CAEP Annual Measure 7: Ability of Completers to be hired in education positions for which they have prepared (Initial & Advanced Levels)

Initial Level

Employment Rate Definition. We calculate Employment Rates for the Andrews University Teacher Preparation Program (TPP) based on actual graduates from Intake Cohorts, as we do for Licensure Rates (see Licensure Rate Definition above). We count employment as any of the following actions: (1) being hired to teach in a K12 position, (2) being hired in a related educational field, or (3) admission to a related graduate program. Because it is difficult to track graduates beyond their first year out of the program, we only report employment rates for the first year after graduation.

Initial Programs Employment Rate. The Andrews University TPP Employment Rate for 2019-2020 was 100% (see table below). The rate was based on the 11 graduates from the 2014-2015 MAT and 2015-2016 BA/BS Intake Cohorts. For these Intake Cohorts, every candidate was employed within one year of graduation.

Interpretation of Initial Programs Employment Rate. This is the third consecutive year we have reported Employment Rate by intake cohorts. Our high employment rates (100%) suggest we are preparing candidates to transition well from the university to the workplace. We believe this is connected to the fact candidates have strong clinical experiences in terms of both time in classrooms and quality of placements. Candidates are consistently prepared to transfer course learning to teaching practices. Candidates experience effective student teaching placement and receive individualized mentoring from university and field instructors. Multiple data sources, in addition to Employment Rates, indicate we should continue these strong practices.

Part of the candidate employment success is likely due to the fact that many of our graduates are qualified to fill high-need teaching areas, such as STEM, special education, and ESL. Our close partnership with public and Adventist employers, and our reputation as an excellent teacher education program, helps our candidates receive multiple job interviews and offers. Completers' employment success motivates us to continue being intentional in advising, maintaining and improving program quality, strengthening partnerships with our stakeholders, and developing/enhancing employability skills. Furthermore, our various academic partners in the College of Arts and Sciences (music, biology, etc.) also place a high emphasis on effective teaching and learning. These trends reinforce our commitment to create a culture of high expectations for candidates' content and professional skill levels. The strong reputation of our program is due in large part to the influence and impact of our student teachers and alumni over the years. We continue to work with our partners in the K-12 field to ensure our program prepares excellent teachers and we as faculty are sensitive to the emerging needs of the field.

Table 4

Andrews University Initial Teacher Preparation Programs 2019-2020 Employment Rates*

	Academic Year				
	2014-15	2015-16	2016-17	2017-18	2018-19 (Target=80%)
Graduated (n)	0	0	6[+]	3	2
Graduates Employed	NA	NA	6	3	2
Cumulative First-Year Employment Rate	0%	0%	51.5%	81.8%	100%

*Cohort of Completers with 2020-2021 Employment Target, N=13; 2015-2016 BA/BS Intake Cohort, n=9; 2014-2015 MAT Intake Cohort, n=1

[+]One MAT student completed certification requirements based on their bachelor's degree but did not complete the MAT degree. We are including that person here as a "graduate" because they completed the certification program.

Advanced Levels:

EDAL

2/2 completers in the data cycle for 2019-2020 were immediately employed after graduation as Educational Leaders.

School Psychology

100% (2 of 2) of School Psychology candidates who graduated in 2019-2020, are currently employed as school psychologists. Both completers were retained for employment immediately after internship. Completers also express satisfaction with the field they are employed in with a mean rating on 4 ("Very Satisfied").