

## Leadership Employer Satisfaction Survey 2024-2025

### Description:

While the Indiana Department of Education (IDOE) distributes an annual satisfaction survey to recent initial completers and their principals, no such survey is conducted by the state for leadership candidates. The EPP distributes its own satisfaction survey aligned to the Indiana RISE Principal Evaluation Model. The aligned survey includes two domains, six categories, and 23 indicators from the RISE model for building-level leaders.

The survey was sent out electronically through Qualtrics, and individual responses were anonymous. The survey was sent to 9 current supervisors of leadership program completers between December 2024 – August 2025 who were in their leadership role for at least a year. Four supervisors completed the survey with a response rate of 44%.

<b>DOMAIN I: Principal Effectiveness</b>						
<i>The Marian program did an outstanding job of preparing this school leader to...</i>						
		Strongly Agree	Agree	Disagree	Strongly Disagree	Not Observed
<b>Human Capital Management</b>						
	1) ...recruit, hire, support, and retain teachers.	1	2			1
	2) ...evaluate teachers.		2			2
	3) ...orchestrate appropriate professional learning opportunities aligned to staff needs.	1	1			2
	4) ...develop leadership and talent among staff with an eye on succession planning.	1	2			1
	5) ...delegate tasks and responsibilities appropriately.	1	2			1
	6) ...use staff placement to support instruction.	1	2			1
	7) ...effectively address teachers in need of improvement.	1	2			1
<b>Instructional Leadership</b>						
	8) ...support a school-wide instructional vision and/or mission.	3	1			
	9) ...use classroom observations to support student academic achievement.	1	1			2
	10) ...support teacher collaboration.	2	2			
<b>Leading Indicators of Student Learning</b>						
	11) ...support the planning and development of Student Learning Objectives (SLOs).	2	2			
	12) ...create rigor in SLOs.	2	2			
	13) ...support, promote, and maximize instructional time.	2	2			

<b>DOMAIN II: Leadership Actions</b>						
<i>The Marian program did an outstanding job of preparing this school leader to...</i>						
		Strongly Agree	Agree	Disagree	Strongly Disagree	Not Observed
<b>Personal Behavior</b>						
	14) ...model professional, ethical, and respectful behavior.	2	1		1	
	15) ...manage time effectively.	2	2			
	16) ...use feedback to improve student performance.	2	2			
	17) ...display initiative and persistence.	2	2			
<b>Building Relationships</b>						
	18) ...create an organizational culture of urgency.	2	2			
	19) ...skillfully and clearly communicate.	2	1	1		
	20) ...create a consensus for change and improvement.	1	2			1
<b>Culture of Achievement</b>						
	21) ...create and support high academic and behavior expectations.	3	1			
	22) ...establish academic rigor.	3	1			
	23) ...utilize data for decision-making.	3	1			

Specify this person's current leadership role	Responses
Principal	1
Assistant Principal	
Other Administrative (Dean, etc.)	1
Classroom Teacher	2
<b>TOTAL</b>	

<b>Overall Satisfaction</b>				
	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Overall, how satisfied are you with the preparation of this leader?	2	2		

**Analysis:**

- Half of the supervisor ratings were for current principals or other administrative leaders and half were for educators still in a classroom teacher role.
- 100% of the respondents reported overall satisfaction with the EPP's preparation program for their employee.
- A large number of "Not observed" ratings were received in the **Human Capital Management** category.

**Interpretation:**

With a small response set, it is difficult to draw conclusions. However, current supervisors of the EPP's leadership program completers report an overall satisfaction with the preparation of their employees. The highest rated categories included **Leading Indicators of Student Learning** and **Culture of Achievement**. There were many questions under **Human Capital Management** that were rated as "Not Observed." This is likely because half of the employees rated were still in classroom teaching roles.