



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).

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 noneducation 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.

In academic year 2024-25, BW had 69 initial-level program completers. Through the processes outlined above, BW identified employment for 59 completers (86%). The EPP confirmed that 52 of those completers are currently working as educators (88%), of which 47 are employed in OH and 5 are teaching out-of-state. The EPP also determined that 4 completers are pursuing graduate education.

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 Year	When Reviewed	#BW EDU Completers	#BW EDU Completers <u>with identified employment</u>	# BW EDU Completers Hired in Positions for Which They Have Been Prepared
2022-23	2024SP	56	43 (77%)	38 (88%)
2023-24	2025SP	63	56 (89%)	47 (84%)
2024-25	2026SP	69	60 (87%)	53 (88%)

2022-23 Initial-Level 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	4	3 (75%)
AYA Integrated Mathematics	2022-23	3	1	1 (100%)
AYA Science	2022-23	2	2	2 (100%)
AYA Integrated Social Studies	2022-23	6	5	4 (80%)
ECE (P-3) / Primary (P-5)	2022-23	14	13	10 (77%)
Middle Childhood	2022-23	7	5	5 (100%)
Mild-Moderate Intervention	2022-23	9	8	8 (100%)
Music	2022-23	12	7	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)

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	2023-24	4	4	4 (100%)
AYA Integrated Mathematics	2023-24	3	3	3 (100%)
AYA Science	2023-24	10	9	5 (56%)
AYA Integrated Social Studies	2023-24	5	4	4 (75%)
ECE (P-3) / Primary (P-5)	2023-24	21	16	16 (100%)
Middle Childhood	2023-24	6	6	5 (83%)
Mild-Moderate Intervention	2023-24	8	8	8 (100%)
Music	2023-24	8	7	5 (71%)
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.

2024-25 Initial-Level 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	2024-25	2	2	2 (100%)
AYA Integrated Mathematics	2024-25	1	1	1 (100%)
AYA Science	2024-25	3	2	2 (100%)
AYA Integrated Social Studies	2024-25	6	5	5 (100%)
Primary (P-5) / Dual Primary (P-5)	2024-25	22	15	14 (93%)
Middle Childhood	2024-25	8	6	6 (100%)

R4 Ability of Completers to be Hired (Rev 04.26)

Mild-Moderate Intervention	2024-25	8	8	7 (88%)
Music	2024-25	16	14	13 (93%)
Visual Arts	2024-25	2	2	2 (100%)
World Languages	2024-25	1	1	1 (100%)

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