

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 (Mississippi State University), Dr. Ann Monroe and Dr. Sara Platt (University of Mississippi), and Dr. Yanbing Tang and Mr. Leslie Charlton (National Strategic Planning and Analysis Research Center (NSPARC)).

State of Mississippi

Education Preparation Provider (EPP)



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

2021 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2021 Survey Results ²	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

¹Nine EPPs participated in the 2021 survey, nine EPPs participated in the 2022 survey, and nine EPPs participated in the 2023 survey.

²This consists of the 2019-2020 educational leadership (masters) completers and the 2017-2018 educational leadership (masters) completers.

³This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

⁴This consists of the 2021-2022 educational leadership (masters) completers and the 2019-2020 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 Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2022 Survey Results ³	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

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

2023 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2023 Survey Results ⁴	1. Collect, manage, evaluate, and apply data in a critical manner	34	0.00	0.00	47.06	52.94	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	34	0.00	0.00	50.00	50.00	0.00
	3. Employ data analysis and evidence to develop supportive school environments	34	0.00	0.00	55.88	44.12	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	34	0.00	2.94	47.06	50.00	0.00
	5. Use appropriate applications of technology for my field of specialization	34	0.00	0.00	35.29	64.71	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	34	0.00	2.94	47.06	50.00	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	34	0.00	0.00	55.88	44.12	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	0.00	47.06	52.94	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	34	0.00	0.00	47.06	52.94	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	2.94	44.12	52.94	0.00

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⁴This consists of the 2021-2022 educational leadership (masters) completers and the 2019-2020 educational leadership (masters) completers.

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

2021 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2021 Survey Results ²	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

¹Seven EPPs participated in the 2021 survey, seven EPPs participated in the 2022 survey, and seven EPPs participated in the 2023 survey.

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³This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

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

2022 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2022 Survey Results ³	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

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

2023 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2023 Survey Results ⁴	1. Collect, manage, evaluate, and apply data in a critical manner	17	0.00	5.88	11.76	82.35	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	17	0.00	5.88	11.76	82.35	0.00
	3. Employ data analysis and evidence to develop supportive school environments	17	0.00	5.88	11.76	82.35	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	17	0.00	0.00	17.65	82.35	0.00
	5. Use appropriate applications of technology for my field of specialization	17	0.00	0.00	11.76	88.24	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	17	0.00	5.88	11.76	82.35	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	17	0.00	5.88	11.76	82.35	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	17	0.00	0.00	17.65	82.35	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	17	5.88	0.00	11.76	82.35	0.00
	10. Overall Effectiveness of program preparation	17	0.00	5.88	11.76	82.35	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	17	0.00	0.00	17.65	82.35	0.00

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³This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

⁴This consists of the 2021-2022 educational leadership (specialist) completers and the 2019-2020 educational leadership (specialist) completers.

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

	Retained in MS Public School System in AY 2020-2021				Retained in MS Public School System in AY 2021-2022		Retained in MS Public School System in AY 2022-2023	
	Statewide EPP Total				Statewide EPP Total		Statewide EPP Total	
	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	Number Retained after 3rd year	Percent Retained after 3rd year
2018-2019 Master	114	101	95	94.06	92	96.84	88	95.65
2018-2019 Specialist	182	154	148	96.10	146	98.65	141	96.58

	Retained in MS Public School System in AY 2021-2022				Retained in MS Public School System in AY 2022-2023	
	Statewide EPP Total				Statewide EPP Total	
	Number of Ed. Leadership 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
2019-2020 Master	137	103	98	95.15	96	97.96
2019-2020 Specialist	210	166	153	92.17	141	92.16

	Retained in MS Public School System in AY 2022-2023			
	Statewide EPP Total			
	Number of Ed. Leadership Program Completers	Number Employed in AY 2021-2022	Number Retained after 1st year	Percent Retained after 1st year
2020-2021 Master	151	122	116	95.08
2020-2021 Specialist	245	217	204	94.01

	Retained in MS Public School System in AY 2022-2023			
	Statewide EPP Total			
	Number of Ed. Leadership Program Completers	Number Employed in AY 2022-2023	Number Retained after 1st year	Percent Retained after 1st year
2021-2022 Master	177	144	NA	NA
2021-2022 Specialist	222	194	NA	NA

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

2021 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2021 Survey Results ²	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

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

2022 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2022 Survey Results ³	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

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

2023 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2023 Survey Results ⁴	1. Collect, manage, evaluate, and apply data in a critical manner	48	0.00	0.00	20.83	79.17	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	48	0.00	0.00	29.17	70.83	0.00
	3. Employ data analysis and evidence to develop supportive school environments	48	0.00	2.08	22.92	75.00	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	48	0.00	0.00	14.58	85.42	0.00
	5. Use appropriate applications of technology for my field of specialization	48	0.00	2.08	33.33	64.58	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	48	0.00	0.00	22.92	77.08	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	48	0.00	0.00	20.83	79.17	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	48	0.00	2.08	16.67	81.25	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	48	0.00	2.08	22.92	75.00	0.00
	10. Overall Effectiveness of program preparation	48	0.00	2.08	27.08	70.83	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	48	0.00	2.08	29.17	68.75	0.00

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

2021 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2021 Survey Results ²	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

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³This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

⁴This consists of the 2021-2022 educational leadership (specialist) completers and the 2019-2020 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 Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2022 Survey Results ³	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

¹Seven EPPs participated in the 2021 survey, seven EPPs participated in the survey in 2022, and seven EPPs participated in the survey in 2023.

²This consists of the 2019-2020 educational leadership (specialist) completers and the 2017-2018 educational leadership (specialist) completers.

³This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

⁴This consists of the 2021-2022 educational leadership (specialist) completers and the 2019-2020 educational leadership (specialist) completers.

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

2023 Survey Year	Survey Areas	Statewide EPP Total ¹					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2023 Survey Results ⁴	1. Collect, manage, evaluate, and apply data in a critical manner	67	1.49	0.00	35.82	62.69	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	67	0.00	1.49	40.30	58.21	0.00
	3. Employ data analysis and evidence to develop supportive school environments	67	0.00	0.00	40.30	59.70	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	67	0.00	0.00	35.82	64.18	0.00
	5. Use appropriate applications of technology for my field of specialization	67	0.00	1.49	43.28	55.22	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	67	0.00	0.00	35.82	64.18	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	67	0.00	1.49	34.33	64.18	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	67	1.49	1.49	31.34	65.67	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	67	0.00	1.49	32.84	65.67	0.00
	10. Overall Effectiveness of program preparation	67	1.49	0.00	29.85	68.66	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	67	0.00	4.48	40.30	55.22	0.00

¹Seven EPPs participated in the 2021 survey, seven EPPs participated in the survey in 2022, and seven EPPs participated in the survey in 2023.

²This consists of the 2019-2020 educational leadership (specialist) completers and the 2017-2018 educational leadership (specialist) completers.

³This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

⁴This consists of the 2021-2022 educational leadership (specialist) completers and the 2019-2020 educational leadership (specialist) completers.

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

	Graduated within the Same Year of Admittance (AY 2018-2019)			Graduated after the First Year of Admittance (AY 2019-2020)			Graduated after the Second Year of Admittance (AY 2020-2021)			Graduated after the Third Year of Admittance (AY 2021-2022)		
Program Admittance Cohort	Statewide EPP Total			Statewide EPP Total			Statewide EPP Total			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
2018-2019 Master	154	0	0.00	154	87	56.49	154	104	67.53	154	109	70.78
2018-2019 Specialist	220	4	1.82	220	118	53.64	220	139	63.18	220	141	64.09

	Graduated within the Same Year of Admittance (AY 2019-2020)			Graduated after the First Year of Admittance (AY 2020-2021)			Graduated after the Second Year of Admittance (AY 2021-2022)		
Program Admittance Cohort	Statewide EPP Total			Statewide EPP Total			Statewide EPP Total		
	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated
2019-2020 Master	191	5	2.62	191	106	55.50	191	143	74.87
2019-2020 Specialist	287	10	3.48	287	179	62.37	287	207	72.13

	Graduated within the Same Year of Admittance (AY 2020-2021)			Graduated after the First Year of Admittance (AY 2021-2022)		
Program Admittance Cohort	Statewide EPP Total			Statewide EPP Total		
	Number Admitted	Number Graduated	Percent Graduated	Number Admitted	Number Graduated	Percent Graduated
2020-2021 Master	194	8	4.12	194	118	60.82
2020-2021 Specialist	279	18	6.45	279	157	56.27

	Graduated within the Same Year of Admittance (AY 2021-2022)		
Program Admittance Cohort	Statewide EPP Total		
	Number Admitted	Number Graduated	Percent Graduated
2021-2022 Master	155	8	5.16
2021-2022 Specialist	259	12	4.63

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

2021-2022 Educational Leadership Completer Cohort	Employment in MS in the First Year after Graduation														
	Statewide EPP Total														
	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	177	13	7.34	6	3.39	23	12.99	102	57.63	3	1.69	6	3.39	1	0.56
Specialist	222	27	12.16	9	4.05	48	21.62	110	49.55	1	0.45	6	2.70	4	1.80

2020-2021 Educational Leadership Completer Cohort	Employment in MS in the First Year after Graduation														
	Statewide EPP Total														
	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
2020-2021 Educational Leadership Completer Cohort	Employment in MS in the Second Year after Graduation														
	Statewide EPP Total														
	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	21	13.91	5	3.31	16	10.60	75	49.67	4	2.65	9	5.96	2	1.32
Specialist	245	38	15.51	7	2.86	56	22.86	107	43.67	1	0.41	15	6.12	2	0.82

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 -- Statewide

2019-2020 Educational Leadership Completer Cohort	Employment in MS in the First Year after Graduation														
	Statewide EPP Total														
	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	74	54.01	1	0.73	12	8.76	1
Specialist	210	16	7.62	18	8.57	29	13.81	103	49.05	2	0.95	19	9.05	8	3.81
2019-2020 Educational Leadership Completer Cohort	Employment in MS in the Second Year after Graduation														
	Statewide EPP Total														
	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
Specialist	210	33	15.71	12	5.71	38	18.10	78	37.14	3	1.43	15	7.14	9	4.29
2019-2020 Educational Leadership Completer Cohort	Employment in MS in the Third Year after Graduation														
	Statewide EPP Total														
	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	29	21.17	8	5.84	21	15.33	44	32.12	4	2.92	4	2.92	0
Specialist	210	40	19.05	10	4.76	36	17.14	71	33.81	3	1.43	10	4.76	9	4.29

¹Based 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 2021-2022 Who Are Employed in a MS Public School as an Administrator ¹ in AY 2022-2023	19	100.00	36	100.00
Critical Needs Districts (Unduplicated Total) ²	15	78.95	20	55.56

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

²Critical Needs District and Critical Subject Areas defined by the Mississippi Department of Education ([https://www.mdek12.org/sites/default/files/documents/MBE/MBE-2022\(7\)/July%2021/tab_q._ms_critical_teacher_shortage.pdf](https://www.mdek12.org/sites/default/files/documents/MBE/MBE-2022(7)/July%2021/tab_q._ms_critical_teacher_shortage.pdf)).