



Measure 4 (Initial and Advanced): Ability of completers to be hired (*in positions for which they have prepared.*)

The EPP recognizes the importance of tracking its program completers for purposes of accountability and continuous improvement. The EPP has yet to create a formal and sustainable mechanism of tracking its completers' placements in field or related field to determine who hires them (e.g., urban, suburban, rural districts). The EPP has employed informal/formal ways of tracking its completers' employment through alumni survey, alumni self-reporting, employers' satisfaction survey, alumni social events, and/or word-of-mouth from P-12 partner schools/districts or other completers. (For both Initial and Advanced Completers) Although we can't produce accurate data on the number of completers hired and retained by districts, we have identified the districts where our completers have been hired. However, to date, we do not have sufficient and/or accurate data to calculate our completers' job placement rates in Connecticut.

The chart below lists the P-12 School Districts in Connecticut that have hired and retained our completers (initial and advanced licensure levels). The districts are identified by District Reference Groups (DRG). Average district characteristics of each DRG are:

DRG A: Affluent Fairfield County; Significantly higher than other DRGs in median household income, education attainment, and percentage of management professionals.

DRG B: Smaller rural and suburban; Low poverty levels, high incomes; Above average in education attainment and percentage of management professionals.

DRG C: Mid-size suburban; 3rd highest income and education levels; Higher rates than DRGs A, B, & D in low-income students and single-parent non-English speaking households.

DRG D: Small and rural, 2nd lowest enrollment; Slightly lower income than DRG C; Lower than adjacent groups in low-income than DRG C; Lower than adjacent groups in low-income students and single-parent and non-English speaking households.

DRG E: Very small and rural, lowest enrollment; Much lower income and education attainment than DRGs A-D; Low-income student rates higher than DRGs A-D but much lower than DRGs F-I.

DRG F: 3 large districts with 2nd highest enrollment; Highest rate of non-English households; 3rd highest rate of low-income students; Higher than DRG E in education attainment and management professional rates.

DRG G: Mid-size to large towns, suburbs; Slightly lower income and rate of low-income students than

DRG F: 3rd highest in single-parent households.

DRG H: Larger towns and suburbs; 2nd lowest income level and significantly lower than all DRGs except DRG I; 2nd highest rate of low-income students from single-parent homes; 2nd lowest education attainment rate.



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DRG I: State’s largest cities and urban centers; Far and away the highest in enrollment, low-income students, and single-parent homes; Lowest in income, education attainment, and percentage of management professionals.

School of Education and Professional Studies Completers’ Hiring Placements by Districts (Initial & Advanced levels)

Districts	DRG
Avon	I
Berlin	D
Bloomfield	G
Bristol	G
Cheshire	B
Coventry	E
Cromwell	D
East Hartford	H
East Lyme	C
Ellington	D
Enfield	F
Farmington	B
Glastonbury	B
Guilford	B
Hamden	G
Hartford	I
Madison	B
Manchester	G
Mansfield	C
Meriden	H
Middletown	G
New Britain	I
Newington	D
New Haven	I
New London	I
Norwich	H
Old Saybrook	D
Plainville	F
Simsbury	B
South Windsor	D
Southington	D
Stafford	F
Tolland	C
Torrington	G
Unionville	B
Vernon	G



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Wallingford	D
Waterbury	I
Watertown	D
Westbrook	E
West Hartford	B
Wethersfield	D
Windham	I
Windsor	D
Wolcott	F

A promising data source for tracking completers' job placements in Connecticut is the Connecticut State Department of Education's (CSDE) dashboard that EPPs can access to view data relevant to their educator preparation programs at both the initial and advanced levels. The CSDE dashboard contains information about the district hiring distribution of completers, disaggregated by race, ethnicity and gender and years of employment. Once available, the EPP will provide current data (AY 2021-2022) for CAEP Accountability Measure 4 (for Initial and Advanced).