

EMPLOYMENT MILESTONES

The data for this measure is derived from information provided to EPPs by the Ohio Department of Higher Education to track candidate completion of the Ohio Resident Educator program. At the time we instituted this measure, the Resident Educator (RE) program was a four-year program during which new teachers receive mentoring, complete a substantial performance assessment (the Resident Educator Summative Assessment), and complete professional development activities. Completion status of each year of the RE program was tracked by the state. RE completion data provided a different snapshot of employment information since some candidates accept jobs in private schools but still complete RE requirements.

Over the last two years, the RE license was converted to a two-year license and completion of the program now seems to be monitored by the district rather than the state. This table is being reported for one last year while we seek new data for this reporting measure.

Table 1 shows the status of all candidates who completed a year of the RE program during the 2023-2024 year (the most recent available from ODHE), analyzed according to the initial licensure effective year. The data represents a cross-sectional, rather than longitudinal, view of these cohorts' completion of the RE program years.

Table 1: RE program completion rates for 2023-2024 academic year

| Initial Licensure Effective Year | Residency Year 1 | | | Residency Year 2 | | | Residency Year 3 | | | Residency Year 4 | | |
|----------------------------------|------------------|------------|---|------------------|------------|---|------------------|------------|-----|------------------|------------|-----|
| | Entering | Persisting | | Entering | Persisting | | Entering | Persisting | | Entering | Persisting | |
| 2020 | 1 | N/A | % | 9 | N/A | % | N/A | N/A | % | N/A | N/A | N/A |
| 2021 | 2 | N/A | % | 6 | N/A | % | N/A | N/A | N/A | N/A | N/A | N/A |
| 2022 | 5 | N/A | % | 23 | N/A | % | N/A | N/A | N/A | N/A | N/A | N/A |
| 2023 | 15 | N/A | % | 60 | N/A | % | N/A | N/A | N/A | N/A | N/A | N/A |

Table 2 analyzes the data available from the state to get a longitudinal perspective of the RE status of candidates from each completer year cohort. The employment columns show the percentage of each cohort employed in a public school in Ohio for each of the four years after the program's completion. These data show a placement rate ranging from 31% to 50% employed in the first year after graduation. For the 2018-2019 and 2019-2020 cohorts, the only cohorts with four years of employment data, employment was at 69% and 54%, respectively, four years after graduation.

The Resident Educator percentages reflect the percent of each cohort enrolled in the Resident Educator (RE) program as a measure of employment rates. Because the success rate is high for completers entering the RE program, this table can be interpreted as a proxy for the success of our candidates in securing teaching positions and maintaining continuous employment. Completer cohorts with at

least two years of available RE data (2020-2021 and prior) show that 57% - 77% of these completor cohorts are enrolled in and complete the first year of the RE program within a two-year time frame. Cohorts that completed the full four year RE program (18-19, 19-20 and 20-21) passed the Resident Educator Summative Assessment (RESA) to be eligible for a professional educator license with pass rates of 59%, 40%, and 20% respectively. Because the state has now modified the RE program to a two-year program, this data set will need to be modified for upcoming years.

Table 2: Employment - Resident Educator Completion

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