



## Comparative Employer Milestones Impact

An analysis of employer milestones for the EPP reveals notable trends in teacher retention and advanced degree attainment between Traditional and Alternate Route program completers. For the 2019–2020 cohort, both Traditional and Alternate Route pathways demonstrated strong first-year retention in Mississippi public schools 90.87% and 90.96%, respectively. Second-year retention was slightly higher among Traditional completers (88.56%) compared to Alternate Route completers (87.76%), and third-year retention followed a similar pattern (89.04% for Traditional vs. 86.93% for Alternate).

For the 2020–2021 cohort, Traditional Route completers again showed a high first-year retention rate of 90.30%, slightly above the Alternate Route's 86.65%. However, the gap widened over time, with Traditional completers maintaining an 88.38% retention rate into the second year, while Alternate Route completers dropped to 82.83%.

Among the 2021–2022 completers, first-year retention remained strong and nearly identical, with Traditional Route at 90.11% and Alternate Route at 89.97%. However, retention data for the 2022–2023 cohort has not yet been reported.

In terms of advanced degree attainment, the Alternate Route pathway significantly outpaces the Traditional Route. For example, among the 2019–2020 cohort, 50.18% of Alternate Route completers earned an advanced degree within three years, compared to only 15.90% of Traditional Route completers. This trend persisted in subsequent cohorts. For instance, in 2021–2022, 80.00% of Alternate Route completers who pursued an advanced degree were employed in Mississippi public schools, versus 60.87% of their Traditional Route peers.

Overall, while both routes exhibit strong initial retention in the profession, Alternate Route completers show higher rates of continued employment in educational roles and a stronger inclination toward pursuing advanced credentials. These patterns suggest the Alternate Route pathway is not only responsive to workforce needs but also supports professional advancement more actively among its participants.

Item 3b. Employment Milestones -- Alcorn State University, Initial Teaching Degree Holders – Retention

2018-2019 Program Completer Cohort	Retained in MS Public School Teachers in AY 2020-2021								Retained in MS Public School Teachers in AY 2021-2022				Retained in MS Public School Teachers in AY 2022-2023			
	Statewide EPP Total				Institution EPP Total				Statewide EPP Total		Institution EPP Total		Statewide EPP Total		Institution EPP Total	
	Number of Program Completers	Number Employed in AY 2019-2020	Number Retained after 1st year	Percent Retained after 1st year	Number of Program Completers	Number Employed in AY 2019-2020	Number Retained after 1st year	Percent Retained after 1st year	Number Retained after 2nd year	Percent Retained after 2nd year	Number Retained after 2nd year	Percent Retained after 2nd year	Number Retained after 3rd year	Percent Retained after 3rd year	Number Retained after 3rd year	Percent Retained after 3rd year
Traditional Route	954	635	577	90.87	12	8	5	62.50	511	88.56	4	80.00	455	89.04	4	100.00
Alternate Route	701	575	523	90.96	2	2	2	100.00	459	87.76	2	100.00	399	86.93	2	100.00

2019-2020 Program Completer Cohort	Retained in MS Public School Teachers in AY 2021-2022								Retained in MS Public School Teachers in AY 2022-2023			
	Statewide EPP Total				Institution EPP Total				Statewide EPP Total		Institution EPP Total	
	Number of Program Completers	Number Employed in AY 2020-2021	Number Retained after 1st year	Percent Retained after 1st year	Number of Program Completers	Number Employed in AY 2020-2021	Number Retained after 1st year	Percent Retained after 1st year	Number Retained after 2nd year	Percent Retained after 2nd year	Number Retained after 2nd year	Percent Retained after 2nd year
Traditional Route	1,038	629	568	90.30	11	4	3	75.00	502	88.38	2	66.67
Alternate Route	552	457	396	86.65	2	2	2	100.00	328	82.83	2	100.00

2020-2021 Program Completer Cohort	Retained in MS Public School Teachers in AY 2022-2023							
	Statewide EPP Total				Institution EPP Total			
	Number of Program Completers	Number Employed in AY 2021-2022	Number Retained after 1st year	Percent Retained after 1st year	Number of Program Completers	Number Employed in AY 2021-2022	Number Retained after 1st year	Percent Retained after 1st year
Traditional Route	1,248	799	720	90.11	21	11	9	81.82
Alternate Route	1,371	1,097	987	89.97	22	18	15	83.33

2021-2022 Program Completer Cohort	Retained in MS Public School Teachers in AY 2022-2023							
	Statewide EPP Total				Institution EPP Total			
	Number of Program Completers	Number Employed in AY 2022-2023	Number Retained after 1st year	Percent Retained after 1st year	Number of Program Completers	Number Employed in AY 2022-2023	Number Retained after 1st year	Percent Retained after 1st year
Traditional Route	1,373	879	NA	NA	33	21	NA	NA
Alternate Route	1,310	1,034	NA	NA	44	35	NA	NA

Item 3b. Employment Milestones -- Alcorn State University, Initial Teaching Degree Holders Who Obtained an Advanced Degree

2019-2020 Program Completer Cohort	Employed as MS Public School Teachers in AY 2020-2021 Who Obtained an Advanced Degree						Employed as MS Public School Teachers in AY 2021-2022 Who Obtained an Advanced Degree					
	Statewide EPP Total			Institution EPP Total			Statewide EPP Total			Institution EPP Total		
	Number of Initial Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2020-2021	Percent Employed in 2020-2021	Number of Initial Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2020-2021	Percent Employed in AY 2020-2021	Number of Initial Program Completers Who Obtained an Advanced Degree <sup>1</sup>	Number Employed in AY 2021-2022	Percent Employed in AY 2021-2022	Number of Initial Program Completers Who Obtained an Advanced Degree <sup>1</sup>	Number Employed in AY 2021-2022	Percent Employed in AY 2021-2022
	Traditional Route	41	28	68.29	NA	NA	NA	81	42	51.85	2	100.00
Alternate Route	236	204	86.44	2	2	100.00	31	27	87.10	NA	NA	NA

2019-2020 Program Completer Cohort	Employed as MS Public School Teachers in AY 2022-2023 Who Obtained an Advanced Degree											
	Statewide EPP Total			Institution EPP Total			Statewide EPP Total			Institution EPP Total		
	Number of Initial Program Completers Who Obtained an Advanced Degree <sup>2</sup>	Number Employed in AY 2022-2023	Percent Employed in AY 2022-2023	Number of Initial Program Completers Who Obtained an Advanced Degree <sup>2</sup>	Number Employed in AY 2022-2023	Percent Employed in AY 2022-2023	Total Number of Initial Program Completers With an Advanced Degree 3 years post graduation (unduplicated)	Total Percent of Initial Program Completers With an Advanced Degree 3 years post graduation (unduplicated)	Total Number of Initial Program Completers With an Advanced Degree 3 years post graduation (unduplicated)	Total Percent of Initial Program Completers With an Advanced Degree 3 years post graduation (unduplicated)	Total Percent of Initial Program Completers With an Advanced Degree 3 years post graduation	
	Traditional Route	46	34	73.91	NA	NA	NA	165	15.90	2	18.18	
Alternate Route	16	10	62.50	NA	NA	NA	277	50.18	2	100.00		

<sup>1</sup>Excludes those who received advanced degree in previous academic year.

<sup>2</sup>Excludes those who received advanced degree in previous two academic years.

Item 3b. Employment Milestones -- Alcorn State University, Initial Teaching Degree Holders Who Obtained an Advanced Degree

2020-2021 Program Completer Cohort	Employed as MS Public School Teachers in AY 2021-2022 Who Obtained an Advanced Degree						Employed as MS Public School Teachers in AY 2022-2023 Who Obtained an Advanced Degree					
	Statewide EPP Total			Institution EPP Total			Statewide EPP Total			Institution EPP Total		
	Number of Initial Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2021-2022	Percent Employed in AY 2021-2022	Number of Initial Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2021-2022	Percent Employed in AY 2021-2022	Number of Initial Program Completers Who Obtained an Advanced Degree <sup>1</sup>	Number Employed in AY 2022-2023	Percent Employed in AY 2022-2023	Number of Initial Program Completers Who Obtained an Advanced Degree <sup>1</sup>	Number Employed in AY 2022-2023	Percent Employed in AY 2022-2023
Traditional Route	23	7	30.43	NA	NA	NA	92	56	60.87	NA	NA	NA
Alternate Route	366	281	76.78	12	10	83.33	90	72	80.00	3	2	66.67

2021-2022 Program Completer Cohort	Employed as MS Public School Teachers in AY 2022-2023 Who Obtained an Advanced Degree					
	Statewide EPP Total			Institution EPP Total		
	Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2022-2023	Percent Employed in AY 2022-2023	Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2022-2023	Percent Employed in AY 2022-2023
Traditional Route	46	22	47.83	NA	NA	NA
Alternate Route	457	345	75.49	20	16	80.00

<sup>1</sup>Excludes those who received advanced degree in previous academic year.

<sup>2</sup>Excludes those who received advanced degree in previous two academic years.