Credential Program Completer Survey Questions
Preliminary Administrative Services

The California Commission on Teacher Credentialing (Commission) is interested in your views on the scope and quality of your administrator preparation program. Your participation in this survey will help improve the preparation of future administrators for California's schools and students. Thank you in advance for sharing your valuable insights.

Please note that this survey is not intended to be an evaluation of your competence, but rather an opportunity for you to tell the Commission what you think about the quality of the administrator preparation program you recently completed.

Informed Consent
Participation in this survey is voluntary but the information is very important to help improve the preparation of school administrators in California. The Commission will use this information within its quality review processes for accredited preparation programs.

Your decision whether or not to participate in the survey will not affect the processing of your credential application. Every measure will be taken to assure the confidentiality of your response; the Commission will not use your name or other identifying information when reporting the results.

Thank you for your time and your responses.

Visionary Leadership

How well did your administrator preparation program prepare you to do each of the following as an administrator?

1. Develop and articulate a vision of teaching and learning for the school consistent with the local education agency's overall vision and goals
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
2. Develop a shared commitment to the vision among all members of the school community
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
3. Lead by example to promote implementation of the vision
    - Very well
    - Well
    - Adequately

FOR REFERENCE ONLY
DO NOT COPY

- Poorly
- Not at all

4. Share leadership with others in the school community
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all

Instructional Leadership

How well did your administrator preparation program prepare you to do each of the following as an administrator?

5. Promote implementation of K-12 standards, and pedagogical skills, effective instructional practices and student assessments for content instruction
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
6. Evaluate, analyze, and provide feedback on the effectiveness of classroom instruction to promote student learning and teacher professional growth
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
7. Demonstrate understanding of the school and community context, including the instructional implications of cultural/linguistic, socioeconomic, and political factors
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
8. Communicate with the school community about school wide outcomes data and improvement goals
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all

FOR REFERENCE ONLY
DO NOT COPY

School Improvement Leadership

How well did your administrator preparation program prepare you to do each of the following as an administrator?

9. Work with others to identify student and school needs and develop a data-based school growth plan
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
10. Implement change strategies based on current, relevant theories and best practices in school improvement
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
11. Identify and use available human, fiscal, and material resources to implement the school growth plan
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
12. Institute a collaborative, ongoing process of monitoring and revising the growth plan based on student outcome
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all

Professional Learning and Growth Leadership

How well did your administrator preparation program prepare you to do each of the following as an administrator?

13. Model life-long learning and job-related professional growth
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
14. Help teachers improve their individual professional practice through professional growth activities
    - Very well

FOR REFERENCE ONLY
DO NOT COPY

- Well
- Adequately
- Poorly
- Not at all

15. Identify and facilitate a variety of professional and personal growth opportunities for faculty, staff, parents, and other members of the school community in support of the educational program
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all

Organizational and Systems Leadership

How well did your administrator preparation program prepare you to do each of the following as an administrator?

16. Understand and manage the complex interaction of all of the school's systems to promote teaching and learning
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
17. Develop, implement, and monitor the school's budget
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all
18. Implement California school laws, guidelines, and other relevant federal, state, and local requirements and regulations
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all

Community Leadership

How well did your administrator preparation program prepare you to do each of the following as an administrator?

19. Represent and promote the school's accomplishments and needs to the LEA and the public
    - Very well
    - Well

FOR REFERENCE ONLY
DO NOT COPY

- Adequately
- Poorly
- Not at all

20. Engage the community in helping achieve the school's vision and goals
    - Very well
    - Well
    - Adequately
    - Poorly
    - Not at all

Field-based Experience and Other Program Experiences

21. Were your field-based experiences: (check all that apply)
    - ☐ Helpful to understanding the day-to-day roles and responsibilities of a school administrator?
    - ☐ Helpful to understanding the long-term roles and responsibilities of a school administrator
    - ☐ Helpful in providing an opportunity to practice the job role of a school administrator?
    - ☐ Related to the administrator job role that you plan to seek?
    - ☐ Sufficient?
    - ☐ My program did not provide field experiences.
22. My program supervisor: (check all that apply)
    - ☐ Was an excellent mentor
    - ☐ Was experienced and effective
    - ☐ Understood current educational theory
    - ☐ Helped me develop problem solving processes that led to my success
    - ☐ Helped me develop collegial practices that led to my success
    - ☐ Was well versed in helping me work through problems in educational leadership
    - ☐ Promoted reflective practice
    - ☐ I did not have a program supervisor.
23. My program supervisor provided consistent feedback.
    - Strongly agree
    - Agree
    - Neutral
    - Disagree
    - Strongly disagree
    - I did not have a program supervisor
24. My field-based supervisor provided consistent feedback.
    - Strongly agree
    - Agree
    - Neutral
    - Disagree
    - Strongly disagree
    - I did not have a field-based supervisor

FOR REFERENCE ONLY
DO NOT COPY

25. I received individualized mentoring and professional development with knowledgeable program supervisor.
    - Strongly agree
    - Agree
    - Neutral
    - Disagree
    - Strongly disagree
    - I did not have a program supervisor
26. The field-based experiences I completed during my program helped prepare me for my role as a school leader.
    - Strongly agree
    - Agree
    - Neutral
    - Disagree
    - Strongly disagree
    - I did not have field-based experiences in my program
27. My field-based experiences allowed me to practice and apply my knowledge of leadership acquired through my program's coursework.
    - Strongly agree
    - Agree
    - Neutral
    - Disagree
    - Strongly disagree
    - I did not have field-based experiences in my program
28. Approximately how much time did you spend doing supervised fieldwork?
    - 800 hours or more
    - 600–799 hours
    - 300–599 hours
    - 100–299 hours
    - Less than 100 hours
    - I did not do any supervised field work
29. About how often did you communicate with your program supervisor about issues related to your practice?
    - Daily
    - 2-3 times per week
    - Once per week
    - Twice per month
    - Once per month
    - Less than once per month
    - Never or I did not have a program supervisor
30. About how often did you receive support in the field from your program supervisor?
    - Daily

FOR REFERENCE ONLY
DO NOT COPY

- 2-3 times per week
- Once per week
- Twice per month
- Once per month
- Less than once per month
- Never or I did not have a program supervisor

Performance Assessment

31. The following questions are related to how well your program prepared and supported you in developing your submission for the Administrator Performance Assessment (APA) requirement:
    a. How well did your preparation program prepare you to complete the APA in your content area?
        - Very well
        - Well
        - Adequately
        - Poorly
        - Not at all
    b. How well did your preparation program help you understand the purpose of the APA?
        - Very well
        - Well
        - Adequately
        - Poorly
        - Not at all
    c. How well did your preparation program help you understand the specific APA tasks?
        - Very well
        - Well
        - Adequately
        - Poorly
        - Not at all
    d. How well did your preparation program help you understand the APA scoring rubrics?
        - Very well
        - Well
        - Adequately
        - Poorly
        - Not at all
    e. How well did your preparation program help you understand the APA submission and scoring processes?
        - Very well
        - Well
        - Adequately
        - Poorly
        - Not at all

FOR REFERENCE ONLY
DO NOT COPY

f. (If applicable) If you were not successful in your first attempt at meeting the APA requirement, how well did your program provide remediation to prepare you for resubmission?
   - Very well
   - Well
   - Adequately
   - Poorly
   - Not at all

Your Overall Program Summary

32. Overall, how well do you think your program prepared you to become a school leader?
    - Very well
    - Adequately
    - Poorly
    - No opinion, or decline to state
33. How effective was your preparation program at helping you develop the skills and tools you needed to become a school leader?
    - Very effective
    - Effective
    - Somewhat effective
    - Ineffective
    - No opinion, or decline to state
34. Please indicate the reason, or reasons, you enrolled in and completed the Preliminary Administrative Services program. (check all that apply)
    - ☐ Want to get a position as a school administrator
    - ☐ Have a position as a school, district, or county office administrator (completed the program as an Administrative Intern)
    - ☐ Want to get a position as a district office or county office administrator
    - ☐ Wanted to earn a Master's degree
    - ☐ Wanted to earn units for the salary schedule
    - ☐ Other
35. Which of these best describes your primary job role while you were preparing to be a school leader?
    - General Education Teacher
    - Special Education Teacher
    - Counselor or other Pupil Personnel Services role
    - School Nurse, Teacher Librarian, or Speech Language Pathologist
    - Mentor/Master/Teacher Leader
    - School Administrator (Intern program)
    - Other

Demographics

36. Are you Hispanic or Latino?
    - No, not Hispanic or Latino
    - Yes, Hispanic or Latino

FOR REFERENCE ONLY
DO NOT COPY

37. What is your race? Check all that apply.
    - ☐ American Indian or Alaska Native
    - ☐ Asian Indian
    - ☐ Black or African American
    - ☐ Cambodian
    - ☐ Chinese
    - ☐ Filipino
    - ☐ Guamanian
    - ☐ Hawaiian
    - ☐ Hmong
    - ☐ Japanese
    - ☐ Korean
    - ☐ Laotian
    - ☐ Other Asian
    - ☐ Other Pacific Islander
    - ☐ Samoan
    - ☐ Tahitian
    - ☐ Vietnamese
    - ☐ White
38. What is your gender identity?
    - o Female
    - o Male
    - o Nonbinary
    - o Decline to state

FOR REFERENCE ONLY
DO NOT COPY