

VEAC Advanced Employer Survey for Reading Specialist for 2022-23

Survey Items	Degree		Demographics				Benchmarks		
	MEd		Completers of Color		White Only		All		All VEAC
	Mean	St. Dev.	Mean	St. Dev.	Mean	St. Dev.	Mean	St. Dev.	Mean
<i>Demonstrate expertise in the ability to use diagnostic data to inform instruction for acceleration, intervention, remediation, and differentiation.</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.56
<i>Demonstrate expertise in the use of technology for both process and product as they work to guide students with reading, writing, and research.</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.39
<i>Demonstrate expertise with educational measurement and evaluation, including validity, reliability, and normative comparisons in test design and selections;</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.46
<i>Demonstrate expertise to interpret grade equivalents, percentile ranks, normal curve equivalents, and standards scores;</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.44
<i>Demonstrate the ability to instruct and advise teachers in the skills necessary to differentiate reading instruction for both low and high achieving readers;</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.30
<i>Demonstrate the ability to coach and support teachers through classroom observations, demonstrations, co-teaching, and other forms of job-embedded professional development;</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.25
<i>Demonstrate the ability to organize and supervise the reading program within the classroom, school, or division;</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.32
<i>Demonstrate effective communication skills in working with a variety of groups, including parents, teachers, administrators, and community leaders</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.41
<i>Demonstrate knowledge of current research and exemplary practices in English and reading</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.51
<i>Demonstrate knowledge of foundational theories about diverse learners, equity, and culturally responsive instruction</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.45
<i>Ability to integrate digital technologies into their literacy instruction in appropriate, safe, and effective ways and assist colleagues in these efforts</i>	4.00	0.00			4.00	0.00	4.00	0.00	3.38
Overall Satisfaction*	4.00	0.00			4.00	0.00	4.00	0.00	
N	1				1		1		71

Scale: 1 = unacceptable; 2 = developing/needs improvement; 3 = proficient; 4 = exemplary

*Scale: 1 = Not Ready; 2 = Minimally Ready; 3 = Moderately Ready; 4 = Mostly Ready; 5 = Fully Ready

Revised Employer Survey for the Reading Specialist Program
(Adjusted after 2020-21 pilot and Implemented for 2021-22)

	2021-22		2022-23*	
	Mean	St. Dev.	Mean	St. Dev.
Professional Knowledge & Skills				
<i>Graduate demonstrates knowledge of the major theoretical, conceptual, historical, and evidence-based foundations of literacy and language and the ways in which they interrelate.</i>	4.00	0.00		
<i>Graduate understands the role of the Reading Specialist in schools.</i>	4.00	0.00		
<i>Graduate uses foundational knowledge to design literacy curricula to meet the needs of all learners.</i>	4.00	0.00		
<i>Graduate designs, implements, and evaluates small-group and individual evidence-based literacy instruction for learners.</i>	4.00	0.00		
<i>Graduate collaborates with teachers to implement effective literacy practices.</i>	4.00	0.00		
<i>Graduate understands, selects, and uses valid, reliable, fair, and appropriate assessment tools to screen, diagnose, and measure student literacy achievement.</i>	4.00	0.00		
<i>Graduate understands, selects, and uses valid, reliable, fair, and appropriate assessment tools to inform instruction and evaluate interventions.</i>	4.00	0.00		
<i>Graduate understands, selects, and uses valid, reliable, fair, and appropriate assessment tools to assist teachers in understanding and using assessment results.</i>	4.00	0.00		
<i>Graduate advocates for appropriate literacy practices to relevant stakeholders.</i>	4.00	0.00		
<i>Graduate understands the research, relevant theories, pedagogies, and essential concepts of diversity and equity.</i>	4.00	0.00		
<i>Graduate creates classrooms and schools that are inclusive and affirming.</i>	4.00	0.00		
<i>Graduate advocates for equity at school, district, and community levels.</i>		0.00		
<i>Graduate meets the developmental needs of all learners.</i>	3.00	0.00		
<i>Graduate collaborates with school personnel to use a variety of print and digital materials and technologies to engage and motivate all learners.</i>	3.00	0.00		
<i>Graduate creates an appropriate, safe, and effective environment for all learners.</i>	4.00	0.00		
<i>Graduate fosters a positive climate that supports a literacy-rich learning environment.</i>	4.00	0.00		
<i>Graduate is a reflexive literacy professional who works collaboratively with colleagues.</i>	4.00	0.00		
<i>Graduate demonstrates leadership and facilitation skills.</i>	4.00	0.00		
<i>Graduate advocates on behalf of teachers, students, families, and communities.</i>	4.00	0.00		
Use of Technology				
<i>Graduate demonstrates a foundational understanding of the technology used in teaching reading.</i>	3.00	0.00		
<i>Graduate is effective in selecting and utilizing instructional technology to support student learning.</i>	3.00	0.00		
<i>Graduate facilitates staff and students to use the technological tools available to them.</i>	3.00	0.00		
Overall Satisfaction with Education at Regent	4.00	0.00		
N	1			

*No responses received for 2022-23;

Scale: 1 = ineffective; 2 = approaching effective; 3 = effective; 4 = highly effective

Employer Survey for the Reading Specialist Program

	2020-21	
	Mean	St. Dev.
Professional Knowledge & Skills		
<i>Graduate demonstrates knowledge of the major theoretical, conceptual, historical, and evidence-based foundations of literacy and language and the ways in which they interrelate.</i>	4.75	0.50
<i>Graduate understands the role of the reading specialist in schools.</i>	4.75	0.50
<i>Graduate uses foundational knowledge to design literacy curricula to meet the needs of all learners.</i>	4.75	0.50
<i>Graduate designs, implements, and evaluates small-group and individual evidence-based literacy instruction for learners.</i>	4.50	0.58
<i>Graduate collaborates with teachers to implement effective literacy practices.</i>	4.75	0.50
<i>Graduate understands, selects, and uses valid, reliable, fair, and appropriate assessment tools.</i>	4.75	0.50
<i>Graduate advocates for appropriate literacy practices to relevant stakeholders.</i>	4.75	0.50
<i>Graduate understands the research, relevant theories, pedagogies, and essential concepts of diversity and equity.</i>	4.50	0.58
<i>Graduate creates classrooms and schools that are inclusive and affirming.</i>	4.50	0.58
<i>Graduate advocates for equity at school, district, and community levels.</i>	4.50	0.58
<i>Graduate meets the developmental needs of all learners.</i>	4.75	0.50
<i>Graduate collaborates with school personnel to use a variety of print and digital materials and technologies to engage and motivate all learners.</i>	4.50	0.58
<i>Graduate creates an appropriate, safe, and effective environment for all learners</i>	4.50	0.58
<i>Graduate is a reflexive literacy professional.</i>	4.50	0.58
<i>Graduate works collaboratively with colleagues.</i>	4.75	0.50
<i>Graduate demonstrates leadership and facilitation skills.</i>	4.50	0.58
<i>Graduate advocates on behalf of teachers, students, families, and communities.</i>	4.75	0.50
Use of Technology		
<i>Graduate understands the technology available for teaching reading.</i>	4.50	0.58
<i>Graduate effectively selects appropriate technology for teaching reading.</i>	4.50	0.58
<i>Graduate effectively implements appropriate technology for teaching reading.</i>	4.50	0.58
<i>Graduate collaborates with staff and students to use the technological tools available to them.</i>	4.50	0.58
Overall Satisfaction with Education at Regent	4.75	0.50
N	4	

Scale: 1= strongly disagree; 2 = disagree; 3 = neither agree or disagree; 4 = agree; 5 = strongly agree