

Measure 2 (Initial and Advanced): Satisfaction of Employers and Stakeholder Involvement (R4.2, R5.3, RA4.1)

Satisfaction of Employers

One measure that we use to track satisfaction of employers is the California Commission on Teacher Credential Employer Survey. This survey data is incorporated as part of the overall assessment process that contributes to our understanding of employer perception of our graduates in the field. Our 2023-2024 data, however, shows that only one of Chapman's employers responded to the CTC survey completed the survey. Therefore, we can conclude that the data is limited, and it is difficult to compare it against the California mean. The tables below display the 2023-2024 results on a 5-point Likert scale.

[CAEP Measure 2 CSTP Domain 1](#)

[CAEP Measure 2 CSTP Domain 2](#)

[CAEP Measure 2 CSTP Domain 3](#)

[CAEP Measure 2 CSTP Domain 4](#)

[CAEP Measure 2 CSTP Domain 5](#)

[CAEP Measure 2 CSTP Domain 6](#)

Another measure that we use is the EPP developed employer survey. We collect employer information on an ongoing basis and are preparing to run employer surveys at the EPP level this spring. In this survey, we reach out to alumni employers directly to learn additional information about the ways in which we are successful and have room for growth in preparing future education professionals.

Stakeholder Involvement

The EPP actively participates in collaborative decision-making processes and has engaged in multiple formal internal and external stakeholder efforts.

Initial Programs. First, Attallah College has engaged in multiple formal internal stakeholder efforts. Each month the Dean meets with the Dean's Cabinet. The Cabinet includes all Deans, Directors, and other fundamental faculty and staff. During this meeting, the Dean shares essential information, and each member of the cabinet shares issues of concern and challenges from their area of responsibility. The Dean's Cabinet serves as an advisory council to the Dean and recommends policies and resolves questions for engagement and governance. During the 2023-24 AY most of these meetings were spent discussing ways , planning ways to collaborate with our community college partners to improve the transfer process for our future teachers, and the implementation of a new Liberal Studies program designed to support content knowledge development of our undergraduates interested in earning their multiple subject credentials and meeting the California Certification for the revised literacy standards and aligned CalTPA exam.

Second, The EPP actively participates in collaborative decision-making processes with its partners. Attallah College has engaged with multiple formal groups of external stakeholders. The Dean convened a Superintendents and President's Advisory Council

(PK-12 superintendents & community college presidents) multiple times during the academic year. In these meetings, the agenda includes discussions around topics of concern to both the college and stakeholders. Over the course of the 2023-2024 AY, these meetings predominately focused on Literacy and the ways we can better train our candidates to meet the new literacy standards.

As described above, over the past 12 months significant work has been done to launch the LBST (Liberal Studies) major and to align its curriculum to the TK-6 content standards. That was done in partnership with our TK-12 practitioners and faculty across Chapman to develop the new Chapman courses that have been launched this year, as that supports TPE 1 Subject Matter Content preparation and California standards and NGSS alignment.

Advanced Programs. Our school counseling program has actively engaged professional school counselors as key stakeholders to enhance the preparation and quality of its candidates. A structured mock interview process was implemented, where experienced school counselors conducted interviews with school counseling candidates, simulating real-world hiring experiences. Following these interviews, the professional counselors provided feedback through a structured survey, offering insights into the strengths and areas for improvement among the candidates. The data gathered from these surveys will be used to refine the program's curriculum and candidate preparation strategies, ensuring alignment with the current expectations and needs of the field.

Additionally, the program is establishing a cross-Educator Preparation Program (EPP), a collaborative effort aimed at fostering ongoing dialogue and the exchange of best practices. This initiative will bring together faculty, school counseling practitioners, and other stakeholders to share insights on candidate preparation, field experiences, and evolving professional standards. Through this collaborative effort, the program seeks to continuously improve its training model, enhance candidate readiness, and strengthen partnerships with schools and districts.

Finally, the school counseling program is continuing our Advisory Council that meets annually and includes alumni, part time lecturers and fieldwork supervisors, all of whom are current TK-12 school counselors in California. The goal of this council is to review program development and outcome data to provide feedback and suggestions for overall program improvement.