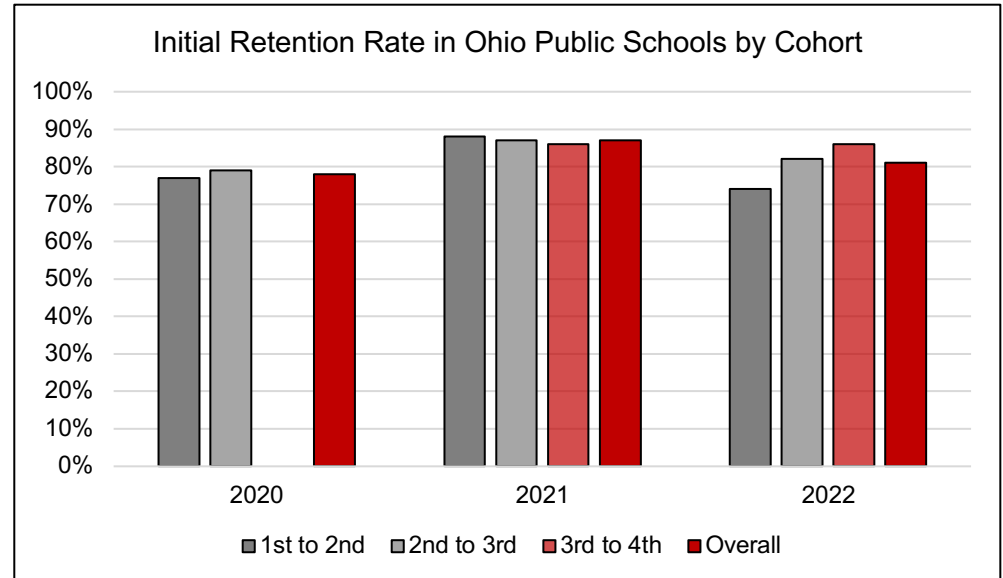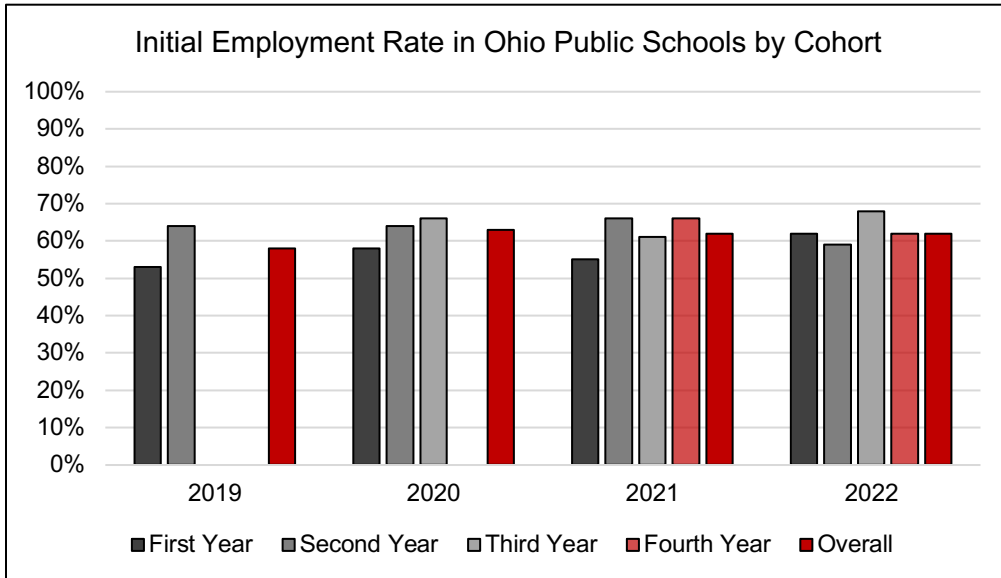# Ohio State Initial Teacher Licensure
Employment Data in Ohio Public Schools
CAEP Accountability Measure #4: Ability of Completers to be Hired

The Ohio Department of Higher Education (ODHE) provides Ohio State data on employment in instructional roles in Ohio public schools. From this data, employment and retention rates can be calculated as an outcome measure of effectiveness. ODHE reports employment for candidates for only four years post their licensure effective date although they may remain employed.

License Cohort Year	License Cohort #	2018-19		2019-20						2020-21						2021-2022					
		Total Employ #	Total employ %	Retain #	Retain %	Newly hired #	Newly hired %	Total employ #	Total employ %	Retain #	Retain %	Newly hired #	Newly hired %	Total employ #	Total employ %	Retain #	Retain %	Newly hired #	Newly hired %	Total employ #	Total employ %
2017	369	238	64%	188	79%	57	23%	245	66%	211	86%	33	14%	244	66%						
2018	411	217	53%	168	77%	93	36%	261	64%	226	87%	26	10%	252	61%	217	86%	37	15%	254	62%
2019	373					217	100%	217	58%	192	88%	55	22%	247	66%	202	82%	50	20%	252	68%
2020	441									243	100%			243	55%	179	74%	82	31%	261	59%
2021	337															210	100%			209	62%
TOTAL*	1931	455	58%	356	78%	367	51%	723	63%	629	87%	357	36%	986	62%	598	81%	379	39%	976	62%

Note: The number/percent retained for each year is based on the previous year's total employment for each cohort. Retained data reflect completers remaining employed within the same district from year to year.

Initial Employment Rate in Ohio Public Schools by Cohort

Initial Retention Rate in Ohio Public Schools by Cohort

Data below are disaggregated from the *Overall* employment data set above. Percentages are aggregated across recent cohorts who are one to four years after the attainment of their license[1] and then disaggregated by sex, race/ethnicity, campus, and program.

Sex

Sex	2019-2020[2]							2020-2021							2021-2022						
	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %
Female	875	258	77%	280	52%	538	61%	1214	471	88%	269	36%	740	61%	1185	446	81%	293	40%	739	62%
Male	271	94	82%	87	48%	181	67%	369	155	86%	85	35%	240	65%	365	148	80%	80	35%	228	62%
Overall	1153	356	78%	367	51%	723	63%	1594	629	87%	357	36%	986	62%	1562	598	81%	378	39%	976	62%

Note: The disaggregation above does not include *Unknown* students who did not disclose their gender.

Race/Ethnicity

Race / Ethnicity	2019-2020							2020-2021							2021-2022						
	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %
White	1018	320	79%	327	51%	647	64%	1401	558	86%	317	36%	875	62%	1359	532	81%	332	38%	864	64%
Other Races	102	27	73%	31	53%	58	57%	139	55	95%	29	35%	84	60%	147	51	80%	37	42%	88	60%
Overall	1153	356	78%	367	51%	723	63%	1594	629	87%	357	36%	986	62%	1562	598	81%	378	39%	976	62%

Note: The disaggregation above does not include *None Given/Race Unknown* and *Non-Resident Alien* students since their race/ethnicity was not disclosed.

Campus

Campus	2019-2020							2020-2021							2021-2022						
	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %
Columbus	888	289	79%	270	50%	559	63%	1207	496	89%	261	34%	757	63%	1182	465	82%	258	36%	723	61%
Lima	90	26	81%	28	52%	54	60%	122	46	85%	25	35%	71	58%	110	41	77%	26	39%	67	61%
Mansfield	55	12	63%	26	68%	38	69%	80	32	84%	16	33%	48	60%	75	28	76%	18	39%	46	61%
Marion	45	8	73%	16	67%	24	53%	64	20	83%	14	41%	34	53%	71	18	78%	34	65%	52	73%
Newark	75	21	84%	27	56%	48	64%	121	35	73%	41	54%	76	63%	124	46	73%	42	48%	88	71%
Overall	1153	356	78%	367	51%	723	63%	1594	629	87%	357	36%	986	62%	1562	598	81%	378	39%	976	62%

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[1] For licensure exam pass rates and licensure rates of completer cohorts, see the corresponding data sets on the APL CAEP Accountability Measures website.
[2] Data reflected in 2019-2020 is from only three cohort years that are summarized in this file (2017, 2018, and 2019) as opposed to 2020-21 and 2021-22 which each have four cohort years of data. This change in the number of cohorts contributes to the notable difference in total completers between these years.
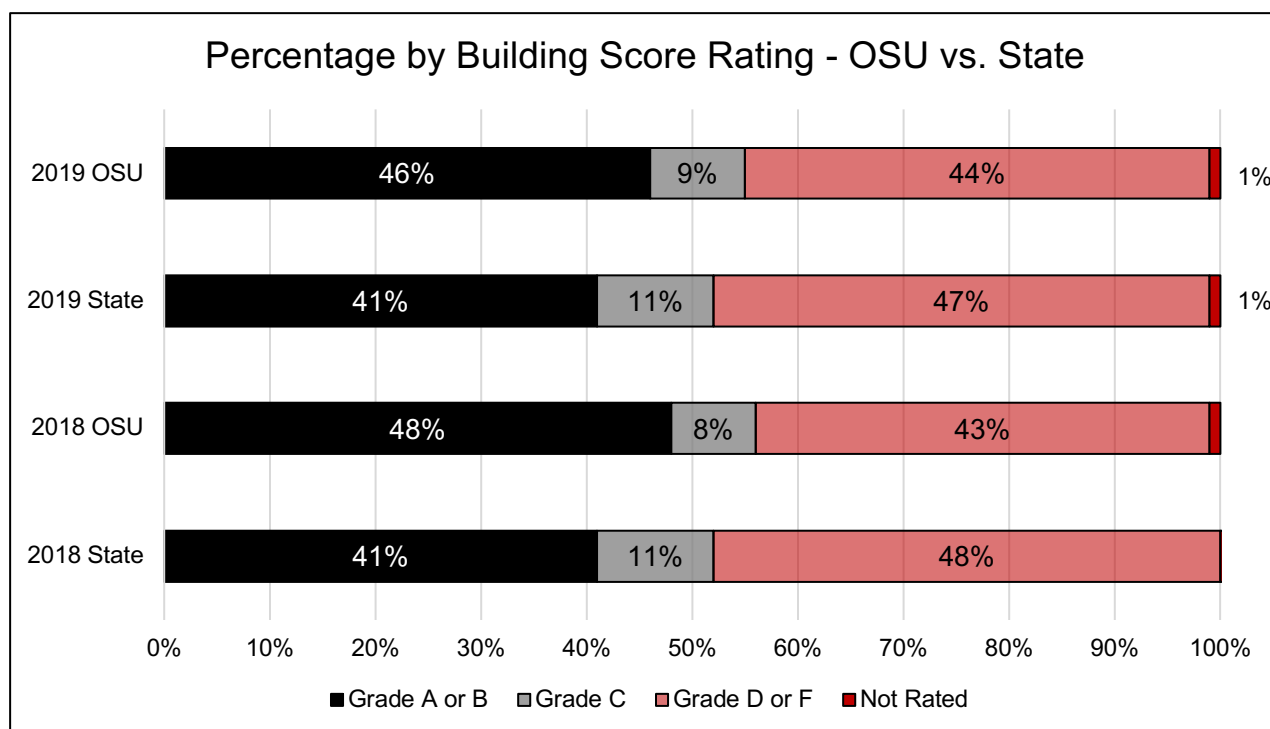
Program/Licensure Area

Program	2019-2020							2020-2021							2021-2022						
	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %	Total Cohort #	Retain #	Retain %	Newly Hired #	Newly Hired %	Total employ #	Total employ %
Agriscience	40	16	89%	11	41%	27	68%	65	22	81%	18	45%	40	61%	69	24	80%	22	48%	46	67%
Art	38	14	82%	11	44%	25	66%	48	24	96%	12	33%	36	75%	52	23	77%	14	38%	37	71%
Early/Primary	414	116	80%	132	53%	248	60%	578	210	85%	130	38%	340	59%	539	190	77%	145	43%	335	62%
ELA	104	36	77%	35	49%	71	68%	140	63	89%	24	28%	87	62%	135	53	78%	27	34%	80	59%
Int. Social St.	42	10	83%	13	57%	23	55%	52	22	96%	8	27%	30	58%	52	20	80%	9	31%	29	56%
Middle Child.	209	59	69%	80	58%	139	67%	276	122	88%	69	36%	191	69%	261	121	85%	62	34%	183	70%
Music	59	14	78%	13	48%	27	46%	80	19	70%	16	46%	35	44%	93	21	70%	19	48%	40	43%
Phys. Ed.	21	7	100%	5	42%	12	57%	30	11	92%	7	39%	18	60%	31	10	71%	10	50%	20	65%
Special Ed.	115	43	83%	30	41%	73	63%	172	65	89%	44	40%	109	63%	162	66	81%	36	35%	102	63%
STEM: Math	34	13	65%	11	46%	24	71%	46	23	96%	9	28%	32	70%	45	22	92%	8	27%	30	67%
STEM: Sci	29	14	100%	7	33%	21	72%	37	16	76%	10	38%	26	70%	42	21	100%	10	32%	31	74%
TESOL	22	3	100%	11	79%	14	64%	32	14	100%	2	13%	16	50%	40	11	85%	8	42%	19	48%
World Lang.	17	3	38%	7	70%	10	59%	25	9	90%	7	44%	16	64%	28	10	91%	4	29%	14	50%
Overall	1153	356	78%	367	51%	723	63%	1594	629	87%	357	36%	986	62%	1562	598	81%	378	39%	976	62%

Note: The disaggregation above does not include *Family & Consumer Sciences and Integrated Business* students due to low counts.

A subset of data is provided to compare employment locations with value-added scores based on student performance on Ohio state tests in select grades and content areas[1]. For more information about the value-added measures in Ohio called Education Value-added Assessment System (EVAAS), visit the Ohio Department of Education Value-Added Resources website. School characteristics include Report Card Grade, Poverty Enrollment and Minority Enrollment.[2] There were no grades/ratings for the 2019-20, 2020-21 or 2021-22 school years.

Public Employment of Ohio State Completers[3] by School Building Score

	Grade A or B	Grade C	Grade D or F	Not Rated
2022 OSU	N/A	N/A	N/A	100%
2022 State	N/A	N/A	N/A	100%
2019 OSU	46%	9%	44%	1%
2019 State	41%	11%	47%	1%
2018 OSU	48%	8%	43%	1%
2018 State	42%	22%	48%	1%

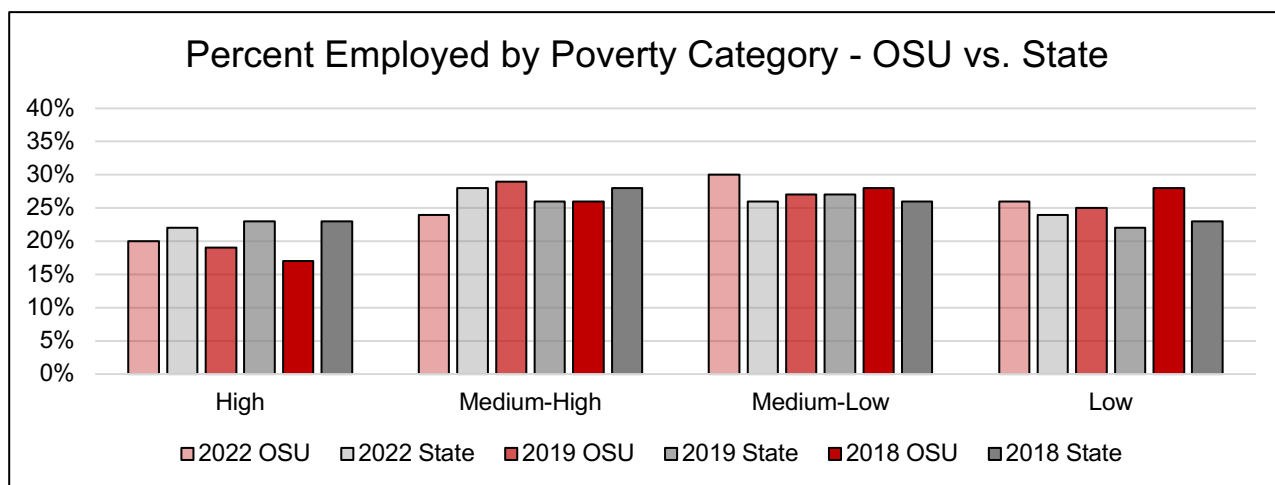Percentage by Building Score Rating - OSU vs. State

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[1] Value-added growth scores are calculated from the following Ohio state tests given in consecutive grades for the same subject: Mathematics in grades 3-8; Reading in grades 3-8. Tests given in non-consecutive grades for the same subject include: Algebra I, Mathematics I, Mathematics II, and Geometry; ELA I, and ELA II; Science in grades 5 and 8; Social studies in grades 4 and 6; Biology; American History and American Government.

[2] Ohio's ordered school-building closure and subsequent emergency legislation addressing the coronavirus pandemic-related issues (House Bill 197 of the 133rd General Assembly) had substantial impacts on state testing during the 2019-2020 and 2020-2021 school year. As a result, the Value-Added sections of the ODHE report will include no data.

[3] The building characteristic data sets reflect a subgroup of teachers who teach in subject areas with value-added growth scores.
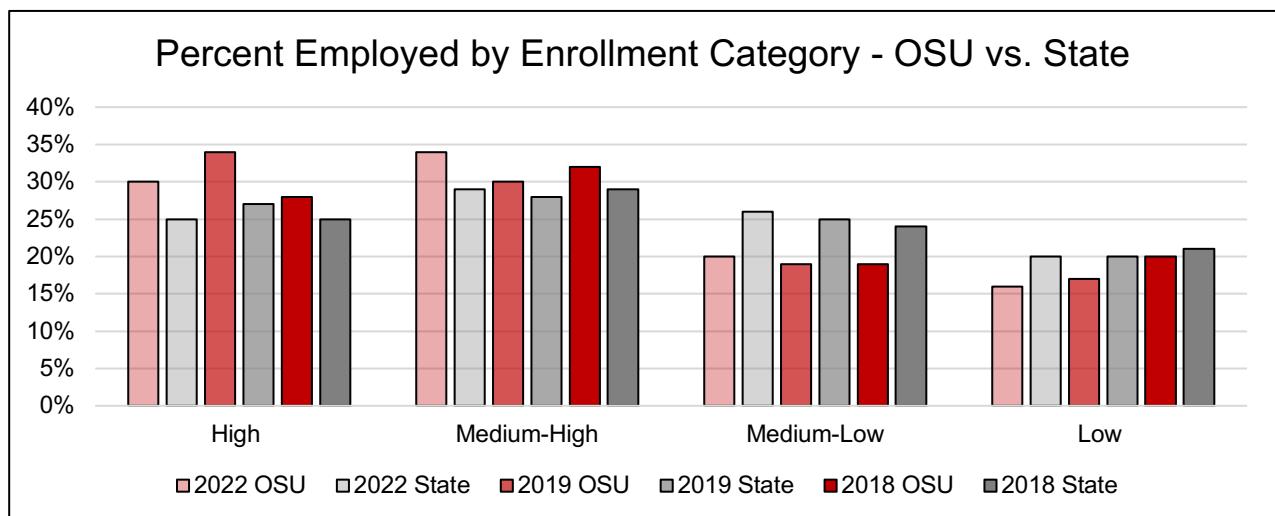
Public Employment of Ohio State Completers by Poverty Category

	High	Medium-High	Medium-Low	Low
2022 OSU	20%	24%	30%	26%
2022 State	22%	28%	26%	24%
2019 OSU	19%	29%	27%	25%
2019 State	23%	26%	27%	22%
2018 OSU	17%	26%	28%	28%
2018 State	23%	28%	26%	23%

Public Employment of Ohio State Completers by Minority Enrollment Category

	High	Medium-High	Medium-Low	Low
2022 OSU	30%	34%	20%	16%
2022 State	25%	29%	26%	20%
2019 OSU	34%	30%	19%	17%
2019 State	27%	28%	25%	20%
2018 OSU	28%	32%	19%	20%
2018 State	25%	29%	24%	21%

Note: Due to the preliminary nature of the data and staffing at ESC/district level, certain demographic variables have not been reported for some schools.