



**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 Completer Groups**

Each year, the EPP seeks to identify the current employment status of initial-level completers from the previous academic year.

**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.

**Data Collection Process**

In Fall 2022, the EPP created an informal survey which is sent during the fall semester to determine employment of the last year’s completer group. 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. Information is verified through individual school websites when available. The outcome of this review is used to respond to the CAEP annual reporting measure #4. During the spring semester, the EPP also 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 (2021-22, 2022-23, and 2023-24). Completer demographics can be provided for each semester upon request.

**Table 1. Initial-Level Completers Disaggregated by Gender & Race/Ethnicity (2021-22, 2022-23, and 2023-24)**

<b>Gender</b>	
Female (F)	121
Male (M)	48
Not Specified (N)	0
<b>Race/Ethnicity</b>	
American/Alaska Native	1
Asian	2
Black or African American	6
Hispanic/Latino	6
Native Hawaiian/Other Pacific Islander	0
White	146
Multiracial	6
Nonresident Alien	0
Not Specified	2
<b>Total (n)</b>	<b>169</b>

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 32 completers (57%). The EPP confirmed that 26 of those completers are currently working as educators (81%), of which 24 are employed in OH and 2 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).

In academic year 2023-24, BW had 63 initial-level program completers. Through the processes outlined above, BW identified employment for 52 completers (83%). The EPP confirmed that 42 of those completers are currently working as educators (81%), of which 38 are employed in OH and 4 are teaching out-of-state. The EPP also determined that 3 completers are pursuing graduate education and another is Fulbright Scholar currently conducting research abroad.

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 (Initial-Level)**

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
2021-22	2023SP	50	32 (64%)	28 (88%)
2022-23	2024SP	56	41 (73%)	35 (85%)
2023-24	2025SP	63	53 (84%)	43 (81%)

**2021-22 Initial-Level 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	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 Initial-Level Employment (Disaggregated)**

<b>Program</b>	<b>Completer Group (AY)</b>	<b># BW EDU Completers</b>	<b># BW EDU Completers <u>with identified employment</u></b>	<b>Hired in Positions for Which They Have Prepared</b>
AYA Integrated Language Arts	2022-23	4	4	3 (75%)
AYA Integrated Mathematics	2022-23	3	1	1 (100%)
AYA Science	2022-23	2	1	1 (100%)
AYA Integrated Social Studies	2022-23	6	3	3 (100%)
ECE (P-3) / Primary (P-5)	2022-23	14	9	7 (78%)
Middle Childhood	2022-23	7	3	3 (100%)
Mild-Moderate Intervention	2022-23	9	7	7 (100%)
Music	2022-23	12	9	7 (78%)
Visual Arts	2022-23	1	1	1 (100%)
World Languages	2022-23	1	1	1 (100%)

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

**2023-24 Initial-Level Employment (Disaggregated)**

<b>Program</b>	<b>Completer Group (AY)</b>	<b># BW EDU Completers</b>	<b># BW EDU Completers with <u>identified employment</u></b>	<b>Hired in Positions for Which They Have Prepared</b>
AYA Integrated Language Arts	2023-24	4	4	4 (100%)
AYA Integrated Mathematics	2023-24	3	3	3 (100%)
AYA Science	2023-24	8	8	4 (50%)
AYA Integrated Social Studies	2023-24	5	4	3 (75%)
ECE (P-3) / Primary (P-5)	2023-24	21	15	14 (93%)
Middle Childhood	2023-24	6	6	5 (83%)
Mild-Moderate Intervention	2023-24	8	8	8 (100%)
Music	2023-24	8	5	3 (60%)
Visual Arts	2023-24	1	0	n/a
World Languages	2023-24	0	n/a	n/a

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