# Warner School First-Year Graduate Survey Results
# AAQEP K12 Leadership Program

In early 2023, the Warner School conducted a First-Year Graduate Survey of individuals who had completed its K-12 school building and school district leadership programs between August 2021 and May 2022 in an effort to obtain feedback from those who were roughly one year post-graduation. Graduates of these programs were asked to share their perceptions, including how well their program prepared them to work in the field based on the AAQEP standards. The survey was administered electronically via Survey Monkey to the population of program completers (N=80). Twenty-seven graduates completed the survey, resulting in a response rate of 33.75%.

| Would you recommend your program to other prospective students? | |
|---|---|
| Definitely Yes | 84.62% |
| Probably Yes | 11.54% |
| Unsure | 0.00% |
| Probably No | 3.85% |
| Definitely No | 0.00% |

| My education at Warner in the K-12 School Leadership Program prepared me to…… | Strongly Disagree/ Disagree | Neither Agree or Disagree | Agree/Strongly Agree |
|---|---|---|---|
| Possess content, pedagogical, and professional school and district leadership knowledge | 0.00% | 3.70% | 96.30% |
| Possess knowledge of learners, learning theory (including social, emotional, and academic dimensions), and application of learning theory) | 0.00% | 14.81% | 85.18% |
| Possess knowledge, skills, and professional dispositions in culturally responsive practice, including intersectionality of race, ethnicity, class, gender identity and expression, sexual identity, and the impact of language acquisition and literacy development on learning | 0.00% | 11.11% | 88.88% |
| Possess knowledge and skills in assessment of and for student learning, assessment and data literacy, and the use of data to inform practice | 0.00% | 3.70% | 96.29% |
| Possess knowledge and skills in creation and development of positive learning and work environments | 0.00% | 7.41% | 92.60% |
| Possess dispositions and behaviors required for successful professional practice | 0.00% | 7.41% | 92.60% |
| Understand and engage school and cultural communities | 0.00% | 7.69% | 92.31% |
| Foster relationships with families/guardians/caregivers in a variety of communities | 3.70% | 11.11% | 85.18% |

| My education at Warner in the K-12 School Leadership Program prepared me to…… | Strongly Disagree/ Disagree | Neither Agree or Disagree | Agree/Strongly Agree |
|---|---|---|---|
| Engage in culturally responsive educational practices with all learners | 0.00% | 7.41% | 92.59% |
| Use strategies to develop productive learning environments in a variety of school contexts | 0.00% | 7.41% | 92.60% |
| Support implementation of school and/or district mission/vision | 0.00% | 7.41% | 92.59% |
| Support individual growth in every student, including growth in international and global perspectives | 0.00% | 14.81% | 85.19% |
| Establish goals for your own professional growth and engage in self-assessment, goal setting, and reflection on your own practice | 0.00% | 3.70% | 96.30% |
| Evaluate, develop, and implement systems of supervision, support, evaluation, and professional learning designed to enhance professional collaborative learning and promote school improvement and student success | 0.00% | 7.41% | 92.59% |
| Evaluate, engage in decision-making and advocacy about district, state, and national policy, laws, rules, and regulations. | 0.00% | 18.52% | 81.48% |

| In my role as a teacher/specialist/K-12 leader I can…. | Disagree / Strongly Disagree | Neither Agree nor Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| Apply content, pedagogical, and professional school and district leadership knowledge to daily practice | 0.00% | 8.00% | 92.00% |
| Apply knowledge of learners, learning theory (including social, emotional, and academic dimensions), and application of learning theory | 0.00% | 4.00% | 96.00% |
| Apply knowledge, skills, and professional dispositions in culturally responsive practice, including intersectionality of race, ethnicity, class, gender identity and expression, sexual identity, and the impact of language acquisition and literacy development on learning | 0.00% | 8.00% | 92.00% |
| Apply knowledge and skills in assessment of and for student learning, assessment and data literacy, and the use of data to inform practice | 0.00% | 4.00% | 96.00% |
| Apply knowledge and skills in creation and development of positive learning and work environments | 0.00% | 4.00% | 96.00% |
| Apply professional dispositions and behaviors required for successful professional practice | 0.00% | 8.00% | 92.00% |
| Understand and engage school and cultural communities | 0.00% | 8.00% | 92.00% |
| Foster relationships with families/guardians/caregivers in a variety of communities | 0.00% | 8.00% | 92.00% |
| Engage in culturally responsive educational practices with all learners | 0.00% | 8.00% | 92.00% |
| Use strategies to develop productive learning environments in a variety of school contexts | 0.00% | 8.00% | 92.00% |

| In my role as a teacher/specialist/K-12 leader I can…. | Disagree / Strongly Disagree | Neither Agree nor Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| Support implementation of school and/or district mission/vision | 0.00% | 8.00% | 92.00% |
| Support individual growth in every student, including growth in international and global perspectives | 0.00% | 12.00% | 88.00% |
| Establish goals for your own professional growth and engage in self-assessment, goal setting, and reflection on your own practice | 0.00% | 8.00% | 92.00% |
| Evaluate, develop, and implement systems of supervision, support, evaluation, and professional learning designed to enhance professional collaborative learning and promote school improvement and student success | 0.00% | 8.00% | 92.00% |
| Evaluate, engage in decision making and advocacy about district, state, and national policy, laws, rules, and regulations | 0.00% | 16.00% | 84.00% |

# Warner School Alumni Survey Results
## AAQEP K12 Leadership Program

In spring of 2023, the Warner School conducted an Alumni Survey of individuals who had completed its K-12 school building and school district leadership programs between August 2021 and May 2022 or between August 2017 and May 2018 in an effort to obtain feedback from those who were roughly three or five years post-graduation. Graduates of these programs were asked to share their perceptions, including how well their program prepared them to work in the field based on the AAQEP standards. The survey was administered electronically via Survey Monkey to the population of program completers (N=82). Twenty-four graduates completed the survey, resulting in a response rate of 29.3%.

| Would you recommend your program to other prospective students? | |
|---|---|
| Definitely Yes | 75.00% |
| Probably Yes | 16.67% |
| Unsure | 4.17% |
| Probably No | 4.17% |
| Definitely No | 0.00% |

| My education at Warner in the K-12 School Leadership Program prepared me to…… | Strongly Disagree/ Disagree | Neither Agree or Disagree | Agree/Strongly Agree |
|---|---|---|---|
| Possess content, pedagogical, and professional school and district leadership knowledge | 0.00% | 4.17% | 95.83% |
| Possess knowledge of learners, learning theory (including social, emotional, and academic dimensions), and application of learning theory) | 0.00% | 16.67% | 83.34% |
| Possess knowledge, skills, and professional dispositions in culturally responsive practice, including intersectionality of race, ethnicity, class, gender identity and expression, sexual identity, and the impact of language acquisition and literacy development on learning | 12.50% | 33.33% | 54.16% |
| Possess knowledge and skills in assessment of and for student learning, assessment and data literacy, and the use of data to inform practice | 0.00% | 16.67% | 83.33% |
| Possess knowledge and skills in creation and development of positive learning and work environments | 0.00% | 8.33% | 91.67% |
| Possess dispositions and behaviors required for successful professional practice | 0.00% | 8.33% | 91.67% |
| Understand and engage school and cultural communities | 4.17% | 12.50% | 83.33% |
| Foster relationships with families/guardians/caregivers in a variety of communities | 4.17% | 16.67% | 79.17% |

| My education at Warner in the K-12 School Leadership Program prepared me to…… | Strongly Disagree/ Disagree | Neither Agree or Disagree | Agree/Strongly Agree |
|---|---|---|---|
| Engage in culturally responsive educational practices with all learners | 16.67% | 16.67% | 66.67% |
| Use strategies to develop productive learning environments in a variety of school contexts | 0.00% | 8.33% | 91.67% |
| Support implementation of school and/or district mission/vision | 4.17% | 0.00% | 95.83% |
| Support individual growth in every student, including growth in international and global perspectives | 4.17% | 25.00% | 70.84% |
| Establish goals for your own professional growth and engage in self-assessment, goal setting, and reflection on your own practice | 4.17% | 8.33% | 87.50% |
| Evaluate, develop, and implement systems of supervision, support, evaluation, and professional learning designed to enhance professional collaborative learning and promote school improvement and student success | 4.17% | 16.67% | 79.17% |
| Evaluate, engage in decision making and advocacy about district, state, and national policy, laws, rules, and regulations. | 8.33% | 0.00% | 91.67% |

| In my role as a teacher/specialist/K-12 leader I can…. | Disagree / Strongly Disagree | Neither Agree nor Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| Apply content, pedagogical, and professional school and district leadership knowledge to daily practice | 0.00% | 0.00% | 100.00% |
| Apply knowledge of learners, learning theory (including social, emotional, and academic dimensions), and application of learning theory | 0.00% | 4.17% | 95.83% |
| Apply knowledge, skills, and professional dispositions in culturally responsive practice, including intersectionality of race, ethnicity, class, gender identity and expression, sexual identity, and the impact of language acquisition and literacy development on learning | 8.33% | 16.67% | 75.00% |
| Apply knowledge and skills in assessment of and for student learning, assessment and data literacy, and the use of data to inform practice | 4.17% | 0.00% | 95.83% |
| Apply knowledge and skills in creation and development of positive learning and work environments | 4.17% | 0.00% | 95.83% |
| Apply professional dispositions and behaviors required for successful professional practice | 0.00% | 4.17% | 95.83% |
| Understand and engage school and cultural communities | 0.00% | 12.50% | 87.50% |
| Foster relationships with families/guardians/caregivers in a variety of communities | 4.17% | 8.33% | 87.50% |
| Engage in culturally responsive educational practices with all learners | 12.50% | 12.50% | 75.00% |
| Use strategies to develop productive learning environments in a variety of school contexts | 0.00% | 4.17% | 95.84% |

| | Disagree / Strongly Disagree | Neither Agree nor Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| Support implementation of school and/or district mission/vision | 0.00% | 8.33% | 91.67% |
| Support individual growth in every student, including growth in international and global perspectives | 0.00% | 8.33% | 91.67% |
| Establish goals for your own professional growth and engage in self-assessment, goal setting, and reflection on your own practice | 4.17% | 0.00% | 95.83% |
| Evaluate, develop, and implement systems of supervision, support, evaluation, and professional learning designed to enhance professional collaborative learning and promote school improvement and student success | 0.00% | 4.17% | 95.84% |
| Evaluate, engage in decision making and advocacy about district, state, and national policy, laws, rules, and regulations | 4.17% | 8.33% | 87.50% |

| In my role as a teacher/specialist/K-12 leader I can….I regularly engage in professional learning in the area of… | Disagree / Strongly Disagree | Neither Agree nor Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| Applying content, pedagogical, and professional school and district leadership knowledge to daily practice | 0.00% | 0.00% | 100.00% |
| Developing knowledge of learners, learning theory (including social, emotional, and academic dimensions), and application of learning theory | 0.00% | 0.00% | 100.00% |
| Developing knowledge, skills, and professional dispositions in culturally responsive practice, including intersectionality of race, ethnicity, class, gender identity and expression, sexual identity, and the impact of language acquisition and literacy development on learning | 0.00% | 8.33% | 91.66% |
| Developing knowledge and skills in assessment of and for student learning, assessment and data literacy, and the use of data to inform practice | 0.00% | 4.17% | 95.84% |
| Developing knowledge and skills in creation and development of positive learning and work environments | 0.00% | 12.50% | 87.50% |
| Developing dispositions and behaviors required for successful professional practice | 4.17% | 4.17% | 91.67% |
| Understanding and engaging school and cultural communities | 4.17% | 4.17% | 91.67% |
| Fostering relationships with families/guardians/caregivers in a variety of communities | 8.33% | 4.17% | 87.50% |
| Engaging in culturally responsive educational practices with diverse learners | 0.00% | 4.17% | 95.83% |
| Using strategies to develop productive learning environments in a variety of school contexts | 0.00% | 0.00% | 100.00% |
| Supporting implementation of school and/or district mission/vision | 0.00% | 12.50% | 87.50% |
| Supporting individual growth in every student, including growth in international and global perspectives | 0.00% | 12.50% | 87.50% |
| Evaluating, developing, and implementing systems of supervision, support, evaluation, and professional learning designed to enhance professional collaborative learning and promote school improvement and student success | 4.17% | 8.33% | 87.50% |

| | | | |
|---|---|---|---|
| Evaluating and engaging in decision making and advocacy about district, state, and national policy, laws, rules, and regulations | 4.17% | 20.83% | 75.00% |

# Warner School Employer Survey Results AAQEP
# K12 Leadership Program

In May 2023, the Warner School conducted a survey of individuals who employ graduates from our K-12 school building and school district leadership programs. The survey was administered electronically via Survey Monkey to the population of individuals who we identified through our completer exit survey, graduate surveys, and/or graduates' correspondence with advisors as employing one or more of our graduates (N=57). Fourteen employers completed the survey, resulting in a response rate of 24.6%.

| Relative to other employees you supervise, how do Warner School graduates perform as educators? | |
|---|---|
| Better than others | 50.00% |
| Somewhat better than others | 33.33% |
| About the same as others | 8.33% |
| Somewhat worse than others | 8.33% |
| Worse than others | 0.00% |

| Overall, based on what you know about the preparedness of our graduates, how likely are you to hire a graduate from a leadership preparation program at the Warner School of Education in the future? | |
|---|---|
| Very likely | 0.00% |
| Somewhat likely | 0.00% |
| Neutral-neither likely or unlikely | 8.33% |
| Somewhat unlikely | 33.33% |
| Very unlikely | 58.33% |

| The Warner School K-12 School/District Leadership advanced certification completer demonstrates the ability to….. | Strongly Disagree/ Disagree | Neither Agree or Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| Apply content, pedagogical, and professional school and district leadership knowledge to daily practice | 7.14% | 7.14% | 85.71% |
| Apply knowledge of learners, learning theory (including social, emotional, and academic dimensions), and application | 7.14% | 7.14% | 85.72% |
| Apply knowledge, skills, and professional dispositions in culturally responsive practice, including intersectionality of | 7.14% | 7.14% | 85.71% |
| Apply knowledge and skills in assessment of and for student learning, assessment and data literacy, and the use of data to | 7.69% | 7.69% | 84.62% |
| Apply knowledge and skills in creation and development of positive learning and work environments | 7.14% | 0.00% | 92.86% |
| Apply professional dispositions and behaviors required for successful professional practice | 7.14% | 0.00% | 92.85% |

| The Warner School K-12 School/District Leadership advanced certification completer demonstrates the ability to….. | Strongly Disagree/ Disagree | Neither Agree or Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| Understand and engage school and cultural communities | 7.14% | 21.43% | 71.43% |
| Foster relationships with families/guardians/caregivers in a variety of communities | 7.14% | 21.43% | 71.42% |
| Engage in culturally responsive educational practices with all learners | 14.28% | 0.00% | 85.72% |
| Use strategies to develop productive learning environments in a variety of school contexts | 7.14% | 14.29% | 78.57% |
| Support implementation of school and/or district mission/vision | 7.69% | 0.00% | 92.31% |
| Support individual growth in every student, including growth in international and global perspectives | 7.14% | 7.14% | 85.71% |
| Establish goals for your own professional growth and engage in self-assessment, goal setting, and reflection on your own | 7.14% | 14.29% | 78.57% |
| Evaluate, develop, and implement systems of supervision, support, evaluation, and professional learning designed to | 7.14% | 14.29% | 78.57% |
| Evaluate, engage in decision making and advocacy about district, state, and national policy, laws, rules, and regulations | 7.14% | 7.14% | 85.72% |

| The Warner School K-12 School/District Leadership advanced certification completer regularly engages in professional learning in the area of…. | Disagree / Strongly Disagree | Neither Agree nor Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| Applying content, pedagogical, and professional school and district leadership knowledge to daily practice | 9.09% | 0.00% | 90.91% |
| Developing knowledge of learners, learning theory (including social, emotional, and academic dimensions), and application of learning theory | 9.09% | 0.00% | 90.90% |
| Developing knowledge, skills, and professional dispositions in culturally responsive practice, including intersectionality of race, ethnicity, class, gender identity and expression, sexual identity, and the impact of language acquisition and literacy development on learning | 9.09% | 9.09% | 81.81% |
| Developing knowledge and skills in assessment of and for student learning, assessment and data literacy, and the use of data to inform practice | 9.09% | 0.00% | 90.91% |
| Developing knowledge and skills in creation and development of positive learning and work environments | 9.09% | 0.00% | 90.91% |
| Developing dispositions and behaviors required for successful professional practice | 9.09% | 0.00% | 90.91% |
| Understanding and engaging school and cultural communities | 9.09% | 0.00% | 90.90% |
| Fostering relationships with families/guardians/caregivers in a variety of | 9.09% | 9.09% | 81.81% |

| The Warner School K-12 School/District Leadership advanced certification completer regularly engages in professional learning in the area of…. | Disagree / Strongly Disagree | Neither Agree nor Disagree | Agree/ Strongly Agree |
|---|---|---|---|
| communities | | | |
| Engaging in culturally responsive educational practices with all learners | 9.09% | 0.00% | 90.91% |
| Using strategies to develop productive learning environments in a variety of school contexts | 9.09% | 0.00% | 90.91% |
| Supporting implementation of school and/or district mission/vision | 10.00% | 0.00% | 90.00% |
| Supporting individual growth in every student, including growth in international and global perspectives | 9.09% | 0.00% | 90.91% |
| Evaluating, developing, and implementing systems of supervision, support, evaluation, and professional learning designed to enhance professional collaborative learning and promote school improvement and student success | 9.09% | 9.09% | 81.82% |
| Evaluating and engaging in decision making and advocacy about district, state, and national policy, laws, rules, and regulations. | 9.09% | 0.00% | 90.91% |