Evidence	Completer Hiring Report
What is it?	This piece of evidence contains a summary table and graphic of candidates who completed the Teacher Preparation program and who were hired the following fall. It is broken down by endorsement area and covers candidates who were hired in 2017, 2018, and 2019.
How is the data collected?	Information is collected in the fall of the year after teachers are hired. Information is self-reported by graduates. Those who do not report are contacted via email, telephone, or social media to determine their employment.
Who collects, analyzes and reports the data?	The Office of Teacher Preparation staff collects the data. It provides information to the program director, who analyzes it in conjunction with the steering committee. That analysis is reported to the Teacher Preparation Council in the January meeting. This information is also reported to the Center for Career Planning.
What criteria have been established for successful performance and why?	The desired target is 90% or higher employment rate for those graduates who apply for full-time teaching, overall and in each endorsement area.
What do the reported results mean?	Results indicate the extent to which program graduates are employed, and in which endorsement areas and localities.
How are results used for improvement?	The analysis of the hire rate is used to provide evidence for needed program changes in admission policies or curriculum. If the latter, those changes are proposed by the Teacher Preparation Program for approval by the Graduate Council.

	2017	2018	2019
CNU MAT Hiring Summary Cohorts 2017-19			
Number of Completers	70	79	61
Number of those who sought employment after graduation	56	77	59
Percentage of those who sought employment after graduation	*80%* **11 students are unaccounted for; 3 did not pursue*	*97%* *2 did not pursue*	*97%* *2 did not pursue*
Reasons given for not seeking employment	No. of students	No. of students	No. of students
Military/Non-Profit Organizations	1	1	0
Personal Reasons/ Family	2	0	0
Education Related Jobs	0	0	1
Furthering Education	0	1	0
Unknown	0	0	1
Number hired for full-time teaching of those who sought employment:	N=56	N=75	N=59
Percentage hired for full-time teaching of those who sought employment	100%	97%	100%
Numbers and percentage hired in each endorsement area			
Art	N/A	1/1 = 100%	N/A
Biology	2/2= 100%	3/3= 100%	1/1= 100%
Chemistry	N/A	N/A	1/1=100%
Elementary	33/41=80.5%	43/45 = 95%	36/38 = 95%
English	2/3=66.6%	5/5 = 100%	9/9 = 100%
ESL	1/1= 100%	1/1= 100%	1/1= 100%
History/SS	7/10= 70%	10/11 = 91%	2/2 = 91%
Math	4/4= 100%	2/2= 100%	N/A
Music (C&I)	6/8=75%	8/9 = 89%	7/7 = 100%
Physics	1/1 = 100%	N/A	N/A
Spanish	N/A	2/2 = 100%	2/2 = 100%

*The other 2 Music completers were hired part time.

CNU MAT Hiring by Location
Cohorts 2017-2019

Hired in PK-12 schools:	2017	2018	2019	Percent and number hired in each Virginia superintendent district:	2017	2018	2019
Number hired in-state	52	71	58	Region 1 - Central Virginia	10% (5)	8% (6)	14% (8)
Percentage hired in-state	*93%*	*95%*	*98%*	Region 2 - Tidewater	63% (33)	51% (37)	51% (30)
Number hired out-of-state	4	4	1	*Newport News*	*47% (24/51)*	*39% (28/71)*	*25% (15/59)*
Percentage hired out-of-state	*7%*	*5%*	*2%*	Region 3 - Northern Neck	4% (2)	8% (6)	5% (3)
				Region 4 -Northern Virginia	19% (1)	25% (18)	24% (14)
				Region 5 - Valley	2% (1)	2% (2)	2% (1)
				Region 6- Western Virginia	2% (1)	2% (2)	2% (1)
				Region 7 - Southwest	0%	0%	0%
				Region 8 - Southside	0%	0%	0%

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