

Ability of Completers to be Hired in Education Positions for Which They Have Prepared

Understanding the Results

This report presents employment outcomes for Mississippi University for Women program completers by cohort year, route type, and time after graduation. It compares statewide educator preparation provider totals with institution-level totals and shows the percentage of completers working in Mississippi public schools as teachers, in non-teaching school roles, in private schools, in other educational settings, and in non-educational jobs. Due to small cohort sizes, some MUW-specific data are not reported when fewer than ten completers are represented.

Data Trends

- **Consistent placement in teaching roles:** Across all cohorts, the largest percentage of employed completers are working as Mississippi public school teachers in their first year after graduation.
- **Strong initial employment, with gradual decline over time**
- **Limited reporting in other employment categories:** Due to small sample sizes, MUW-specific data for non-teaching roles, private schools, and other employment sectors are often suppressed, limiting detailed interpretation in those areas.

How MUW Uses the Results

MUW uses completer employment data as a key indicator of program effectiveness and alignment with workforce needs. These results are reviewed as part of the EPP's continuous improvement process to:

- **Evaluate program relevance and effectiveness:** High placement rates in Mississippi public schools indicate that completers are prepared for and successfully entering the intended profession.
- **Monitor completer persistence in the profession:** Declines in employment over time are used to examine retention and inform discussions around early-career support.
- **Inform program and partnership decisions:** Employment outcomes help guide collaboration with school districts and support alignment with high-need areas across the state.
- **Support accreditation and reporting requirements:** These data contribute to state and federal reporting (e.g., Title II) and provide evidence aligned with CAEP standards related to completer outcomes and program impact.

Overall Takeaways

Overall, the data indicate that MUW completers are successfully entering the teaching profession, with strong employment rates in Mississippi public schools, particularly in the first year after graduation.

While employment percentages decline in subsequent years, this trend is consistent across cohorts and provides an opportunity for continued focus on completer retention and long-term career support.

Despite limitations related to small sample sizes and suppressed data, the available evidence supports the conclusion that MUW's educator preparation programs are effectively preparing candidates for employment in education positions aligned with their training.

2022-2023 Program Completer Cohort

First Year after Graduation

The traditional route included 26 program completers. Of those, 17 completers, or 65.38%, were employed as Mississippi public school teachers. Other institution-level categories were not reported because the number of completers was below the reporting threshold. The alternate route included 5 completers. Of those, 4 completers, or 80.00%, were employed as Mississippi public school teachers. Other categories were not reported because the number of completers was below the reporting threshold.

These tables show the ability of 2022-2023 completers to be hired in education positions for which they have been prepared.

Statewide EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	1,209	794	65.67	59	4.88	18	1.49	22	1.82	84	6.95
Alternate	753	601	79.81	52	6.91	<10	-	19	2.52	16	2.12

Institution EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	26	17	65.38	<10	-	<10	-	<10	-	<10	-
Alternate	5	4	80.00	<10	-	<10	-	<10	-	<10	-

2021-2022 Program Completer Cohort

First Year after Graduation

For Mississippi University for Women, the traditional route included 36 program completers. Of those, 29 completers, or 80.56%, were employed as Mississippi public school teachers. Other institution-level categories were not reported because the number of completers was below the reporting threshold. The alternate route included 5 completers. Of those, 4 completers, or 80.00%, were employed as Mississippi public school teachers. Other categories were not reported because the number of completers was below the reporting threshold.

These tables show the ability of 2021-2022 completers to be hired in education positions for which they have been prepared.

Statewide EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	1,373	879	64.02	79	5.75	18	1.31	19	1.38	105	7.65
Alternate	1,310	1,034	78.93	134	10.23	13	0.99	<10	-	33	2.52

Institution EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	36	29	80.56	<10	-	<10	-	<10	-	<10	-
Alternate	5	4	80.00	<10	-	<10	-	<10	-	<10	-

Second Year after Graduation

The traditional route included 36 completers. Of those, 26 completers, or 72.22%, were employed as Mississippi public school teachers. Other institution-level categories were not reported because the number of completers was below the reporting threshold. The alternate route included 5 completers, with all 5 being employed (100%).

These tables show the ability of 2021-2022 completers to be hired in education positions for which they have been prepared.

Statewide EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	1,373	885	64.46	61	4.44	12	0.87	38	2.77	70	5.10
Alternate	1,310	977	74.58	89	6.79	14	1.07	29	2.21	56	4.27

Institution EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	36	26	72.22	<10	-	<10	-	<10	-	<10	-
Alternate	5	5	100.00	<10	-	<10	-	<10	-	<10	-

2020-2021 Program Completer Cohort

First Year after Graduation

The traditional route included 49 completers. Of those, 32 completers, or 65.31%, were employed as Mississippi public school teachers. The alternate route included 14 completers. Of those, 11 completers, or 78.57%, were employed as Mississippi public school teachers. Other categories were not reported at the institution level where counts were below the reporting threshold.

These tables show the ability of 2020-2021 completers to be hired in education positions for which they have been prepared.

Statewide EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	1,248	799	64.02	73	5.85	12	0.96	24	1.92	93	7.45
Alternate	1,371	1,097	80.01	151	11.01	13	0.95	18	1.31	26	1.90

Institution EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	49	32	65.31	<10	-	<10	-	<10	-	<10	-
Alternate	14	11	78.57	<10	-	<10	-	<10	-	<10	-

Second Year after Graduation

The traditional route included 49 completers. Of those, 31 completers, or 63.27%, were employed as Mississippi public school teachers. The alternate route included 14 completers. Of those, 9 completers, or 64.29%, were employed as Mississippi public school teachers. Other categories were not reported at the institution level where counts were below the reporting threshold.

These tables show the ability of 2020-2021 completers to be hired in education positions for which they have been prepared.

Statewide EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	1,248	776	62.18	81	6.49	11	0.88	21	1.68	73	5.85
Alternate	1,371	1,016	74.11	126	9.19	14	1.02	19	1.39	57	4.16

Institution EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	49	31	63.27	<10	-	<10	-	<10	-	<10	-
Alternate	14	9	64.29	<10	-	<10	-	<10	-	<10	-

Third Year after Graduation

The traditional route included 49 completers. Of those, 27 completers, or 55.10%, were employed as Mississippi public school teachers. The alternate route included 14 completers. Of those, 6 completers, or 42.86%, were employed as Mississippi public school teachers. Other categories were not reported at the institution level where counts were below the reporting threshold.

These tables show the ability of 2020-2021 completers to be hired in education positions for which they have been prepared.

Statewide EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	1,248	743	59.54	60	4.81	12	0.96	29	2.32	82	6.57
Alternate	1,371	957	69.80	96	7.00	16	1.17	44	3.21	68	4.96

Institution EPP Total

	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non-Teaching Role	%	Employed at MS Private School	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job	%
Traditional	49	27	55.10	<10	-	<10	-	<10	-	<10	-
Alternate	14	6	42.86	<10	-	<10	-	<10	-	<10	-