

ABILITY OF COMPLETERS TO BE HIRED IN EDUCATION POSITIONS FOR WHICH THEY HAVE PREPARED

Employment Data from Alumni Surveys and the Ohio Metrics Reporting System

John Carroll University gathers employment data for its program completers in two ways. First, JCU records self-reported employment data for alumni survey respondents. Alumni are surveyed at two points post-graduation: post-grad year 1 (PGY1), about 9 months after graduation; and post-grad year 3 (PGY3), about 32 months after graduation. Self-reported employment data is available for both initial and advanced licensure programs. Only sample sizes greater than 5 are reported; a 3-year average is provided where limited sample sizes restrict data reporting ability.

JCU also gathers reporting year employment data from the Ohio Metrics Reporting System, which includes completers that are licensed in Ohio and employed in a public school setting during the reporting year. This data is only available for initial licensure programs.

Table 1 shows self-reported employment data from alumni surveys over 3 years for Initial Licensure program completers. Of the 2019-20 Teacher Education program graduates, over 85% of alumni survey respondents were working in their field within 9 months after graduation. Over a 3-year average, 87% of JCU alumni survey respondents were employed in their field 9 months after graduation. DATA LIMITATIONS: The employment rates are self-reported and are reported as percentage of respondents only. Non-respondents are not included in employment rates.

Table 2 shows current reporting year employment data available from the Ohio Metrics Reporting System. This table includes completers who received their Ohio teaching license (total N) and are employed in a public school system in Ohio (N, % employed, current reporting year). DATA LIMITATIONS: This data does not include program completers who are non-licensed, licensed outside of Ohio, and/or employed by a private school system or in a school system outside of Ohio.

Table 3 shows self-reported employment data from School Psychology program completers via alumni surveys. Alumni survey data indicate that over a 3-year average, 94% of School Psychology program completers were working in their field within 6 months after graduation. DATA LIMITATIONS: The employment rates are self-reported and are reported as percentage of respondents only. Non-respondents are not included in employment rates.

Table 4 shows self-reported employment data from Educational Leadership program completers via alumni surveys. DATA LIMITATIONS: The employment rates are self-reported and are reported as percentage of respondents only. Non-respondents are not included in employment rates. The first cohort of Educational Leadership candidates graduated in 2020; 1 cycle of data was collected in Spring 2021.

Table 1—TE Program Completer Employment and Further Education Data

| Graduation Year | 2017-18 (PGY1)* 2017-18 (PGY3)** | 2018-19 (PGY1)*** | 2019-20 (PGY1)**** | 3-year Average (PGY1: N=55) 2017-20 |
|-------------------------------------|--|----------------------|-----------------------|---|
| EMPLOYED IN P-12 SETTING OVERALL | 13, 86.7% 7, 87.5% | 23, 88.5% | 12, 85.7% | 48, 87.2% |
| <i>Teaching</i> | 11, 73% 7, 87.5% | 19, 73% | 12, 85.7% | 31, 56.3% |
| <i>Administration</i> | N/A 1, 12.5% | 0, 0% | 0, 0% | 0, 0% |
| <i>Tutor/Sub</i> | 2, 13% 1, 12.5% | 7, 27% | 2, 14.2% | 9, 16.3% |
| <i>Coaching</i> | N/A 1, 12.5% | 2, 7.7% | 0, 0% | 2, 3.6% |

| | | | | |
|------------------------------------|----------------------|----------|----------|----------|
| <i>Other</i> | 1, 6.7% 0, 0% | 2, 7.7% | 2, 14.2% | 4, 7.2% |
| <i>Pursuing Further Education</i> | 2, 13.3% 0, 0% | 2, 7.7% | 1, 7.1% | 3, 5.5% |
| FURTHER EDUCATION BREAKDOWN | | | | |
| <i>Endorsements</i> | N/A 1, 12.5% | 4, 15.4% | 3, 21.4% | 7, 12.7% |
| <i>Masters</i> | 2, 13.3% 3, 37.5% | 2, 7.7% | 1, 7.1% | 3, 5.5% |
| <i>Advanced Licensure</i> | N/A 0, 0% | 1, 3.8% | 0, 0% | 1, 1.8% |

*Total N (respondents) =15, reported as frequency, % of Total N (respondents). Response rates available with Completer Satisfaction data.

**Total N (respondents) =8, reported as frequency, % of Total N (respondents). Response rates available with Completer Satisfaction data.

***Total N (respondents) =26, reported as frequency, % of Total N (respondents). Response rates available with Completer Satisfaction data.

****Total N (respondents) =14, reported as frequency, % of Total N (respondents). Response rates available with Completer Satisfaction data.

Note: respondents can select multiple positions/education programs in both categories. N/A means data is Not Available due to changes in process or instruments and cycle availability.

Table 2—Ohio Metrics Reporting System TE Completer Employment Data

| Completer Year | # of Licensed Completers (Ohio) | # Licensed Completers Employed in Ohio Public Schools, 2019-20 | % Licensed Completers Employed in Ohio Public Schools, 2019-20 |
|-----------------------|--|---|---|
| 2016-17* | 46 | 30 | 65% |
| 2017-18* | 47 | 20 | 43% |
| 2018-19 | 46 | 13 | 28% |
| 2019-20 | Not available | Not available | Not available |

*Includes PGY3 Alumni survey self-reported data; employment figures may include settings other than Ohio public schools

Table 3—School Psychology Program Completer Employment Data

| Graduation Year | 2017-18 (PGY1)* 2017-18 (PGY3)** | 2018-19 (PGY1)*** | 2019-20 (PGY1)**** | 3-year Average (PGY1: N=17) 2017-20 |
|--|---|------------------------------|-------------------------------|--|
| EMPLOYED OVERALL | N≤5, N≤5 | 8, 88.9% | N≤5 | 16, 94% |
| <i>Employed as a School Psychologist in a P-12 environment</i> | N≤5, N≤5 | 8, 88.9% | N≤5 | 16, 94% |
| <i>Employed in a different position in a P-12 environment</i> | N≤5, N≤5 | 0, 0% | N≤5 | 0, 0% |
| <i>Employed outside of the P-12 environment</i> | N≤5, N≤5 | 0, 0% | N≤5 | 0, 0% |
| <i>Pursuing further education</i> | N≤5, N≤5 | 1, 11.1% | N≤5 | 1, 6% |

*N=5, reported as frequency, % of respondents. Response rates available with Completer Satisfaction data.

**N=5, reported as frequency, % of respondents. Response rates available with Completer Satisfaction data.

***N=9, reported as frequency, % of respondents. Response rates available with Completer Satisfaction data.

****N=3, reported as frequency, % of respondents. Response rates available with Completer Satisfaction data.

NOTE: Respondents can select multiple positions if they serve in more than 1 role/capacity.

Table 4—Educational Leadership Program Completer Employment Data

| Graduation Year | 2019-20 (PGY1)* |
|---|-----------------|
| EMPLOYED OVERALL | N≤5 |
| <i>Employed as a principal in a P-12 environment</i> | N≤5 |
| <i>Employed in a different position in a P-12 environment</i> | N≤5 |
| <i>Employed outside of the P-12 environment</i> | N≤5 |
| <i>Pursuing further education</i> | N≤5 |

*N=5, reported as frequency, % of respondents. Response rates available with Completer Satisfaction data.

NOTE: Respondents can select multiple positions if they serve in more than 1 role/capacity.

Data from JCU Center for Career Services Education Recruiting Day

In the Spring semester of each year¹, the Center for Career Services at JCU organizes and hosts the Education Recruiting Day, an opportunity for JCU teacher candidates and alumni to network with recruiters and other Human Resources professionals from various schools, districts, and agencies across Ohio. An average of 27 institutions have participated in the education recruitment day over the past 3 years. See Table 5 for a breakdown of total number and types of institutions attending the recruitment fair by year.

Table 5

| YEAR | Total N* | N Private Schools | N Public Schools | N Other (Charter, Montessori, Agencies) |
|------|----------|-------------------|------------------|---|
| 2017 | 27 | 8 | 12 | 7 |
| 2018 | 26 | 6 | 9 | 11 |
| 2019 | 28 | 6 | 11 | 11 |

N= number of institutions

After the recruitment fair, a survey is sent to participating employers to gather feedback on the preparedness and employability of candidates interviewed at the recruitment fair. **On average, approximately 53% of participating employers indicated that they expected to hire a JCU graduate** (see Table 6, Question 1). A large majority of employers rated JCU graduates as prepared or very prepared for the interview process (see Table 6, Questions 3-5) and teaching profession (see Table 6, Questions 6-10).

Table 6

| Question | Employer Response | 2017 (N, %) | 2018 (N, %) | 2019 (N, %) |
|---|-------------------|-------------|-------------|-------------|
| Do you expect to hire from JCU? | Yes | 6, 38% | 9, 64% | 12, 57% |
| | Maybe | 10, 62% | 5, 36% | 9, 43% |
| | No | 0, 0% | 0, 0% | 0, 0% |
| How many students/alumni did you interview with at the event? | 0-10 | 12, 71% | 7, 50% | 16, 76% |
| | 11-19 | 5, 29% | 6, 43% | 4, 19% |
| | 20+ | 0, 0% | 1, 7% | 1, 5% |
| How would you rate the preparedness of the students you talked to regarding: Knowledge of your school system? | 1 (Not Prepared) | 0, 0% | 0, 0% | 1, 5% |
| | 2 | 2, 12% | 4, 31% | 1, 5% |
| | 3 | 6, 35% | 6, 46% | 10, 47% |
| | 4 | 5, 29% | 3, 23% | 8, 38% |
| | 5 (Very Prepared) | 4, 24% | 0, 0% | 1, 5% |
| How would you rate the preparedness of the students you talked to regarding: Quality of resume? | 1 (Not Prepared) | 0, 0% | 0, 0% | 0, 0% |
| | 2 | 1, 6% | 0, 0% | 0, 0% |
| | 3 | 1, 6% | 0, 0% | 1, 4% |
| | 4 | 7, 41% | 9, 64% | 10, 48% |
| | 5 (Very Prepared) | 8, 47% | 5, 36% | 10, 48% |
| | 1 (Not Prepared) | 0, 0% | 0, 0% | 0, 0% |

¹ Due to the COVID-19 pandemic and government-ordered shutdowns, JCU did not hold its Education Recruiting Day in Spring 2020.

| | | | | |
|---|-------------------|---------|---------|---------|
| How would you rate the preparedness of the students you talked to regarding: Communication skills? | 2 | 0, 0% | 0, 0% | 0, 0% |
| | 3 | 4, 24% | 1, 7% | 1, 5% |
| | 4 | 7, 41% | 9, 64% | 12, 57% |
| | 5 (Very Prepared) | 6, 35% | 4, 29% | 8, 38% |
| How would you rate the preparedness of the students you talked to regarding: Content knowledge in their respective fields? | 1 (Not Prepared) | 0, 0% | 0, 0% | 0, 0% |
| | 2 | 0, 0% | 0, 0% | 0, 0% |
| | 3 | 2, 12% | 1, 7% | 0, 0% |
| | 4 | 9, 53% | 11, 79% | 11, 53% |
| | 5 (Very Prepared) | 6, 35% | 2, 14% | 10, 47% |
| How would you rate the preparedness of the students you talked to regarding: Effective teaching practices? | 1 (Not Prepared) | 0, 0% | 0, 0% | 0, 0% |
| | 2 | 0, 0% | 0, 0% | 0, 0% |
| | 3 | 3, 18% | 1, 7% | 1, 4% |
| | 4 | 10, 59% | 10, 71% | 10, 48% |
| | 5 (Very Prepared) | 4, 24% | 3, 22% | 10, 48% |
| How would you rate the preparedness of the students you talked to regarding: Experiences working with families and communities? | 1 (Not Prepared) | 0, 0% | 0, 0% | 0, 0% |
| | 2 | 2, 12% | 2, 14% | 3, 14% |
| | 3 | 4, 24% | 3, 22% | 3, 14% |
| | 4 | 7, 41% | 6, 42% | 6, 29% |
| | 5 (Very Prepared) | 4, 24% | 3, 22% | 9, 43% |
| How would you rate the preparedness of the students you talked to regarding: Classroom management and organization? | 1 (Not Prepared) | 0, 0% | 0, 0% | 0, 0% |
| | 2 | 1, 6% | 0, 0% | 3, 14% |
| | 3 | 4, 24% | 2, 14% | 0, 0% |
| | 4 | 9, 53% | 11, 79% | 11, 53% |
| | 5 (Very Prepared) | 3, 18% | 1, 7% | 7, 33% |
| How would you rate the preparedness of the students you talked to regarding: Disposition toward teaching (i.e., enthusiasm, passion)? | 1 (Not Prepared) | 0, 0% | 0, 0% | 0, 0% |
| | 2 | 1, 6% | 0, 0% | 0, 0% |
| | 3 | 2, 12% | 0, 0% | 0, 0% |
| | 4 | 5, 29% | 5, 36% | 7, 33% |
| | 5 (Very Prepared) | 9, 53% | 9, 64% | 14, 67% |

Results are reported as frequency (N) and percentage (%) of survey respondents. Percentages are rounded.