Leadership Employer Satisfaction Survey
2022-2023
This report contains 2023 data. Employer satisfaction data for 2024 and 2025 will be available in July 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. In April 2023, the EPP distributed 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 20 current supervisors of leadership program completers between August 2020 – December 2022 who were in their leadership role for at least a year. Three supervisors completed the survey with a response rate of 15%.

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

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

Specify this person's current leadership role	Responses
Principal	2
Assistant Principal	1
Other Administrative (Dean, etc.)	
Classroom Teacher	
TOTAL	**3**

Overall Satisfaction				
	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Overall, how satisfied are you with the preparation of this leader?	1	2		

Analysis:

- All supervisor ratings were for current principals or assistant principals.

- 100% of the respondents reported high overall satisfaction with the preparation program of their school's administrator, who was prepared by the EPP.

Interpretation:

With a small response set, it is difficult to draw conclusions. However, current supervisors of the EPP's leadership program completers feel a high degree of overall satisfaction with the preparation of their school leaders.