

Measure 2: Satisfaction of Employers and Stakeholder Involvement

As part of the CAEP accountability measures, Carson-Newman University shares data on employer satisfaction and stakeholder involvement to support transparency and continuous improvement. These data are aligned with CAEP Standards R4.2, R5.3, and RA4.1 and are drawn from two sources: the Tennessee State Board of Education Educator Preparation Report Card, including our own EPP-administered employer surveys.

The data reflect the 2024–2025 academic year (September 1, 2024 – August 31, 2025). Each data source provides a distinct perspective on program effectiveness. These data are reviewed annually by faculty and program stakeholders and are used to guide program improvements.

- **EPP employer surveys** (see Tables 1-4 for initial licensure and Table 5 for advanced programs) collect direct feedback from P–12 employers of program completers within one year of graduation. These surveys provide detailed information on completers’ preparedness in areas such as instructional practice, professionalism, use of data, and ability to support diverse learners.
- The **Tennessee Educator Preparation Report Card** (see Table 6) provides an external, statewide evaluation of overall program performance, including provider ratings and comparison to state expectations.

These data are publicly available on the EPP website to ensure transparency and accountability.

Key Results

For the EPP Employer Survey

- Carson-Newman University received an overall rating of **“Meets Expectations”** on the Employer Survey.
- The strongest areas of performance identified in employer surveys for initial licensure is supporting diverse learners (**average rating 4.55**).
- Initial licensure completers demonstrated solid performance, with ratings generally ranging from **“Meets Expectations” (Lowest score at 3.25)** to **“Exceeds Expectations” (Average scores 4.33)** to **“Exceptional” (5 highest scores)**.
- Middle Grades job-embedded (Initial Licensure) candidates received the highest employer ratings, with several areas rated at or near **5.0 “Exceptional”**.
- Advanced program completers earned consistently strong employer ratings across all domains, with all areas rated as **“Exceeds Expectations” (range 4.29-4.84)** on a 5-point scale.

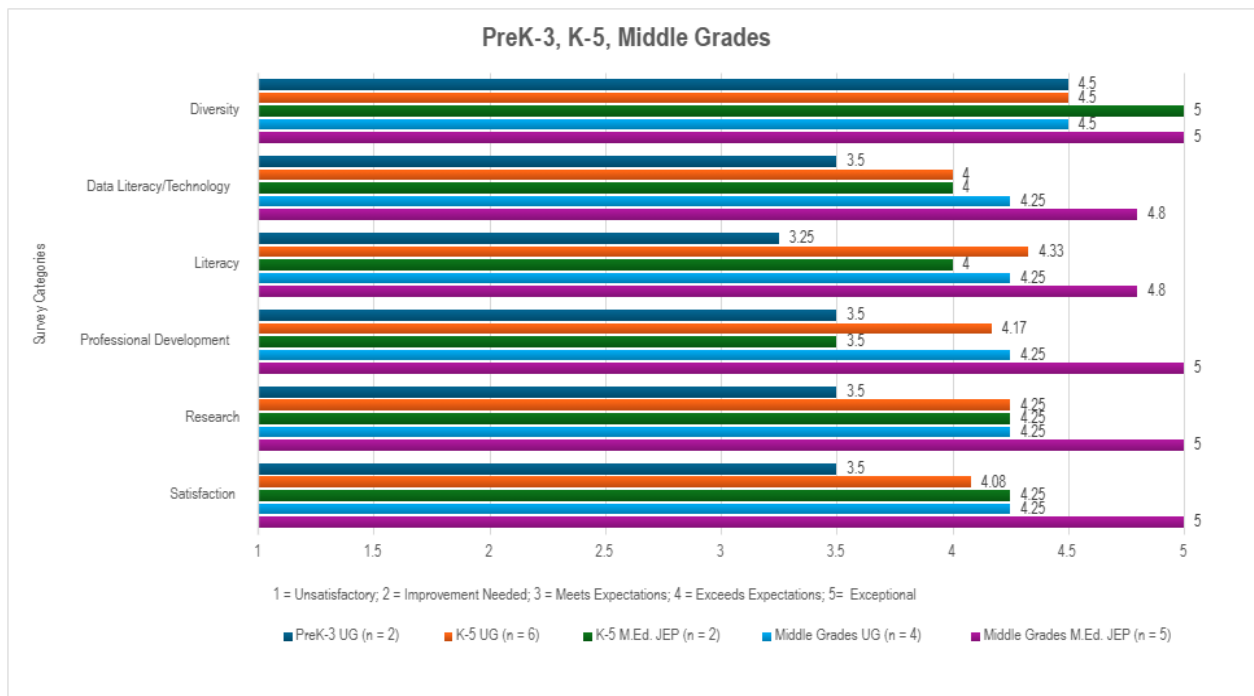
For the Tennessee Report Card

- 50% response to survey (n-111)
- In preparedness from coursework (**28.2% Strongly Agree, 50.9% Agree**), preparedness from clinical experience (**38.7% Strongly Agree, 47.2% Agree**), and would recommend the program (**49.5% Strongly Agree, 43.2% Agree**), the results were affirming to the quality of programming.

What This Means

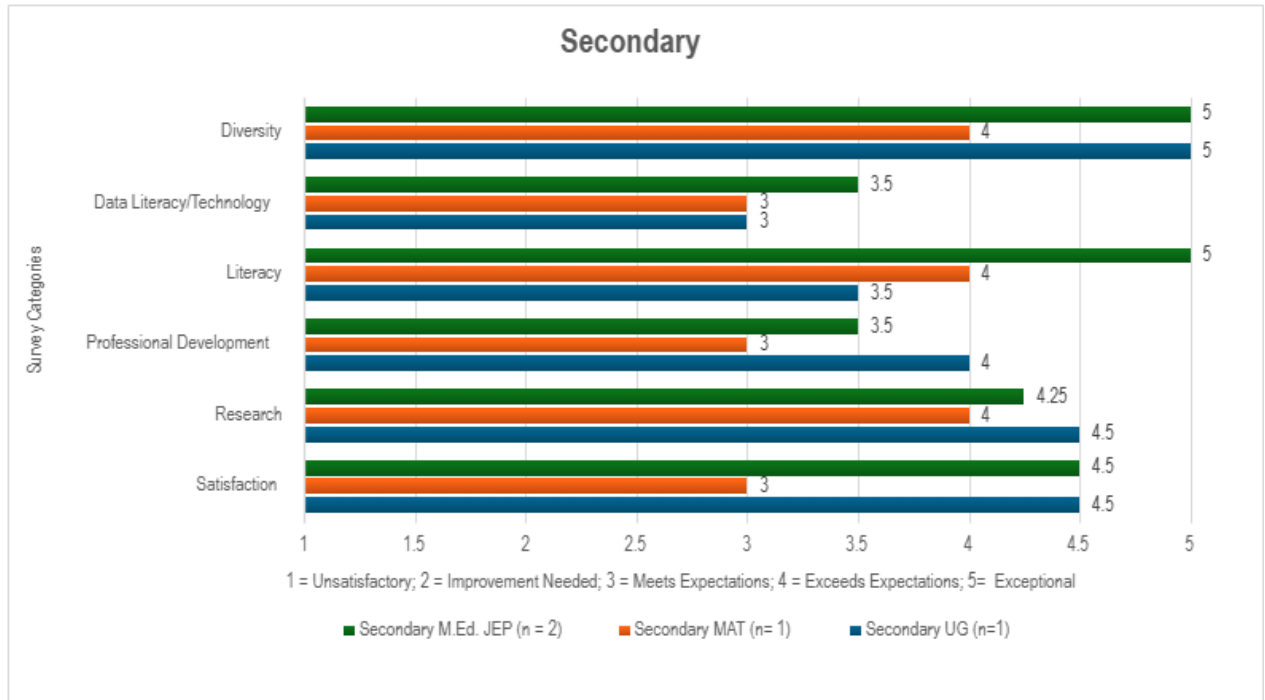
Together, these data sources provide a comprehensive view of program effectiveness. Employer feedback offers detailed insight into day-to-day performance of completers in P-12 settings, while state report card data provide an external validation of overall program quality. Results indicate that Carson-Newman University completers are well-prepared to meet the needs of students and schools and are performing at levels consistent with state expectations.

Table 1. Initial Licensure-PreK, K-5, and Middle Grades Employer Survey



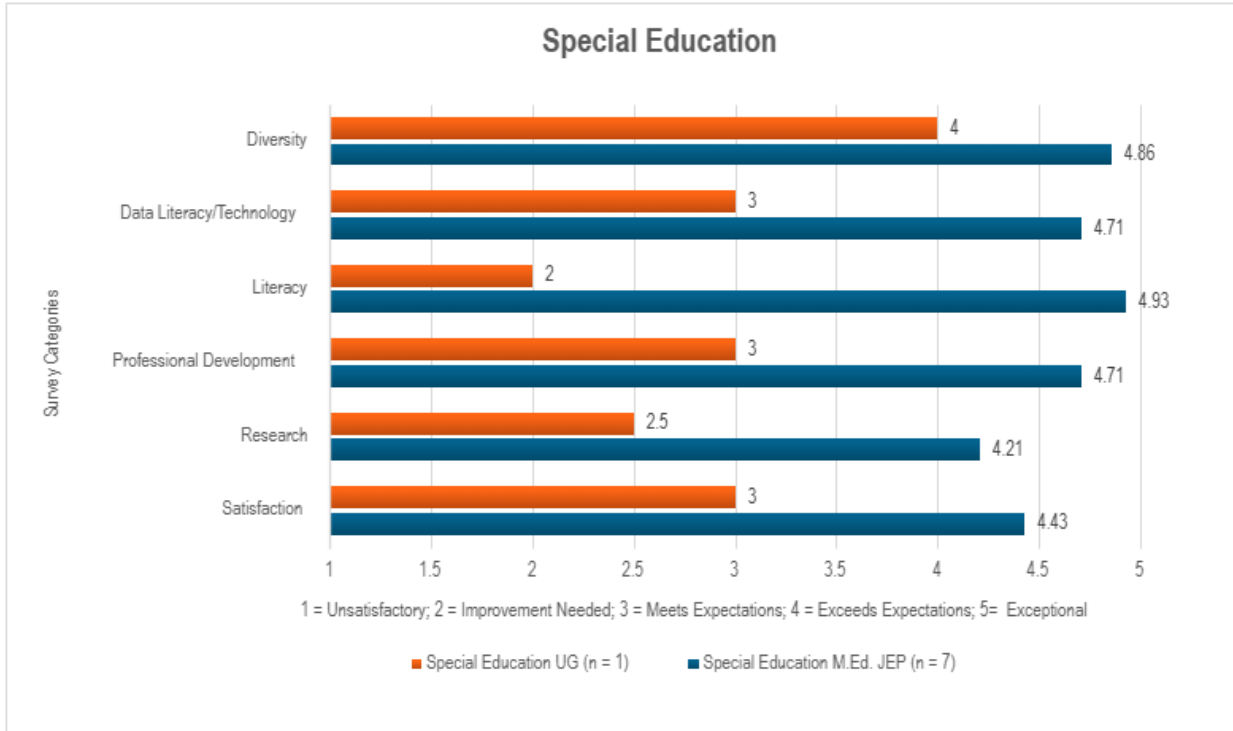
Source: C-N Education Department, Employer Survey 2024-25

Table 2. Initial Licensure Secondary Education Employer Survey



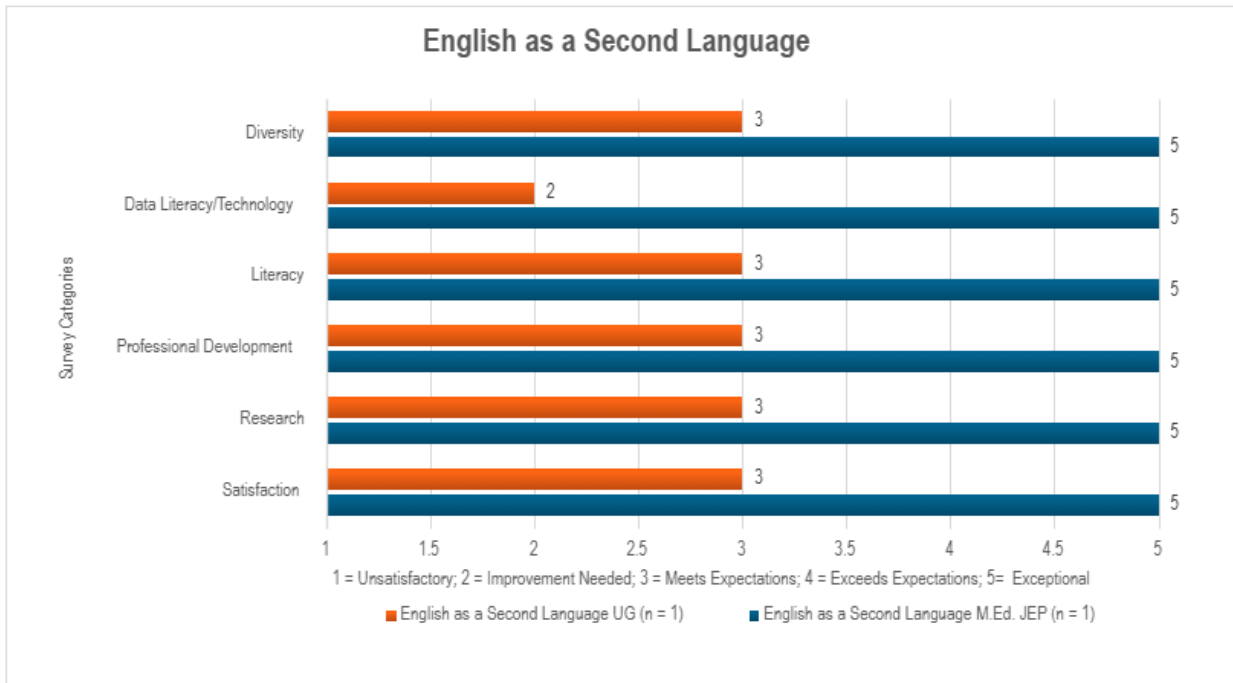
Source: C-N Education Department, Employer Survey 2024-25

Table 3. Initial Licensure Special Education Employer Survey



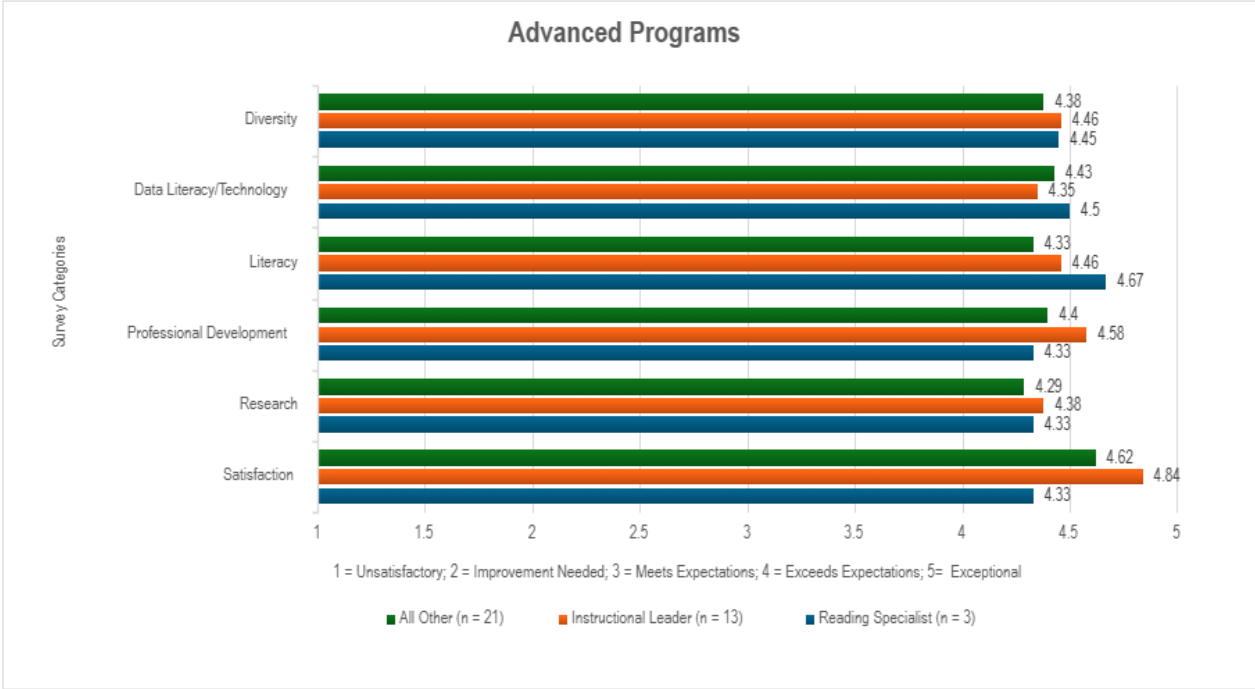
Source: C-N Education Department, Employer Survey 2024-25

Table 4. Initial Licensure English as A Second Language Employer Survey



Source: C-N Education Department, Employer Survey 2024-25

Table 5. Advanced Programs Employer Survey



Source: C-N Education Department, Employer Survey 2024-25

Table 6. Tennessee State Board of Education Employer Satisfaction



TN State Board of Education

Carson-Newman University
1646 Russell Ave, Jefferson City, TN

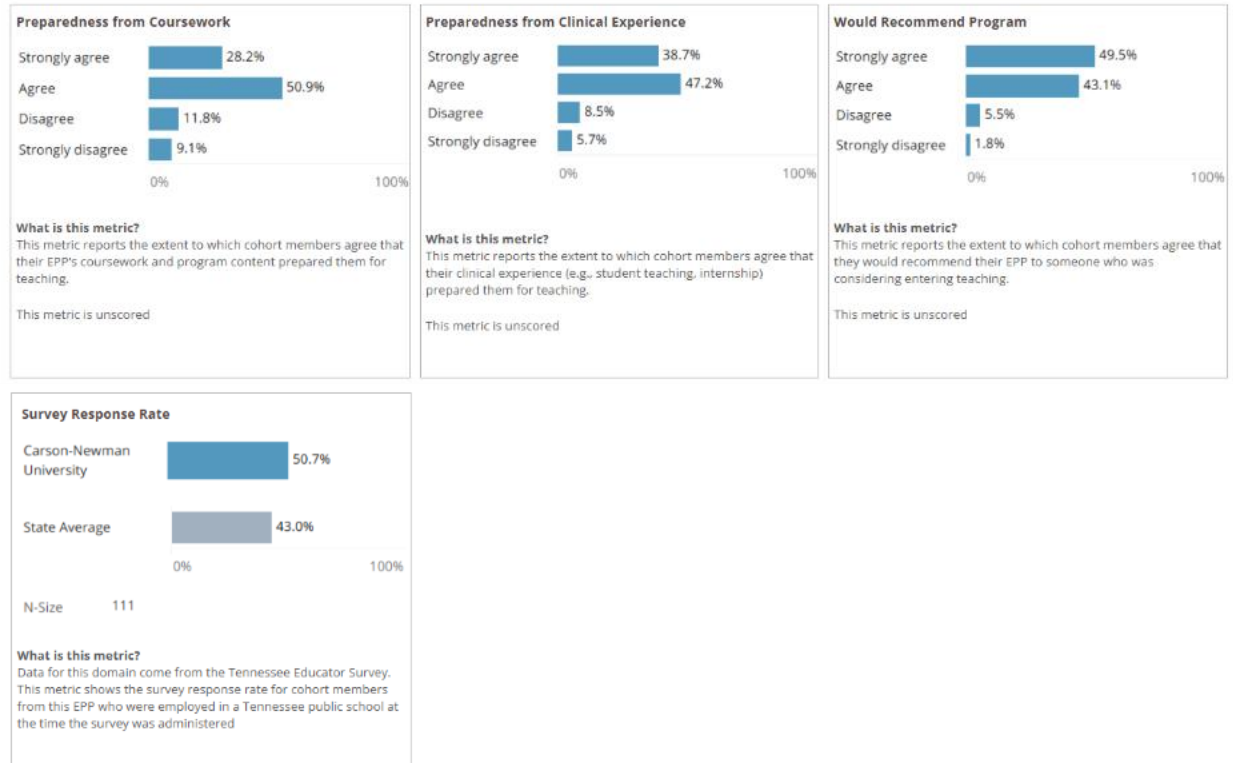
<https://www.cn.edu/departments/education-department/>

Satisfaction

The Satisfaction domain reports how well cohort members feel that their preparation program prepared them for teaching. Data for this domain come from the annual [Tennessee Educator Survey](#).

Metrics

This domain includes three unscored metrics.
(No data is shown for metrics with an n-size smaller than 10.)



Source: TN State Board of Education 2025 Educator Preparation Report Card <https://www.tn.gov/sbe/ed-prep.html>