Employer Survey 2020
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Q2 - Millersvilleâ€™ graduates/teachers can explain important
concepts required by professional standards at all levels.

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count
1	PreK-4	1	2	1.5	0.5	0.25	8
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.33	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / !	1	1	1	0	0	1
9	School Psy(	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary (
1	Strongly ag	36.36%	4	9.09%	1	0.00%	0	18.18%
2	Agree	36.36%	4	18.18%	2	0.00%	0	9.09%
3	Disaagree	0.00%	0	0.00%	0	0.00%	0	0.00%
4	Strongly Di	0.00%	0	0.00%	0	0.00%	0	0.00%

Q3 - Millersvilleâ€™s graduates/teachers develop instructional plans based on professional standards.

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count
1	PreK-4	1	2	1.29	0.45	0.2	7
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.33	0.47	0.22	3
5	Middle Gra	2	2	2	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / !	1	1	1	0	0	1
9	School Psy(	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary (
1	Strongly ag	45.45%	5	9.09%	1	0.00%	0	18.18%
2	Agree	20.00%	2	20.00%	2	0.00%	0	10.00%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly di:	0.00%	0	0.00%	0	0.00%	0	0.00%

Q4 - Millersvilleâ€™s graduates/teachers facilitate student learning of the content through presentatior

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.38	0.48	0.23	8
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.67	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / !	1	1	1	0	0	1
9	School Psy(	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary (
1	Strongly ag	45.45%	5	9.09%	1	0.00%	0	9.09%
2	Agree	27.27%	3	18.18%	2	0.00%	0	18.18%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly di!	0.00%	0	0.00%	0	0.00%	0	0.00%

Q5 - Millersville's graduates/teachers facilitate student learning of
content through the integration of
technology.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.63	0.48	0.23	8
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.67	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / !	1	1	1	0	0	1
9	School Psy(	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary (
1	Strongly ag	33.33%	3	11.11%	1	0.00%	0	11.11%
2	Agree	38.46%	5	15.38%	2	0.00%	0	15.38%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly di!	0.00%	0	0.00%	0	0.00%	0	0.00%

Q6 -

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.5	0.5	0.25	8
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.67	0.47	0.22	3
5	Middle Gra	2	2	2	0	0	1

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / !	1	1	1	0	0	1
9	School Psy	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad	Special Education grad	Secondary (
1	Strongly ag	44.44%	4	11.11%	1	0.00%	0	11.11%
2	Agree	30.77%	4	15.38%	2	0.00%	0	15.38%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly dis	0.00%	0	0.00%	0	0.00%	0	0.00%

Q7 -

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.75	0.43	0.19	8
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.67	0.47	0.22	3
5	Middle Gra	2	2	2	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / !	1	1	1	0	0	1
9	School Psy	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad	Special Education grad	Secondary (
1	Strongly ag	28.57%	2	14.29%	1	0.00%	0	14.29%
2	Agree	40.00%	6	13.33%	2	0.00%	0	13.33%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
4	Strongly Di	0.00%	0	0.00%	0	0.00%	0	0.00%

Q8 - Millersville's graduates/teachers consider the prior experience of students to develop meaningful learning experiences.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.88	0.33	0.11	8
2	Special Edu	2	2	2	0	0	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.67	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	2	2	2	0	0	3
8	Principal / !	1	1	1	0	0	1
9	School Psy	2	2	2	0	0	1
10	School Cou	2	2	2	0	0	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	25.00%	1	0.00%	0	0.00%	0	25.00%
2	Agree	38.89%	7	16.67%	3	0.00%	0	11.11%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly dis	0.00%	0	0.00%	0	0.00%	0	0.00%

Q9 - Millersville's graduates/teachers are able to incorporate new information into their practice as

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count
1	PreK-4	1	2	1.75	0.43	0.19	8
2	Special Edu	2	2	2	0	0	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.67	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	2	2	2	0	0	3
8	Principal / !	1	1	1	0	0	1
9	School Psy	2	2	2	0	0	1
10	School Cou	2	2	2	0	0	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	40.00%	2	0.00%	0	0.00%	0	20.00%
2	Agree	35.29%	6	17.65%	3	0.00%	0	11.76%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly dis	0.00%	0	0.00%	0	0.00%	0	0.00%

Q10 - Millersville's graduates/teachers assess student learning to gauge their instructional impact o

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count
1	PreK-4	1	2	1.5	0.5	0.25	8
2	Special Edu	2	2	2	0	0	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.67	0.47	0.22	3
5	Middle Gra	0	0	0	0	0	0
6	Nursing	0	0	0	0	0	0
7	Reading Sp	2	2	2	0	0	3
8	Principal / !	1	1	1	0	0	1
9	School Psy	2	2	2	0	0	1
10	School Cou	2	2	2	0	0	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	66.67%	4	0.00%	0	0.00%	0	16.67%
2	Agree	26.67%	4	20.00%	3	0.00%	0	13.33%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly dis	0.00%	0	0.00%	0	0.00%	0	0.00%

Q11 - Millersville's graduates/teachers make appropriate adjustments to instruction with data driven decisions for instruction by utilizing technology.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.38	0.48	0.23	8
2	Special Edu	1	2	1.33	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	1	1	0	0	3
5	Middle Gra	2	2	2	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.33	0.47	0.22	3
8	Principal /	1	1	1	0	0	1
9	School Psyc	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	35.71%	5	14.29%	2	0.00%	0	21.43%
2	Somewhat	37.50%	3	12.50%	1	0.00%	0	0.00%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly dis	0.00%	0	0.00%	0	0.00%	0	0.00%

Q12 - Millersville's graduates/teachers are familiar with the ethical professional behaviors (dispositions) delineated in professional standards.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.38	0.48	0.23	8
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	1	1	0	0	3
5	Middle Gra	2	2	2	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal /	1	1	1	0	0	1
9	School Psyc	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	41.67%	5	8.33%	1	0.00%	0	25.00%
2	Agree	30.00%	3	20.00%	2	0.00%	0	0.00%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly dis	0.00%	0	0.00%	0	0.00%	0	0.00%

Q13 - Millersville's graduates/teachers recognize when their own professional behaviors may need to be adjusted to meet their planned goals.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.5	0.5	0.25	8

#						
2	Special Edu	2	2	2	0	0	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.33	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	2	2	2	0	0	3
8	Principal / !	1	1	1	0	0	1
9	School Psy(	2	2	2	0	0	1
10	School Cou	2	2	2	0	0	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary (
1	Strongly ag	50.00%	4	0.00%	0	0.00%	0	25.00%
2	Somewhat	28.57%	4	21.43%	3	0.00%	0	7.14%
4	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly di:	0.00%	0	0.00%	0	0.00%	0	0.00%

Q14 - Millersville's
graduates/teachers demonstrate behaviors that encourage self-directed learning.

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count
1	PreK-4	1	2	1.38	0.48	0.23	8
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.33	0.47	0.22	3
5	Middle Gra	2	2	2	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / !	1	1	1	0	0	1
9	School Psy(	2	2	2	0	0	1
10	School Cou	2	2	2	0	0	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary (
1	Strongly ag	50.00%	5	10.00%	1	0.00%	0	20.00%
2	Somewhat	25.00%	3	16.67%	2	0.00%	0	8.33%
4	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly di:	0.00%	0	0.00%	0	0.00%	0	0.00%

Q15 - Millersville's graduates/teachers demonstrate behaviors that create caring, supportive learnin

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count
1	PreK-4	1	2	1.25	0.43	0.19	8
2	Special Edu	1	2	1.33	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	1	1	0	0	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.33	0.47	0.22	3

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
8	Principal / S	1	1	1	0	0	1
9	School Psyc	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	37.50%	6	12.50%	2	0.00%	0	18.75%
2	Somewhat	33.33%	2	16.67%	1	0.00%	0	0.00%
4	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly di	0.00%	0	0.00%	0	0.00%	0	0.00%

Q16 - Millersville's graduates/teachers demonstrate classroom behaviors that are consistent with th

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.13	0.33	0.11	8
2	Special Edu	1	2	1.33	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.33	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.33	0.47	0.22	3
8	Principal / S	1	1	1	0	0	1
9	School Psyc	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	43.75%	7	12.50%	2	0.00%	0	12.50%
2	Somewhat	16.67%	1	16.67%	1	0.00%	0	16.67%
4	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly di	0.00%	0	0.00%	0	0.00%	0	0.00%

Q17 - Millersville's graduates/teachers are able to incorporate new
information into their practice as
appropriate to meet the needs of all students.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	PreK-4	1	2	1.29	0.45	0.2	7
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.33	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / S	1	1	1	0	0	1
9	School Psyc	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	41.67%	5	8.33%	1	0.00%	0	16.67%
2	Somewhat	22.22%	2	22.22%	2	0.00%	0	11.11%
4	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly dis	0.00%	0	0.00%	0	0.00%	0	0.00%

Q20 - Millersville
graduates/teachers actively collaborate with all shareholder groups.

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count
1	PreK-4	1	2	1.38	0.48	0.23	8
2	Special Edu	1	2	1.33	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	1	1	0	0	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.33	0.47	0.22	3
8	Principal / !	1	1	1	0	0	1
9	School Psy(	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary
1	Strongly ag	33.33%	5	13.33%	2	0.00%	0	20.00%
2	Somewhat	42.86%	3	14.29%	1	0.00%	0	0.00%
4	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Strongly dis	0.00%	0	0.00%	0	0.00%	0	0.00%

Q26 - Please indicate the grade and the content area of the Millersville graduates you employ.
Data source misconfigured for this visualization

#	Answer	%	Count
1	PreK-4	36.00%	9
2	Special Edu	12.00%	3
3	Special Edu	0.00%	0
4	Secondary	16.00%	4
5	Middle Gra	8.00%	2
6	Nursing	0.00%	0
8	Reading Sp	12.00%	3
9	Principal / !	4.00%	1
10	School Psy(	4.00%	1
11	School Cou	8.00%	2
12	Other	0.00%	0
	Total	100%	25

Q31 - Millersville's graduates/teachers utilize/integrate technology tools effectively.

#	Field	Minimum	Maximum	Mean	Std Deviati	Variance	Count
1	PreK-4	1	2	1.5	0.5	0.25	8

#	Category						
2	Special Edu	1	2	1.67	0.47	0.22	3
3	Special Edu	0	0	0	0	0	0
4	Secondary	1	2	1.33	0.47	0.22	3
5	Middle Gra	1	1	1	0	0	1
6	Nursing	0	0	0	0	0	0
7	Reading Sp	1	2	1.67	0.47	0.22	3
8	Principal / :	1	1	1	0	0	1
9	School Psy	2	2	2	0	0	1
10	School Cou	1	2	1.5	0.5	0.25	2
11	Other	0	0	0	0	0	0

#	Question	PreK-4		Special Education grad		Special Education grad		Secondary (
1	Strongly ag	36.36%	4	9.09%	1	0.00%	0	18.18%
2	Agree	36.36%	4	18.18%	2	0.00%	0	9.09%
3	Disagree	0.00%	0	0.00%	0	0.00%	0	0.00%
4	Strongly Di	0.00%	0	0.00%	0	0.00%	0	0.00%

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
2	9.09%	1	0.00%	0	9.09%	1	9.09%	1
1	0.00%	0	0.00%	0	18.18%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
2	0.00%	0	0.00%	0	9.09%	1	9.09%	1
1	10.00%	1	0.00%	0	20.00%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

ı of the content in meaningful ways.

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
1	9.09%	1	0.00%	0	9.09%	1	9.09%	1
2	0.00%	0	0.00%	0	18.18%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
1	11.11%	1	0.00%	0	11.11%	1	11.11%	1
2	0.00%	0	0.00%	0	15.38%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
1	0.00%	0	0.00%	0	11.11%	1	11.11%	1
2	7.69%	1	0.00%	0	15.38%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
1	0.00%	0	0.00%	0	14.29%	1	14.29%	1
2	6.67%	1	0.00%	0	13.33%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
1	25.00%	1	0.00%	0	0.00%	0	25.00%	1
2	0.00%	0	0.00%	0	16.67%	3	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

appropriate to meet the needs of all students

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
1	20.00%	1	0.00%	0	0.00%	0	20.00%	1
2	0.00%	0	0.00%	0	17.65%	3	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

n the P12 learner.

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
1	0.00%	0	0.00%	0	0.00%	0	16.67%	1
2	0.00%	0	0.00%	0	20.00%	3	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
3	0.00%	0	0.00%	0	14.29%	2	7.14%	1
0	12.50%	1	0.00%	0	12.50%	1	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
3	0.00%	0	0.00%	0	8.33%	1	8.33%	1
0	10.00%	1	0.00%	0	20.00%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
2	12.50%	1	0.00%	0	0.00%	0	12.50%	1
1	0.00%	0	0.00%	0	21.43%	3	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
2	0.00%	0	0.00%	0	10.00%	1	10.00%	1
1	8.33%	1	0.00%	0	16.67%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

ig environments

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
3	6.25%	1	0.00%	0	12.50%	2	6.25%	1
0	0.00%	0	0.00%	0	16.67%	1	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

he belief that all students can learn.

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
2	6.25%	1	0.00%	0	12.50%	2	6.25%	1
1	0.00%	0	0.00%	0	16.67%	1	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
2	8.33%	1	0.00%	0	8.33%	1	8.33%	1
1	0.00%	0	0.00%	0	22.22%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
3	6.67%	1	0.00%	0	13.33%	2	6.67%	1
0	0.00%	0	0.00%	0	14.29%	1	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

Content gra	Middle Grades 4-8		Nursing		Reading Specialist		Principal / Supervisor	
2	9.09%	1	0.00%	0	9.09%	1	9.09%	1
1	0.00%	0	0.00%	0	18.18%	2	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

School Psychologist		School Counselor		Other		Total	
0.00%	0	9.09%	1	0.00%	0	11	
9.09%	1	9.09%	1	0.00%	0	11	
0.00%	0	0.00%	0	0.00%	0	0	
0.00%	0	0.00%	0	0.00%	0	0	

School Psychologist		School Counselor		Other		Total	
0.00%	0	9.09%	1	0.00%	0	11	
10.00%	1	10.00%	1	0.00%	0	10	
0.00%	0	0.00%	0	0.00%	0	0	
0.00%	0	0.00%	0	0.00%	0	0	

School Psychologist		School Counselor		Other		Total	
0.00%	0	9.09%	1	0.00%	0		11
9.09%	1	9.09%	1	0.00%	0		11
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0

School Psychologist		School Counselor		Other		Total	
0.00%	0	11.11%	1	0.00%	0		9
7.69%	1	7.69%	1	0.00%	0		13
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0

School Psychologist		School Counselor		Other		Total	
0.00%	0	11.11%	1	0.00%	0		9
7.69%	1	7.69%	1	0.00%	0		13
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0

School Psychologist		School Counselor		Other		Total	
0.00%	0	14.29%	1	0.00%	0		7
6.67%	1	6.67%	1	0.00%	0		15
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0

School Psychologist		School Counselor		Other		Total	
0.00%	0	0.00%	0	0.00%	0	4	
5.56%	1	11.11%	2	0.00%	0	18	
0.00%	0	0.00%	0	0.00%	0	0	
0.00%	0	0.00%	0	0.00%	0	0	

School Psychologist		School Counselor		Other		Total	
0.00%	0	0.00%	0	0.00%	0	5	
5.88%	1	11.76%	2	0.00%	0	17	
0.00%	0	0.00%	0	0.00%	0	0	
0.00%	0	0.00%	0	0.00%	0	0	

School Psychologist		School Counselor		Other		Total	
0.00%	0	0.00%	0	0.00%	0	6	
6.67%	1	13.33%	2	0.00%	0	15	
0.00%	0	0.00%	0	0.00%	0	0	
0.00%	0	0.00%	0	0.00%	0	0	

School Psychologist		School Counselor		Other		Total	
0.00%	0	7.14%	1	0.00%	0	14	
12.50%	1	12.50%	1	0.00%	0	8	
0.00%	0	0.00%	0	0.00%	0	0	
0.00%	0	0.00%	0	0.00%	0	0	

School Psychologist		School Counselor		Other		Total	
0.00%	0	8.33%	1	0.00%	0	12	
10.00%	1	10.00%	1	0.00%	0	10	
0.00%	0	0.00%	0	0.00%	0	0	
0.00%	0	0.00%	0	0.00%	0	0	

School Psychologist		School Counselor		Other		Total	
0.00%	0	0.00%	0	0.00%	0		8
7.14%	1	14.29%	2	0.00%	0		14
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0

School Psychologist		School Counselor		Other		Total	
0.00%	0	0.00%	0	0.00%	0		10
8.33%	1	16.67%	2	0.00%	0		12
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0

School Psychologist		School Counselor		Other		Total
0.00%	0	6.25%	1	0.00%	0	16
16.67%	1	16.67%	1	0.00%	0	6
0.00%	0	0.00%	0	0.00%	0	0
0.00%	0	0.00%	0	0.00%	0	0

School Psychologist		School Counselor		Other		Total	
0.00%	0	8.33%	1	0.00%	0		12
11.11%	1	11.11%	1	0.00%	0		9
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0

School Psychologist		School Counselor		Other		Total	
0.00%	0	6.67%	1	0.00%	0		15
14.29%	1	14.29%	1	0.00%	0		7
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0

School Psychologist		School Counselor		Other		Total	
0.00%	0	9.09%	1	0.00%	0		11
9.09%	1	9.09%	1	0.00%	0		11
0.00%	0	0.00%	0	0.00%	0		0
0.00%	0	0.00%	0	0.00%	0		0