



Measure 4 (Initial and Advanced) – Ability of Completers to be Hired

Alcorn State University uses multiple indicators from the 2025 Mississippi Impact Report Card to demonstrate the ability of program completers to be hired in education positions. Items 7, 3b, and 8 provide evidence of employment outcomes, retention, and placement in high-need areas.

Item 7 data indicate employment outcomes for recent ASU completers. For the 2022–2023 cohort, 37.50% of traditional route completers (6 of 16) and 91.30% of alternate route completers (21 of 23) were employed as Mississippi public school teachers within the first year after graduation. These findings demonstrate that a substantial proportion of completers, particularly those in the alternate route, are securing positions aligned with their preparation.

Item 3b employment milestone data demonstrate persistence in the profession over time. For the 2021–2022 cohort, 95.24% of traditional route completers (20 of 21) and 88.57% of alternate route completers (31 of 35) were retained after one year. For the 2020–2021 cohort, 77.78% of traditional route completers (7 of 9) and 93.33% of alternate route completers (14 of 15) were retained after two years. These data indicate sustained employment and workforce stability among ASU completers.

Item 8 data provide evidence of placement in high-need areas. Among 2022–2023 completers employed in Mississippi public schools, 83.33% of traditional route completers (5 of 6) and 100% of alternate route completers (21 of 21) were employed in critical needs districts. Additionally, 33.33% of traditional route completers (2 of 6) and 28.57% of alternate route completers (6 of 21) were teaching in critical subject areas, including mathematics and special education.

Collectively, these data demonstrate that Alcorn State University completers are successfully hired, retained, and placed in high-need educational settings aligned with their preparation, providing strong evidence in support of CAEP Measure 4.

Item 7. Ability of Completers to Be Hired in Education Positions for Which They Have Prepared -- Alcorn 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	16	6	37.50	<10	-	<10	-	<10	-	<10	-
Alternate Route	753	601	79.81	52	6.91	<10	-	19	2.52	16	2.12	23	21	91.30	<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	33	21	63.64	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,310	1,034	78.93	134	10.23	13	0.99	<10	-	33	2.52	44	35	79.55	<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	33	20	60.61	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,310	977	74.58	89	6.79	14	1.07	29	2.21	56	4.27	44	33	75.00	<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 -- Alcorn 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	21	11	52.38	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,371	1,097	80.01	151	11.01	13	0.95	18	1.31	26	1.90	22	18	81.82	<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	21	10	47.62	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,371	1,016	74.11	126	9.19	14	1.02	19	1.39	57	4.16	22	15	68.18	<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	21	8	38.10	<10	-	<10	-	<10	-	<10	-
Alternate Route	1,371	957	69.80	96	7.00	16	1.17	44	3.21	68	4.96	22	15	68.18	<10	-	<10	-	<10	-	<10	-

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

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

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				Retained in MS Public School Teachers in AY 2023-2024			
	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 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	Number Retained after 3rd year	Percent Retained after 3rd year	Number Retained after 3rd year	Percent Retained after 3rd year
Traditional Route	1,038	629	568	90.30	11	4	3	75.00	502	88.38	2	66.67	457	91.04	1	50.00
Alternate Route	552	457	396	86.65	2	2	2	100.00	328	82.83	2	100.00	285	86.89	2	100.00

2020-2021 Program Completer Cohort	Retained in MS Public School Teachers in AY 2022-2023								Retained in MS Public School Teachers in AY 2023-2024			
	Statewide EPP Total				Institution EPP Total				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	Number Retained after 2nd year	Percent Retained after 2nd year	Number Retained after 2nd year	Percent Retained after 2nd year
Traditional Route	1,248	799	720	90.11	21	11	9	81.82	650	90.28	7	77.78
Alternate Route	1,371	1,097	987	89.97	22	18	15	83.33	899	91.08	14	93.33

2021-2022 Program Completer Cohort	Retained in MS Public School Teachers in AY 2023-2024							
	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	810	92.15	33	21	20	95.24
Alternate Route	1,310	1,034	940	90.91	44	35	31	88.57

2022-2023 Program Completer Cohort	Retained in MS Public School Teachers in AY 2023-2024							
	Statewide EPP Total				Institution EPP Total			
	Number of Program Completers	Number Employed in AY 2023-2024	Number Retained after 1st year	Percent Retained after 1st year	Number of Program Completers	Number Employed in AY 2023-2024	Number Retained after 1st year	Percent Retained after 1st year
Traditional Route	1,209	794	NA	NA	16	6	NA	NA
Alternate Route	753	601	NA	NA	23	21	NA	NA

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 ¹	Number Employed in AY 2022-2023	Percent Employed in AY 2022-2023	Number of Initial Program Completers Who Obtained an Advanced Degree ¹	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

2020-2021 Program Completer Cohort	Employed as MS Public School Teachers in AY 2023-2024 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 ²	Number Employed in AY 2023-2024	Percent Employed in AY 2023-2024	Number of Initial Program Completers Who Obtained an Advanced Degree ²	Number Employed in AY 2023-2024	Percent Employed in AY 2023-2024	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	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
Traditional Route	36	24	66.67	2	1	50.00	151	12.10	2	9.52
Alternate Route	72	55	76.39	NA	NA	NA	490	35.74	15	68.18

¹Excludes those who received advanced degree in previous academic year.

²Excludes 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

2021-2022 Program Completer Cohort	Employed as MS Public School Teachers in AY 2022-2023 Who Obtained an Advanced Degree						Employed as MS Public School Teachers in AY 2023-2024 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 2022-2023	Percent Employed in AY 2022-2023	Number of Initial Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2022-2023	Percent Employed in AY 2022-2023	Number of Initial Program Completers Who Obtained an Advanced Degree ¹	Number Employed in AY 2023-2024	Percent Employed in AY 2023-2024	Number of Initial Program Completers Who Obtained an Advanced Degree ¹	Number Employed in AY 2023-2024	Percent Employed in AY 2023-2024
Traditional Route	46	22	47.83	NA	NA	NA	88	52	59.09	NA	NA	NA
Alternate Route	457	345	75.49	20	16	80.00	66	53	80.30	4	2	50.00

2022-2023 Program Completer Cohort	Employed as MS Public School Teachers in AY 2023-2024 Who Obtained an Advanced Degree					
	Statewide EPP Total			Institution EPP Total		
	Number of Initial Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2023-2024	Percent Employed in AY 2023-2024	Number of Initial Program Completers Who Obtained an Advanced Degree	Number Employed in AY 2023-2024	Percent Employed in AY 2023-2024
Traditional Route	33	11	33.33	NA	NA	NA
Alternate Route	342	274	80.12	12	12	100.00

¹Excludes those who received advanced degree in previous academic year.

²Excludes those who received advanced degree in previous two academic years.

Item 8. Teaching in Critical Shortage Area -- Alcorn State University

	Traditional Route				Alternate Route			
	Statewide EPP Total		Institution EPP Total		Statewide EPP Total		Institution EPP Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Program Completer Cohort 2022-2023 Who Are Employed as a MS Public School Teacher in AY 2023-2024	794	100.00	6	100.00	601	100.00	21	100.00
Critical Needs Districts (Unduplicated Total) ¹	421	53.02	5	83.33	428	71.21	21	100.00
Critical Subject Areas (Unduplicated Total) ¹	481	60.58	2	33.33	217	36.11	6	28.57
Biology	8	1.01	0	0.00	28	4.66	1	4.76
Chemistry	3	0.38	0	0.00	6	1.00	1	4.76
Physics	5	0.63	0	0.00	8	1.33	0	0.00
Math	412	51.89	2	33.33	85	14.14	2	9.52
Foreign Language	3	0.38	0	0.00	12	2.00	0	0.00
Special Education	53	6.68	0	0.00	86	14.31	2	9.52
Duplicated Total	484	60.96	2	33.33	225	37.44	6	28.57

¹Critical Needs District and Critical Subject Areas defined by the Mississippi Department of Education ([https://www.mdek12.org/sites/default/files/documents/MBE/MBE-2023\(7\)/tab-s._23-24_ms_critical_teacher_shortage.pdf](https://www.mdek12.org/sites/default/files/documents/MBE/MBE-2023(7)/tab-s._23-24_ms_critical_teacher_shortage.pdf))