

Executive Summary for Measure 4 (Initial and Advanced): Ability of Completers to be Hired

St. John Fisher University, Ralph C. Wilson, Jr., School of Education

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Employment Rates for Initial and Advanced Completers

New York State does not supply Educator Preparation Programs (EPPs) with data on the employment rates of their graduates, specifically the percentage currently employed as teachers or leaders based on their program certification. However, Governor Kathy Hochul’s 2022 New York State of the State annual message to the Legislature underscored the declining enrollment in teaching profession programs. Governor Hochul (2022) indicated that New York State will need “approximately 180,000 new teachers over the next decade to meet our workforce needs” (p. 170). Observations of smaller cohorts of School of Education (SoE) students and statements like these have led to increased scrutiny of our graduates. The EPP independently calculates the employment rate for both the Initial and Graduate Programs, as well as the Advanced Programs. These calculations are a result of maintaining connections with SoE alumni post-graduation through outreach and events, and by using self-reported data from completers, in conjunction with information from the New York State TEACH database system for New York State Licensure.

The relatively small size of the Educator Preparation Program (EPP) fosters organic connections between students, faculty, and administration. These connections yield valuable feedback on the whereabouts of our recent graduates. The employment rate for the Initial Undergraduate Program is determined through personal contact with completers regarding their current employment status and through survey data. Completers are surveyed a year to a year and a half post-graduation. They are asked questions such as: “Are you currently employed in the education field?” A breakdown of the positions is then provided, and a separate question asks them to identify the district in which they work, including the state and the population they serve. The EPP is

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constantly refining the process of tracking Initial Undergraduate Completers who have moved out of state or enrolled in graduate programs, within the Initial Undergraduate Program database.

In the 2021-2022 academic year, 55 Undergraduate (UG) and Graduate (GR) initial completers graduated. The Educator Preparation Program (EPP) was able to locate 93% of these graduates, and 96% of those located were teaching in their field of study. The St. John Fisher University (Fisher), Ralph C. Wilson, Jr. School of Education (SoE) collected employment rate data for initial undergraduates over three cycles: fall 2021 (2019-2020 graduates), fall 2022 (2020-2021 graduates), and fall 2023 (2021-2022 graduates). The employment rates for the initial undergraduate program were 89%, 90%, and 98% respectively, indicating that a strong majority of completers are employed as teachers in their field of study. For initial graduate completers, the employment rates over the three cycles from 2019-2022 were 94%, 93%, and 91% respectively, showing that most completers obtain teaching positions in their chosen field. Most Fisher SoE Initial graduates have secured a position in their field of study.

The employment rate for advanced completers over the same three cycles has been consistently high: 93%, 100%, and 95%. These rates suggest that the advanced program successfully prepares most of its completers to teach and/or lead in their chosen field of study. The employment rates of Fisher School of Education (SoE) graduates are consistent year after year. Furthermore, the employment rate of all completers in New York State stands at 88%, with over half of all completers employed in the Greater Rochester area.

SoE Fisher Program Employment Rate

EPP	2020-2021	2021-2022	2022-2023
Initial UG	89%	90%	98%
Initial GR	100%	94%	91%
Advanced	100%	100%	95%

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Class of 2023 St. John Fisher University's - First Destination Survey

St. John Fisher University (Fisher) gathers information on students who fulfilled their degree requirements between August 2022 and May 2023. The School of Education (SoE) had a highly successful response rate with 94% of graduates participating. A significant portion of SoE undergraduate initial completers (88%) found employment in their field, while 2% pursued further education. Among initial master's degree graduates, 89% secured employment and 4% continued their education, resulting in a 93% success rate. The average salary reported by graduates was \$43,034 for those with Bachelor's degrees and \$58,250 for those with Master's degrees.

In the advanced program, 70% of those graduating with a Master's in Library Media found employment, with an average salary of \$62,000. Overall, all SoE students reported a high degree of knowledge in their respective fields of study, with most securing employment shortly after graduation.

References

Hochul, Kathy. "Of the 2022 - Governor Kathy Hochul - New York State." 2022 State of the State, Jan. 2022,
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