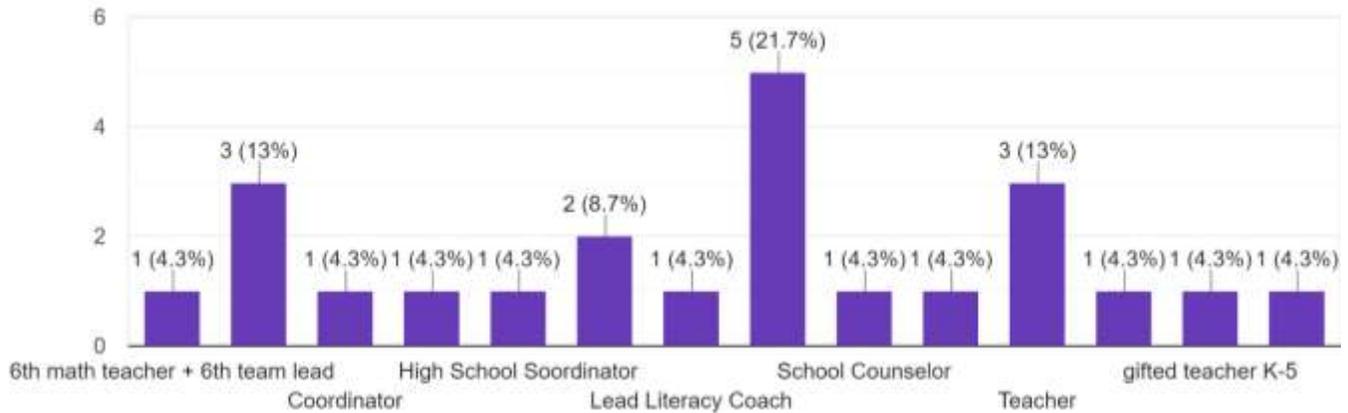


# Advanced Completer Satisfaction 2021

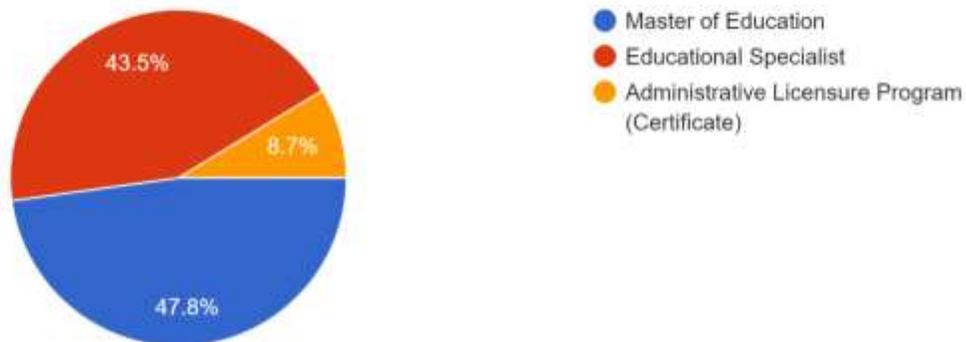
Title (e.g. teacher, coach, assistant principal)

23 responses



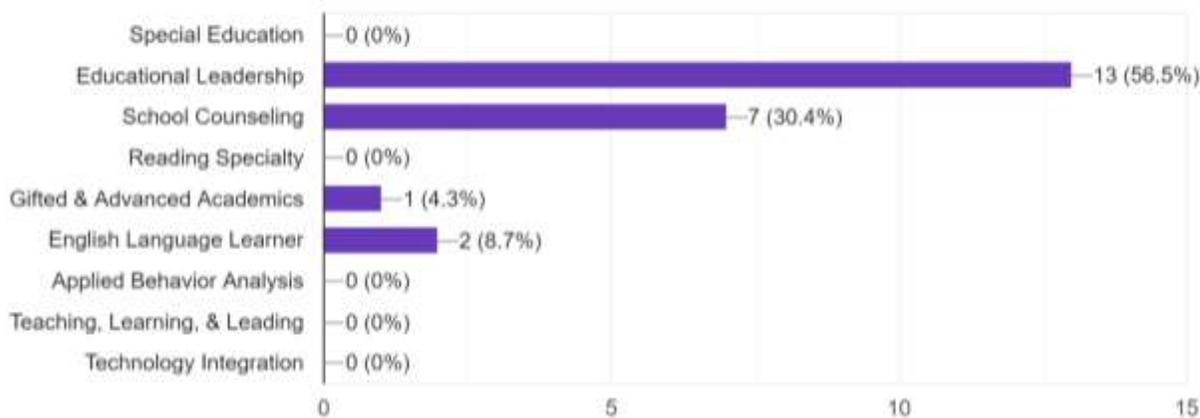
What program did you complete at Lipscomb?

23 responses



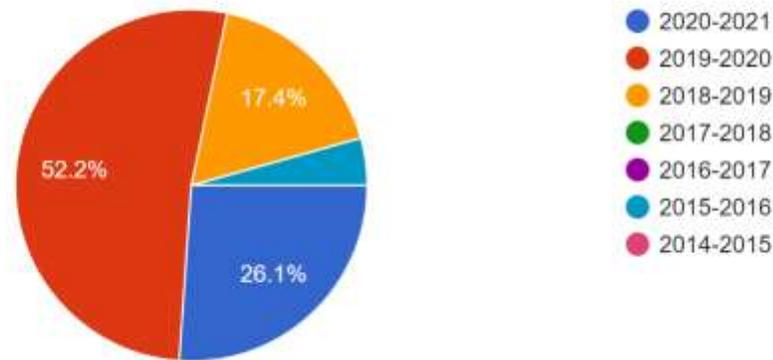
What program did you complete?

23 responses



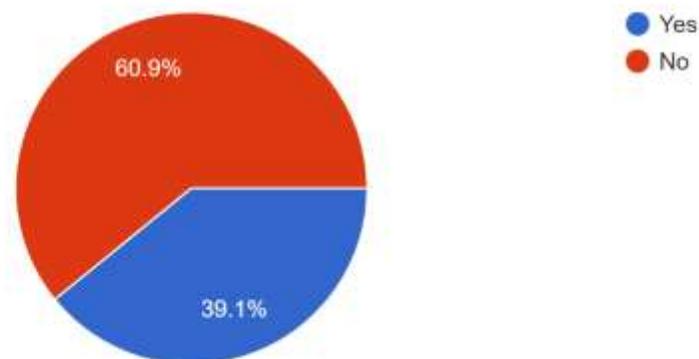
### When did you complete your program at Lipscomb?

23 responses

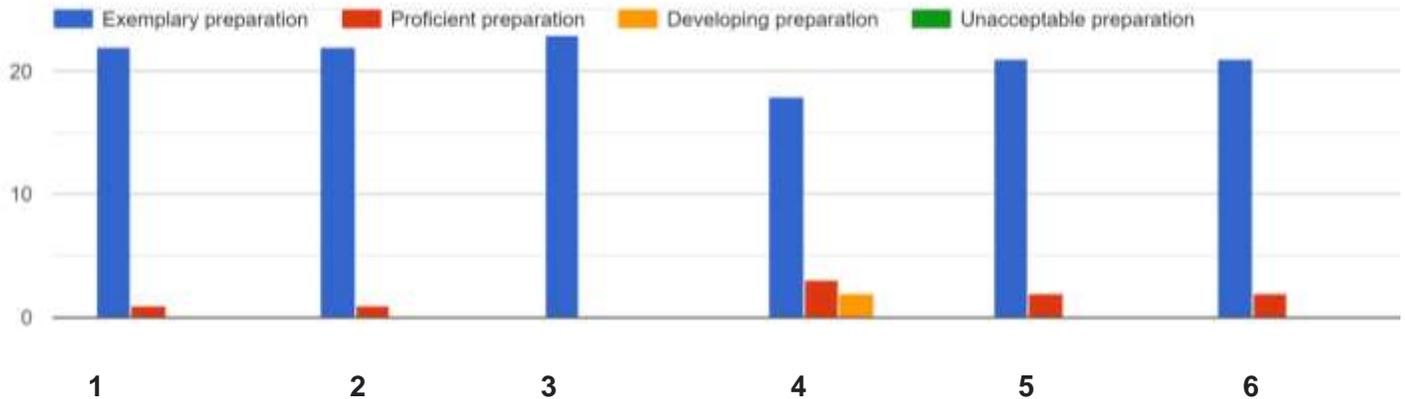


### Have you been promoted since completing your program (this includes team leader positions, administrative responsibilities)?

23 responses



## I. Continuous Improvement: An effective instructional leader implements a systematic, coherent approach to bring about the continuous growth in the academic achievement of all students.



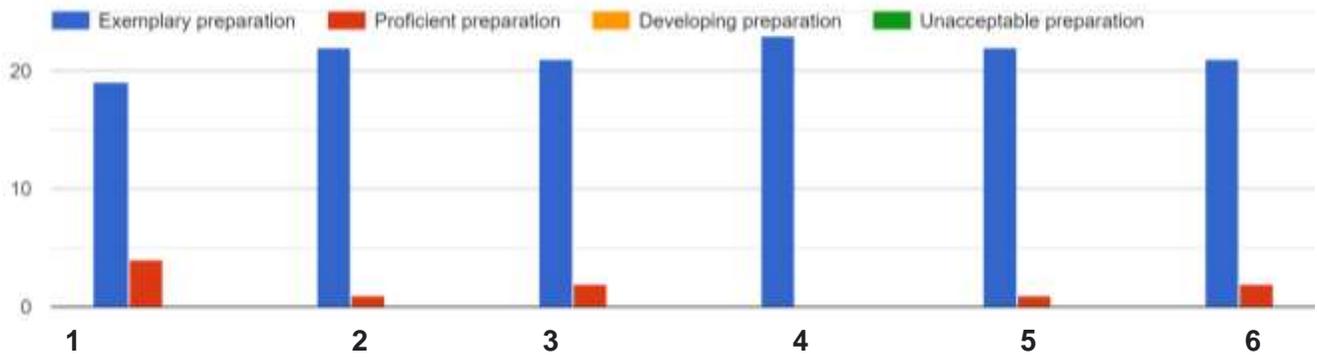
### Questions:

1. Engages the education stakeholders in developing a school vision, mission, and goals that emphasize learning for all students and is consistent with that of the school district
2. Facilitates the implementation of clear goals, strategies, and timelines to carry out the vision and mission that emphasize learning for all students and keep those goals in the forefront of the school's attention
3. Creates and sustains an organizational structure that supports school vision, mission, and goals that emphasize learning for all students
4. Facilitates the development, implementation, evaluation and revision of data informed school-wide improvement plans for the purpose of continuous school improvement
5. Collaborates with parents/guardians, community agencies and school system leaders in the implementation of continuous improvement
6. Communicates and operates from a strong belief that all students can achieve academic success

### Comments:

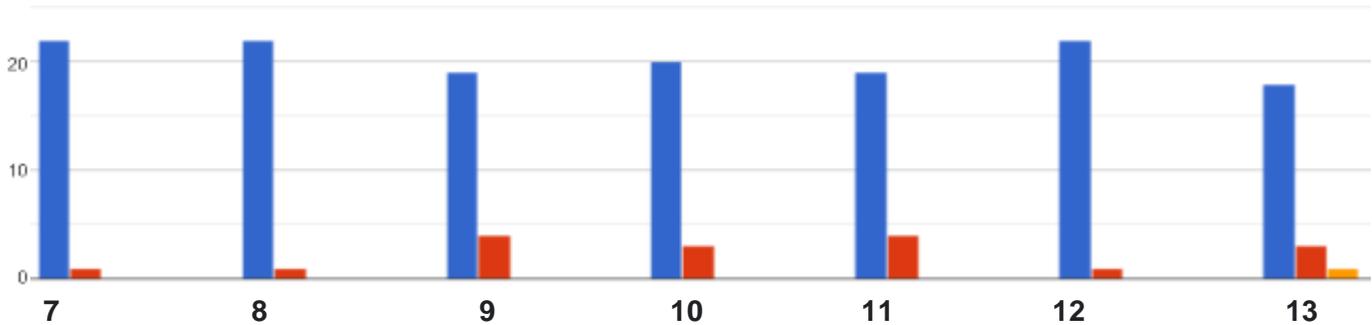
- The program helped prepare me for my current position
- I was well prepared but would have liked to be more prepared in data reading and development.

**II. Culture for Teaching and Learning: An effective instructional leader creates a school culture and climate based on high expectations conducive to the success of all students.**



Questions:

1. Develops and sustains a school culture based on ethics, diversity, equity, and collaboration
2. Advocates, nurtures, and leads a culture conducive to student learning
3. Develops and sustains a safe, secure and disciplined learning environment
4. Models and communicates to staff, students, and parents self-discipline and engagement in lifelong learning
5. Facilitates and sustains a culture that protects and maximizes learning time
6. Develops a leadership team designed to share responsibilities and ownership to meet student learning goals



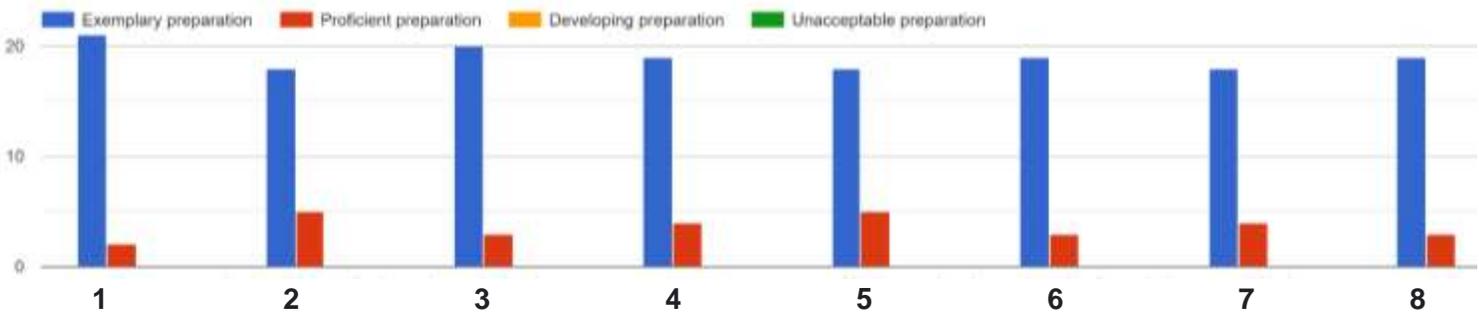
Questions:

7. Demonstrates an understanding of change processes and the ability to lead the implementation of productive changes in the school
8. Leads the school community in building relationships that result in a productive learning environment
9. Encourages and leads challenging, research based changes
10. Establishes and cultivates strong, supportive family connections
11. Recognizes and celebrates school accomplishments and addresses failures
12. Establishes strong lines of communication with teachers, parents, students, and stakeholders
13. Recruits, hires, and retains teachers whose values and instructional frameworks align with the school's mission

Comments:

- I could have used more training on how to manage the process of implementing change, particularly with non-receptive faculty.
- I continue to mark each characteristic as exemplary because Lipscomb prepared me well. The courses, the facilitators, the school visits, the assignments addressed each of these topics in a memorable and effective way.

### III. Instructional Leadership and Assessment: An effective instructional leader facilitates instructional practices that are based on assessment data and continually improve student learning.



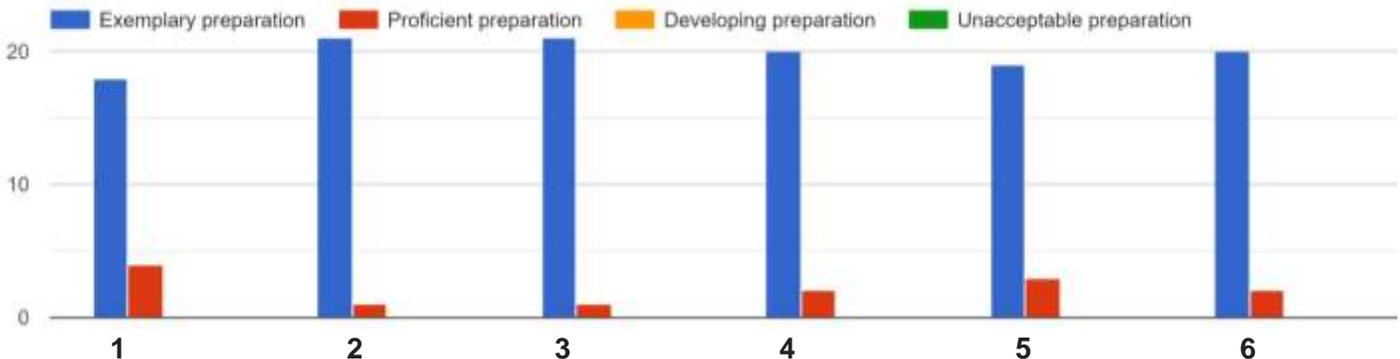
Questions:

1. Leads a systematic process of student assessment and program evaluation using qualitative and quantitative data
2. Leads the professional learning community in analyzing and improving curriculum and instruction
3. Ensures access to a rigorous curriculum and the supports necessary for all students to meet high expectations
4. Recognizes literacy and numeracy are essential for learning and ensures they are embedded in all subject areas
5. Uses research based best practice in the development, design, monitoring and implementation of curriculum, instruction, and assessment
6. Monitors and evaluates the school's curricular program for rigor
7. Provides teachers and parents with assessment results on a regular basis
8. Develops and implements a system to regularly communicate student academic progress and assessment results to parents, students, and teachers

Comments:

- I feel like I could use more in depth training here. It's an area I've asked for more development from my Principal.

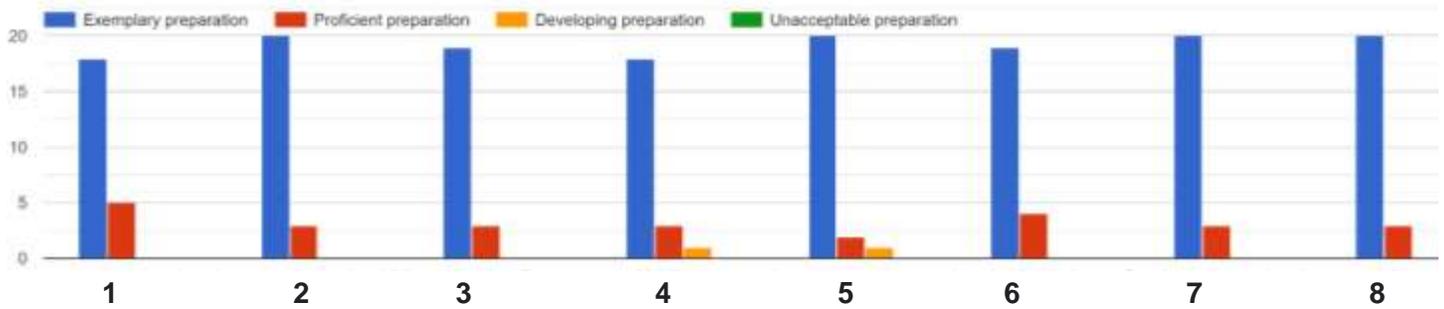
### IV. Professional Growth: An effective instructional leader improves student learning and achievement by developing and sustaining high quality professional development.



Questions:

1. Systematically supervises and evaluates faculty and staff
2. Promotes, facilitates, and evaluates professional development
3. Models continuous learning and engages in personal professional development
4. Provides leadership opportunities for the professional learning community and mentors aspiring leaders
5. Works in collaboration with the school community to plan and implement high quality professional development with the school's improvement plan to impact student learning
6. Provides faculty and staff with the resources necessary for the successful execution of their jobs

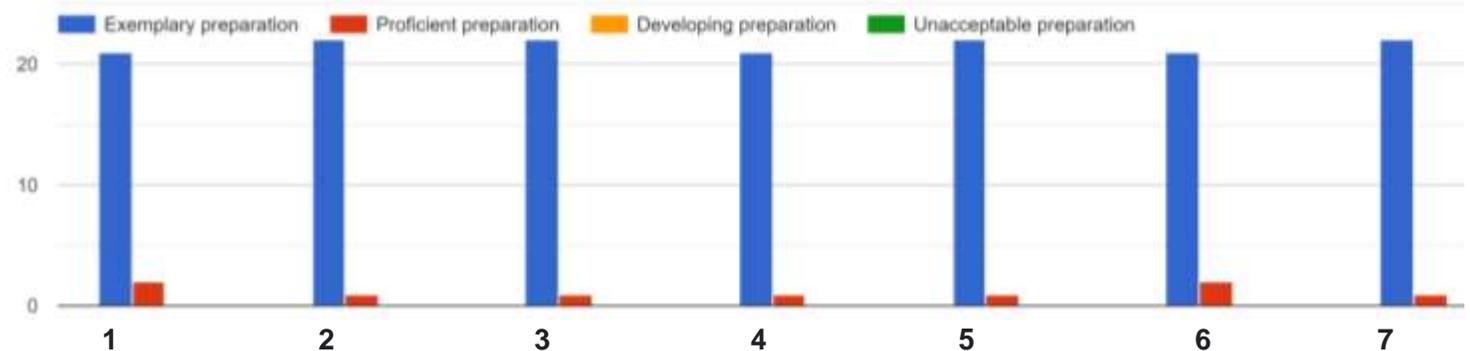
## V. Management of the School: An effective instructional leader facilitates learning and teaching through the effective use of resources.



Questions:

1. Establishes a set of standard operating procedures and routines that are understood and followed by all staff
2. Focuses daily operation on the academic achievement of all students
3. Garneres and employs resources to achieve the school's mission
4. Prepares and regularly monitors an annual operational budget that aligns with the school's improvement plan
5. Mobilizes community resources to support the school's mission
6. Identifies potential problems and is strategic in planning proactive responses
7. Implements a shared understanding of resource management based upon equity, integrity, fairness, and ethical conduct
8. Develops a comprehensive strategy for positive community and media relations

## VI. Ethics: An effective instructional leader facilitates continuous improvement in student achievement through processes that meet the highest ethical standards and promote advocacy including political action when appropriate.



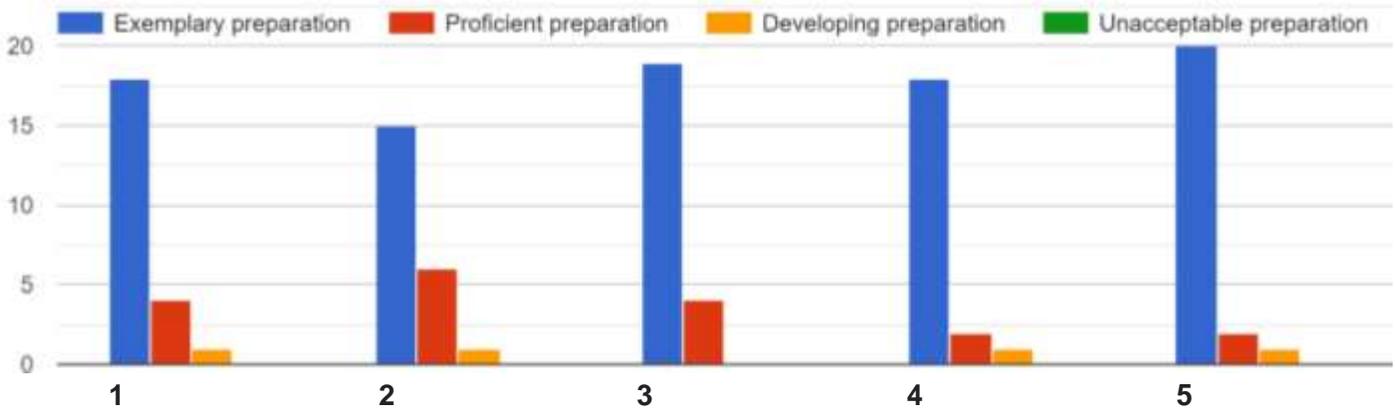
Questions:

1. Performs all professional responsibilities with integrity and fairness
2. Models and adheres to a professional code of ethics and values
3. Makes decisions within an ethical context and respecting the dignity of all
4. Advocates educational, social or political change when necessary to improve learning for students
5. Makes decisions that are in the best interests of students aligned with the vision of the school
6. Considers legal, moral and ethical implications when making decisions
7. Acts in accordance with federal and state constitutional provisions, statutory standards and regulatory applications

Comments:

- This was the greatest area of emphasis and a strength of the program.

**VII. Diversity: An effective instructional leader responds to and influences the larger personal, political, social, economic, legal and cultural context in the classroom, school, and the local community while addressing diverse student needs to ensure the success of all students.**

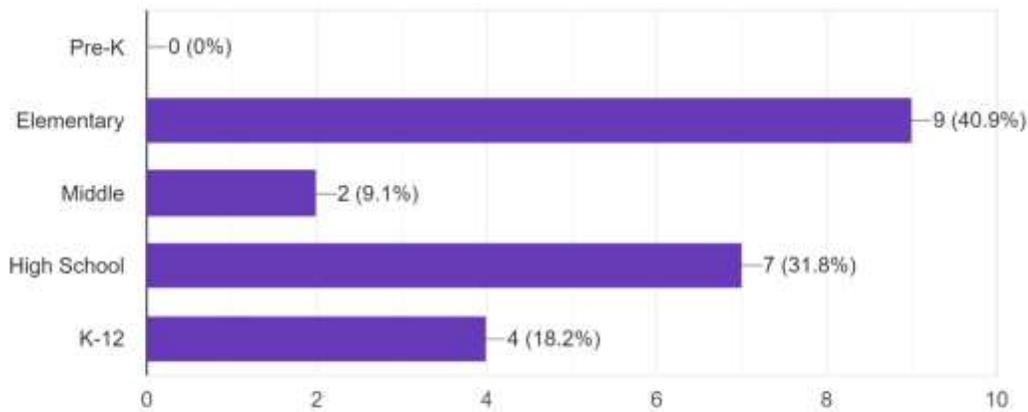


Questions:

1. Develops and implements an appropriate diversity policy involving the school community and stakeholders which encompasses program planning and assessment efforts
2. Recruits, hires, and retains a diverse staff
3. Interacts effectively with diverse individuals and groups using a variety of interpersonal skills in any given situation
4. Recognizes and addresses cultural, learning and personal differences as a basis for academic decision-making
5. Leads the faculty in engaging families/parents in the education of their children

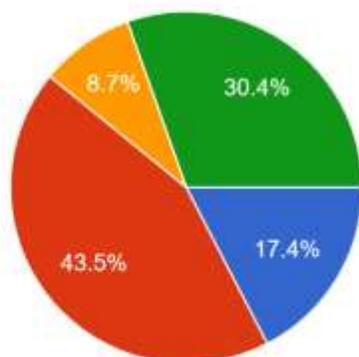
**Demographic Information of Employment**

22 responses



## Demographic Information of School

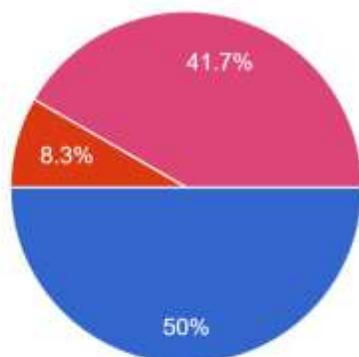
23 responses



- Inner-city
- Suburban
- Urban
- Rural

## This is my \_\_\_\_\_ as an administrator

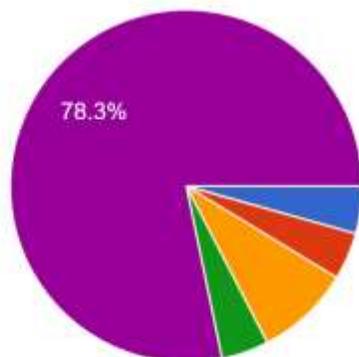
12 responses



- First-year
- Second-year
- Third-year
- Fourth-year
- Fifth-year
- I have been an administrator for more than 5 years.
- I am not an administrator.

## This is my \_\_\_\_\_ working in education

23 responses



- First-year
- Second-year
- Third-year
- Fourth-year
- Fifth-year (or more)

Overall Comments:

- This program was OUTSTANDING. I highly recommend it to every educator.
- K-8 (I couldn't select elementary and middle)
- Lipscomb did a wonderful job preparing me for a career in Educational Leadership. It was a great mix of in class work and experiential learning!
- I appreciate the opportunity to work with the staff at Lipscomb to earn my Education Specialist degree
- I absolutely loved my experience at Lipscomb. It was a life-changing program. I feel equipped to lead and will continue to grow in my role using the skills I gained at Lipscomb. After a year in my new position, I believe the biggest changes can be made in a larger focus on instructional leadership and how to handle making necessary changes in the capacity of an instructional leader. Thank you for the opportunity you gave me.
- Lipscomb provided me with resources to improve my teaching. I am equipped with the knowledge to be an expert in my field. Lipscomb values educators as important professionals who have the power to improve student outcomes. I appreciate the professors' example of continuous learning.
- This is my third degree from Lipscomb, and my second promotion in alignment with my degree. I am thankful and blessed to have the opportunity to learn from a Christian, prestigious university with supportive and knowledgeable staff.
- Lipscomb exceeded all my expectations for a excellent institute of learning and growth. Lipscomb strives and succeeds in serving the whole person - educationally, socially, emotionally, spiritually. I treasure my time, the entire time, that I have spent with Lipscomb.