

EASTERN KENTUCKY UNIVERSITY

College of Education and Applied Human Sciences

2025 Impact Study

Initial Programs



INTRODUCTION

EKU's Educator Preparation Program (EPP) evaluates the ability of its initial completers to obtain employment in education positions for which they have been prepared. This introduction provides general context by defining key terms, explaining cohort selection, and outlining the common data sources and tools used in the analysis.

Initial completers are those who obtained an initial education license from the EPP. Cohorts are selected to represent completers who are approximately two and four years into their teaching careers, allowing enough experience to recognize what aspects of their preparation were most effective and where gaps remain. The EPP identifies cohorts using the Kentucky Education Professional Standards Board (EPSB) Completer and Enrollment Report, Graduate Assignment and Certification Inquiry (GACI), and Program Completers Employment Report. For this cycle, the 2019–2020 and 2021–2022 completer cohorts are included.

The EPP coordinates data collection and analysis in collaboration with faculty, staff, and state partners. These findings provide insight into the effectiveness of the EPP and reinforce its ongoing commitment to data-informed decision-making and continuous improvement.

MEASURE 4: ABILITY OF COMPLETERS TO BE HIRED IN EDUCATION POSITIONS FOR WHICH THEY HAVE BEEN PREPARED

Data used to determine the ability of the EPP's initial completers to be hired in the field for which the EPP prepared them include employment data from the GACI and Program Completers Employment reports.

Completer Employment

Figures 1 and 2 reflect data collected on the current cohort of 2019–2020 and 2021–2022 completers. The data is limited to completers who work in Kentucky public schools and publicly-funded school districts such as Kentucky Tech System, Kentucky School for the Deaf, and Model Laboratory Schools. The data was verified using school and district websites, with additional employment information supplemented when available for out-of-state public education and those working outside of education. This approach provides a more complete picture of completer outcomes, although employment in private schools and some out-of-state positions may still be under-represented. For reporting purposes, programs are grouped into program areas: Secondary Education includes grades 8–12 certification areas; Middle Grades Education represents subjects requiring grades 5–9 certification; and Arts & Humanities includes art and music certification areas.

Figure 1 shows the number and percentage of completers employed in the education field in Kentucky within three years of program completion, for program areas with at least ten completers. Among completers in these program areas, 226 (83.7%) were employed within three years. All program hiring rates exceed 80% except Arts & Humanities.

Figure 2 shows the number and percentage of 2019–2020 completers employed in the education field in Kentucky within for at least two years after program completion, for program areas with at least ten completers. Among completers in these program areas 113 (86.9%) were employed for at least two years. Career & Technical, Middle Grades, and Secondary Education completers have rates over 90%. Arts & Humanities have the lowest hiring rate at 66.7%.

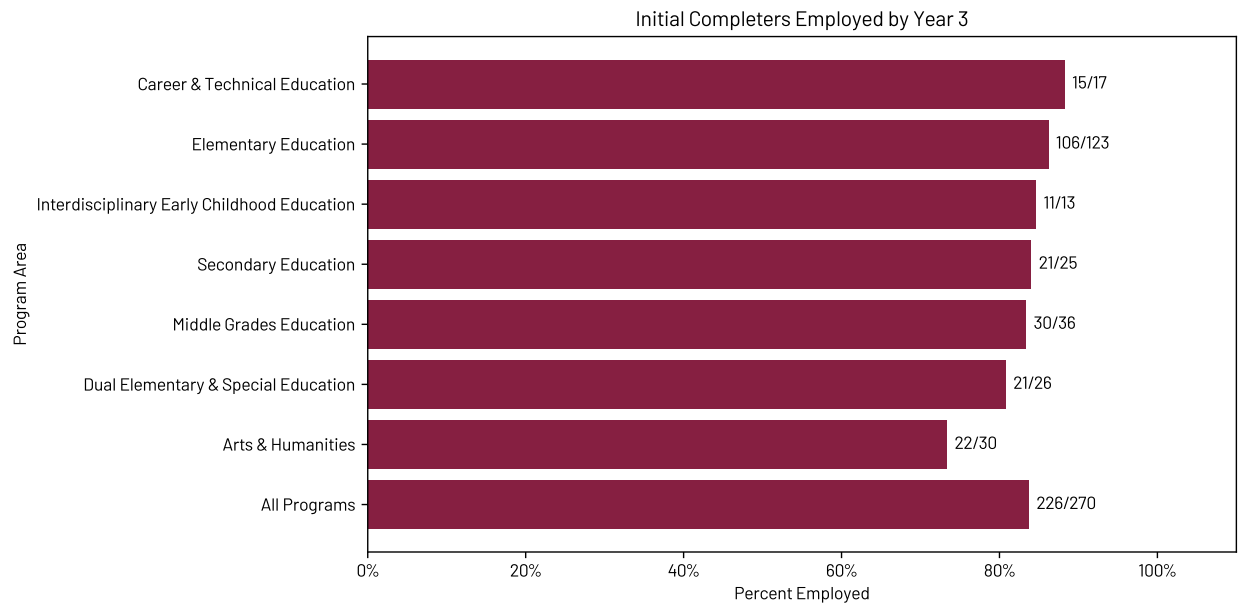


Figure 1: This figure shows initial completers that have been hired by their third year of completion. Results are shown by program area for groups with at least 10 completers; the All Programs bar summarizes this set. Bar labels show employed/total, and bar length shows the percent employed. Employment is based on GACI and Program Completers Employment reports and may not capture completers employed out of state or in private schools.

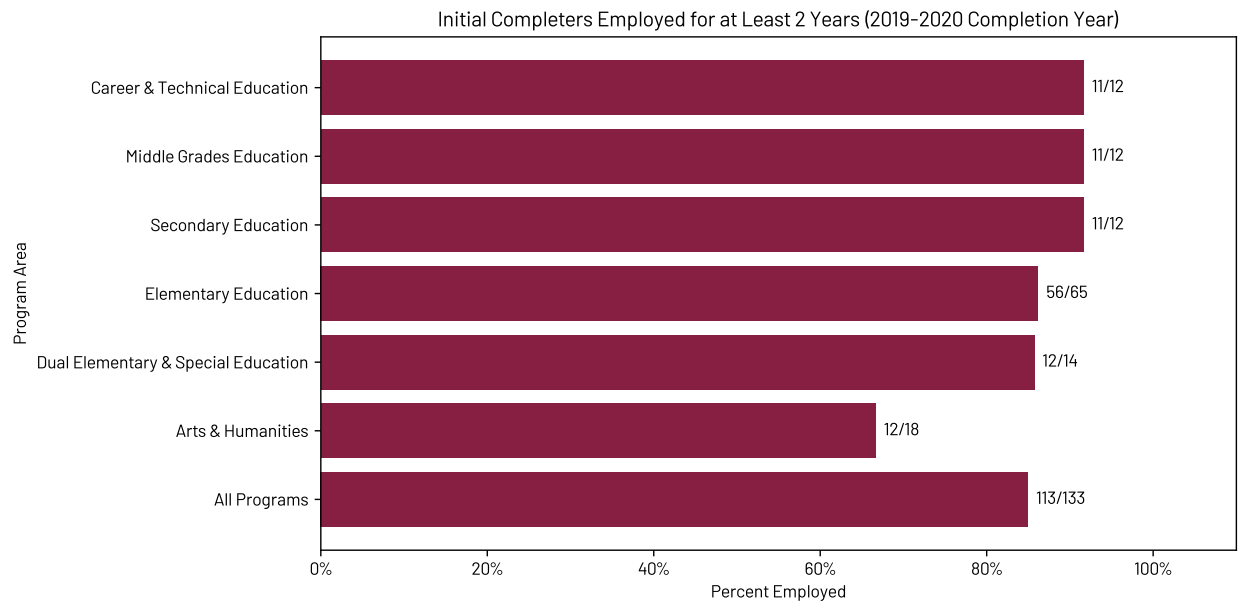


Figure 2: This figure shows initial completers in the education field for at least two years (2019-2020 completers only). Results are shown by program area for groups with at least 10 completers; the All Programs bar summarizes this set. Bar labels show employed/total, and bar length shows the percent employed. Employment is based on GACI and Program Completers Employment reports and may not capture completers employed out of state or in private schools.