



## **Ability of Completers to be Hired in Positions for Which They Have Prepared BW Department of Education**

### **Related CAEP Standards and Accountability Measures**

- CAEP components R4.2, R4.3, RA4.1, RA4.2
- Annual CAEP accountability measure 4 (initial and advanced)

### **Context**

The Ohio Department of Education (ODHE) previously distributed and collected an annual employer survey and provided institutional and statewide responses with Educator Preparation Providers (EPPs). However, the ODHE discontinued the survey due to low response rates. To fill this informational gap, the Ohio Accreditation Coordinators Group created and approved the *Perceptions of Educator Preparation Survey* as a replacement survey. Participating EPPs may opt to share their data collection securely through Qualtrics with Ohio University and then receive institutional and statewide benchmarks.

### **Ability of Completers to be Hired (CAEP Annual Measure 4)**

In spring 2022, a review was completed by the BW Department of Education to determine where initial licensure candidate completers from the previous academic year (2020-21) were employed. Employment data were collected through ODE Educator Profile Search, LinkedIn, and updates provided by the BW Career Center and Department of Education. The BW Career Center also collects employment data (university-wide) for the [First Destination Report: Class of 2021](#). The employment data collection window was March-April 2022. From these sources, the BW Department of Education confirmed employment information for 70 out of 99 completers (71%). From that number, it was determined that 61 completers were hired in educator positions for which they have prepared (87%).

In fall 2022, an informal survey was created by the department and sent to initial completers (AY 2021-22) and advanced completers (AY 2019-20, 2020-21, 2021-22) with a completion window of October 14-28, 2022. The purpose of the survey was to request current employment information from initial and advanced completers. The Data Coordinator also reviewed the ODE Educator Profile Search and LinkedIn searches to find employment information, and some updates were provided by the BW Career Services Office and BW faculty and staff. During the fall 2022 semester, an LHE Intern was available to assist with some of this work (the position was not continued in 2023SP). The Educator Profile Search was used again during the 2023 spring semester for the same group as districts may have updated employment information during the fall semester.

As demonstrated in Table 1, there were 50 initial level completers identified from academic year 2021-22. Of those, 32 (64%) had their current employment information identified. From that number, 28 (88%) of completers from the last academic year are known to be working in positions for which they have been prepared. Disaggregated data provided by program are listed in Appendix A.

**Table 1 Ability for Completers to be Hired (CAEP Accountability Measure 4) - Initial Programs  
Reported: Spring 2022**

Program	Completer Group (AY)	# BW EDU Completers	# BW EDU Completers with identified employment	Hired in Positions for Which They Have Prepared
Aggregate	2020-21	99	70 (71%)	61 (87%)
Aggregate	2021-22	50	32 (64%)	28 (88%)

[BW Department of Education Completer Survey \(Undergraduate\)](#)

Disaggregated Data (see Appendix A)

As demonstrated in Table 2, there were 31 principal and 11 superintendent program completers identified from academic years 2019-20, 2020-21, and 2021-22. Of those, 35 had their current employment information identified. Approximately 17% of advanced-level completers are employed in positions for which they have been prepared. However, it should be noted that 83% of these completers are still employed in education (e.g., teacher, principal) and may not be seeking new positions at this time.

**Table 2. Ability for Completers to be Hired (CAEP Accountability Measure 4) – Advanced Programs**

Program	Reported	Completer Groups (AY)	# BW EDU Completers	# BW EDU Completers with identified employment	Hired in Positions for Which They Have Prepared
Aggregate	Spring 2023	2019-20 2020-21 2021-22	42	35	6 (17%)*
Principal	Spring 2023	2019-20 2020-21 2021-22	31	25	4 (16%)*
Superintendent	Spring 2023	2019-20 2020-21 2021-22	11	10	2 (20%)*

[BW Department of Education Completer Survey \(Graduate\)](#)

\*Note: 83% of principal and superintendent completers are still employed in education (e.g., teacher, principal) for which their most recent program was not required.

**Appendix A**  
**Ability for Completers to be Hired (CAEP Accountability Measure 4)**  
**Disaggregated Data**

**Table A.1**  
**2020-21 Initial Completer Group 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
Aggregate # of completers	2020-21	99	70 (71%)	61 (87%)
<b>Disaggregated by Program*</b>				
AYA Integrated Language Arts	2020-21	4	4	4 (100%)
AYA Integrated Mathematics	2020-21	7	7	4 (57%)
AYA Science	2020-21	4	2	2 (100%)
AYA Integrated Social Studies	2020-21	5	3	2 (67%)
Early Childhood (P-3)	2020-21	35	25	23 (92%)
Health & PE	2020-21	2	1	1 (100%)
Middle Childhood	2020-21	14	10	9 (90%)
Mild-Moderate Intervention	2020-21	5	3	3 (100%)
Music	2020-21	23	14	12 (86%)
Visual Arts	2020-21	1	1	1 (100%)
World Languages	2020-21	0	1	0

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

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**Table A.2**  
**2021-22 Initial Completer Group 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
Aggregate	2020-21	50	32 (64%)	30 (94%)
<b>Disaggregated by Program*</b>				
AYA Integrated Language Arts	2021-22	1	1	1 (100%)
AYA Integrated Mathematics	2021-22	0	NA	NA
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	9 (100%)
Health & PE	2021-22	2	0	NA
Middle Childhood	2021-22	7	4	4 (100%)
Mild-Moderate Intervention	2021-22	6	5	4 (83%)
Music	2021-22	12	12	11 (92%)
Visual Arts	2021-22	3	2	2 (100%)
World Languages	2021-22	0	NA	NA

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