

# Satisfaction of Employers

**Description of data:** Data represent survey results from administrators in local P-12 schools (LEAs) and aim to determine employer satisfaction with completers employed in their schools. Due to COVID-19, the employer survey was not distributed in 2020-21.

**Co-Construction and development:** The C-N Employer Survey is part of the EPP's Quality Assurance System in keeping with CAEP Standard R4.2 and RA4.1. The survey is constructed to obtain information from employers regarding their perceptions of C-N preparation as relevant to the responsibilities their employees confront on the job, and that the preparation was effective. The survey is sent electronically, and results are compiled in the C-N assessment and evaluation database for analysis and synthesis toward program improvement. EPP faculty, local P-12 principals, instructional coaches, and teachers (who have experience at all three grade bands) co-reviewed this instrument which is documented in meeting minutes.

Data Source: Survey Monkey																
Criteria:								Satisfaction Criteria:								
Exceptional = 5								Strongly Agree = 5								
Exceeds Expectations = 4								Agree = 4								
Meets Expectations = 3								Neutral = 3								
Improvement Needed = 2								Disagree = 2								
Unsatisfactory = 1								Strongly Disagree = 1								
	20-21	21-22								22-23						
	LEA	LEA								LEA						
Program		n	Diversity	Data Literacy/Technology	Professional Disposition	Literacy	Research	Satisfaction	n	Diversity	Data Literacy/Technology	Professional Disposition	Literacy	Research	Satisfaction	
Bachelor		9	4.56	4.44	4.72	4.11	4.11	4.89	31	4.34	4.34	4.61	4.16	4.00	4.71	
MAT		2	5.00	4.75	5.00	5.00	4.50	5.00	4	5.00	4.88	5.00	5.00	4.50	5.00	
M.Ed. Job-Embedded Practitioner		0	-	-	-	-	-	-	0	-	-	-	-	-	-	
Advanced Degree (M.Ed,Ed.S,Ed.D)		1	5.00	5.00	5.00	3.00	5.00	5.00	3	4.50	4.33	4.83	3.67	4.33	5.00	
Secondary UG		0	-	-	-	-	-	-	2	5.00	5.00	4.50	4.50	4.00	5.00	
Secondary MAT		0	-	-	-	-	-	-	0	-	-	-	-	-	-	
Secondary M.Ed. JEP		0	-	-	-	-	-	-	0	-	-	-	-	-	-	

Secondary Advanced Degree		0	-	-	-	-	-	-	1	5.00	5.00	5.00	5.00	5.00	5.00
Program Cluster N		0							3						
Program Cluster Mean			-	-	-	-	-	-		5.00	5.00	4.67	4.67	4.33	5.00
Program Cluster SD			-	-	-	-	-	-		0.00	0.00	0.58	0.58	1.15	0.00
Program Cluster Range			-	-	-	-	-	-		5.0-5.0	5.0-5.0	4.0-5.0	4.0-5.0	3.0-5.0	5.0-5.0
PreK-3 UG		1	5.00	5.00	5.00	5.00	5.00	5.00	5	4.60	5.00	5.00	4.80	5.00	5.00
PreK-3 MAT		0	-	-	-	-	-	-	0	-	-	-	-	-	-
PreK-3 M.Ed. JEP		0	-	-	-	-	-	-	0	-	-	-	-	-	-
K-5		1	4.00	4.00	4.00	4.00	3.00	5.00	9	4.00	4.00	4.56	4.11	3.67	4.67
K-5 MAT		0	-	-	-	-	-	-	0	-	-	-	-	-	-
K-5 M.Ed. JEP		0	-	-	-	-	-	-	0	-	-	-	-	-	-
K-5 Advanced Degree		1	5.00	5.00	5.00	3.00	5.00	5.00	2	4.25	4.00	4.75	3.00	4.00	5.00
Middle Grades UG		3	4.37	4.67	4.67	4.00	4.33	5.00	6	4.50	4.58	4.67	4.00	4.00	4.83
Middle Grades MAT		1	5.00	5.00	5.00	5.00	5.00	5.00	2	5.00	5.00	5.00	5.00	5.00	5.00
Middle Grades M.Ed. JEP		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Program Cluster N		7							24						
Program Cluster Mean			4.71	4.71	4.71	4.14	4.42	5.00		4.35	4.45	4.73	4.21	4.08	4.83
Program Cluster SD			0.49	0.49	0.49	0.90	0.79	0.00		0.82	0.81	0.51	0.83	0.93	0.64
Program Cluster Range			4.0-5.0	4.0-5.0	4.0-5.0	3.0-5.0	3.0-5.0	5.0-5.0		2.0-5.0	2.5-5.0	4.0-5.0	3.0-5.0	2.0-5.0	2.0-5.0
Special Education UG		2	4.75	4.50	5.00	4.00	4.00	5.00	3	4.58	4.50	4.67	4.33	4.33	4.67
Special Education MAT		1	5.00	4.50	5.00	5.00	4.00	5.00	2	5.00	4.75	5.00	5.00	4.00	5.00
Special Education M.Ed. JEP		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Program Cluster N		3							5						
Program Cluster Mean			4.83	4.50	5.00	4.33	4.00	5.00		4.76	4.60	4.73	4.60	4.20	4.73
Program Cluster SD			0.29	0.50	0.00	1.15	1.00	0.00		0.58	0.80	0.51	0.89	0.84	0.51
Program Cluster Range			4.5-5.0	4.0-5.0	5.0-5.0	3.0-5.0	3.0-5.0	5.0-5.0		4.0-5.0	3.5-5.0	3.0-5.0	3.0-5.0	3.0-5.0	3.0-5.0
TESOL UG		0	-	-	-	-	-	-	0	-	-	-	-	-	-
TESOL MAT		0	-	-	-	-	-	-	0	-	-	-	-	-	-
TESOL M.Ed. JEP		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Program Cluster N		0							0						

Program Cluster Mean			-	-	-	-	-	-		-	-	-	-	-	-
Program Cluster SD			-	-	-	-	-	-		-	-	-	-	-	-
Program Cluster Range			-	-	-	-	-	-		-	-	-	-	-	-
Art/Music/Theater/PE UG		2	4.25	4.00	4.75	4.00	4.00	4.50	6	4.17	3.75	4.33	3.67	3.83	4.33
Art/Music/Theater/PE MAT		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Art/Music/Theater/PE M.Ed. JEP		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Program Cluster N		2							6						
Program Cluster Mean			4.25	4.00	4.75	4.00	4.00	4.50		4.17	3.75	4.33	3.67	3.83	4.33
Program Cluster SD			1.06	0.71	0.35	0.00	0.00	0.71		0.79	0.65	1.17	0.52	0.75	0.82
Program Cluster Range			3.5-5.0	3.5-4.5	4.5-5.0	4.0-4.0	4.0-4.0	4.0-5.0		3.0-5.0	3.0-4.5	2.0-5.0	3.0-4.0	3.0-5.0	3.0-5.0
Gender															
Female		11	4.64	4.54	4.77	4.18	4.27	4.91	34	4.39	4.40	4.66	4.24	4.06	4.76
Male		1	5.00	4.50	5.00	4.00	4.00	5.00	4	4.75	4.38	4.75	4.00	4.25	4.75
Unspecified		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Race															
American Indian or Alaskan Native		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Asian		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Black or African American		0	-	-	-	-	-	-	1	4.00	3.50	4.50	4.00	3.00	5.00
Hispanic or Latino		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Native Hawaiian		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Non-Resident Alien		0	-	-	-	-	-	-	0	-	-	-	-	-	-
Two or More Races		0	-	-	-	-	-	-	1	4.00	4.50	5.00	5.00	4.00	5.00
Unclassified		0	-	-	-	-	-	-	1	5.00	5.00	5.00	5.00	5.00	5.00
White or Caucasian		12	4.67	4.54	4.79	4.17	4.25	4.92	35	4.43	4.41	4.66	4.17	4.09	4.74

Source: C-N Education Department 2022-23 Fact Book



# Carson-Newman University

## Employment

The Employment domain evaluates a provider's performance in preparing educators to begin and remain teaching in Tennessee public schools.

### Performance

## Exceeds Expectations

### What does this mean?

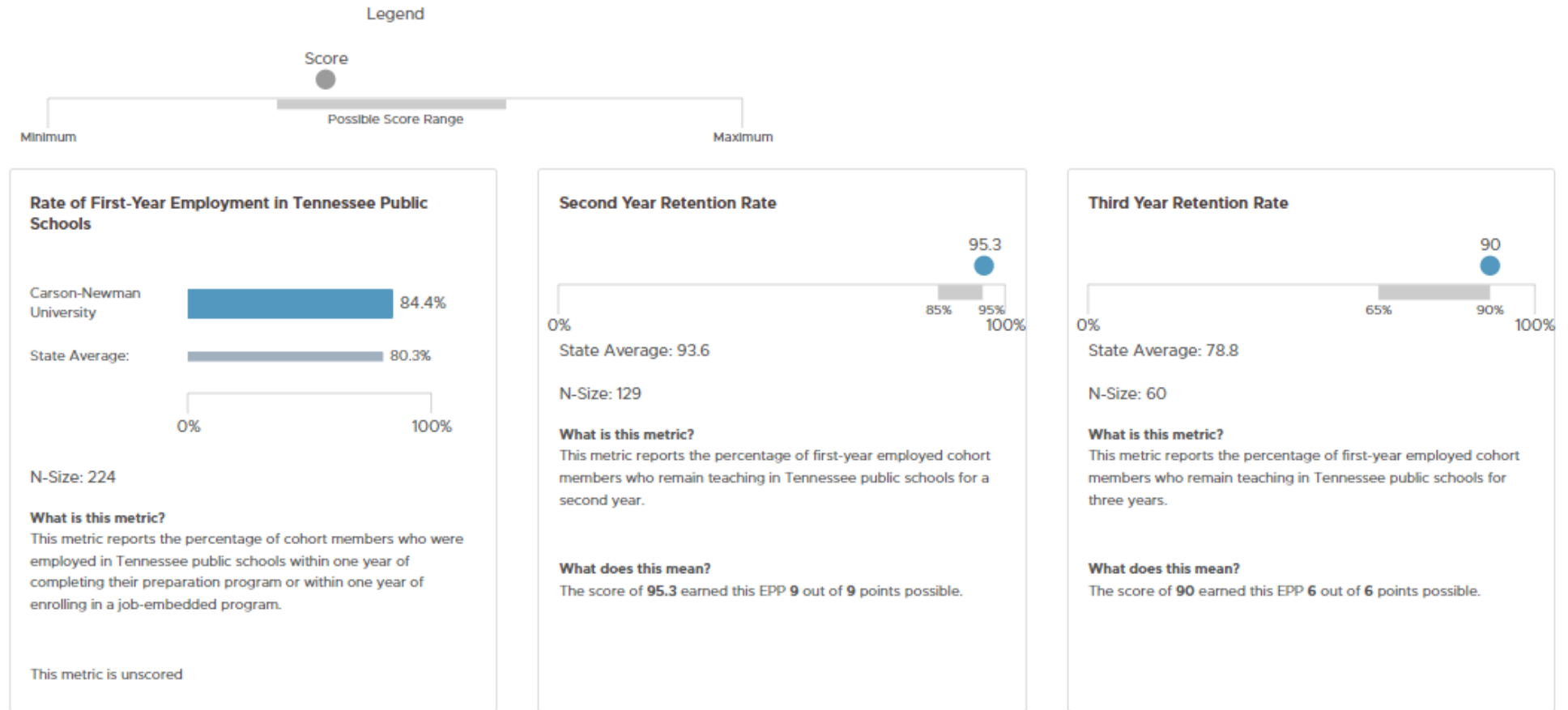
"Does Not Meet Expectations" means the provider received less than 50% of possible points. "Meets Expectations" means the provider received 50-74.9% of possible points. "Exceeds Expectations" means the provider received 75% or more of possible points.

### Why is this important?

Teacher retention is important because teachers become more effective as they gain experience. Retaining more teachers also helps to alleviate teacher shortages.

## Metrics

This domain includes two scored metrics and one unscored metric.



Source: TN State Board of Education 2023 Educator Preparation Report Card  
<https://teacherprepreportcard.tn.gov/teacher-prep/1102-T/employment>