

# CAEP Annual Accountability Measure 4

## Ability of Completers to be Hired in Education Positions for Which They Have Been Prepared Initial and Advanced Programs

### Evidence Overview

**Purpose of Measure:** The College of Education is proud of the excellent educator preparation candidates receive in the initial and advanced programs at Northwest Nazarene University. The employment rates of NNU program completers are an indicator of the high value placed on our graduates by school district employers across the state of Idaho, and the greater Northwest region.

**Details of Assessment:** Employment of NNU graduates is self-reported by completers and tracked by initial and advanced programs at the department level. Maintaining contact with our completers well beyond graduation enables the EPP to continue to support our alumni in their new roles and fosters continuous learning for the EPP and completers throughout their careers in education.

### Evidence

Completers of Educator Preparation Programs at Northwest Nazarene University are highly employable in their area of preparation. School districts across the state of Idaho seek out graduates of the EPP based on a pattern of superior performance from our completers and the enduring positive reputation our programs enjoy.

#### Advanced Level

Idaho educators are incentivized in the state supported Career Ladder Pay System for taking leadership positions. Many teacher leaders who are already serving in leadership roles in school buildings decide to enhance leadership opportunities by seeking an advanced degree. To seek an educational leadership endorsement, candidates must have at least three years teaching experience, so all our completers are already in the education profession.

In the first year holding a certification, 27% of our completers are active administrators; a decrease of 1% from last year. Not all completers want to apply for administrative positions upon completion, so many are serving students as classroom teachers and teacher-leaders within Idaho school districts.

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Table 2: Employment, Advanced Programs														
	Principal		Director of SPED		Exceptional Child		Teacher Leader				Superintendent		Advanced Total	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
COMPLETERS	26	100%	7	100%	2	100%	1	100%	0	-	2	100%	38	100%
Employed	7	27%	2	29%	2	100%	0	-	0	-	0	-	11	29%
Employed in Education	19	73%	5	71%	0	-	1	100%	0	-	2	100%	27	71%
Administrator Education Employment														
Public P-12 Education	24	92%	7	100%	2	100%	1	100%	0	-	2	100%	36	95%
Private P-12 Education	2	8%	0	-	0	-	0	-	0	-	0	-	2	5%
Administrator Education Demographics														
Idaho Public	22	84%	7	100%	2	100%	1	100%	0	-	2	100%	34	89%
Idaho Private	1	4%	0	-	0	-	0	-	0	-	0	-	1	3%
Out-of-State Public	2	8%	0	-	0	-	0	-	0	-	0	-	2	5%
Out-of-State Private	0	-	0	-	0	-	0	-	0	-	0	-	0	-
International	1	4%	0	-	0	-	0	-	0	-	0	-	1	3%

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### Initial Level

In spring of 2024, 32 out of 36 completers in 2023—2024 of the Initial Program reported employment results to the EPP, with four completers not reporting. Of those that reported, 100% of the Initial Program completers obtained employment, 87.50% were in the field of education, and 81.25% were in certified instructional positions for which they prepared.

Table 1: Employment, Initial Programs						
	TUG		ACE /MAT		Initial Total	
	N	Percent	N	Percent	N	Percent
<b>Completers</b>	<b>13</b>		<b>23</b>		<b>36</b>	
No Report	3	23.08%	1	4.35%	4	11.11%
<b>Adjusted Completers</b>	<b>10</b>		<b>22</b>		<b>32</b>	
Employed in Education	8	80.00%	20	90.90%	28	87.50%
Graduate School	0	-	1	4.54%	1	3.13%
Employed Other	2	20.00%	1	4.54%	3	9.37%
<b>Employed or Graduate School</b>	<b>10</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>32</b>	<b>100%</b>
Unemployed	0	-	0	-	0	-
Certified Instructional Employment						
Public P-12 Education	5	50.00%	19	86.36%	24	75.00%
Private P-12 Education	2	20.00%	0	-	2	6.25%
Certified Instructional Demographics						
Idaho Public	4	40.00%	17	77.27%	21	65.62%
Idaho Private	0	-	0	-	0	-
Out-of-State Public	1	10.00%	2	9.09%	3	9.37%
Out-of-State Private	2	20.00%	0	-	2	6.25%
International	0	-	0	-	0	-
Classified Education Employment						
Substitute Teacher	0	-	1	4.54%	1	3.12%
Paraprofessional Educator	0	-	0	-	0	-

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### Continuous Improvement

#### **Advanced Level**

The data shows completers getting jobs in their area of certification and all our completers staying in the field of education. We are beginning to see teachers reengage in Advanced Level work since the dip from the Pandemic. We are hopeful for education in our state and continue to see candidates seek administrative and teacher leadership positions within their schools.

#### **Initial Level**

EPP faculty continue to engage with completers multiple times within our graduates' first few years of teaching. The purpose of continuous contact with our in-service alumni teachers is three-fold. First, it allows EPP faculty to continue the mentor relationship developed between faculty and candidate into another type of supportive role between EPP faculty and new teachers. Second, it allows EPP completers to provide feedback to EPP faculty on the areas of strength within the EPP, and areas that could be strengthened to ensure future completers experience success. Third, the feedback provided from completers is one of several data points the EPP uses to continuously update the initial level teacher preparation program regarding professional development currently used by stakeholders in local school districts.