Alumni Feedback Survey 2014

Doctoral Report

Classes of 2011, 2012, & 2013

Office of Accreditation and Assessment
Teachers College Columbia University
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INTRODUCTION

The Teachers College Alumni Feedback Survey 2014 was administered in July 2014. The purpose of the survey was to gather information from alumni on: their employment after graduating from Teachers College (TC); on enrollment for further education and professional activities since graduating from TC; on their perception of the importance of a set of TC learning outcomes to being successful, on how competent they perceive themselves to be, and their TC program effectiveness in developing that competence on those learning outcomes; their professional development experience, and professional development needs and interests for the future. The Teachers College Alumni Feedback Survey 2014 also served as a baseline for program reviews as part of the Middle States Accreditation Review in March 2016. This report focuses on information collected from doctoral alumni across all programs.

Survey Instrument

The questionnaire, developed by the Office of Accreditation and Assessment in consultation with program faculty, was reviewed and revised by the Survey Group. The Survey Group is one of the three self-study working groups organized by the Steering Committee for the decennial Middle States Commission on Higher Education (MSCHE) re-accreditation at Teachers College. The questionnaire is comprised of 67 questions, most of which are closed-ended (see Appendix B for the survey instrument).

Target Population and Administration

The target population was comprised of all Teachers College doctoral alumni who graduated between October 2010 and May 2013. A total of 587 doctoral alumni were surveyed. The survey was administered through Qualtrics, an online survey program.

Of the 18 programs selected for the College’s Middle States Commission on Higher Education (MSCHE) Self-Study, only one was a doctoral program. To personalize the call for survey participation, alumni who graduated from this particular doctoral program received a cover letter, requesting their participation, signed by a senior faculty member from that program. The other alumni who graduated from programs which did not participate in the MSCHE self-study received a cover letter signed by the Vice Provost. Non-respondents received three follow-up reminders. The survey was closed in November 2014.

Response Rate

Of the 587 doctoral alumni surveyed, 159 surveys were received, giving a response rate of 27%. Respondents represented 56 programs (see Appendix A for response rates by program).

Characteristics of Respondents

The charts in this section display the percentage of doctoral respondents compared to the total number of doctoral alumni surveyed by graduation year, gender, ethnicity, and age group in 2014. The percentages may not add up to 100% due to rounding to integers.
Respondents BY Graduation Year

- 2012-2013, 26%
- 2011-2012, 34%
- 2010-2011, 35%
- Unknown, 5%

Respondents BY Gender

- Female, <69%
- Male, 27%
- Unknown, <5%

- Female, 72%
- Male, 25%
- Unknown, 3%
Respondents BY Ethnicity

- Hispanic, 6%
- Asian, 9%
- Black, 10%
- White, 45%
- Foreign, 1%
- Two and more races, 19%
- Unknown, 11%

Respondents BY Age Group in 2014

- >50, 17%
- 46-50, 8%
- 41-45, 15%
- 36-40, 25%
- 31-35, 27%
- 26-30, 8%
- Unknown, 6%
- Undetermined, 4%

Total Surveyed and Respondents
**EMPLOYMENT IN 2014**

**Current Employment**

**Employment Status, 2014 (n=150)**
- Employed full-time: 77%
- Employed part-time: 17%
- Not employed, seeking employment: 4%
- Not employed, not seeking employment: 2%

**Years at Current Job, 2014 (n=143)**
- Less than 12 months: 17%
- 1 year to less than 3 years: 37%
- 3 years or longer: 46%

**How Related Was Alumni's Current Job to Program of Study at TC (n=142)**
- No, not related: 4%
- Yes, somewhat related: 25%
- Yes, directly related: 70%
Employment: Type of Organization (n=143)

- Higher Education: 52%
- Public school: 15%
- Private for-profit company, corporation, or group-practice: 8%
- Private non-profit organization: 5%
- Private research firm or think tank: 5%
- Public health agency: 3%
- Self-employed, Private practice: 3%
- Private school: 2%
- Federal government: 1%
- Parochial school: 1%
- International organization: 1%
- Other: 4%
“Other” (11%) included employment of at least one alumnus in the states of Alabama, Arizona, Colorado, Florida, Georgia, Illinois, Indiana, Iowa, Maine, Michigan, Missouri, North Carolina, and Wisconsin.
How Satisfied Are You with Your Current Position? (n=136)

- Very dissatisfied: 6%
- Generally dissatisfied: 10%
- Generally satisfied: 43%
- Very satisfied: 41%

Professional Activities since Graduation

Since Graduating from Teachers College, Have You...

- ...been a member of a professional association/society? 19% Yes, 81% No
- ...presented at a professional 29% Yes, 71% No
- ...published an article, a book chapter, or a 50% Yes, 50% No
- ...held a leadership position in a professional 80% Yes, 20% No
Of the six alumni who responded, four stayed in the State of New York to pursue their post-TC degree program, one in New Jersey, and another in Virginia. When asked how well TC prepared them for post-TC degree program studies, five alumni responded to this question and all five reported they were “very well” prepared.
LEARNING OUTCOMES

Alumni were asked to rate 16 competencies, also known as Teachers College learning outcomes, using a four-point scale from 1 (low) to 4 (high). Each of the 16 competencies is tied to one of four learning goals: (i) Inquiry and Research; (ii) Professionalism and Lifelong Learning; (iii) Communication, Collaboration, Leadership; (iv) Diversity, Multiculturalism, and Social Justice. For each competency (learning outcome), alumni rated how important they felt the competency was to them to being successful, how competent they felt, and how effective their TC program was in developing that competence in them.

<table>
<thead>
<tr>
<th>Knowledge, Skills, and Dispositions</th>
<th>(a) How important to you are the following areas to be successful?</th>
<th>(b) Your competence in each area</th>
<th>(c) How effective was your TC program in developing that competence in you?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>Mean</td>
<td>Mean</td>
<td></td>
</tr>
<tr>
<td>1. Understanding current theories or research in your field</td>
<td>3.7</td>
<td>3.3</td>
<td>3.1</td>
</tr>
<tr>
<td>2. Conducting inquiry or research</td>
<td>3.6</td>
<td>3.3</td>
<td>3.2</td>
</tr>
<tr>
<td>3. Applying theoretical knowledge to practice</td>
<td>3.7</td>
<td>3.4</td>
<td>3.0</td>
</tr>
<tr>
<td>4. Thinking critically</td>
<td>3.9</td>
<td>3.7</td>
<td>3.4</td>
</tr>
<tr>
<td>5. Keeping abreast with what is happening in your profession</td>
<td>3.7</td>
<td>3.3</td>
<td>2.9</td>
</tr>
<tr>
<td>6. Acquiring new knowledge or skills on your own</td>
<td>3.8</td>
<td>3.6</td>
<td>3.1</td>
</tr>
<tr>
<td>7. Participating in professional development activities</td>
<td>3.4</td>
<td>3.3</td>
<td>2.8</td>
</tr>
<tr>
<td>8. Adhering to professional and/or ethical standards</td>
<td>3.8</td>
<td>3.7</td>
<td>3.3</td>
</tr>
<tr>
<td>9. Communicating your ideas</td>
<td>3.9</td>
<td>3.5</td>
<td>3.3</td>
</tr>
<tr>
<td>10. Being an effective team member</td>
<td>3.7</td>
<td>3.5</td>
<td>3.1</td>
</tr>
<tr>
<td>11. Motivating other people in your job</td>
<td>3.5</td>
<td>3.3</td>
<td>2.7</td>
</tr>
<tr>
<td>12. Appreciating cultural diversity</td>
<td>3.7</td>
<td>3.6</td>
<td>3.3</td>
</tr>
<tr>
<td>13. Valuing perspectives different from your own</td>
<td>3.8</td>
<td>3.6</td>
<td>3.4</td>
</tr>
<tr>
<td>14. Working with diverse people or populations</td>
<td>3.7</td>
<td>3.5</td>
<td>3.3</td>
</tr>
<tr>
<td>15. Recognizing social problems or inequalities</td>
<td>3.7</td>
<td>3.5</td>
<td>3.3</td>
</tr>
<tr>
<td>16. Advocating for students or clients and/or their families</td>
<td>3.4</td>
<td>3.3</td>
<td>2.9</td>
</tr>
</tbody>
</table>
Research, Scholarship, Inquiry

<table>
<thead>
<tr>
<th></th>
<th>Importance to Be Successful</th>
<th>Self-Perceived Competence</th>
<th>Program Impact on Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding current theories or research in your field</td>
<td>3.7</td>
<td>3.3</td>
<td>3.1</td>
</tr>
<tr>
<td>Conducting inquiry or research</td>
<td>3.6</td>
<td>3.3</td>
<td>3.2</td>
</tr>
<tr>
<td>Applying theoretical knowledge to practice</td>
<td>3.7</td>
<td>3.4</td>
<td>3.0</td>
</tr>
<tr>
<td>Thinking critically</td>
<td>3.9</td>
<td>3.7</td>
<td>3.4</td>
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</tbody>
</table>

Professionalism, Lifelong Learning, Professional Development

<table>
<thead>
<tr>
<th></th>
<th>Importance to Be Successful</th>
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<th>Program Impact on Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keeping abreast with what is happening in your profession</td>
<td>3.7</td>
<td>3.3</td>
<td>2.9</td>
</tr>
<tr>
<td>Acquiring new knowledge or skills on your own</td>
<td>3.8</td>
<td>3.6</td>
<td>3.1</td>
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<tr>
<td>Participating in professional development activities</td>
<td>3.4</td>
<td>3.3</td>
<td>2.8</td>
</tr>
<tr>
<td>Adhering to professional and/or ethical standards</td>
<td>3.8</td>
<td>3.7</td>
<td>3.3</td>
</tr>
</tbody>
</table>
Communication, Collaboration, Leadership

Diversity, Multiculturalism, and Social Justice
OVERALL SATISFACTION

How did your TC program meet your expectations? (n=142)

- Below many expectations: 6%
- Met most expectations, below on some: 46%
- Met all expectations: 23%
- Met all expectations, exceeded on some: 25%

How would you rate the quality of your TC education, relative to that of your colleagues or professionals in your field who graduated from other institutions? (n=136)

- Not as good as most: 4%
- Average: 13%
- Better than some: 30%
- Better than most: 53%

If you could start over, would you choose your program at TC? (n=136)

- No: 12%
- Yes, with strong reservations: 3%
- Yes, with some reservations: 48%
- Yes, with no reservations: 38%
Would you recommend TC to a friend considering a graduate school of education? (n=140)

- No: 8%
- Yes, with strong reservations: 7%
- Yes, with some reservations: 50%
- Yes, with no reservations: 35%
### APPENDIX A: RESPONSE RATES BY PROGRAM

<table>
<thead>
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<th>Program</th>
<th>Number Surveyed</th>
<th>Number of Responses</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration Special Education</td>
<td>2</td>
<td>1</td>
<td>50%</td>
</tr>
<tr>
<td>Adult Education Guided Intensive Study</td>
<td>15</td>
<td>3</td>
<td>20%</td>
</tr>
<tr>
<td>Adult Learning and Leadership</td>
<td>16</td>
<td>4</td>
<td>25%</td>
</tr>
<tr>
<td>Anthropology</td>
<td>3</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Applied Anthropology</td>
<td>9</td>
<td>2</td>
<td>22%</td>
</tr>
<tr>
<td>Applied Behavior Analysis</td>
<td>8</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Applied Linguistics</td>
<td>6</td>
<td>2</td>
<td>33%</td>
</tr>
<tr>
<td>Art and Art Education</td>
<td>24</td>
<td>6</td>
<td>25%</td>
</tr>
<tr>
<td>Behavioral Nutrition</td>
<td>9</td>
<td>2</td>
<td>22%</td>
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<tr>
<td>Clinical Psychology</td>
<td>26</td>
<td>5</td>
<td>19%</td>
</tr>
<tr>
<td>Cognitive Studies in Education</td>
<td>22</td>
<td>5</td>
<td>23%</td>
</tr>
<tr>
<td>Communication, Computing, and Technology in Education</td>
<td>6</td>
<td>2</td>
<td>33%</td>
</tr>
<tr>
<td>Curriculum and Teaching in Physical Education</td>
<td>3</td>
<td>1</td>
<td>33%</td>
</tr>
<tr>
<td>Curriculum and Teaching</td>
<td>20</td>
<td>4</td>
<td>20%</td>
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<tr>
<td>Developmental Psychology</td>
<td>9</td>
<td>5</td>
<td>56%</td>
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<td>Early Childhood Education</td>
<td>4</td>
<td>1</td>
<td>25%</td>
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<tr>
<td>Economics and Education</td>
<td>21</td>
<td>8</td>
<td>38%</td>
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<td>Education Leadership</td>
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<td>2</td>
<td>25%</td>
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<td>Education Leadership Studies</td>
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<td>0%</td>
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<tr>
<td>English Education</td>
<td>4</td>
<td>2</td>
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<tr>
<td>Family and Community Education</td>
<td>1</td>
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<td>Gifted Education</td>
<td>3</td>
<td>2</td>
<td>67%</td>
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<tr>
<td>Health Education</td>
<td>29</td>
<td>6</td>
<td>21%</td>
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<tr>
<td>Higher and Post-Secondary Education</td>
<td>12</td>
<td>6</td>
<td>50%</td>
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<tr>
<td>History and Education</td>
<td>3</td>
<td>1</td>
<td>33%</td>
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<tr>
<td>Inquiry Education Leadership Practice</td>
<td>17</td>
<td>8</td>
<td>47%</td>
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<tr>
<td>Instructional Technology and Media</td>
<td>22</td>
<td>4</td>
<td>18%</td>
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<tr>
<td>Intellectual Disabilities / Autism</td>
<td>8</td>
<td>1</td>
<td>13%</td>
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<tr>
<td>Interdisciplinary Studies in Education</td>
<td>10</td>
<td>3</td>
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<tr>
<td>International and Comparative Education</td>
<td>15</td>
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<td>47%</td>
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<td>International Educational Development</td>
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<tr>
<td>Kinesiology</td>
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<td>0%</td>
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<tr>
<td>Learning Disabilities</td>
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<td>0%</td>
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<tr>
<td>Mathematics Education</td>
<td>36</td>
<td>11</td>
<td>31%</td>
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<tr>
<td>Measurement, Evaluation, and Statistics</td>
<td>17</td>
<td>3</td>
<td>18%</td>
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<tr>
<td>Movement Science and Education</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Music and Music Education</td>
<td>29</td>
<td>20</td>
<td>69%</td>
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<tr>
<td>Nursing Education</td>
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<td>40%</td>
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<td>Nursing Executive</td>
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<td>2</td>
<td>20%</td>
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<tr>
<td>Program</td>
<td>Alumni</td>
<td>Graduates</td>
<td>Percentage</td>
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<tr>
<td>-----------------------------------------</td>
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<td>-----------</td>
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<tr>
<td>Nutrition and Public Health</td>
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<tr>
<td>Nutrition Education</td>
<td>3</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Philosophy and Education</td>
<td>10</td>
<td>3</td>
<td>30%</td>
</tr>
<tr>
<td>Physical Disability</td>
<td>4</td>
<td>1</td>
<td>25%</td>
</tr>
<tr>
<td>Politics and Education</td>
<td>8</td>
<td>1</td>
<td>13%</td>
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<tr>
<td>Psychological Counseling</td>
<td>20</td>
<td>1</td>
<td>5%</td>
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<tr>
<td>Religion and Education</td>
<td>1</td>
<td>0</td>
<td>0%</td>
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<tr>
<td>School Psychology</td>
<td>16</td>
<td>2</td>
<td>13%</td>
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<tr>
<td>Science Education</td>
<td>11</td>
<td>2</td>
<td>18%</td>
</tr>
<tr>
<td>Social-Organizational Psychology</td>
<td>13</td>
<td>5</td>
<td>38%</td>
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<tr>
<td>Sociology and Education</td>
<td>5</td>
<td>1</td>
<td>20%</td>
</tr>
<tr>
<td>Special Education</td>
<td>1</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Speech and Language Pathology</td>
<td>2</td>
<td>1</td>
<td>50%</td>
</tr>
<tr>
<td>Teaching of English</td>
<td>13</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Teaching of Social Studies</td>
<td>9</td>
<td>4</td>
<td>44%</td>
</tr>
<tr>
<td>TESOL</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Urban Education Leaders</td>
<td>1</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>587</strong></td>
<td><strong>159</strong></td>
<td><strong>27%</strong></td>
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</tbody>
</table>
APPENDIX B: SURVEY QUESTIONNAIRE
Alumni Feedback Survey
Classes of 2011, 2012, & 2013

1) Which of the following best describes your employment status at this time?
   1. Employed full-time (35 hours per week, or more)
   2. Employed part-time (34 hours per week, or less)
   3. Not employed, seeking employment
   4. Not employed, not seeking employment

Current Employment, Full-time or Part-time
This section of the survey asks you to tell us a bit about your current employment.

2) How long did it take to find and accept your current job, full- or part-time?
   1. Continued in the same job held while enrolled at TC
   2. Accepted position prior to, or upon graduation
   3. 1 to 6 months
   4. 7 to 12 months
   5. More than one year

3) How long have you been working in your current job?
   1. Less than 12 months
   2. 1 year to less than 3 years
   3. 3 years or longer

4) Is your current job related to your TC program of study?
   1. Yes, directly related
   2. Yes, somewhat related
   3. No, not related

5) If your current job is not related to your TC program of study, please select all the reasons that apply:
   1. Could not find a job in my TC field of preparation
   2. Could not find a job in area of geographical preference
   3. Found better paying job in another field
   4. Preferred work in another field
   5. Other (Please specify) ____________________
6) Indicate the type of organization you are currently employed in. Please select the one best answer.
   1. Private non-profit organization (except education and international organization)
   2. Private for-profit company, corporation, or group-practice
   3. Private research firm or think tank
   4. Self-employed, Private practice
   5. U.S. military
   6. Federal government (except military)
   7. State and local government (except education)
   8. Public school (any grade-level, pre-K to 12; includes charter and Head Start)
   9. Private school (any grade-level from pre-K to 12; includes nursery and daycare centers)
   10. Parochial school (any grade-level from pre-K to 12)
   11. Higher Education (public or private)
   12. Public health agency (hospitals; medical centers; health-related services)
   13. International organization, based in or outside USA; e.g. the UN, OECD (Organization for Economic Cooperation and Development)
   14. Other (Please specify)_________________________

7) Name of current employer: (Please specify) _________________________

8) In which country are you currently working? (Please specify)_________________________

9) If USA, in which state are you currently working? (Please specify)_________________________

10) If USA, in what city/town are you currently working?
    City/Town: (Please specify) _________________________
    Zip code: (Please specify) _________________________

11) Your current job title: (Please specify) _________________________

12) Are you certified or licensed in the area you are currently working in?
    1. Yes. (If yes, please list the certificates or licenses you currently hold)
    2. No
    3. Not applicable
13) How well did TC prepare you for your current job?
   1. Not well at all
   2. Somewhat well
   3. Well
   4. Very well
   5. Not sure

14) How satisfied are you with your current job?
   1. Very dissatisfied
   2. Generally dissatisfied
   3. Generally satisfied
   4. Very satisfied
   5. Ambivalent

15) Is your current job the first you have had after graduating from TC? If you have changed positions within the same organization or company, please respond "No," and tell us a bit about your first position. We are interested in the career paths of our alumni.
   1. Yes, continued in the same job held while enrolled at TC
   2. Yes
   3. No

First Job After Graduating from Teachers College
This section asks you to tell us about your first job, or your previous position within the same organization, since graduating from TC.

16) How long did it take to find and accept your first job (or position), full- or part-time, after graduating from TC?
   1. Continued in the same job held while enrolled at TC
   2. Accepted position prior to, or upon graduation
   3. 1 to 6 months
   4. 7 to 12 months
   5. More than one year

17) How long were you employed in your first post-TC job?
   1. Less than 12 months
   2. 1 year to less than 3 years
   3. 3 years or longer
18) Was your first post-TC job related to your TC program of study?
   1. Yes, directly related
   2. Yes, somewhat related
   3. No, not related

19) If your first post-TC job was not related to your TC program of study, please select all the reasons that apply:
   1. Could not find a job in my TC field of preparation
   2. Could not find a job in area of geographical preference
   3. Found better paying job in another field
   4. Preferred work in another field
   5. Other  (Please specify)_________________________
   6. Not applicable

20) Indicate the type of organization your first post-TC job was in. Please select the one best answer.
   1. Private non-profit organization (except education and international organization)
   2. Private for-profit company, corporation, or group-practice
   3. Private research firm or think tank
   4. Self-employed, Private practice
   5. U.S. military
   6. Federal government (except military)
   7. State and local government (except education)
   8. Public school (any grade-level, pre-K to 12; includes charter and Head Start)
   9. Private school (any grade-level from pre-K to 12; includes nursery and daycare centers)
   10. Parochial school (any grade-level from pre-K to 12)
   11. Higher Education (public or private)
   12. Public health agency (hospitals; medical centers; health-related services)
   13. International organization, based in or outside USA; e.g. the UN, OECD (Organization for Economic Cooperation and Development)
   14. Other  (Please specify)_________________________

21) Your first post-TC job or position title:  (Please specify) _______________________

22) How well did Teachers College prepare you for your first post-TC job?
   1. Not well at all
   2. Somewhat well
   3. Well
   4. Very well
   5. Not sure
23) How satisfied were you with your first post-TC job?
   1. Very dissatisfied
   2. Generally dissatisfied
   3. Generally satisfied
   4. Very satisfied
   5. Ambivalent

24) Have you enrolled in a degree program since graduating from TC?
   1. Yes
   2. No

Further Education Since Graduating From Teachers College
This section asks you to tell us about your enrollment in graduate or professional school since graduation from TC. If you are furthering your studies at TC, or have since earned another degree at TC, this section would apply to you as well.

25) What post-TC degree have you received or for which you are currently enrolled in? Please select all that apply.
   1. Professional degree (Law, Medicine, or other medical degrees)
   2. Master’s degree
   3. Doctoral degree
   4. Other (Please specify) _________________________

26) In the drop-down list, which one best describes the academic discipline you are currently enrolled in, or which you received your post-TC degree in? If your academic discipline is not on the list, please provide its name in the text box below.

26a) If your post-TC academic discipline is not on the drop-down list above in item #26, please provide its name. (Please specify)_________________________

27) How related is your post-TC academic discipline to your program at Teachers College?
   1. Directly related
   2. Somewhat related
   3. Not related

28) Name of university/institution from which you received your post-TC degree, or at which you are currently enrolled in:

   Name of university/institution: (Please specify)_________________________
29) If USA, in which state is the university/institution located? (Please specify)_________________________

30) If international, in which country is the university/institution located? (Please specify)_________________________

31) How well did Teachers College prepare you for your continuing education?
   1. Not well at all
   2. Somewhat well
   3. Well
   4. Very well
   5. Not sure

Professional Activities since Graduation
   (32 – 35): Since graduating from TC, have you...

32) ... been a member of a professional association/society? YES/NO
33) ... presented at a professional conference? YES/NO
34) ... published an article, a book chapter, or a book? YES/NO
35) ... held a leadership position in a professional association? YES/NO

36) How did your TC program meet your expectations?
   1. Below many expectations
   2. Met most expectations, below on some
   3. Met all expectations
   4. Met all expectations, exceeded on some
   5. Don't know

37) How would you rate the quality of your TC education, relative to that of your colleagues or professionals in your field who graduated from other institutions?
   1. Not as good as most
   2. Average
   3. Better than some
   4. Better than most
   5. Don't know
38) If you could start over, would you choose your program at TC?
   1. No
   2. Yes, with strong reservations
   3. Yes, with some reservations
   4. Yes, with no reservations
   5. Not sure

39) Would you recommend Teachers College to a friend considering a graduate school of education?
   1. No
   2. Yes, with strong reservations
   3. Yes, with some reservations
   4. Yes, with no reservations
   5. Not sure

Teachers College Learning Outcomes

For 40 – 55: Please rate each learning outcome:

(a ) How important to you are the following areas to be successful
   Response Scale: (1-Not Important; 2-Somewhat Important; 3-Important; 4-Very Important)

(b ) Your competence in each area
   Response Scale: (1-Not Competent; 2-Somewhat Competent; 3-Competent; 4-Very Competent)

(C ) How effective was your TC program in developing that competence in you
   Response Scale: (1-Not Effective; 2-Somewhat Effective; 3-Effective; 4-Very Effective)

40) Understanding current theories or research in your field
41) Conducting inquiry or research
42) Applying theoretical knowledge to practice
43) Thinking critically
44) Keeping abreast with what is happening in your profession
45) Acquiring new knowledge or skills on your own
46) Participating in professional development activities
47) Adhering to professional and/or ethical standards
48) Communicating your ideas
49) Being an effective team member
50) Motivating other people in your job
51) Appreciating cultural diversity
52) Valuing perspectives different from your own
53) Working with diverse people or populations
54) Recognizing social problems or inequalities
55) Advocating for students or clients and/or their families

Professional Development

This section asks you to tell us about your professional development experience, and your professional development needs and interests for the future.

66) In the past 12 months, did you participate in any professional development programs?
   1. Yes
   2. No

For 57 – 59: You indicated that you participated in professional development programs in the past 12 months:
   Response Scale: (1) None, (2) One, (3) Two, (4) Three, (5) Four, (6) Five or more

57) How many?
58) How many were required by your employer or for licensing?
59) How many were paid for by an employer?

60) For FUTURE professional development, what is your preferred format?
   1. Face-to-Face
   2. Online
   3. Blended (combination of Face-to-Face and Online)

61) For FUTURE professional development, with regards to length of workshops which of the following are you likely to participate in? Please select all that apply.
   1. Half day
   2. One day
   3. 2-3 days
   4. One week
   5. Other (Please specify) _________________________
Q62 – Q67): For FUTURE professional development, to what extent would you be interested in the following skill areas:
(Not at all interested – Somewhat interested – Interested – Very interested)

62) Professional Skills
   (e.g. Consider topics specifically related to your day to day work - whether it be a particular software or a specific teaching method)

63) Team & Leadership Skills
   (e.g. Learn strategies to motivate people you work with, mentor, enable conflict resolution, and guide team building)

64) Communication Skills
   (e.g. Improve your abilities in public speaking, making presentations, getting published, motivational speaking, and utilizing social media most effectively)

65) Analytic and Research Skills
   (e.g. Learn how to manage large datasets, conduct environmental scans, current methodologies in your field, and training in qualitative and quantitative software)

66) Business Skills
   (e.g. Gain skills in creating a business plan, grant writing, report writing, project management, problem solving, and fundraising)

67) Diversity
   (e.g. Develop cultural awareness, receive training in micro aggressions, learn culturally responsive strategies for working with specific populations)

- The End -