

CAEP Annual Accountability Measures

Measure 4 (Initial): Ability of completers to be hired (in positions for which they have prepared.)

Employment by Preparation Area

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Using information supplied by the Kansas State Department of Education of **EPP** first-year completers teaching in PK-12 schools in the state of Kansas, the EPP determined the number of completers teaching in the content area for which they were prepared. Information from KDSE over a two-year period indicated 97% of the first-year completers reported were teaching in positions for which they were prepared by the EPP. Of the 2% not teaching in the area for which they were prepared, they were identified as teaching seminar courses, miscellaneous courses, special education, English to Speakers of Other Languages, human services and religious education and theology.

Academic Year	Total Number of First-Year Teachers Reported for EPP	Number of First-Year Teachers Employed in Position Aligning with Their Area of Licensure Preparation	Number of First-Year Teachers Employed in a Position Other than Their Area of Licensure Preparation
2019-2020	32	86%	2%
2020-2021	33	100%	1%
Two-Year Mean %			

*Once [A.5.3 Plan for Completer Outcomes](#) is fully realized, outcome measures for advanced programs will be shared on this same website.

A.5.3 Plan for Completer Outcomes

TAG: CAEP A.5.4

Narrative: As part of this plan, Friends University advanced program completer outcomes sources for employer satisfaction and completer persistence, completer satisfaction, completion or graduation rate, licensure rate, employer rate, and consumer information data will be identified. Data will be collected, compiled, analyzed, and formatted into annual reports to be shared with stakeholders and posted on [http https://www.friends.edu/undergraduate/education/](https://www.friends.edu/undergraduate/education/)

Programs: High Incidence

Timeline and Resources:

Timeframe	Description of Tasks	Resources
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September-December 2021	<ul style="list-style-type: none"> Identify source of data for advanced program employer satisfaction and completer persistence, completer satisfaction, completion or graduation rate, licensure rate, employer rate, and consumer information. 	Committee on Advanced Programs, CAEP Advanced Work Group, Associate Dean
January- May 2022	<ul style="list-style-type: none"> Access, collect and compile data 	LiveText
June -July 2022	<ul style="list-style-type: none"> Analyze 2021-2022 data and create data tables and reports 	Chair of the Division of Education
August 2022 - July 2023	<p>Full Implementation:</p> <ul style="list-style-type: none"> Disseminate Reports and Data with Committee on Advanced Programs, individual programs, and advisory groups; document discussions and decisions resulting from data; Compile and analyze 2022-2023 data Update data tables and reports 	Teacher Education Committee
August 2023- July 2024	Full Implementation	Teacher Education Committee

Data Quality:

- Three cycles of data will include:
 - o 2021-2022: Collect "pilot" data for first draft of admissions plan
 - o 2022-2023: Full Implementation
 - o 2023-2024: Full Implementation
- Data will include employer satisfaction and completer persistence, completer satisfaction, completion or graduation rate, licensure rate, employer rate, and consumer information and will be disaggregated by program
- Analysis will be conducted within various tools such as Excel, SPSS, and Tableau as appropriate
- Data and reports will be disseminated and reviewed for accuracy and refined as needed
- Data and reports will be stored LiveText