

Lincoln Memorial University
Carter & Moyers School of Education

Spring 2026 Initial Licensure Employer Survey Results

Twenty (20) surveys were distributed to employers of Spring 2026 initial licensure completers. Eight (8) surveys were returned, yielding a response rate of 40%. This report is prepared for CAEP accreditation evidence and continuous improvement review.

CAEP Alignment

CAEP Standard 4 (Program Impact): These data provide evidence regarding completer effectiveness and employer satisfaction with program graduates.

CAEP Standard 5 (Quality Assurance System and Continuous Improvement): Survey results are analyzed annually as part of the CMSOE Quality Assurance System and are incorporated into the Plan-Do-Study-Act (PDSA) continuous improvement cycle.

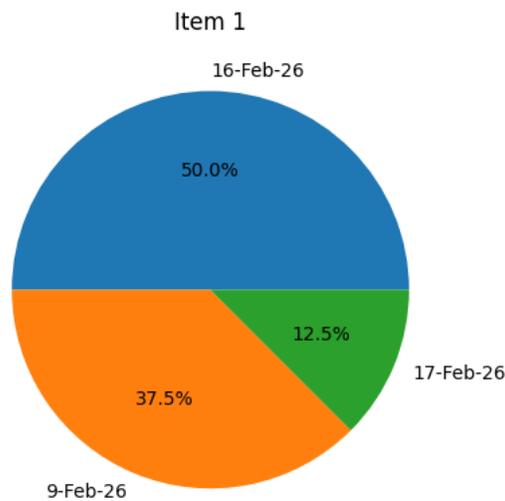
Survey Results by Item

Item 1

Submission Date

Employer responses indicate the following distribution: 16-Feb-26 (50.0%); 9-Feb-26 (37.5%); 17-Feb-26 (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

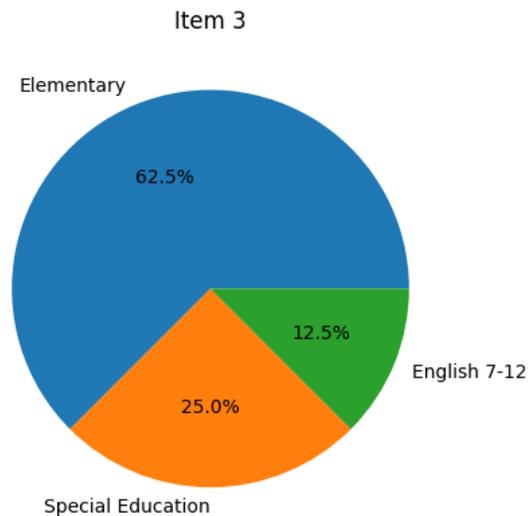


Item 3

Endorsement Area:

Employer responses indicate the following distribution: Elementary (62.5%); Special Education (25.0%); English 7-12 (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

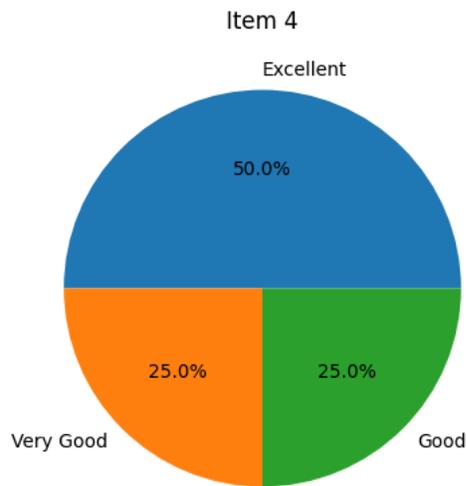


Item 4

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Understanding of learner development

Employer responses indicate the following distribution: Excellent (50.0%); Very Good (25.0%); Good (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.



Item 5

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Adapts lesson plans and activities to account for learner differences

Employer responses indicate the following distribution: Excellent (62.5%); Good (25.0%); Very Good (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

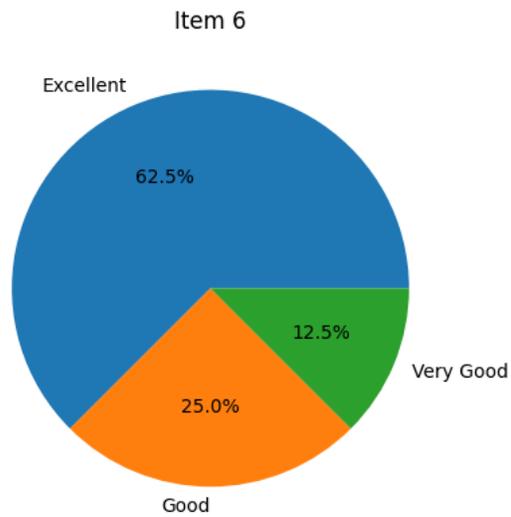


Item 6

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Provides a supportive learning environment for students

Employer responses indicate the following distribution: Excellent (62.5%); Good (25.0%); Very Good (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

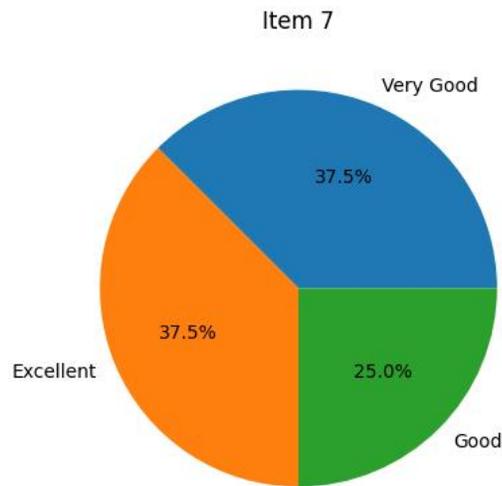


Item 7

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Has in-depth knowledge of content area

Employer responses indicate the following distribution: Very Good (37.5%); Excellent (37.5%); Good (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

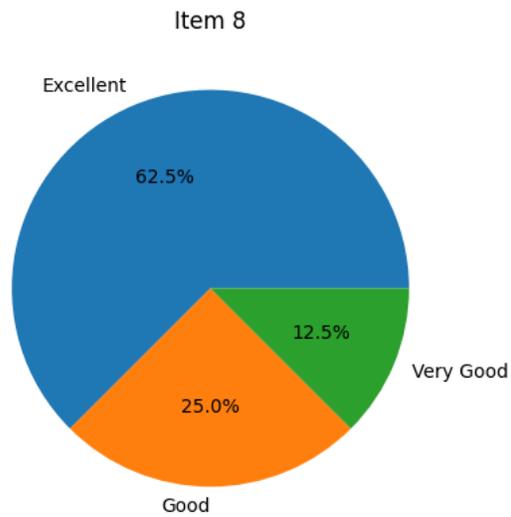


Item 8

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Applies and connects different concepts within the learning content; actively engages students in learning

Employer responses indicate the following distribution: Excellent (62.5%); Good (25.0%); Very Good (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

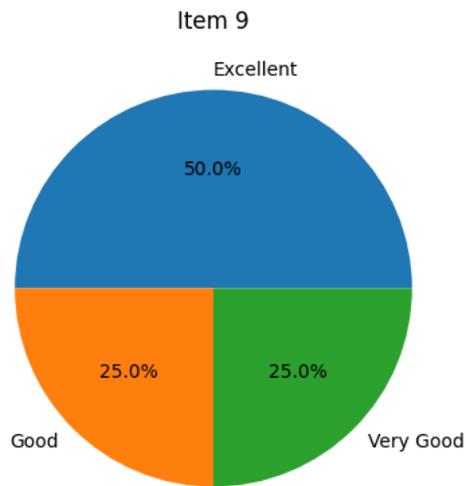


Item 9

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Applies strategies of assessment to support the growth of students

Employer responses indicate the following distribution: Excellent (50.0%); Good (25.0%); Very Good (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

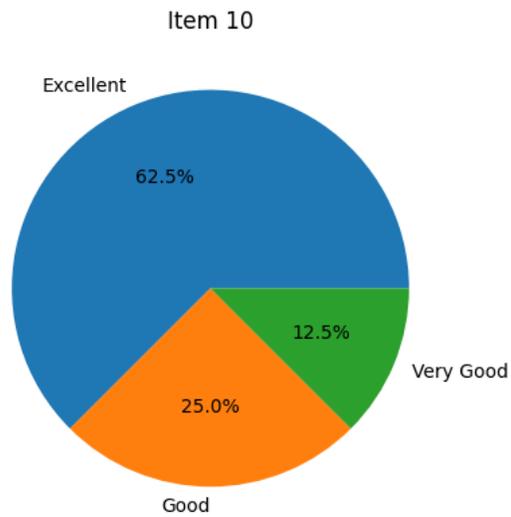


Item 10

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Plans and organizes lesson according to curriculum goals and standards

Employer responses indicate the following distribution: Excellent (62.5%); Good (25.0%); Very Good (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

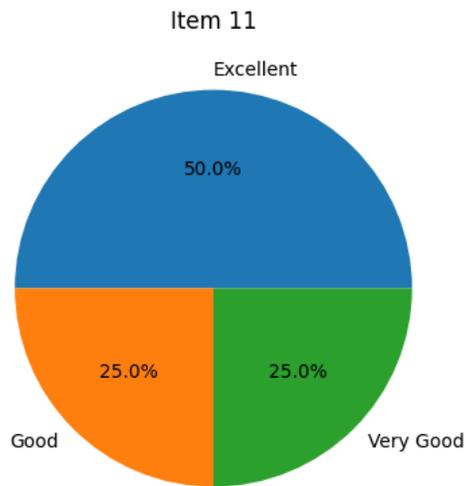


Item 11

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Uses a variety of instructional methods to engage students

Employer responses indicate the following distribution: Excellent (50.0%); Good (25.0%); Very Good (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

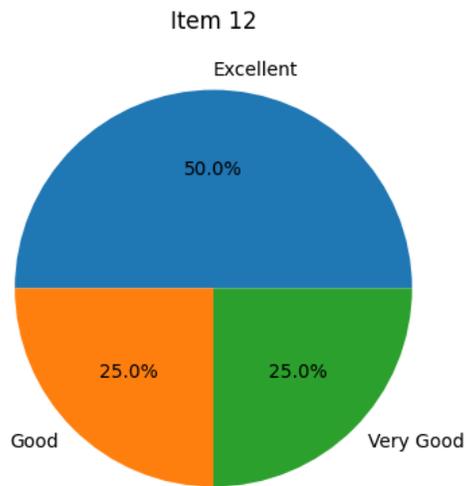


Item 12

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Ongoing professional learning and ethical practices

Employer responses indicate the following distribution: Excellent (50.0%); Good (25.0%); Very Good (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.



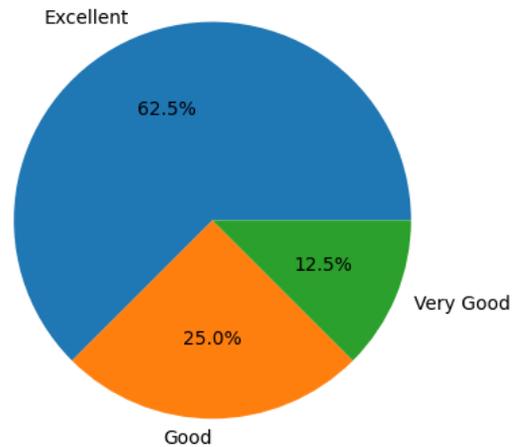
Item 13

Please indicate your perception of the performance of graduates from the teaching program at the Carter and Moyers School of Education for each statement. >> Seeks out leadership opportunities and/or collaborates well with colleagues

Employer responses indicate the following distribution: Excellent (62.5%); Good (25.0%); Very Good (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

Item 13

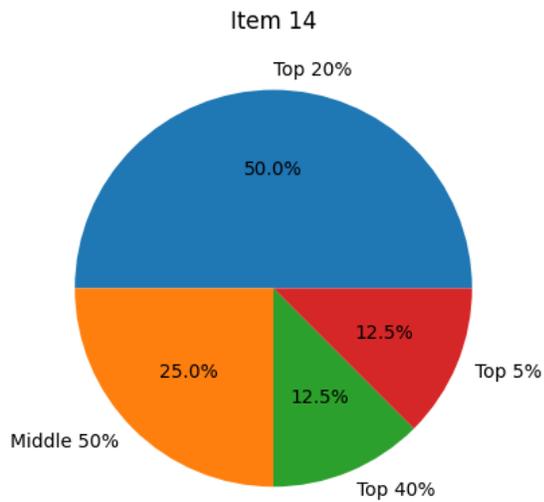


Item 14

Indicate the best response. How would the Carter & Moyers School of Education graduates rate in terms of teaching performance compared to non-Carter & Moyers School of Education teachers with a similar number of years of experience? (Select one)

Employer responses indicate the following distribution: Top 20% (50.0%); Middle 50% (25.0%); Top 40% (12.5%); Top 5% (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

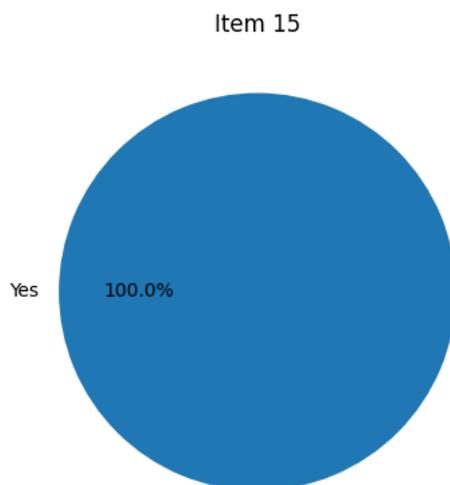


Item 15

Do you feel the Carter and Moyers School of Education graduates stand out in a positive way among teachers in the school/district?

Employer responses indicate the following distribution: Yes (100.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

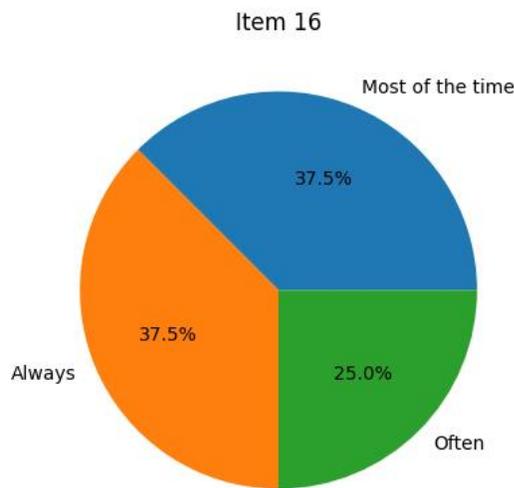


Item 16

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Strong knowledge base of theory, content, pedagogy, and the use of technology to enhance outcomes

Employer responses indicate the following distribution: Most of the time (37.5%); Always (37.5%); Often (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

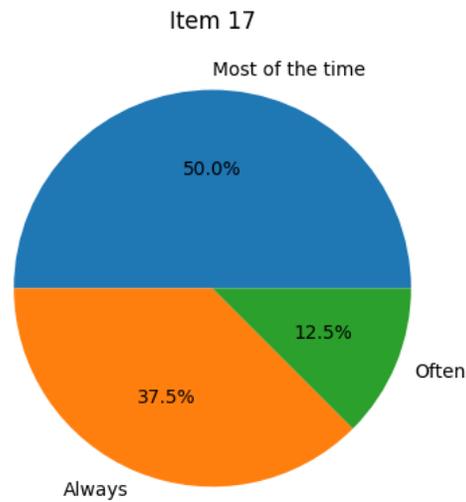


Item 17

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Curiosity and intellectual enthusiasm for continued learning

Employer responses indicate the following distribution: Most of the time (50.0%); Always (37.5%); Often (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

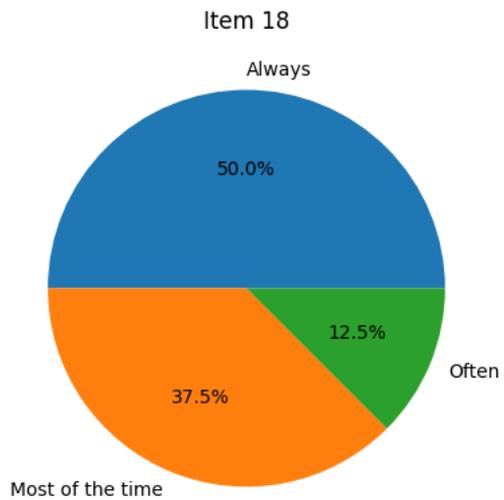


Item 18

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Desire to make the learning process/interventions enjoyable

Employer responses indicate the following distribution: Always (50.0%); Most of the time (37.5%); Often (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

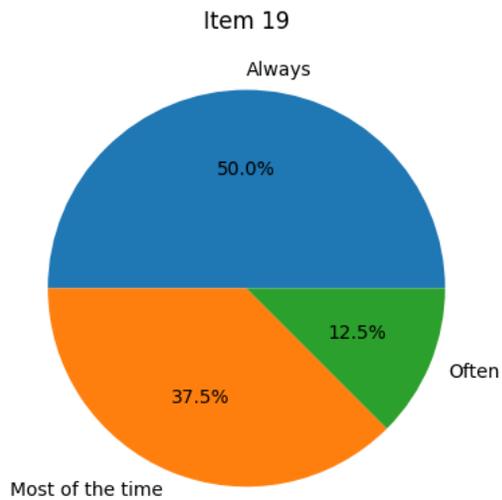


Item 19

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Core belief that all students can learn

Employer responses indicate the following distribution: Always (50.0%); Most of the time (37.5%); Often (12.5%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

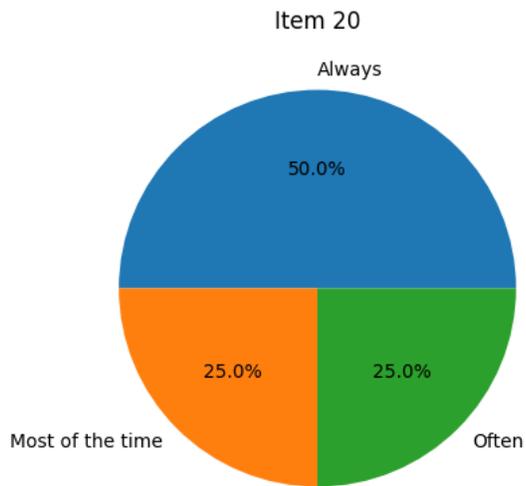


Item 20

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Respect for the value of differences in our culture and a desire to work with different populations

Employer responses indicate the following distribution: Always (50.0%); Most of the time (25.0%); Often (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

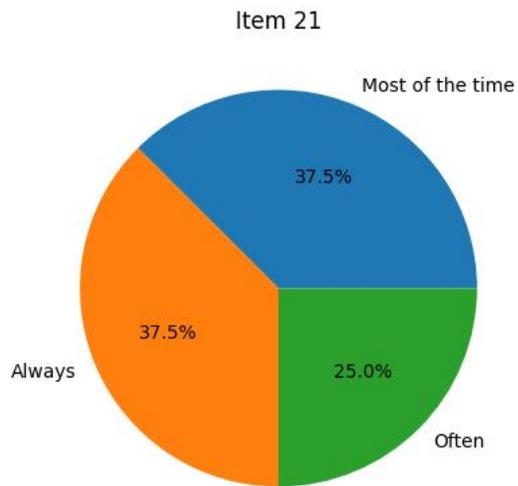


Item 21

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Ask reflective questions about problems and work collaboratively to find solutions

Employer responses indicate the following distribution: Most of the time (37.5%); Always (37.5%); Often (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

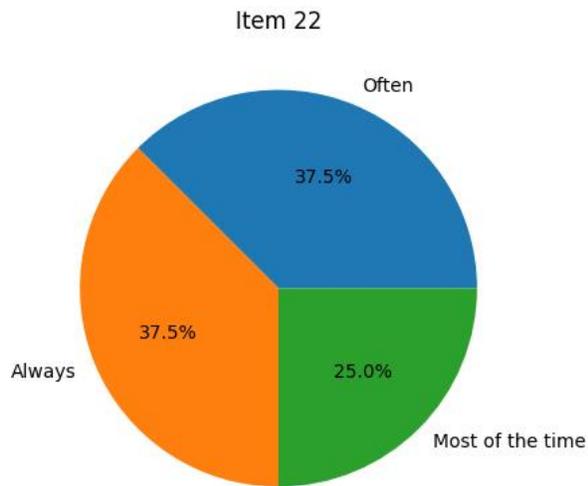


Item 22

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Knowledge and creativity to produce new methods of teaching

Employer responses indicate the following distribution: Often (37.5%); Always (37.5%); Most of the time (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

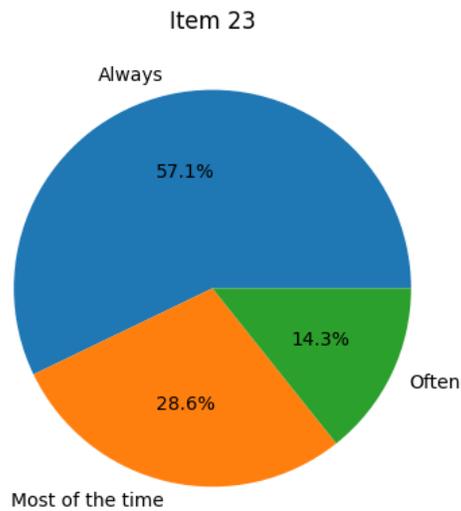


Item 23

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Ability to use multiple methods of technology to enhance and develop learning opportunities

Employer responses indicate the following distribution: Always (57.1%); Most of the time (28.6%); Often (14.3%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

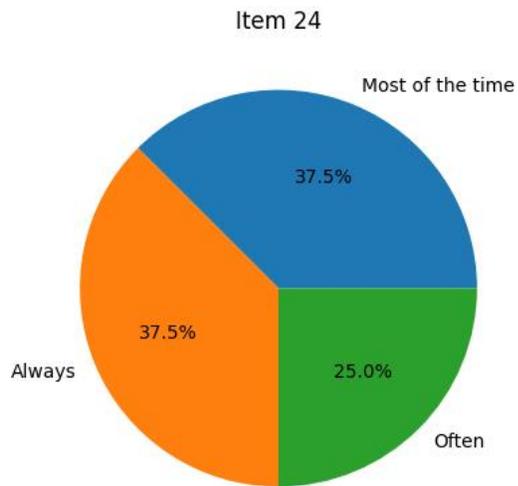


Item 24

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Flexibility to use rich and different approaches to construct knowledge

Employer responses indicate the following distribution: Most of the time (37.5%); Always (37.5%); Often (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

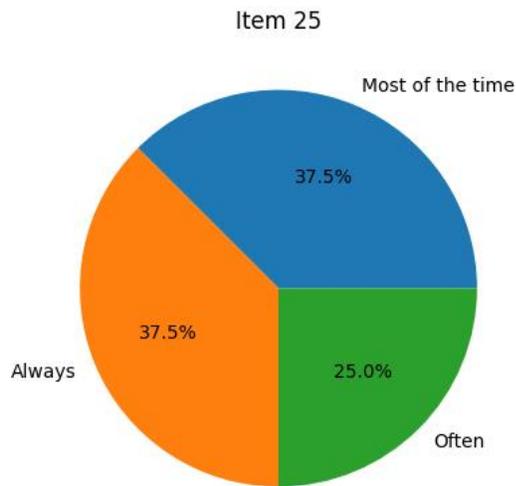


Item 25

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Skill and knowledge to use varied methods of assessment to document improvement

Employer responses indicate the following distribution: Most of the time (37.5%); Always (37.5%); Often (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

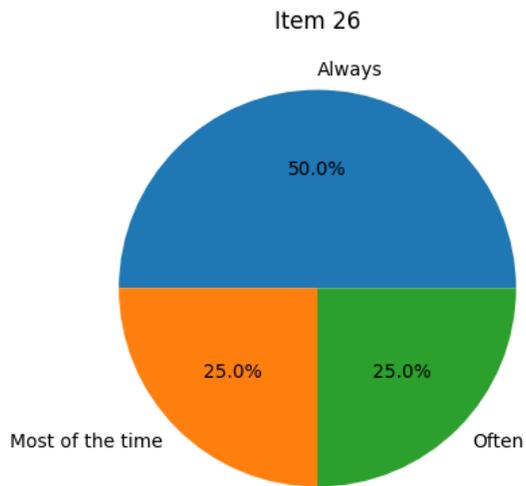


Item 26

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Compassion, caring, and desire to make a positive difference in the world

Employer responses indicate the following distribution: Always (50.0%); Most of the time (25.0%); Often (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

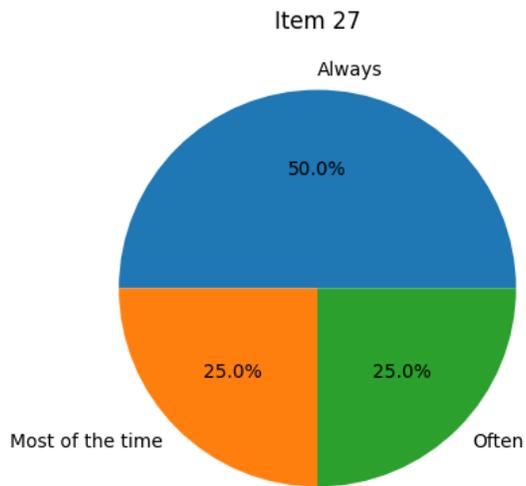


Item 27

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Use of ethical standards to make evidence-based decisions

Employer responses indicate the following distribution: Always (50.0%); Most of the time (25.0%); Often (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.



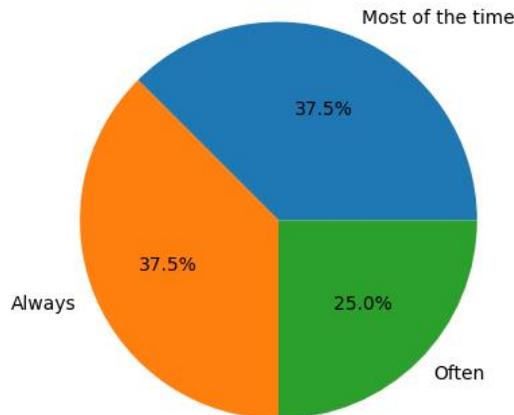
Item 28

Please indicate the extent to which teachers from the Carter and Moyers School of Education exhibit these characteristics. >> Actively seeks out opportunities for professional development, personal growth, and is supportive of continuous lifelong learning

Employer responses indicate the following distribution: Most of the time (37.5%); Always (37.5%); Often (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

Item 28



Item 29

What do you feel are the major strengths of the Carter and Moyers School of Education?

Employer responses indicate the following distribution: Positive attitude and open-mindedness — They are receptive to feedback and adapt well to classroom expectations. (16.7%); Supportive of the students (16.7%); Close to local schools, making student teaching and partnerships easy.

Faculty are approachable and supportive.

Strong Community connections. (16.7%); Great student support. (16.7%); Students come in to a very diverse school and are not afraid to take chances to enhance student learning. Teachers are willing to try something - even if it means potential failure - to help students learn. (16.7%); The teacher is very knowledgeable about standards and strategies to utilize to differentiate learning to ensure all students reach their full potential within her classroom. (16.7%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

Item 30

What suggestions would you like to make to improve the Carter and Moyers School of Education?

Employer responses indicate the following distribution: Strengthening classroom management skills to confidently lead and maintain productive learning environments. Taking more initiative in delivering instruction and leading lessons independently. Improving the use of intentional grouping strategies to support differentiated instruction and maximize student engagement. (25.0%); Placements within and outside the local community.

Strengthen classroom management training and practical rigor to better prepare future teachers. (25.0%); none (25.0%); Teacher candidates that I have hired from LMU for the past 8 years have a very limited knowledge of RTI, special education practices (how to implement accommodations and modifications in an IEP), 504s and ILPs/ILP-Ds. (25.0%)

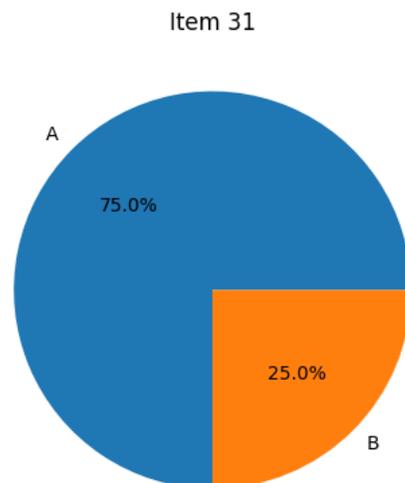
These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

Item 31

Overall, how would you "grade" your satisfaction with the overall quality of the Carter and Moyers School of Education?

Employer responses indicate the following distribution: A (75.0%); B (25.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.



Item 32

Briefly describe your impressions of a Carter and Moyers School of Education Graduate.

Employer responses indicate the following distribution: Overall Impression: LMU graduates are receptive, understand classroom setup and management, and work well collaboratively with other teachers. (20.0%); Motivated (20.0%); Graduating teachers appear eager to learn, excited, and open-minded. They have a positive perspective on their school placement. Show strong potential for growth. (20.0%); very well prepared (20.0%); Personable, energetic, willing to go the extra mile for kids. (20.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

Item 33

Briefly describe areas where further professional development for the graduate you supervise might be appropriate.

Employer responses indicate the following distribution: LMU students should continue learning beyond student teaching by visiting other schools to gain insights, apply new strategies, and engage with their school and local communities. (20.0%); Better understanding of curriculum. (20.0%); Emphasize and exposure to curriculum relevant to our local areas. (20.0%); none (20.0%); SPED/504; RTI practices (Tier 2/3); ILP/ILP-D implementation (20.0%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

Item 34

Please make any additional comments in the space below.

Employer responses indicate the following distribution: LMU EDUC Students should engage with a variety of schools — high, medium, and low performing — through classroom observations, job shadowing, interviews, and conferences. This will help them understand effective practices, identify areas for improvement, and learn how to maintain high academic standards as future teachers. (33.3%); Enhance classroom management rigor- Strengthen preparation for real-world classroom challenges. (33.3%); As far as graduates

from other EPPs in our geographic area, LMU grads are the top overall, and the graduates that I seek above the others. I consistently see a well-prepared graduate from LMU and know that they will be successful in a diverse school with many diverse needs. (33.3%)

These findings will be reviewed by program faculty to identify strengths and potential areas for enhancement within coursework and clinical experiences.

Disaggregation by Program Area

Survey responses were reviewed by program area to support program-specific analysis and continuous improvement.

MEdITL Program: 2 responses

Undergraduate Program: 5 responses

not sure: 1 responses

Continuous Improvement Summary

Consistent with the CMSOE Quality Assurance System, these results will be incorporated into annual data retreats, Advisory Council review, and program-level action planning. Subsequent data cycles will be monitored to determine the effectiveness of any implemented changes.