

# CAEP 2024 EPP Annual Accreditation Report

## Measure 2: Satisfaction of Employers and Stakeholder Involvement for Academic Year 2022-2023

### Supporting Data: [NJDOE Caldwell University Performance Report](#)

<p style="text-align: center;"><b>Measure 2 (Initial and Advanced):</b> Satisfaction of employers and stakeholder involvement (Component R4.2 R5.3 RA.4.1)</p>
<p><b>Persistence Trend</b> - Caldwell University School of Education measures the satisfaction of employers through the Persistence category found in the NJ-DOE Performance Reports for Educator Preparation (latest version is linked as Supporting Data above).</p> <p>The Persistence category of the NJDOE PREP are the program completers who continued with their employment in a New Jersey public school. The majority of Caldwell University graduates continued with their employment from one year to the next. Please note that some of the completers are employed in non-public schools. What appears below is the latest data available to the University.</p> <p style="text-align: center;"><b>2019-2020 Persistence Trend</b></p> <p>Of the 32 Certified Completers from the 2019-2020 school year, 27 (84%) were employed as of the 2020-2021 school year.</p> <p style="text-align: center;"><b>2018-2019 Persistence Trend</b></p> <p>Of the 41 Certified Completers from the 2018-2019 school year, 28 (68%) were employed as of the 2019-2020 school year.</p>
<p><b>Employer satisfaction surveys</b> - Satisfaction surveys were sent to all employers of Initial and Advanced Completers for whom we had permission to contact. Of the employers who responded to our surveys 100% are very satisfied with their hire.</p> <p>Some of the individual comments read:</p> <ul style="list-style-type: none"><li>• <i>“The alumnus is excellent, she was ready for the position. She took the position in the middle of the fall semester and was able to seamlessly transition as the classroom teacher. Well received by all - students, parents, colleagues and admins.”</i></li><li>• <i>Strongly disagreeing with the question about the University Alumni needed consistent guidance to ensure effective teaching practices.</i></li><li>• <i>Strongly agreeing that the Caldwell University alumni demonstrate the skills and knowledge that our district expects of a certified teacher in their position.</i></li></ul>
<p><b>Involvement of internal and external stakeholders -</b></p> <p><b>Caldwell University School of Education Advisory Board:</b> The Advisory Board meets once each semester during the Academic Year. Internal Members include: Graduate Coordinator, VP for Enrollment, a Graduate Admissions Counselor, six full time faculty, our Field Placement Director and Coordinator. The external members include seven area Superintendents. Members are consulted about issues such as certifications that would meet the needs of the local community.</p> <p><b>Principals’ Roundtable :</b> The Principals’ Roundtable is a group of 32 local academic leaders from districts and schools, usually principals who want to partake in workshops related to current topics in Education. This year the focus was on School Security and Crisis Communication in Mainstream Media. Members of the Principals’ Roundtable speak highly of the Caldwell University clinical interns and hire them for full-time faculty in their districts. Some of the Principals are successful graduates of our Educational Administration MA or certification program.</p>

Completer: A candidate who successfully satisfied all program requirements of a preparation program at least six months previously and who is employed in a position for which they were prepared for state licensure

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### **Employer focus groups:**

At the end of the program, prospective employers (Principals and Superintendents) are invited to meet and conduct Mock Interviews with the group of completers. Completers participate in several individual interviews with attention to their certification areas and the needs communicated by the prospective employer. Once the interview sessions are completed, all those involved get together for a debrief. At this time the prospective employers share recommendations and feedback. This feedback is used to improve the program and preparation of our future completers. Often, the mock interviews lead to employment interviews in the local districts.

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