



Ability of Completers to be Hired
BW Department of Education
CAEP Components: R4.2, R4.3, R5.2

Introduction

CAEP Annual Measure Four requires each Educator Preparation Program (EPP) to determine the “ability of completers to be hired in positions for which they have prepared.” The evidence for this measure follows the CAEP definition of the term *completer*, which means, a candidate who meets ALL of the following criteria:

- *completed the program;*
- *is working in the field for which an EPP prepared them; and*
- *agrees to participate in the follow-up measures*

Initial and Advanced Completer Groups

Each year, the EPP seeks to identify the current employment status of initial-level completers from the previous academic year and advanced-level completers (Principal and Superintendent programs) from the previous three academic years. It should be noted that advanced-level completers are typically teachers or administrators upon program entry, and many remain in their existing positions for some time if/before pursuing a leadership role.

How the EPP Collects Contact Information

BW provides a university email address (@bw.edu) for each enrolled student. This email address is the primary contact used by the BW Department of Education for all interactions while candidates are enrolled at the University. However, the email address is not valid 6-12 months after program completion and/or graduation. This posed a concern as the Department then did not have a valid email address to contact completers. To address this concern, the Department now requires Clinical Practice (student teacher) candidates to complete a form towards the end of their experience which includes asking for a non-BW email address. Graduate completers typically have a personal or work email address that they use during the admission process to the University, which is typically still active after program completion.

Data Collection Process

In Fall 2022, the EPP established the current parameters for initial and advanced level completer groups and created an informal survey which is sent during the fall semester to determine employment of the most recent completer groups. Additionally, in the fall and spring, the EPP also reviews the Ohio Department of Education (ODE) staff data, LinkedIn, and updates provided by the BW

Career Center and other BW faculty/staff to determine completer employment. The outcome of this review is used to respond to the CAEP annual reporting measure #4. During the spring semester, the EPP sends the *Perceptions of Educator Preparation Survey* to the identified completers and employers to determine their satisfaction (annual reporting measure #2).

Initial-Level Program Completers

Initial-Level Program Completers – Disaggregated by Gender and Race/Ethnicity

BW has displayed completer demographics as 3-years combined (2020-21, 2021-22, and 2022-23). Completer demographics can be provided for each semester upon request.

Table 1. Initial-Level Completers Disaggregated by Gender & Race/Ethnicity (2020-21, 2021-22, and 2022-23)

Gender	
Female (F)	145
Male (M)	60
Not Specified (N)	0
Race/Ethnicity	
American/Alaska Native	1
Asian	2
Black or African American	2
Hispanic/Latino	4
Native Hawaiian/Other Pacific Islander	0
White	187
Multiracial	8
Nonresident Alien	1
Not Specified	0
Total (n)	205

In academic year 2020-21, BW had 99 initial-level program completers. Through the processes outlined above, BW identified employment for 48 completers (48%). The EPP confirmed that 39 out of the 48 completers (81%) with known employment were working as an OH educator in a position for which they have been prepared by BW. The EPP confirmed that 8 of the 48 completers were working outside of education (16%) and one completer was identified as continuing education in their content field.

In academic year 2021-22, BW had 50 initial-level program completers. Through the processes outlined above, BW identified employment for 32 completers (64%). The EPP confirmed that 28 out of the 32 completers (88%) with known employment were working as an OH educator in a position for which they have been prepared by BW. The EPP confirmed that 4 of the 32 completers were working outside of education (13%).

In academic year 2022-23, BW had 56 initial-level program completers. Through the processes outlined above, BW identified employment for 36 completers (64%). The EPP confirmed that 30 of those completers are currently working as educators (83%), of which 27 are employed in OH and 3 are

teaching out-of-state. The EPP also determined that 5 completers are pursuing graduate education (2 completers are pursuing education programs and 3 are completing non-education programs).

This review is outlined in **Table 2** below. Disaggregated data by program are provided in the following tables. Note: The disaggregated tables include duplicate counts as some completers have finished more than one program at BW.

Table 2. Ability of completers to be hired positions for which they have been prepared

Completer/ Graduation Year	When Reviewed/ Confirmed	#BW EDU Completers	#BW EDU Completers with identified employment	# BW EDU Completers Hired in Positions for Which They Have Been Prepared
2020-21	2022SP	99	48 (48%)	39 (81%)
2021-22	2023SP	50	32 (64%)	28 (88%)
2022-23	2024SP	56	36 (64%)	30 (83%)

2020-21 Completers - Employment (Disaggregated)

Program	Completer Group (AY)	# BW EDU Completers	# BW EDU Completers with identified employment	Hired in Positions for Which They Have Prepared
AYA Integrated Language Arts	2020-21	4	4	2 (50%)
AYA Integrated Mathematics	2020-21	7	7	6 (86%)
AYA Science	2020-21	4	2	2 (100%)
AYA Integrated Social Studies	2020-21	5	3	1 (33%)
ECE (P-3)	2020-21	35	25	22 (88%)
Health & PE	2020-21	2	1	1 (100%)
Middle Childhood	2020-21	14	10	5 (50%)
Mild-Moderate Intervention	2020-21	5	3	3 (100%)
Music	2020-21	23	5	4 (80%)
Visual Arts	2020-21	1	1	1 (100%)
World Languages	2020-21	0	1	1 (100%)

**Disaggregated data includes duplicate counts of completers who were prepared for more than one licensure area.*

2021-22 Completers - Employment (Disaggregated)

Program	Completer Group (AY)	# BW EDU Completers	# BW EDU Completers with <u>identified employment</u>	Hired in Positions for Which They Have Prepared
AYA Integrated Language Arts	2021-22	1	1	1 (100%)
AYA Integrated Mathematics	2021-22	0	N/A	N/A
AYA Science	2021-22	1	1	1 (100%)
AYA Integrated Social Studies	2021-22	9	1	1 (100%)
ECE (P-3) / Primary (P-5)	2021-22	12	9	7 (78%)
Health & PE	2021-22	2	0	N/A
Middle Childhood	2021-22	7	4	4 (100%)
Mild-Moderate Intervention	2021-22	6	5	4 (80%)
Music	2021-22	12	12	11 (92%)
Visual Arts	2021-22	3	2	2 (100%)
World Languages	2021-22	0	N/A	N/A

**Disaggregated data includes duplicate counts of completers who were prepared for more than one licensure area.*

2022-23 Completers - Employment (Disaggregated)

Program	Completer Group (AY)	# BW EDU Completers	# BW EDU Completers <u>with identified employment</u>	Hired in Positions for Which They Have Prepared
AYA Integrated Language Arts	2022-23	4	3	2 (67%)
AYA Integrated Mathematics	2022-23	3	2	1 (50%)
AYA Science	2022-23	2	2	2 (100%)
AYA Integrated Social Studies	2022-23	6	3	3 (100%)
ECE (P-3) / Primary (P-5)	2022-23	14	9	6 (67%)
Middle Childhood	2022-23	7	3	3 (100%)
Mild-Moderate Intervention	2022-23	9	7	6 (86%)
Music	2022-23	12	9	7 (78%)
Visual Arts	2022-23	1	0	N/A
World Languages	2022-23	1	1	1 (100%)

**Disaggregated data includes duplicate counts of completers who were prepared for more than one licensure area.*