



Employment Status of Initial Program Graduates

The data reported for AY 2024–2025 are drawn from the *2025 Mississippi Impact Report Card for Teacher Education Programs (Initial Undergraduate and Alternate Route)*, which was obtained during the 2024–2025 academic year and used to inform Mississippi Valley State University’s CAEP Annual Report submission. Because the Mississippi Impact Report Card operates on a one-year reporting lag, the report reflects outcomes from the prior academic year. However, it represents the most current externally validated and statewide benchmarked dataset available for CAEP Accountability Measures.

The employment data included in this report were compiled using covered employment data from the Mississippi Department of Employment Security (MDES) and were used to examine the ability of MVSU completers to secure employment in education positions for which they were prepared. The report tracks completers across multiple cohorts and employment years following graduation.

The data reflect employment outcomes for Traditional and Alternate Route completers across the following cohorts:

- 2022–2023 cohort: employment in the first year after graduation
- 2021–2022 cohort: employment in the first and second years after graduation
- 2020–2021 cohort: employment in the first, second, and third years after graduation

Employment outcomes indicate that many MVSU completers secured positions in Mississippi public schools following program completion. Key findings include:

- 83.33% of the 2022–2023 Traditional Route completers were employed as Mississippi public school teachers during their first year after graduation.
- 63.93% of the 2021–2022 Alternate Route completers were employed as Mississippi public school teachers during their first year after graduation.
- 60.66% of the 2021–2022 Alternate Route completers remained employed as Mississippi public school teachers during their second year after graduation.
- 78.35% of the 2020–2021 Alternate Route completers were employed as Mississippi public school teachers during their first year after graduation.
- 70.10% of the 2020–2021 Alternate Route completers remained employed as Mississippi public school teachers during their second year after graduation.
- 69.07% of the 2020–2021 Alternate Route completers remained employed as Mississippi public school teachers during their third year after graduation.

The data also indicate that relatively few completers were employed in non-educational settings, suggesting that the majority of employed completers pursued careers aligned with their educator preparation.

These findings demonstrate MVSU's effectiveness in preparing candidates for employment in educational settings and support the EPP's commitment to preparing educators who successfully enter and remain in the teaching profession.

Of the 15 public and private higher education institutions in the state of Mississippi, thirteen submitted data to establish the external benchmarks for a statewide EPP Impact Report. The participating EPPs are noted on the map below.



- Alcorn State University
- Belhaven University
- Blue Mountain Christian University
- Delta State University
- Jackson State University
- Mississippi College
- Mississippi State University
- Mississippi University for Women
- Mississippi Valley State University
- Rust College
- The University of Mississippi
- The University of Southern Mississippi
- William Carey University

Thirteen institutions of higher learning that comprise the Mississippi Education Preparation Providers (EPP) requested that the Statewide Longitudinal Data System (SLDS) provide information required for national accreditation through CAEP. These 13 institutions are Alcorn State University, Belhaven University, Blue Mountain Christian University, Delta State University, Jackson State University, Mississippi College, Mississippi State University, Mississippi University for Women, Mississippi Valley State University, Rust College, The University of Mississippi, The University of Southern Mississippi, and William Carey University.

Each of the 13 institutions provided the SLDS Clearinghouse with supplemental data containing information on teacher education program completers, including certification track (traditional vs. alternate route), licensure exam results, Teacher Intern Assessment Instrument (TIAI) and Disposition scores, as well as admission information. The data were used in conjunction with de-identified data already in the SLDS Clearinghouse to produce reports to assist with CAEP annual reporting measures. SLDS data are not reported if numeric values are less than 10. This excludes data reported by the MS Department of Education.

A cohort design was used where individuals graduating from each of the EPPs in a given academic year were followed over time to identify their subsequent performance outcomes. Reports containing the results were produced for each participating EPP as well as a statewide report which is contained in this Mississippi Impact Report Card. The statewide Educator Preparation Provider Collaborative Committee (EPPCC) designated a subcommittee to develop the format and methodology of the Mississippi Impact Report Card led by Dr. Mitzy Johnson (retired) and Mrs. Jenny Hartness (Mississippi State University), Dr. Ann Monroe and Dr. Sara Platt (University of Mississippi), and Dr. Yanbing Tang and Mr. Leslie Charlton (National Strategic Planning and Analysis Research Center (NSPARC)).

State of Mississippi

Education Preparation Provider (EPP)



The Mississippi Impact Report Card for Teacher Education Programs (Initial Undergraduate and Alternate Route) was developed to comply with the Council for the Accreditation of Educator Preparation (CAEP) Standard 4 (Program Impact). Thirteen public and private higher education institutions submitted data to establish external benchmarks for Statewide EPP.

Item 7. Ability of Completers to Be Hired in Education Positions for Which They Have Prepared -- Mississippi Valley State University

2022-2023 Program Completer Cohort	Employment in MS in First Year after Graduation																					
	Statewide EPP Total											Institution EPP Total										
	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non- Educational Job ¹	%	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non- Educational Job ¹	%
Traditional Route	1,209	794	65.67	59	4.88	18	1.49	22	1.82	84	6.95	18	15	83.33	<10	-	<10	-	<10	-	<10	-
Alternate Route	753	601	79.81	52	6.91	<10	-	19	2.52	16	2.12	4	1	25.00	<10	-	<10	-	<10	-	<10	-

2021-2022 Program Completer Cohort	Employment in MS in First Year after Graduation																					
	Statewide EPP Total											Institution EPP Total										
	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non- Educational Job ¹	%	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non- Educational Job ¹	%
Traditional Route	1,373	879	64.02	79	5.75	18	1.31	19	1.38	105	7.65	18	6	33.33	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,310	1,034	78.93	134	10.23	13	0.99	<10	-	33	2.52	61	39	63.93	<10	-	<10	-	<10	-	<10	-

2021-2022 Program Completer Cohort	Employment in MS in Second Year after Graduation																					
	Statewide EPP Total											Institution EPP Total										
	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non- Educational Job ¹	%	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non- Educational Job ¹	%
Traditional Route	1,373	885	64.46	61	4.44	12	0.87	38	2.77	70	5.10	18	10	55.56	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,310	977	74.58	89	6.79	14	1.07	29	2.21	56	4.27	61	37	60.66	<10	-	<10	-	<10	-	<10	-

¹Based on covered employment data from Mississippi Department of Employment Security (MDES).

Item 7. Ability of Completers to Be Hired in Education Positions for Which They Have Prepared -- Mississippi Valley State University

2020-2021 Program Completer Cohort	Employment in MS in First Year after Graduation																					
	Statewide EPP Total											Institution EPP Total										
	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non Educational Job ¹	%	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non Educational Job ¹	%
Traditional Route	1,248	799	64.02	73	5.85	12	0.96	24	1.92	93	7.45	24	13	54.17	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,371	1,097	80.01	151	11.01	13	0.95	18	1.31	26	1.90	97	76	78.35	<10	-	<10	-	<10	-	<10	-
2020-2021 Program Completer Cohort	Employment in MS in Second Year after Graduation																					
	Statewide EPP Total											Institution EPP Total										
	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non Educational Job ¹	%	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non Educational Job ¹	%
Traditional Route	1,248	776	62.18	81	6.49	11	0.88	21	1.68	73	5.85	24	14	58.33	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,371	1,016	74.11	126	9.19	14	1.02	19	1.39	57	4.16	97	68	70.10	<10	-	<10	-	<10	-	<10	-
2020-2021 Program Completer Cohort	Employment in MS in Third Year after Graduation																					
	Statewide EPP Total											Institution EPP Total										
	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non Educational Job ¹	%	Number of Program Completers	Employed as MS Public School Teacher	%	Employed at MS Public School in Non- Teaching Role ¹	%	Employed at MS Private School ¹	%	Employed in MS in Other Educational Setting ¹	%	Employed in MS in Non Educational Job ¹	%
Traditional Route	1,248	743	59.54	60	4.81	12	0.96	29	2.32	82	6.57	24	13	54.17	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,371	957	69.80	96	7.00	16	1.17	44	3.21	68	4.96	97	67	69.07	<10	-	<10	-	<10	-	<10	-

¹Based on covered employment data from Mississippi Department of Employment Security (MDES).