

3. The unit needs to take steps to increase both the sample size and representativeness of the employers that are successfully surveyed. In future assessments, we will continue to employ targeted strategies to ensure strong response and completion rates and will survey employers from other, surrounding districts. Overall, the findings of this report provide a strong foundation against which to compare future examinations

American Educational Research Association, American Psychological Association, National Council on Measurement in Education, Joint Committee on Standards for Educational and Psychological Testing (U.S.). (2014). *Standards for educational and psychological testing*. Washington, DC: AERA.

¹Internal consistency reliability was evaluated through calculation of Cronbach's alpha coefficient. A lower bound estimate of internal consistency reliability is the average of the squared multiple correlations among items in an instrument. Standardized item alpha values were also computed and compared with Cronbach's alpha.