The nine participating public and private EPPs are noted on the map below.

Belhaven University
Delta State University
Jackson State University
Mississippi College
Mississippi State University
Mississippi University for Women
The University of Mississippi
The University of Southern Mississippi
William Carey University

Nine 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. The nine participating institutions that offer educational leadership programs include: Belhaven University, Delta State University, Jackson State University, Mississippi College, Mississippi State University, Mississippi University for Women, The University of Mississippi, The University of Southern Mississippi, and William Carey University.

Each of the nine institutions provided the SLDS Clearinghouse with supplemental data containing information on educational leadership (advanced program) completers, including retention, graduation, and employment placement rates. 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.

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 and Mrs. Jenny Hartness from Mississippi State University, Dr. Ann Monroe from University of Mississippi, and Dr. Yanbing Tang and Mr. Leslie Charlton from the National Strategic Planning and Analysis Research Center (NSPARC).

State of Mississippi
Education Preparation Provider (EPP)

MISSISSIPPI IMPACT
REPORT CARD
Educational Leadership
(Advanced Programs)
2023

The Mississippi Impact Report Card for Educational Leadership (Advanced Programs) was developed to comply with the Council for the Accreditation of Educator Preparation (CAEP) Standard 4 (Program Impact). Nine public and private higher education institutions submitted data to establish external benchmarks for Statewide EPP.

State of Mississippi Education Preparation Provider (EPP) Impact Report

The Mississippi Impact Report Card for Educational Leadership (Advanced Programs) was developed to comply with the Council for the Accreditation of Educator Preparation (CAEP) Standard 4 (Program Impact). Nine public and private higher education institutions submitted data to establish external benchmarks for Statewide EPP.

Item 1 (Impact on P-12 Learning) and Item 2 (Indicators of Teaching Effectiveness) are not applicable for Advanced Programs.

Item 3a. Satisfaction of Employers -- Educational Leadership (Masters) -- Statewide

2020 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2020 Survey Results[2]	1. Collect, manage, evaluate, and apply data in a critical manner	29	0.00	0.00	34.48	65.52	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	29	0.00	0.00	48.28	51.72	0.00
	3. Employ data analysis and evidence to develop supportive school environments	29	0.00	0.00	37.93	62.07	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	29	0.00	3.45	20.69	75.86	0.00
	5. Use appropriate applications of technology for my field of specialization	29	0.00	0.00	27.59	72.41	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	29	0.00	6.90	27.59	65.52	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	29	0.00	0.00	24.14	75.86	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	29	0.00	0.00	41.38	58.62	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	29	0.00	0.00	27.59	72.41	0.00
	10. Overall Effectiveness of program preparation	29	0.00	0.00	37.93	62.07	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	29	0.00	0.00	41.38	58.62	0.00

[1]Eight EPPs participated in the 2020 survey, nine EPPs participated in the 2021 survey, and nine EPPs participated in the 2022 survey.
[2]This consists of the 2018-2019 educational leadership (masters) completers and the 2016-2017 educational leadership (masters) completers.
[3]This consists of the 2019-2020 educational leadership (masters) completers and the 2017-2018 educational leadership (masters) completers.
[4]This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

Item 3a. Satisfaction of Employers -- Educational Leadership (Masters) -- Statewide

2021 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2021 Survey Results[3]	1. Collect, manage, evaluate, and apply data in a critical manner	23	0.00	4.35	34.78	60.87	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	23	0.00	4.35	43.48	52.17	0.00
	3. Employ data analysis and evidence to develop supportive school environments	23	0.00	4.35	39.13	56.52	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	23	0.00	0.00	26.09	73.91	0.00
	5. Use appropriate applications of technology for my field of specialization	23	0.00	4.35	21.74	73.91	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	23	0.00	0.00	30.43	69.57	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	23	0.00	4.35	34.78	60.87	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	23	0.00	4.35	43.48	52.17	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	23	0.00	0.00	39.13	60.87	0.00
	10. Overall Effectiveness of program preparation	23	0.00	4.35	30.43	65.22	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	23	0.00	0.00	34.78	65.22	0.00

[1]Eight EPPs participated in the 2020 survey, nine EPPs participated in the 2021 survey, and nine EPPs participated in the 2022 survey.
[2]This consists of the 2018-2019 educational leadership (masters) completers and the 2016-2017 educational leadership (masters) completers.
[3]This consists of the 2019-2020 educational leadership (masters) completers and the 2017-2018 educational leadership (masters) completers.
[4]This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

Item 3a. Satisfaction of Employers -- Educational Leadership (Masters) -- Statewide

2022 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2022 Survey Results[4]	1. Collect, manage, evaluate, and apply data in a critical manner	18	0.00	5.56	27.78	66.67	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	18	0.00	5.56	33.33	61.11	0.00
	3. Employ data analysis and evidence to develop supportive school environments	18	0.00	5.56	38.89	55.56	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	18	0.00	5.56	33.33	61.11	0.00
	5. Use appropriate applications of technology for my field of specialization	18	0.00	0.00	22.22	77.78	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	18	0.00	5.56	33.33	61.11	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	18	0.00	5.56	33.33	61.11	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	18	0.00	5.56	27.78	66.67	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	18	0.00	5.56	27.78	66.67	0.00
	10. Overall Effectiveness of program preparation	18	0.00	5.56	27.78	66.67	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	18	0.00	5.56	38.89	55.56	0.00

[1]Eight EPPs participated in the 2020 survey, nine EPPs participated in the 2021 survey, and nine EPPs participated in the 2022 survey.

[2]This consists of the 2018-2019 educational leadership (masters) completers and the 2016-2017 educational leadership (masters) completers.

[3]This consists of the 2019-2020 educational leadership (masters) completers and the 2017-2018 educational leadership (masters) completers.

[4]This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

Item 3a. Satisfaction of Employers -- Educational Leadership (Specialist) -- Statewide

2020 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2020 Survey Results[2]	1. Collect, manage, evaluate, and apply data in a critical manner	34	0.00	2.94	47.06	50.00	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	34	0.00	5.88	47.06	47.06	0.00
	3. Employ data analysis and evidence to develop supportive school environments	34	0.00	5.88	44.12	50.00	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	34	0.00	8.82	38.24	52.94	0.00
	5. Use appropriate applications of technology for my field of specialization	34	0.00	2.94	52.94	44.12	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	34	0.00	8.82	44.12	47.06	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	34	0.00	2.94	32.35	64.71	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	34	0.00	2.94	44.12	52.94	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	34	0.00	2.94	50.00	47.06	0.00
	10. Overall Effectiveness of program preparation	34	0.00	0.00	52.94	47.06	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	34	0.00	0.00	55.88	44.12	0.00

[1]Seven EPPs participated in the 2020 survey, seven EPPs participated in the 2021 survey, and seven EPPs participated in the 2022 survey.

[2]This consists of the 2018-2019 educational leadership (specialist) completers and the 2016-2017 educational leadership (specialist) completers.

[3]This consists of the 2019-2020 educational leadership (specialist) completers and the 2017-2018 educational leadership (specialist) completers.

[4]This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

Item 3a. Satisfaction of Employers -- Educational Leadership (Specialist) -- Statewide

2021 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2021 Survey Results[3]	1. Collect, manage, evaluate, and apply data in a critical manner	33	0.00	3.03	39.39	57.58	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	33	0.00	0.00	45.45	54.55	0.00
	3. Employ data analysis and evidence to develop supportive school environments	33	0.00	3.03	39.39	57.58	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	33	0.00	3.03	33.33	63.64	0.00
	5. Use appropriate applications of technology for my field of specialization	33	0.00	0.00	27.27	72.73	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	33	0.00	3.03	45.45	51.52	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	33	0.00	6.06	36.36	57.58	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	33	0.00	3.03	30.30	66.67	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	33	0.00	0.00	42.42	57.58	0.00
	10. Overall Effectiveness of program preparation	33	0.00	3.03	36.36	60.61	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	33	0.00	0.00	42.42	57.58	0.00

[1]Seven EPPs participated in the 2020 survey, seven EPPs participated in the 2021 survey, and seven EPPs participated in the 2022 survey.

[2]This consists of the 2018-2019 educational leadership (specialist) completers and the 2016-2017 educational leadership (specialist) completers.

[3]This consists of the 2019-2020 educational leadership (specialist) completers and the 2017-2018 educational leadership (specialist) completers.

[4]This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

Item 3a. Satisfaction of Employers -- Educational Leadership (Specialist) -- Statewide

2022 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2022 Survey Results[4]	1. Collect, manage, evaluate, and apply data in a critical manner	30	0.00	3.33	40.00	56.67	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	30	0.00	3.33	43.33	53.33	0.00
	3. Employ data analysis and evidence to develop supportive school environments	30	0.00	3.33	36.67	60.00	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	30	0.00	6.67	40.00	53.33	0.00
	5. Use appropriate applications of technology for my field of specialization	30	0.00	0.00	40.00	60.00	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	30	0.00	6.67	43.33	50.00	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	30	0.00	0.00	40.00	60.00	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	30	0.00	0.00	43.33	56.67	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	30	0.00	3.33	40.00	56.67	0.00
	10. Overall Effectiveness of program preparation	30	0.00	3.33	43.33	53.33	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	30	0.00	3.33	53.33	43.33	0.00

[1]Seven EPPs participated in the 2020 survey, seven EPPs participated in the 2021 survey, and seven EPPs participated in the 2022 survey.

[2]This consists of the 2018-2019 educational leadership (specialist) completers and the 2016-2017 educational leadership (specialist) completers.

[3]This consists of the 2019-2020 educational leadership (specialist) completers and the 2017-2018 educational leadership (specialist) completers.

[4]This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

Item 3b. Employment Milestones -- Statewide, Educational Leadership Degree Holders

	Number of Ed. Leadership Program Completers	Number Employed in AY 2018-2019	Number Retained after 1st year	Percent Retained after 1st year	Number Retained after 2nd year	Percent Retained after 2nd year	Number Retained after 3rd year	Percent Retained after 3rd year
		Retained in MS Public School System in AY 2019-2020			Retained in MS Public School System in AY 2020-2021		Retained in MS Public School System in AY 2021-2022	
		Statewide EPP Total			Statewide EPP Total		Statewide EPP Total	
2017-2018 Master	132	107	106	99.07	100	94.34	93	93.00
2017-2018 Specialist	211	183	171	93.44	163	95.32	154	94.48

	Number of Ed. Leadership 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
		Retained in MS Public School System in AY 2020-2021			Retained in MS Public School System in AY 2021-2022	
		Statewide EPP Total			Statewide EPP Total	
2018-2019 Master	114	101	96	95.05	93	96.88
2018-2019 Specialist	182	155	150	96.77	148	98.67

	Number of Ed. Leadership Program Completers	Number Employed in AY 2020-2021	Number Retained after 1st year	Percent Retained after 1st year
		Retained in MS Public School System in AY 2021-2022		
		Statewide EPP Total		
2019-2020 Master	137	103	99	96.12
2019-2020 Specialist	210	168	155	92.26

	Number of Ed. Leadership Program Completers	Number Employed in AY 2021-2022	Number Retained after 1st year	Percent Retained after 1st year
		Retained in MS Public School System in AY 2021-2022		
		Statewide EPP Total		
2020-2021 Master	151	122	NA	NA
2020-2021 Specialist	245	217	NA	NA

Item 4. Satisfaction of Completers -- Educational Leadership (Masters) -- Statewide

2020 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2020 Survey Results[2]	1. Collect, manage, evaluate, and apply data in a critical manner	32	0.00	0.00	28.13	71.88	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	32	0.00	0.00	40.63	59.38	0.00
	3. Employ data analysis and evidence to develop supportive school environments	32	0.00	0.00	34.38	65.63	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	32	0.00	0.00	15.63	84.38	0.00
	5. Use appropriate applications of technology for my field of specialization	32	0.00	6.25	31.25	62.50	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	32	0.00	0.00	28.13	71.88	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	32	0.00	0.00	21.88	78.13	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	32	0.00	0.00	34.38	65.63	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	32	0.00	0.00	43.75	56.25	0.00
	10. Overall Effectiveness of program preparation	32	0.00	0.00	28.13	71.88	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	32	0.00	0.00	37.50	62.50	0.00

[1]Eight EPPs participated in the 2020 , nine EPPs participated in the survey in 2021, and nine EPPs participated in the survey in 2022.

[2]This consists of the 2018-2019 educational leadership (masters) completers and the 2016-2017 educational leadership (masters) completers.

[3]This consists of the 2019-2020 educational leadership (masters) completers and the 2017-2018 educational leadership (masters) completers.

[4]This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

Item 4. Satisfaction of Completers -- Educational Leadership (Masters) -- Statewide

2021 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2021 Survey Results[3]	1. Collect, manage, evaluate, and apply data in a critical manner	41	0.00	0.00	39.02	60.98	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	41	0.00	0.00	43.90	56.10	0.00
	3. Employ data analysis and evidence to develop supportive school environments	41	0.00	0.00	36.59	63.41	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	41	0.00	0.00	26.83	73.17	0.00
	5. Use appropriate applications of technology for my field of specialization	41	0.00	0.00	43.90	56.10	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	41	0.00	0.00	34.15	65.85	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	41	0.00	0.00	34.15	65.85	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	41	0.00	0.00	36.59	63.41	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	41	0.00	2.44	41.46	56.10	0.00
	10. Overall Effectiveness of program preparation	41	0.00	0.00	31.71	68.29	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	41	2.44	2.44	41.46	53.66	0.00

[1]Eight EPPs participated in the 2020 , nine EPPs participated in the survey in 2021, and nine EPPs participated in the survey in 2022.

[2]This consists of the 2018-2019 educational leadership (masters) completers and the 2016-2017 educational leadership (masters) completers.

[3]This consists of the 2019-2020 educational leadership (masters) completers and the 2017-2018 educational leadership (masters) completers.

[4]This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

Item 4. Satisfaction of Completers -- Educational Leadership (Masters) -- Statewide

2022 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2022 Survey Results[4]	1. Collect, manage, evaluate, and apply data in a critical manner	25	0.00	8.00	32.00	60.00	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	25	0.00	8.00	32.00	60.00	0.00
	3. Employ data analysis and evidence to develop supportive school environments	25	0.00	0.00	40.00	60.00	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	25	0.00	4.00	16.00	80.00	0.00
	5. Use appropriate applications of technology for my field of specialization	25	4.00	12.00	36.00	48.00	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	25	0.00	0.00	32.00	68.00	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	25	0.00	4.00	28.00	68.00	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	25	0.00	4.00	36.00	60.00	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	25	0.00	8.00	40.00	52.00	0.00
	10. Overall Effectiveness of program preparation	25	0.00	4.00	28.00	68.00	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	25	0.00	4.00	28.00	68.00	0.00

[1]Eight EPPs participated in the 2020 , nine EPPs participated in the survey in 2021, and nine EPPs participated in the survey in 2022.

[2]This consists of the 2018-2019 educational leadership (masters) completers and the 2016-2017 educational leadership (masters) completers.

[3]This consists of the 2019-2020 educational leadership (masters) completers and the 2017-2018 educational leadership (masters) completers.

[4]This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

Item 4. Satisfaction of Completers -- Educational Leadership (Specialist) -- Statewide

2020 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2020 Survey Results[2]	1. Collect, manage, evaluate, and apply data in a critical manner	57	1.75	0.00	26.32	71.93	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	57	1.75	3.51	28.07	66.67	0.00
	3. Employ data analysis and evidence to develop supportive school environments	57	1.75	0.00	28.07	70.18	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	57	1.75	0.00	21.05	77.19	0.00
	5. Use appropriate applications of technology for my field of specialization	57	1.75	1.75	29.82	66.67	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	57	1.75	0.00	26.32	71.93	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	57	1.75	0.00	26.32	71.93	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	57	1.75	0.00	24.56	73.68	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	57	1.75	0.00	28.07	70.18	0.00
	10. Overall Effectiveness of program preparation	57	1.75	0.00	31.58	66.67	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	57	3.51	1.75	31.58	63.16	0.00

[1]Seven EPPs participated in the 2020 survey, seven EPPs participated in the survey in 2021, and seven EPPs participated in the survey in 2022.

[2]This consists of the 2018-2019 educational leadership (specialist) completers and the 2016-2017 educational leadership (specialist) completers.

[3]This consists of the 2019-2020 educational leadership (specialist) completers and the 2017-2018 educational leadership (specialist) completers.

[4]This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

Item 4. Satisfaction of Completers -- Educational Leadership (Specialist) -- Statewide

2021 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2021 Survey Results[3]	1. Collect, manage, evaluate, and apply data in a critical manner	79	1.27	2.53	37.97	58.23	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	79	0.00	2.53	39.24	58.23	0.00
	3. Employ data analysis and evidence to develop supportive school environments	79	1.27	2.53	39.24	56.96	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	79	2.53	0.00	31.65	65.82	0.00
	5. Use appropriate applications of technology for my field of specialization	79	2.53	2.53	46.84	48.10	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	79	2.53	0.00	37.97	59.49	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	79	1.27	1.27	35.44	62.03	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	79	2.53	0.00	35.44	62.03	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	79	0.00	5.06	40.51	54.43	0.00
	10. Overall Effectiveness of program preparation	79	1.27	2.53	40.51	55.70	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	79	0.00	10.13	41.77	48.10	0.00

[1]Seven EPPs participated in the 2020 survey, seven EPPs participated in the survey in 2021, and seven EPPs participated in the survey in 2022.

[2]This consists of the 2018-2019 educational leadership (specialist) completers and the 2016-2017 educational leadership (specialist) completers.

[3]This consists of the 2019-2020 educational leadership (specialist) completers and the 2017-2018 educational leadership (specialist) completers.

[4]This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

Item 4. Satisfaction of Completers -- Educational Leadership (Specialist) -- Statewide

2022 Survey Year	Survey Areas	Statewide EPP Total[1]					
		Number of Respondents	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)	No Response (%)
2022 Survey Results[4]	1. Collect, manage, evaluate, and apply data in a critical manner	49	2.04	4.08	40.82	53.06	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	49	4.08	4.08	40.82	51.02	0.00
	3. Employ data analysis and evidence to develop supportive school environments	49	2.04	6.12	30.61	61.22	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	49	0.00	2.04	32.65	65.31	0.00
	5. Use appropriate applications of technology for my field of specialization	49	2.04	6.12	46.94	44.90	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	49	2.04	4.08	32.65	61.22	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	49	2.04	4.08	30.61	63.27	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	49	2.04	6.12	32.65	59.18	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	49	0.00	10.20	30.61	59.18	0.00
	10. Overall Effectiveness of program preparation	49	2.04	6.12	32.65	59.18	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	49	2.04	12.24	36.73	48.98	0.00

[1]Seven EPPs participated in the 2020 survey, seven EPPs participated in the survey in 2021, and seven EPPs participated in the survey in 2022.

[2]This consists of the 2018-2019 educational leadership (specialist) completers and the 2016-2017 educational leadership (specialist) completers.

[3]This consists of the 2019-2020 educational leadership (specialist) completers and the 2017-2018 educational leadership (specialist) completers.

[4]This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

Item 5. Graduation Rates (Educational Leadership) -- Statewide

Program Admittance Cohort	Graduated within the Same Year of Admittance (AY 2017-2018) Statewide EPP Total			Graduated after the First Year of Admittance (AY 2018-2019) Statewide EPP Total			Graduated after the Second Year of Admittance (AY 2019-2020) Statewide EPP Total			Graduated after the Third Year of Admittance (AY 2020-2021) Statewide EPP Total		
	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated
2017-2018 Master	206	28	13.59	206	106	51.46	206	132	64.08	206	135	65.53
2017-2018 Specialist	275	11	4.00	275	69	25.09	275	122	44.36	275	127	46.18

Program Admittance Cohort	Graduated within the Same Year of Admittance (AY 2018-2019) Statewide EPP Total			Graduated after the First Year of Admittance (AY 2019-2020) Statewide EPP Total			Graduated after the Second Year of Admittance (AY 2020-2021) Statewide EPP Total		
	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated
2018-2019 Master	154	0	0.00	154	87	56.49	154	104	67.53
2018-2019 Specialist	220	4	1.82	220	118	53.64	220	139	63.18

Program Admittance Cohort	Graduated within the Same Year of Admittance (AY 2019-2020) Statewide EPP Total			Graduated after the First Year of Admittance (AY 2020-2021) Statewide EPP Total		
	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated
2019-2020 Master	191	5	2.62	191	106	55.50
2019-2020 Specialist	287	10	3.48	287	179	62.37

Program Admittance Cohort	Graduated within the Same Year of Admittance (AY 2020-2021) Statewide EPP Total		
	Number Admitted	Number Graduated	Percent Graduated
2020-2021 Master	194	8	4.12
2020-2021 Specialist	279	18	6.45

Item 6. School Leadership Licensure Scores (Licensure Exam Pass Rates) -- Data unavailable.

Item 7. Ability of Completers to Be Hired in Education Positions for Which They Have Prepared -- Statewide

	Employment in MS in the First Year after Graduation															
	Statewide EPP Total															
2020-2021 Educational Leadership Completer Cohort	**Number of Ed. Leadership Program Completers**	**Employed at MS Public School as Superintendents Principals or Assistant Superintendents Assistant Principals**	**%**	**Employed at MS Public School as Directors Instructional Coaches or Coordinators Supervisors**	**%**	**Employed at MS Public School in Non-Administrative Support Staff Role**	**%**	**Employed as MS Public School Teacher**	**%**	**Employed in MS Private School System**	**%**	**Employed in MS in Other Educational Setting**	**%**	**Employed in MS in Non-Educational Job[1]**	**%**
Master	151	7	4.64	4	2.65	16	10.60	95	62.91	1	0.66	9	5.96	1	0.66
Specialist	245	19	7.76	6	2.45	64	26.12	128	52.24	1	0.41	10	4.08	2	0.82

	Employment in MS in the First Year after Graduation															
	Statewide EPP Total															
2019-2020 Educational Leadership Completer Cohort	**Number of Ed. Leadership Program Completers**	**Employed at MS Public School as Superintendents Principals or Assistant Superintendents Assistant Principals**	**%**	**Employed at MS Public School as Directors Instructional Coaches or Coordinators Supervisors**	**%**	**Employed at MS Public School in Non-Administrative Support Staff Role**	**%**	**Employed as MS Public School Teacher**	**%**	**Employed in MS Private School System**	**%**	**Employed in MS in Other Educational Setting**	**%**	**Employed in MS in Non-Educational Job[1]**	**%**
Master	137	9	6.57	15	10.95	5	3.65	75	54.74	0	0.00	6	4.38	1	0.73
Specialist	210	16	7.62	18	8.57	29	13.81	106	50.48	0	0.00	12	5.71	9	4.29
	Employment in MS in the Second Year after Graduation															
	Statewide EPP Total															
2019-2020 Educational Leadership Completer Cohort	**Number of Ed. Leadership Program Completers**	**Employed at MS Public School as Superintendents Principals or Assistant Superintendents Assistant Principals**	**%**	**Employed at MS Public School as Directors Instructional Coaches or Coordinators Supervisors**	**%**	**Employed at MS Public School in Non-Administrative Support Staff Role**	**%**	**Employed as MS Public School Teacher**	**%**	**Employed in MS Private School System**	**%**	**Employed in MS in Other Educational Setting**	**%**	**Employed in MS in Non-Educational Job[1]**	**%**
Master	137	24	17.52	6	4.38	18	13.14	56	40.88	1	0.73	6	4.38	0	0.00
Specialist	210	33	15.71	12	5.71	38	18.10	78	37.14	3	1.43	15	7.14	9	4.29

[1]Based 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 -- Statewide

2018-2019 Educational Leadership Completer Cohort	Number of Ed. Leadership Program Completers	Employed at MS Public School as Superintendents Principals or Assistant Superintendents Assistant Principals	%	Employed at MS Public School as Directors Instructional Coaches or Coordinators Supervisors	%	Employed at MS Public School in Non-Administrative Support Staff Role	%	Employed as MS Public School Teacher	%	Employed in MS Private School System	%	Employed in MS in Other Educational Setting	%	Employed in MS in Non-Educational Job[1]	%
Employment in MS in the First Year after Graduation															
Statewide EPP Total															
Master	114	6	5.26	20	17.54	14	12.28	61	53.51	1	0.88	1	0.88	1	0.88
Specialist	182	22	12.09	16	8.79	25	13.74	91	50.00	2	1.10	7	3.85	3	1.65
Employment in MS in the Second Year after Graduation															
Statewide EPP Total															
Master	114	11	9.65	19	16.67	6	5.26	60	52.63	1	0.88	3	2.63	2	1.75
Specialist	182	22	12.09	20	10.99	26	14.29	84	46.15	1	0.55	7	3.85	2	1.10
Employment in MS in the Third Year after Graduation															
Statewide EPP Total															
Master	114	19	16.67	7	6.14	16	14.04	52	45.61	1	0.88	2	1.75	4	3.51
Specialist	182	28	15.38	12	6.59	40	21.98	70	38.46	2	1.10	5	2.75	2	1.10

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

Item 8. Leading in Critical Shortage Area -- Statewide

	Masters		Specialist	
	Statewide EPP Total		Statewide EPP Total	
	Number	Percent	Number	Percent
Program Completer Cohort 2020-2021 Who Are Employed in a MS Public School as an Administrator[1] in AY 2021-2022	11	100.00	25	100.00
Critical Needs Districts (Unduplicated Total)[2]	6	54.55	12	48.00

[1]Administrator defined as Superintendents, Principals, Assistant Superintendents, Assistant Principals, Directors, Instructional Coaches, Coordinators or Supervisors.

[2]Critical Needs District and Critical Subject Areas defined by the Mississippi Department of Education (https://www.mdek12.org/sites/default/files/documents/MBE/MBE-2021(8)/August%2019/tab-l-2021-2022_ms_critical_shortage_subject_areas_and_geographical_areas.pdf).