

**CAEP Annual Measures
R4.2—Initial Programs
Satisfaction of employers and stakeholder involvement**

The BYU Educator Preparation Program (EPP) administers the Utah Teacher Education Employer Survey (UTEES) to determine employer satisfaction with program completers. The UTEES was developed through collaboration by ten universities across the state. The survey is sent to employers during the completer’s second year of teaching. The UTEES contains 29 questions pertaining to completers’ abilities, knowledge, skills, and dispositions with one question specifically appraising satisfaction with the completer. The UTEES includes two open-ended questions, one of which asks about aspects of teaching the completer was best prepared for by the educator preparation program.

The BYU EPP uses results from this survey as evidence of CAEP Standard R4.1. The UTEES asks employers to respond to 29 prompts. Questions 1-25 ask about completers’ abilities and questions 26-29 focusing on completers knowledge. Questions 1-25 use the four ratings of “Not at all,” “Minimally,” “Effectively,” or “Exceptionally.” Questions 26-29 use the ratings of “None,” “Very Little,” “Sufficient,” and “Comprehensive.” Questions 1-25 ask about completers’ abilities and questions 26-29 focusing on completers knowledge. The following data was collected from the employer survey.

Employer Survey Responses					
2023-2024: (n=64)					
2024-2025: (n=100)					
Completer Ability					
Questions 1-25					
	Not at all	Minimally	Effectively	Exceptionally	Mean /4
2023-2024	0%	4.92%	45.90%	49.18%	3.35
2024-2025	0.08%	5.13%	50.08%	44.71%	3.39
Completer Knowledge					
Questions 26-29					
	None	Very Little	Sufficient	Comprehensive	Mean /4
2023-2024	0%	2.63%	44.74%	52.63%	3.47
2024-2025	0.25%	0.76%	51.01%	47.98%	3.47

For the 2024-2025 year, the results indicate that over 94 percent of responses show completers have effective or exceptional ability and either sufficient or comprehensive knowledge of content and pedagogy.

Question 30 on the UTEES is an overall satisfaction question. The text reads, “Based upon the abilities of your current BYU graduate, how satisfied are you with the BYU teacher preparation program?” and includes a six-point response scale. The following table shows the percentage of responses in the six categories. Over 88 percent of respondents indicated that they were very satisfied or extremely satisfied with BYU EPP program completer teaching in their school during

2024-2025. The overall mean was 5.2 on the six-point scale. These results show that employers express satisfaction with BYU completers.

Employer Survey Responses 2023-2024: (n=57) 2024-2025: (n=96)							
Employer Satisfaction Question 30							
	Extremely Dissatisfied	Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Extremely Satisfied	Mean /6
2023-2024	0%	0%	5.26%	6.56%	40.35%	47.37%	5.30
2024-2025	0%	1.04%	2.08%	8.33%	53.13%	35.42%	5.20

BYU Public School Partnership:

The Brigham Young University Educator Preparation Program (EPP) collaborates with the Brigham Young University Public-School Partnership (BYU-PSP) which includes a diverse group of stakeholders consisting of employers, practitioners, alumni, and school and community partners. These stakeholders contribute to quality clinical experiences, program evaluation, program improvement, and the identification of models of excellence. Stakeholders are vital to the EPP success. The EPP regularly collaborates through the BYU-PSP. This nationally recognized partnership was formed in 1984 and is dedicated to simultaneous renewal of education preparation and public schooling. The initial programs work closely with their partnership advisory councils (PACs) to ensure appropriate stakeholders are involved in program evaluation, improvement efforts, and identification of models of excellences. Councils representing elementary and early childhood education (EEPAC), secondary education (SEPAC), and special education (SPEDPAC) have been established to facilitate the collaboration with the EPP Initial Programs.