

Employer Satisfaction Survey Report

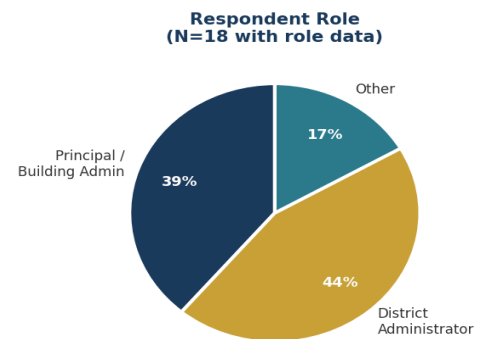
Spring 2025 | Advanced Education Programs

This report presents findings from the Spring 2025 Employer Satisfaction Survey administered to employers and supervisors of Austin Peay State University (APSU) Eriksson College of Education advanced program completers. The survey assessed employer perceptions of graduate competency across CAEP-aligned core skills, overall job performance, preparation for diverse student populations, and PSEL leadership competencies. Ratings used a 5-point scale: 1 = Extremely Dissatisfied to 5 = Extremely Satisfied.

21 Total Respondents	15 Provided Full Ratings	4.7 Overall Employer Satisfaction (Q8-Q9)
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Respondent Profile

Role	Count	%
Principal / Building Administrator	7	39%
District Administrator / Supervisor	8	44%
Other	3	17%



Note: 3 respondents did not specify a role.

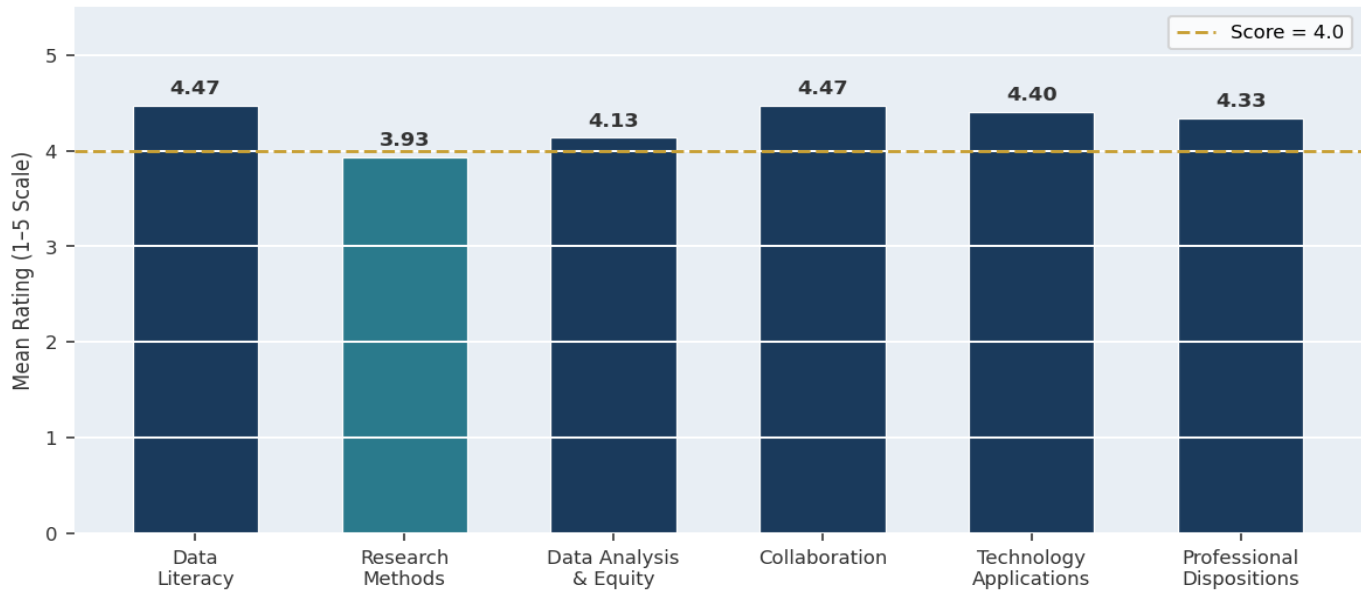
Key Findings

- ▶ Employers rated APSU advanced program completers highly across all domains, with a grand mean of 4.37 out of 5.0 across 16 rating items.
- ▶ Overall employer satisfaction was highest among all domains: mean = 4.73 for job performance and preparedness for diverse students (n=15).
- ▶ CAEP Core Skills (n=15) averaged 4.29. Strengths include Data Literacy (M=4.47) and Collaboration (M=4.47). Research Methods (M=3.93) showed the widest variance.
- ▶ PSEL Leadership Competencies (n=14) averaged 4.33. Collaborative Decision-Making (M=4.57) and Operations & Resource Management (M=4.50) scored highest. Policy Advocacy (M=4.00) had the largest standard deviation, suggesting variability in perceptions of that competency.
- ▶ Respondents were primarily Principal/Building Administrators (39%) and District Administrators/Supervisors (44%), with 17% selecting Other.

CAEP Core Skills Assessment

Employers rated APSU advanced program completers on six CAEP-aligned core skill areas (n=15). All items used the 5-point satisfaction scale. Items are drawn from CAEP Responsibility Area 1.1, assessing the degree to which graduates apply knowledge and skills appropriate to their professional field of specialization.

CAEP Core Skills: Mean Employer Ratings

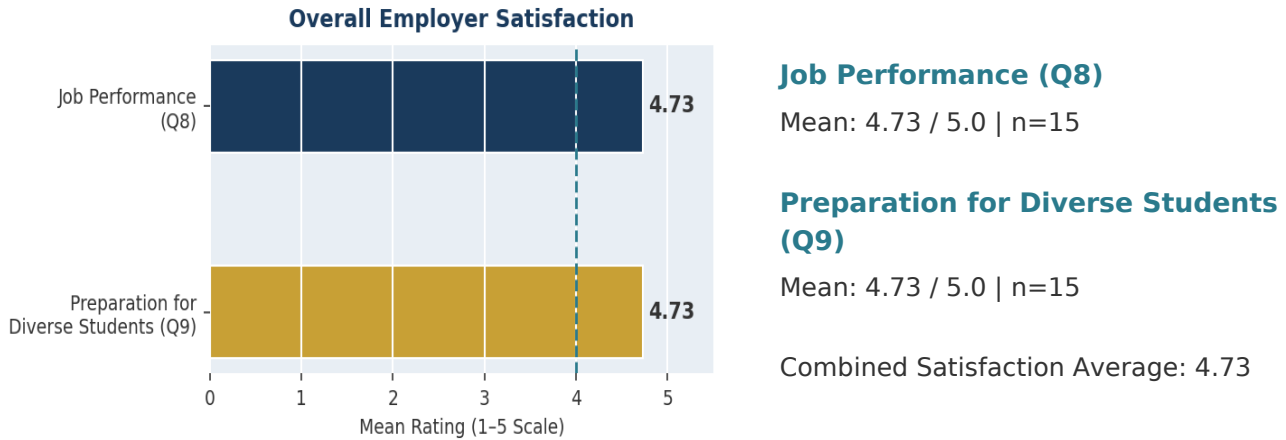


Skill Area	n	Mean	SD	Interpretation
Data Literacy	15	4.47	0.74	✓ Strong
Research Methods	15	3.93	1.10	Satisfactory
Data Analysis & Equity	15	4.13	0.83	✓ Strong
Collaboration	15	4.47	0.99	✓ Strong
Technology Applications	15	4.40	0.74	✓ Strong
Professional Dispositions	15	4.33	0.98	✓ Strong
CAEP Domain Average	15	4.29		

Scale: 1 = Extremely Dissatisfied, 5 = Extremely Satisfied. Ratings ✓ 4.0 or above indicate strong employer endorsement of graduate competency.

Overall Employer Satisfaction

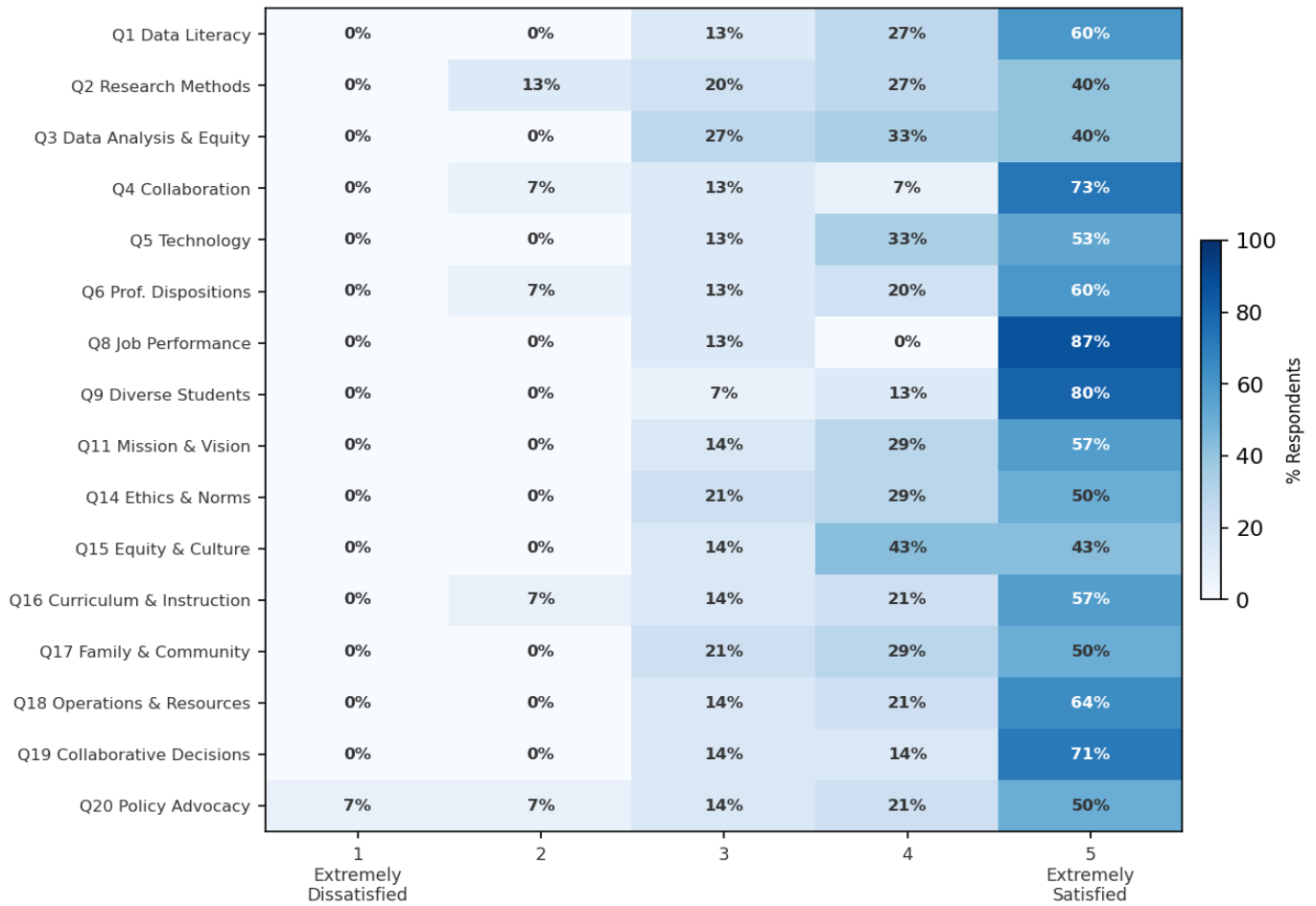
Two items directly measured employer satisfaction with APSU graduate job performance and their preparation to work with diverse P-12 students and families. Both items were completed by 15 respondents.



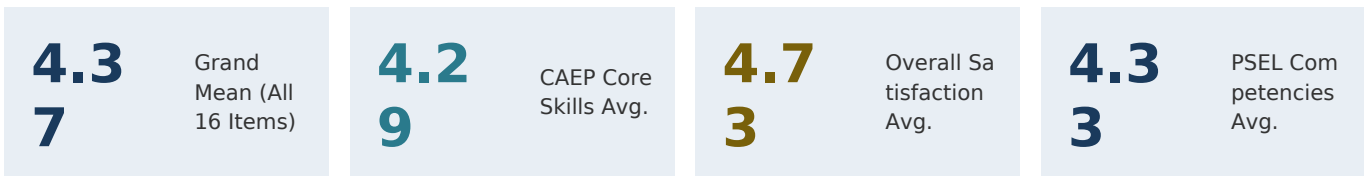
Response Distribution Across All Rating Items

The heatmap below shows the percentage of respondents selecting each rating point (1-5) for all 16 rating items. A strong concentration of responses at ratings 4 and 5 indicates consistent employer satisfaction across domains.

Response Distribution by Item (% of respondents)



Summary & Implications for Program Improvement



Strengths Identified by Employers

► High Overall Satisfaction (M=4.73)

Employers report strong satisfaction with both the job performance of APSU completers and their preparedness to work with diverse student populations, signaling effective preparation across the program.

► Data Literacy & Collaboration (✓ M=4.47 each)

Completers demonstrate strong skills in applying data literacy practices and collaborating with peers, colleagues, teachers, administrators, and community partners — core competencies for modern educational leadership.

► Collaborative Decision-Making & Governance (M=4.57)

The highest-rated PSEL competency reflects employer confidence in completers' ability to cultivate relationships and lead collaborative governance processes within their organizations.

Areas for Continued Growth

► Research Methods (M=3.93, SD=1.10)

Research methodology received the lowest CAEP core skill rating and the highest standard deviation, indicating variability in employer perceptions. Continued emphasis on applied research skills and their workplace utility is recommended.

► Policy Representation & Advocacy (M=4.00, SD=1.30)

Policy advocacy showed the widest response variability among PSEL competencies. Experiences involving policy analysis, legislative engagement, and public advocacy may strengthen this area in the curriculum.

Recommendations

1. Continue strong program elements

The high overall satisfaction and strength in collaboration and data literacy reflect effective program alignment with professional practice; these features should be preserved.

2. Strengthen research methods coursework

Consider embedding more applied research projects and case studies connecting qualitative and quantitative methods directly to school improvement contexts.

3. Expand policy engagement opportunities

Incorporate policy analysis, advocacy simulations, and community engagement projects to build confidence in policy representation competencies.

4. Increase employer response rates

With 15 of 21 respondents completing full ratings, future cycles should include targeted follow-up outreach to improve data completeness.

Report generated by APSU Eriksson College of Education for CAEP accreditation and continuous program improvement purposes. Survey administered via Qualtrics, Spring 2025. All data are confidential and reported in aggregate only.