respondents
6	26	16.13	6.67	19

How many years of experience do you have in jobs outside of education?

Min Value	Max Value	Average Value	Std. Dev.	Total Respondents
0	26	7.27	7.71	19

How many years have you worked at your current school?

Min Value	Max Value	Average Value	Std. Dev.	Total Respondents
1	11	3.73	3.24	19

How many years have you worked at your current district?

Min Value	Max Value	Average Value	Std. Dev.	Total Respondents
1	15	8.44	4.16	19

What is your gender?

Answer	Bar	Response	%
Male		4	25%
Female		12	75%
Other Gender Identity		0	0%
Total		16	100%

How do you identify yourself in terms of race/ethnicity?

Answer	Bar	Response	%
American Indian or Alaska Native		0	0%
Asian		0	0%
Black or African American		1	6%
Hispanic or Latino/a		0	0%
Native Hawaiian or Other Pacific Islander		0	0%
White		15	94%
Bi-racial/Multi-racial		0	0%
Other (Specify)		0	0%
Total		16	100%

What is your year of birth? (YYYY)

Min Value	Max Value	Average Value	Standard Deviation	Total Responses
1959	1989	1974	9	16

Program Quality

The following section includes graduates' responses about the quality of the leadership preparation program in the following categories:

- Rigor & Relevance
- Faculty Quality
- Peer Relationships
- Program Accessibility
- Internship/Residency Design & Quality

Program Rigor & Relevance

To what extent do you agree or disagree with the following statements about your educational leadership preparation program?

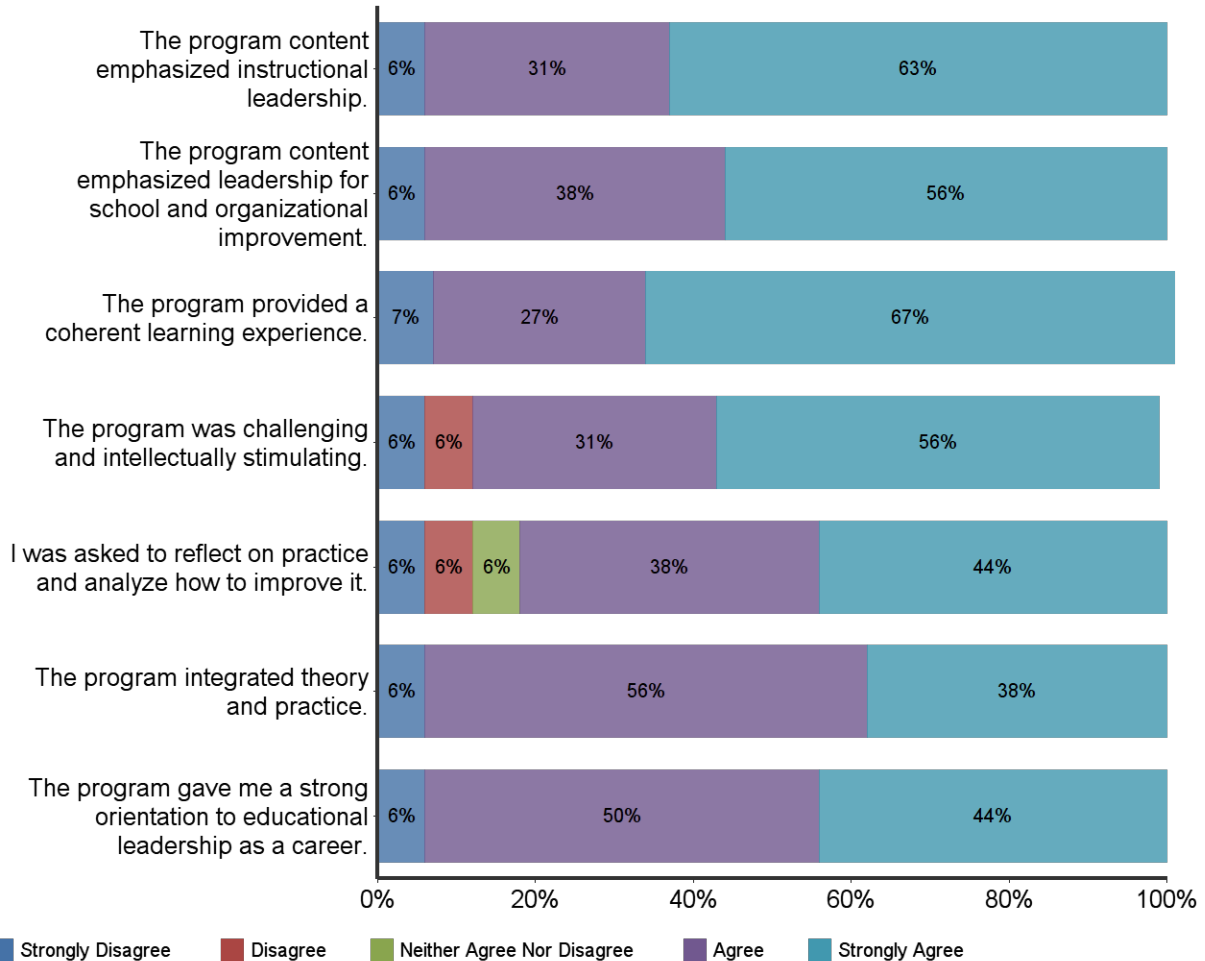| Statement	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
The program content emphasized instructional leadership.	6%			31%	63%
The program content emphasized leadership for school and organizational improvement.	6%			38%	56%
The program provided a coherent learning experience.	7%			27%	67%
The program was challenging and intellectually stimulating.	6%	6%		31%	56%
I was asked to reflect on practice and analyze how to improve it.	6%	6%	6%	38%	44%
The program integrated theory and practice.	6%			56%	38%
The program gave me a strong orientation to educational leadership as a career.	6%			50%	44%

Legend: ■ Strongly Disagree ■ Disagree ■ Neither Agree Nor Disagree ■ Agree ■ Strongly Agree

Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
The program content emphasized instructional leadership.	1	5	4.44	1.03	16
The program content emphasized leadership for school and organizational improvement.	1	5	4.38	1.02	16
The program provided a coherent learning experience.	1	5	4.47	1.06	15
The program was challenging and intellectually stimulating.	1	5	4.25	1.18	16
I was asked to reflect on practice and analyze how to improve it.	1	5	4.06	1.18	16
The program integrated theory and practice.	1	5	4.19	0.98	16
The program gave me a strong orientation to educational leadership as a career.	1	5	4.25	1	16

Faculty Quality

To what extent do you agree or disagree with the following statements about your educational leadership preparation program?

Chart legend: Strongly Disagree, Disagree, Neither Agree Nor Disagree, Agree, Strongly Agree

- The faculty/instructors were knowledgeable. — Agree 31%, Strongly Agree 69%
- The faculty/instructors were competent. — Neither Agree Nor Disagree 6%, Agree 25%, Strongly Agree 69%
- The faculty/instructors were responsive to students. — Agree 38%, Strongly Agree 63%
- The faculty/instructors were respectful of diversity. — Disagree 6%, Neither Agree Nor Disagree 13%, Agree 19%, Strongly Agree 63%

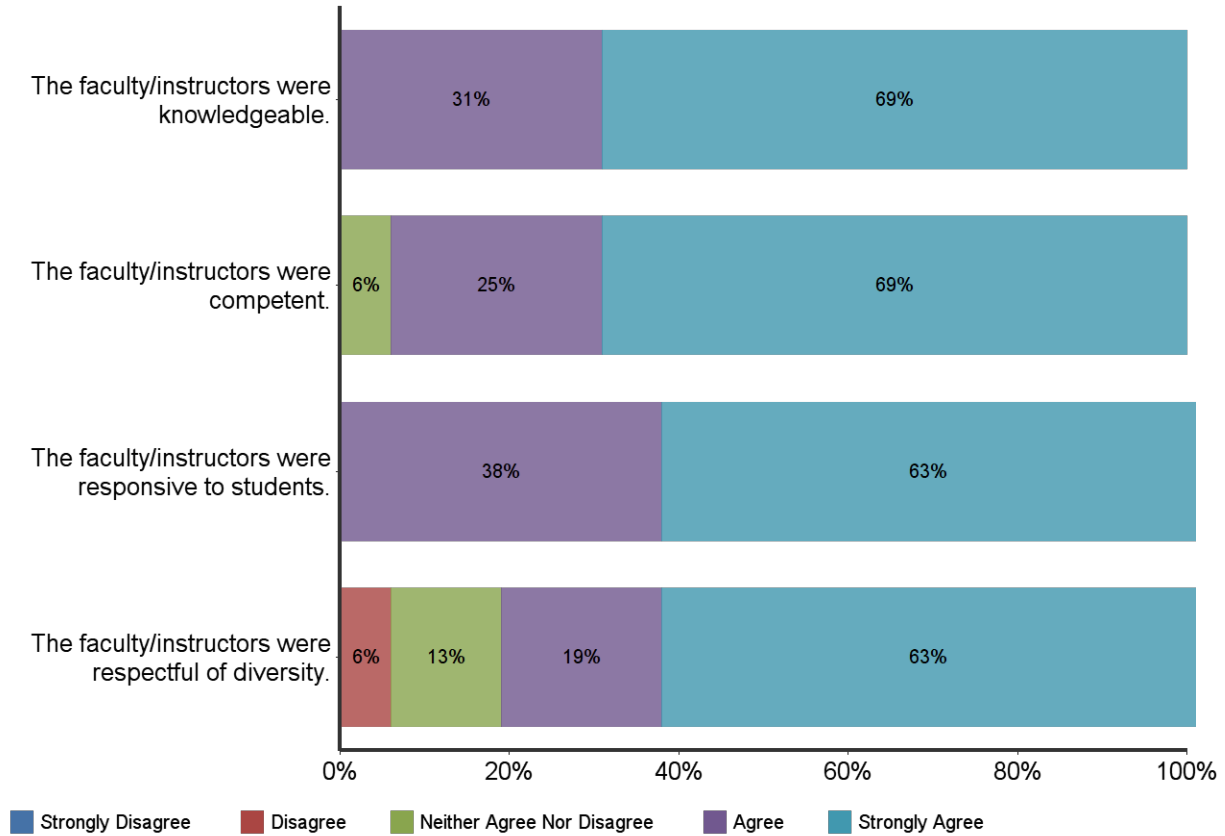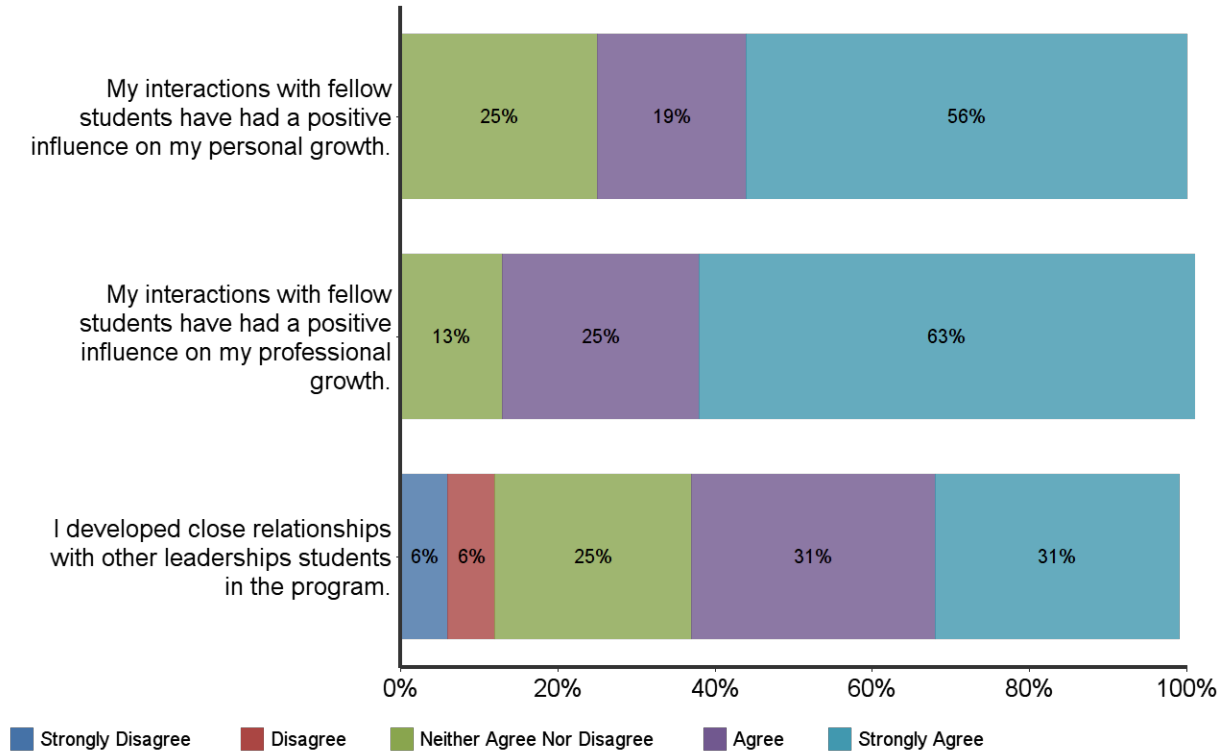| Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
The faculty/instructors were knowledgeable.	4	5	4.69	0.48	16
The faculty/instructors were competent.	3	5	4.63	0.62	16
The faculty/instructors were responsive to students.	4	5	4.63	0.5	16
The faculty/instructors were respectful of diversity.	2	5	4.38	0.96	16

Peer Relationships

To what extent do you agree or disagree with the following statements about your educational leadership preparation program?

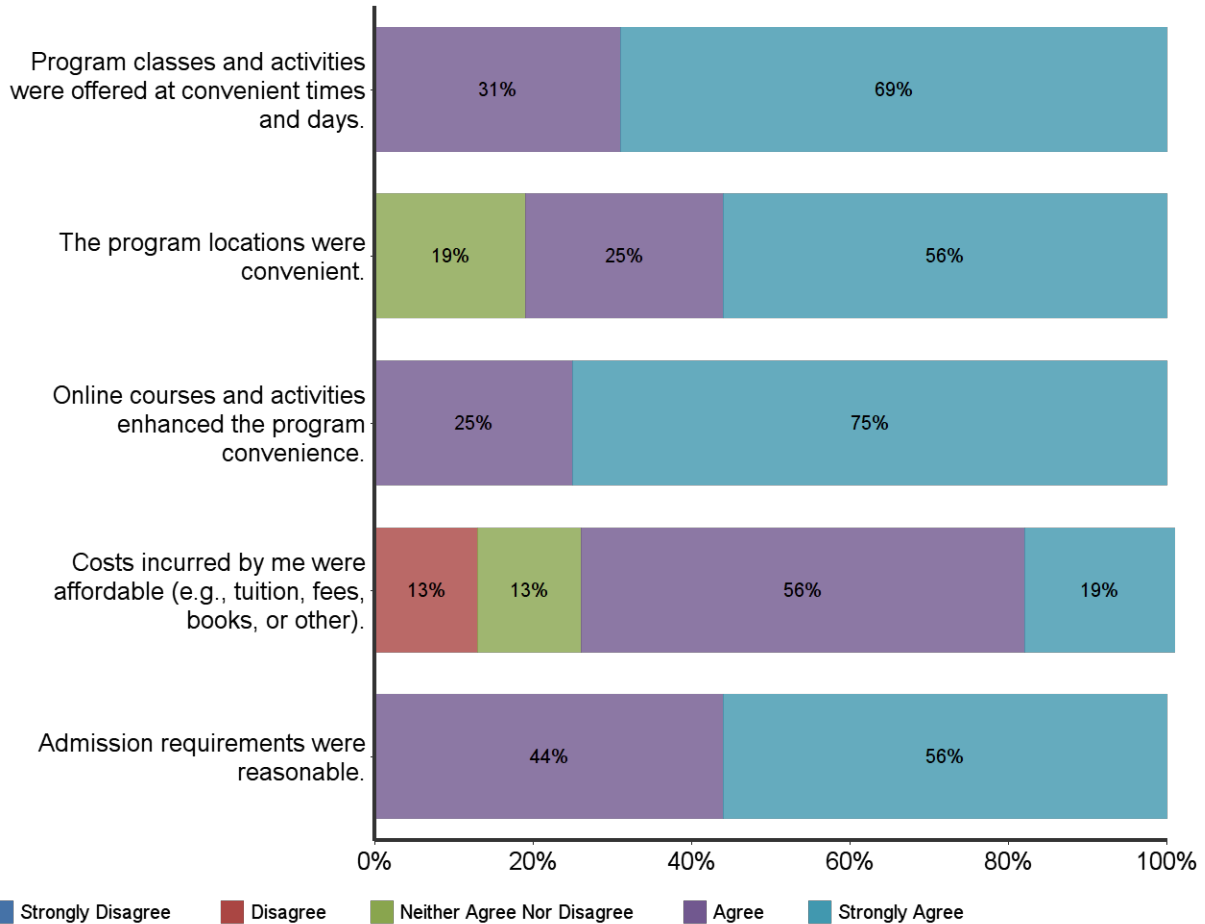| Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
My interactions with fellow students have had a positive influence on my personal growth.	3	5	4.31	0.87	16
My interactions with fellow students have had a positive influence on my professional growth.	3	5	4.5	0.73	16
I developed close relationships with other leaderships students in the program.	1	5	3.75	1.18	16

Program Accessibility

To what extent do you agree or disagree with the following statements about your educational leadership preparation program?

Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
Program classes and activities were offered at convenient times and days.	4	5	4.69	0.48	16
The program locations were convenient.	3	5	4.38	0.81	16
Online courses and activities enhanced the program convenience.	4	5	4.75	0.45	16
Costs incurred by me were affordable (e.g., tuition, fees, books, or other).	2	5	3.81	0.91	16
Admission requirements were reasonable.	4	5	4.56	0.51	16

Internship/Residency Design

Did you have a program-sponsored internship (e.g., internship, residency, or other clinical experiences) working directly with a school or district leader on administrative tasks?

Answer	Bar	Response	%
Yes		9	56%
No		7	44%
Total		16	100%

In what type of internship, residency, or field experience did you participate? (mark all that apply)

Answer	Bar	Response	%
Paid full-time internship		1	7%
Unpaid full-time internship		2	13%
Part-time internship		8	53%
Course embedded clinical work/internship		7	47%
Internship follows completion of coursework		1	7%
Clinical placements in multiple sites		3	20%
Clinical placement in a single site		0	0%
Other (Specify)		2	13%
Total		24	100%

Internship/Residency Quality

To what extent do you agree or disagree with the following statements about your internship experience?
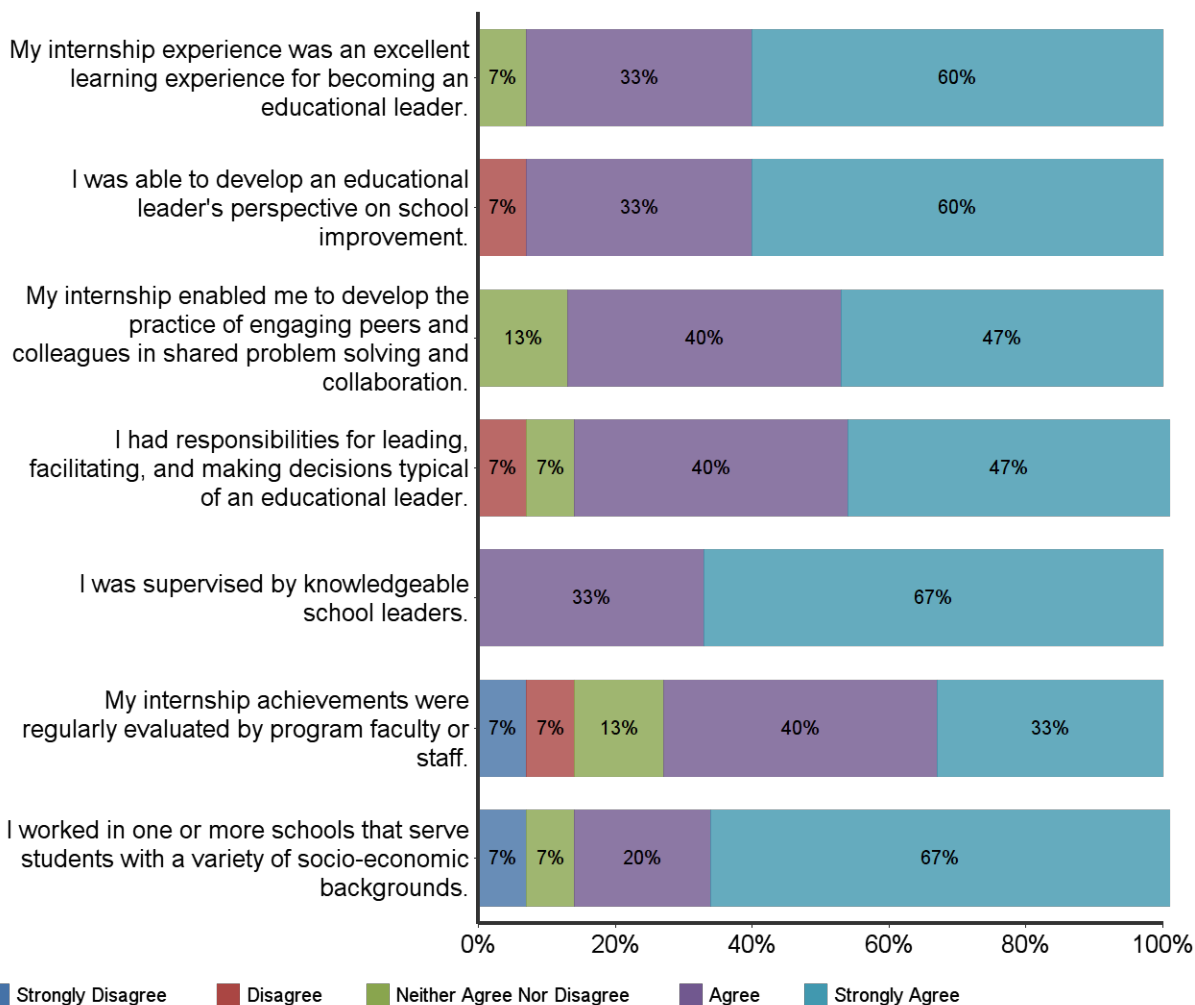
Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
My internship experience was an excellent learning experience for becoming an educational leader.	3	5	4.53	0.64	15
I was able to develop an educational leader's perspective on school improvement.	2	5	4.47	0.83	15
My internship enabled me to develop the practice of engaging peers and colleagues in shared problem solving and collaboration.	3	5	4.33	0.72	15
I had responsibilities for leading, facilitating, and making decisions typical of an educational leader.	2	5	4.27	0.88	15
I was supervised by knowledgeable school leaders.	4	5	4.67	0.49	15
My internship achievements were regularly evaluated by program faculty or staff.	1	5	3.87	1.19	15
I worked in one or more schools that serve students with a variety of socio-economic backgrounds.	1	5	4.4	1.12	15

Learning Outcomes:
Preparation for Leadership Practicies & Behaviors

The following section includes graduates' responses about their leadership practices in the following categories:

- Ethical & Professional Norms
- Strategic Leadership
- Management & Operations
- Instructional Leadership
- Organizational Culture
- Supportive Learning Environment
- Family & Community Relations

Ethics & Professional Norms

Please rate your agreement about how well your leadership program prepared you to do the following.
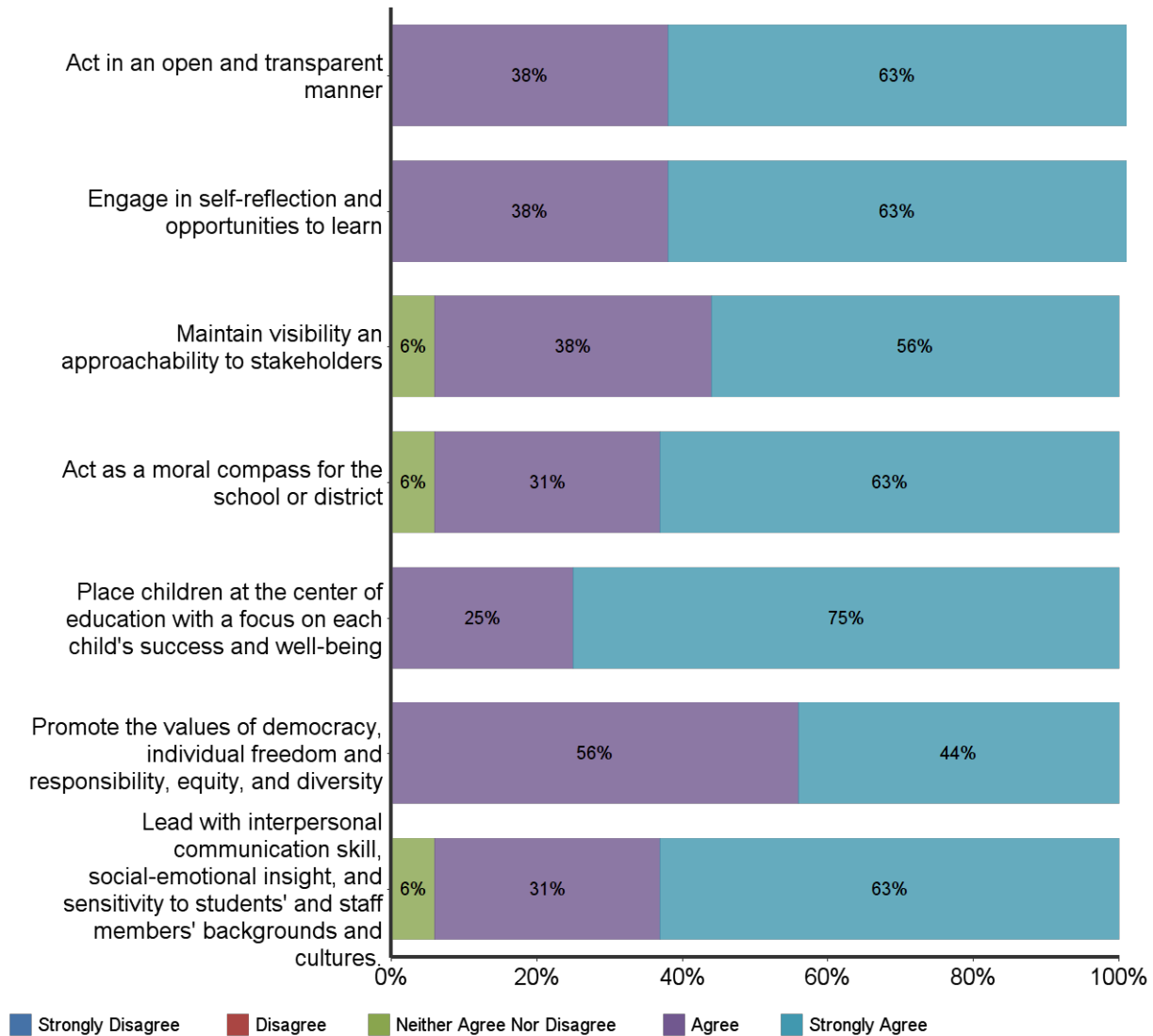
Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
Act in an open and transparent manner	4	5	4.63	0.5	16
Engage in self-reflection and opportunities to learn	4	5	4.63	0.5	16
Maintain visibility an approachability to stakeholders	3	5	4.5	0.63	16
Act as a moral compass for the school or district	3	5	4.56	0.63	16
Place children at the center of education with a focus on each child's success and well-being	4	5	4.75	0.45	16
Promote the values of democracy, individual freedom and responsibility, equity, and diversity	4	5	4.44	0.51	16
Lead with interpersonal communication skill, social-emotional insight, and sensitivity to students' and staff members' backgrounds and cultures.	3	5	4.56	0.63	16

Strategic Leadership

Please rate your agreement about how well your leadership program prepared you to do the following.

Legend: Strongly Disagree | Disagree | Neither Agree Nor Disagree | Agree | Strongly Agree
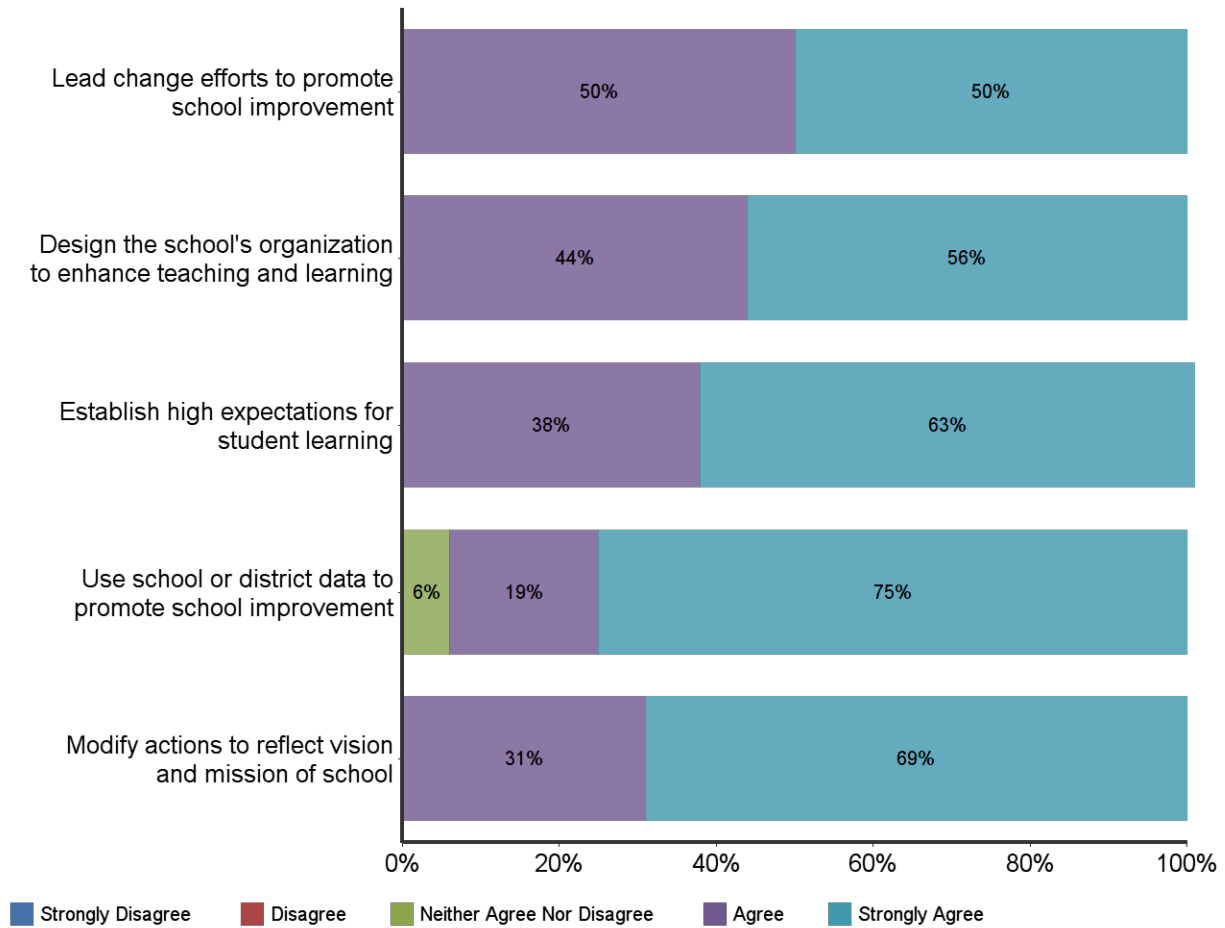
Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
Lead change efforts to promote school improvement	4	5	4.5	0.52	16
Design the school's organization to enhance teaching and learning	4	5	4.56	0.51	16
Establish high expectations for student learning	4	5	4.63	0.5	16
Use school or district data to promote school improvement	3	5	4.69	0.6	16
Modify actions to reflect vision and mission of school	4	5	4.69	0.48	16

Operations and Management

Please rate your agreement about how well your leadership program prepared you to do the following.

Legend: Strongly Disagree | Disagree | Neither Agree Nor Disagree | Agree | Strongly Agree
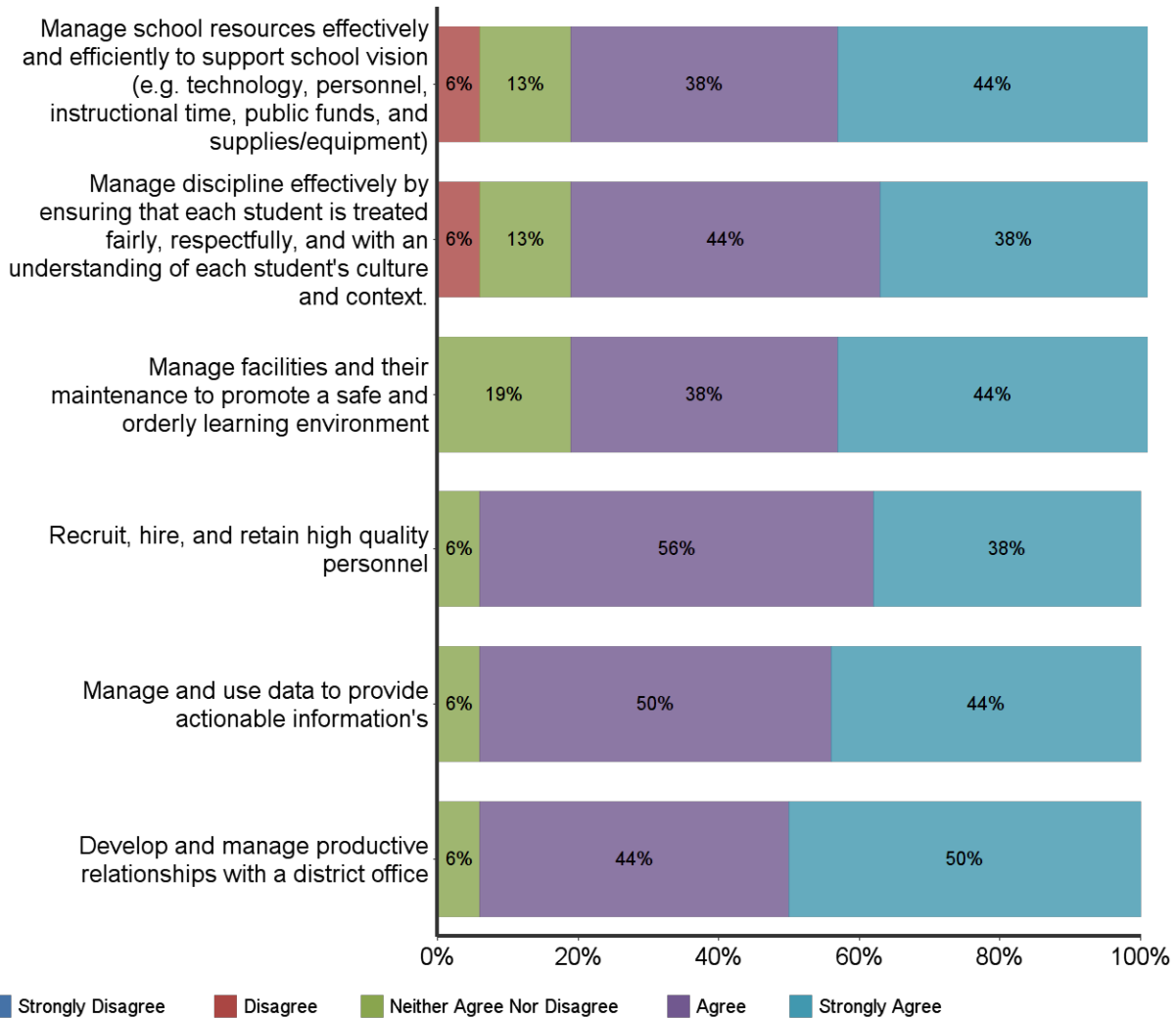
Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
Manage school resources effectively and efficiently to support school vision (e.g. technology, personnel, instructional time, public funds, and supplies/equipment)	2	5	4.19	0.91	16
Manage discipline effectively by ensuring that each student is treated fairly, respectfully, and with an understanding of each student's culture and context.	2	5	4.13	0.89	16
Manage facilities and their maintenance to promote a safe and orderly learning environment	3	5	4.25	0.77	16
Recruit, hire, and retain high quality personnel	3	5	4.31	0.6	16
Manage and use data to provide actionable information's	3	5	4.38	0.62	16
Develop and manage productive relationships with a district office	3	5	4.44	0.63	16

Instructional leadership

Please rate your agreement about how well your leadership program prepared you to do the following.

Response	Develop the individual an collective instructional capacity of faculty	Provide constructive feedback for teachers to improve instruction	Support differentiated instruction to enhance student learning	Support professional development activities for teachers based on identified instructional needs of students	Promote rigorous and relevant curricula, instruction, and assessments	Ensure culturally relevant teaching and learning	Promotes a curriculum that supports college and career readiness	Evaluate curriculum for its use and effectiveness	Support the use of technology to enhance teaching and learning
Disagree		6%							
Neither Agree Nor Disagree						19%	19%	6%	6%
Agree	44%	31%	38%	27%	38%	31%	25%	38%	50%
Strongly Agree	56%	63%	63%	73%	63%	50%	56%	56%	44%

Legend: Strongly Disagree, Disagree, Neither Agree Nor Disagree, Agree, Strongly Agree

Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
Develop the individual an collective instructional capacity of faculty	4	5	4.56	0.51	16
Provide constructive feedback for teachers to improve instruction	2	5	4.5	0.82	16
Support differentiated instruction to enhance student learning	4	5	4.63	0.5	16
Support professional development activities for teachers based on identified instructional needs of students	4	5	4.73	0.46	15
Promote rigorous and relevant curricula, instruction, and assessments	4	5	4.63	0.5	16
Ensure culturally relevant teaching and learning	3	5	4.31	0.79	16
Promotes a curriculum that supports college and career readiness	3	5	4.38	0.81	16
Evaluate curriculum for its use and effectiveness	3	5	4.5	0.63	16
Support the use of technology to enhance teaching and learning	3	5	4.38	0.62	16

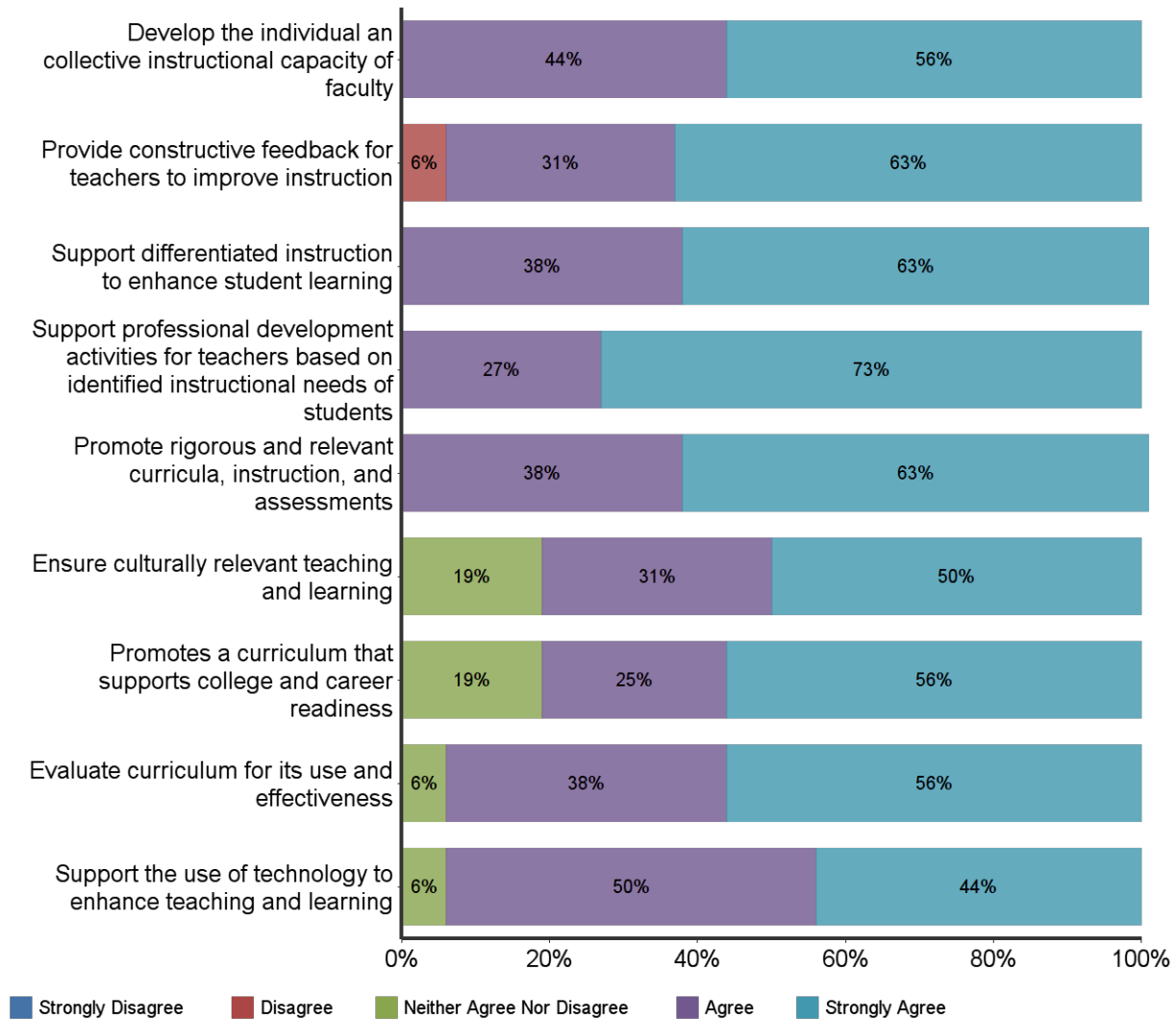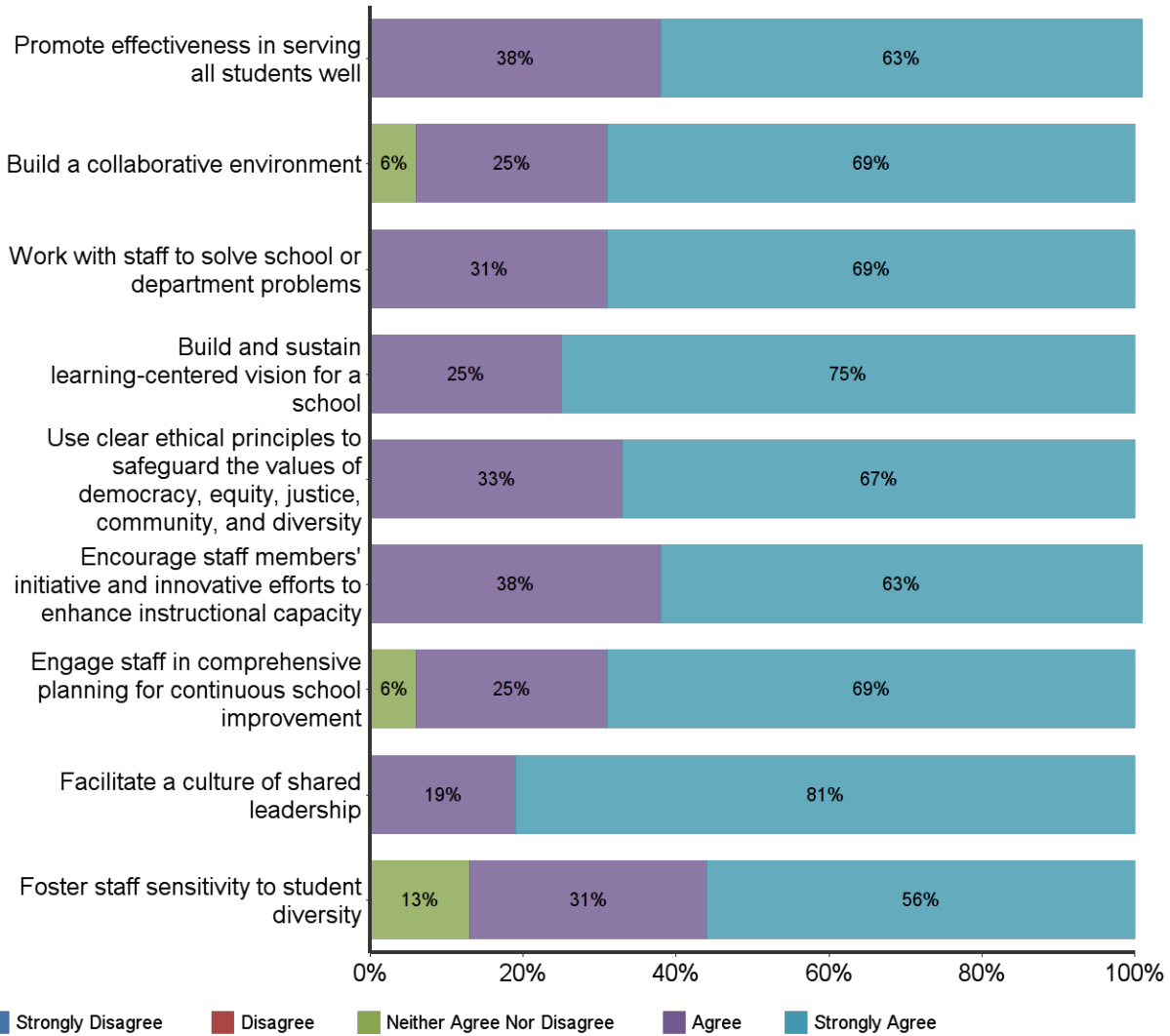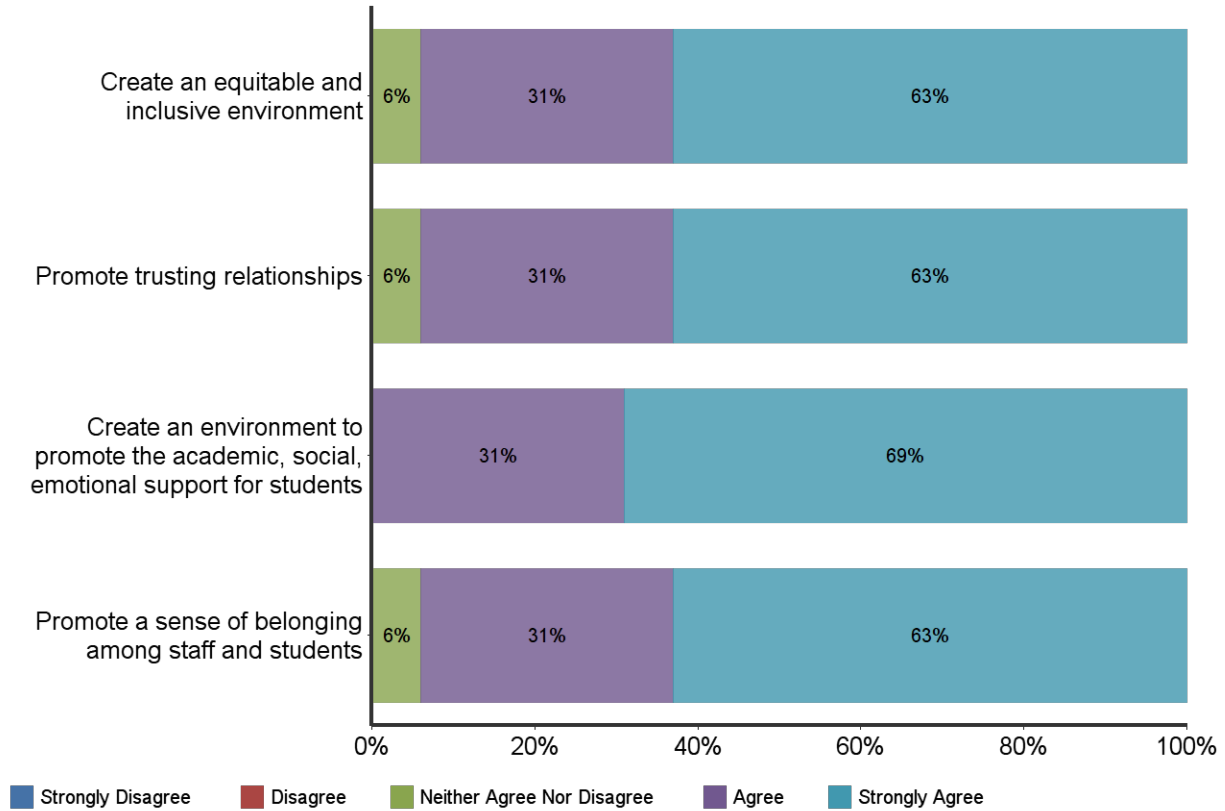## Professional and Organizational Culture

Please rate your agreement about how well your leadership program prepared you to do the following.

Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
Promote effectiveness in serving all students well	4	5	4.63	0.5	16
Build a collaborative environment	3	5	4.63	0.62	16
Work with staff to solve school or department problems	4	5	4.69	0.48	16
Build and sustain learning-centered vision for a school	4	5	4.75	0.45	16
Use clear ethical principles to safeguard the values of democracy, equity, justice, community, and diversity	4	5	4.67	0.49	15
Encourage staff members' initiative and innovative efforts to enhance instructional capacity	4	5	4.63	0.5	16
Engage staff in comprehensive planning for continuous school improvement	3	5	4.63	0.62	16
Facilitate a culture of shared leadership	4	5	4.81	0.4	16
Foster staff sensitivity to student diversity	3	5	4.44	0.73	16

Supportive and Equitable Learning Environment

Please rate your agreement about how well your leadership program prepared you to do the following.

Legend: Strongly Disagree | Disagree | Neither Agree Nor Disagree | Agree | Strongly Agree

- Create an equitable and inclusive environment: 6% (Neither Agree Nor Disagree), 31% (Agree), 63% (Strongly Agree)
- Promote trusting relationships: 6% (Neither Agree Nor Disagree), 31% (Agree), 63% (Strongly Agree)
- Create an environment to promote the academic, social, emotional support for students: 31% (Agree), 69% (Strongly Agree)
- Promote a sense of belonging among staff and students: 6% (Neither Agree Nor Disagree), 31% (Agree), 63% (Strongly Agree)

Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
Create an equitable and inclusive environment	3	5	4.56	0.63	16
Promote trusting relationships	3	5	4.56	0.63	16
Create an environment to promote the academic, social, emotional support for students	4	5	4.69	0.48	16
Promote a sense of belonging among staff and students	3	5	4.56	0.63	16

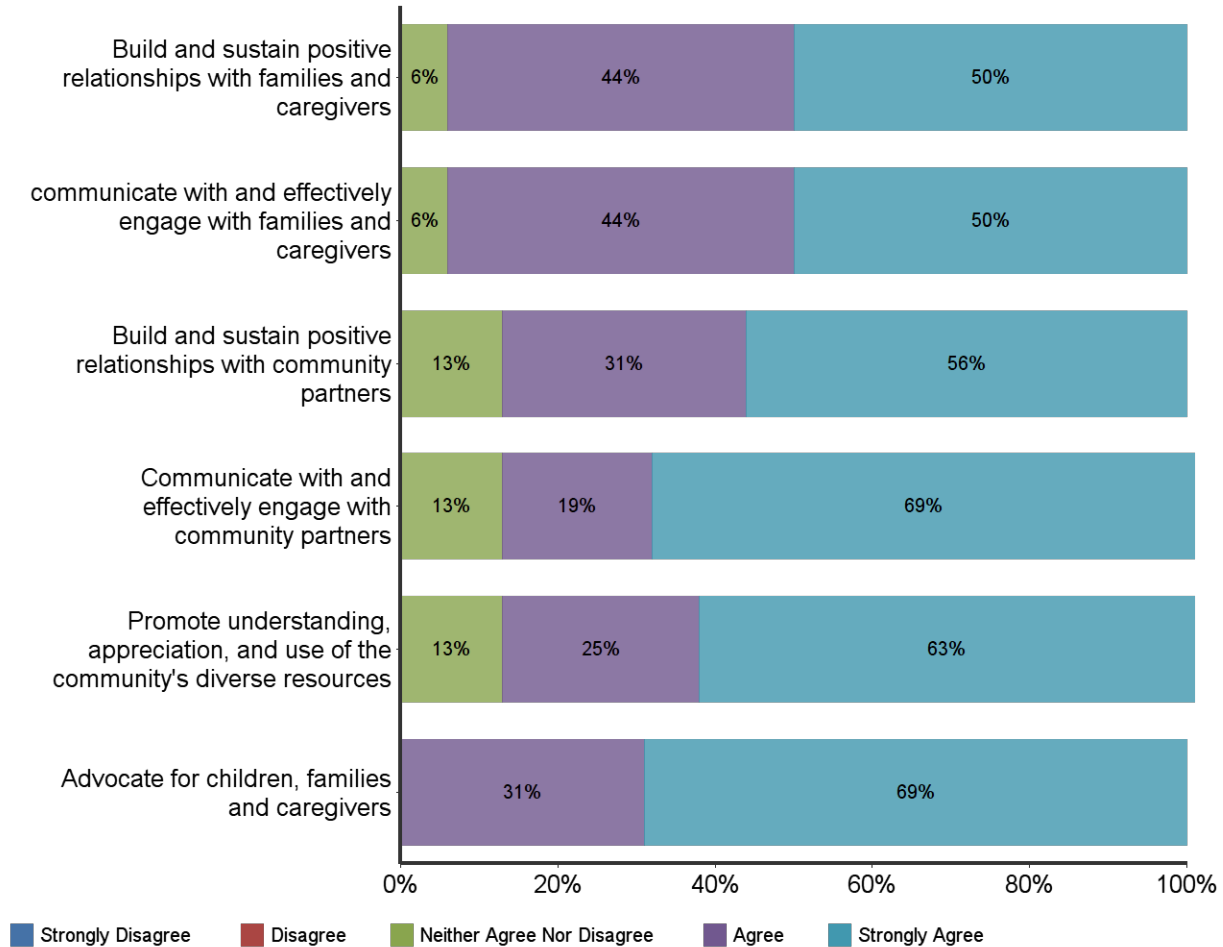## Family and Community Engagement

Please rate your agreement about how well your leadership program prepared you to do the following.

Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
Build and sustain positive relationships with families and caregivers	3	5	4.44	0.63	16
communicate with and effectively engage with families and caregivers	3	5	4.44	0.63	16
Build and sustain positive relationships with community partners	3	5	4.44	0.73	16
Communicate with and effectively engage with community partners	3	5	4.56	0.73	16
Promote understanding, appreciation, and use of the community's diverse resources	3	5	4.5	0.73	16
Advocate for children, families and caregivers	4	5	4.69	0.48	16

Overall Quality of Preparation for School Leadership

To what extent do you agree or disagree with the following statements about your educational leadership preparation program?

Legend: Strongly Disagree | Disagree | Neither Agree Nor Disagree | Agree | Strongly Agree
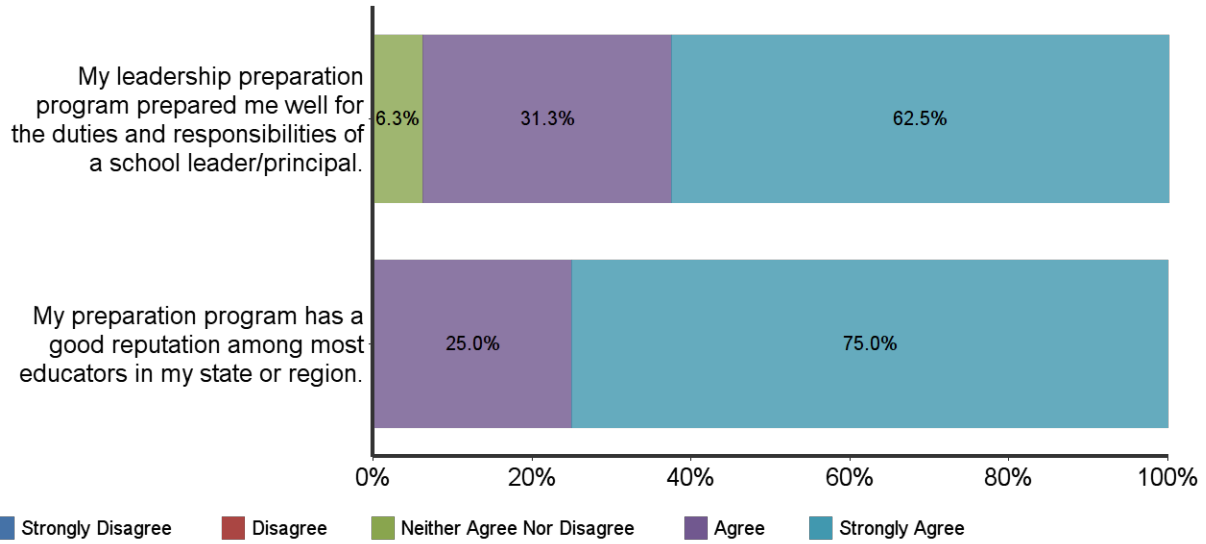
Statistic	Min Value	Max Value	Mean	Standard Deviation	Total Respondents
My leadership preparation program prepared me well for the duties and responsibilities of a school leader/principal.	3	5	4.56	0.63	16
My preparation program has a good reputation among most educators in my state or region.	4	5	4.75	0.45	16

Please use the space below to provide any additional feedback you may have about the quality of your leadership preparation program.

Please Note: All comments will be provided to your institution verbatim. You will only remain anonymouse if you DO NOT identify yourself in your response. If you wish to remain anonymous, please consider the implications of providing certain information, such as the names of faculty members you have worked closely with, your current position or place of employment, cohort specific information, etc.

This program was excellent preparation for school leadership; however, it did lack in real experience with actual school finances. I understand that this could have been learned better through the internship, but having that as a focus would be helpful for students to realize.

My experience in being a student in Utah State University's Administrative/Supervisory program was excellent. I felt I was much better prepared than students from other university programs. The reading, activities, and classwork was targeted in areas that are relevant to today's issues in education. It has also helped me be a better teacher leader.

I will start work in the fall as a curriculum specialist for my district. I believe that my master's degree and educational leadership coursework helped me prepare for and get this promotion.