

Employer Satisfaction Survey Report

For AY 2024-2025

The EPP maintained dissemination of a one-year employee satisfaction survey to continue meeting the requirements for CAEP standard R4.1 at the end of the academic year 2024-2025. The survey was sent out to a representative sample of employers in the local school districts where our completers are employed in their first year of teaching. The EPP first contacted and received permission from the District School Superintendent to survey three building principals who would have evaluated our completers during the reporting year 2024-2025.

Only **one** building principal responded to the survey. For confidentiality, The EPP refrains from including this single response to our satisfaction survey results.

In hopes of building trust and encouraging participation, the EPP plans to.:

- reach out to building principals to communicate how their feedback will be used for program improvement.
- provide evidence of how previous survey results led to specific programmatic changes.

Further, to strengthen existing data, the EPP is in discussion about designing a focus group project which will allow participating building principals to interact with each other on specific elements of our satisfaction survey. This method can both be virtually or in person, allowing for flexible groupings and the possibility of increase participation. Additionally, the format can promote meaningful dialogue that can generate rich data not often captured in survey questions and feedback. The focus groups are expected to begin in Fall 2026. The EPP will continue to disseminate Employer Satisfaction Surveys.

Below, please find samples of the EPP's 2004-2025 email communication to:

1. District Superintendents
2. Building Principals

Subject: SUNY Potsdam Education Unit - Request to Survey Principal
Date: Friday, August 8, 2025 at 3:03:43 PM Eastern Daylight Time
From: [REDACTED]
To: [REDACTED]
CC: Deborah J. Conrad, [REDACTED]
Attachments: SUNY Potsdam Employer Satisfaction Survey 2025.pdf, img-67ad03ed-5ed2-4bf4-a671-4e178bf602df

Dear [REDACTED]

For the past two years SUNY Potsdam has worked with our partnering school districts to gather completer data for our accreditation requirements. We reach out annually to survey building principals where our recent program completers are employed. The focus of the survey is gaining valid and reliable Impact data of our program completers on P-12 student learning through Employer Satisfaction Surveys. We would like to request your permission to survey the building principal(s) in your school district. We include the following statement to provide additional contextual information:

The SUNY Potsdam Education Unit continues to maintain its accreditation with the Council for the Accreditation of Educator Preparation (CAEP) by maintaining our creditors standards and requirements. One significant and challenging standard is CAEP Standard 4 which asks our unit to “*demonstrate the impact our completers have on P-12 student learning and development, classroom instruction, and schools, and the satisfaction of its completers with the relevance and effectiveness of their preparation*”. A component of that standard specifically requires our unit to “*use valid and reliable data*” to demonstrate that employers are satisfied with our completers’ preparation for their assigned responsibilities in working with P-12 students.

Please confirm if the principal information is accurate for your district by completing this [permission to survey](#) form. Your response will be appreciated by 8/14/2025.

Principal Name	Principal Email	School
[REDACTED]	[REDACTED]	[REDACTED] Elementary Principal
[REDACTED]	[REDACTED]	[REDACTED] Elementary Principal

With your confirmation as indicated in the permission survey, our Employer Satisfaction survey (attached for your review), will be distributed to the building principal(s) listed above.

Thank you for your continued support.

Respectfully,

Deborah Conrad, PhD.

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Friday, September 5, 2025 at 11:12:58 AM Eastern Daylight Time

Subject: SUNY Potsdam IRB Case Study Project - Employer Satisfaction Survey
Date: Friday, September 5, 2025 at 10:59:19 AM Eastern Daylight Time
From: [REDACTED]
To: [REDACTED]
CC: [REDACTED] Deborah J. Conrad, [REDACTED]
Attachments: img-b100dcd5-952e-42e8-9009-222f91c16dcc

Hello [REDACTED]
This is a follow up from our visit to [REDACTED] Secondary English classroom last school year as part of our Program Completer Case Study. Our study involved observing and documenting [REDACTED] teaching effectiveness. To conclude this case study, we would appreciate if you completed this 5-minute satisfaction survey that will indicate how [REDACTED] is doing and what we can do to improve our English 7-12 MST Education program.

SURVEY LINK: [SUNY Potsdam Employer Satisfaction Survey 2025](#)

Thank you very much in advance and have a wonderful start to the school year.

Best,

Deb. Conrad

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