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. The Resident Educator (RE) program was originally 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. During the years covered by this data, the RE license was converted to a two-year license. As part of the feedback loop from the state, each EPP is provided information about candidate completers who completed at least one year of the RE program.

RE completion data provides a different snapshot of employment information since some candidates accept jobs in private schools but still complete Resident Educator requirements. Table 1 shows the status of all candidates who completed a year of the RE program during the 2022-2023 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. Due to various anomalies in the way candidates were employed and enrolled in the RE program, some percentages are greater than 100%. According to this data, the success rate is very high for each program year.

Table 1: RE program completion rates for 2022-2023 academic year

Initial Licensure Effective Year	Residency Year 1			Residency Year 2			Residency Year 3			Residency Year 4			
	Entering Persisting		isting	Entering	Persi	sting	Entering	Persisting		Entering	Persisting		
2019	3	3	100%	16	16	100%	19	21	110.5	74	70	94.6%	
2020	11	13	118.2%	38	37	97.4 %	59	58	98.3%	N/A	N/A	N/A	
2021	21	22	104.8%	70	70	100%	N/A	N/A	N/A	N/A	N/A	N/A	
2022	51	47	92.2%	N/A	N/A	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 cohort, the only cohort with four years of employment data, 63% of the cohort were employed 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 completer 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 and 19-20) passed the Resident Educator Summative Assessment (RESA) to be eligible for a professional educator license with pass rates of 40% and 59%. 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

	Employment-Resident Educator Program Components Completed as of 22-23														
Academic Year		Employment		Resident Educator Program Components Completed as of 22-23											
		Hired in Prog. Area in Education in Ohio	Percentage Working in Education in Ohio	RE Year 1 Completed	Percentag e	RE Year 2 Completed	Percentage	RE Year 3 Completed	Percentag e	RE Year 4 Completed	Percentag e	RESA Passed	Percentage		
AY	2018-19	2	1.23%	124	76.54%	112	69.14%	92	56.79%	67	41.36%	95	58.64%		
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AY	2019-20	81	50.00%												
AY	2020-21	83	51.23%												
AY	2021-22	81	50%												
AY	2022-23	112	69%												
AY	2019-20	0	0.00%	109	65.66%	86	51.81%	57	35.19%	67	41.36%	67	40.36%		
AY	2020-21	67	40%												

AY	2021-22	77	46%								
AY	2022-23	82	49%								
AY	2023-24										
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			l		1						
AY	2020-21	5	2.73%	104	56.83%	76	41.53%			35	19.13%
	r		r		_						
AY	2021-22	74	40%								
AY	2022-23	84	46%								
AY	2023-24										
AY	2024-25										
AY	2021-22	2	1.38%	49	33.79%						
			<u>I</u>		-1						
AY	2022-23	45	31%								
AY	2023-24										
AY	2024-25										
AY	2025-26										
			<u></u>		1						
AY	2022-23	3	2.31%	0							
	2022-23	, ,	2.31/0								
AY	2023-24										
AY	2024-25										
AY	2025-26										
AY	2026-27										