

## Completer Employment Initial Programs | 2024-2025 Report Card

The Employment domain evaluates a provider's performance in preparing educators to begin and remain teaching in Tennessee public schools. Educators who are teaching in private schools or in another state are not captured in this domain. This domain includes two scored metrics.

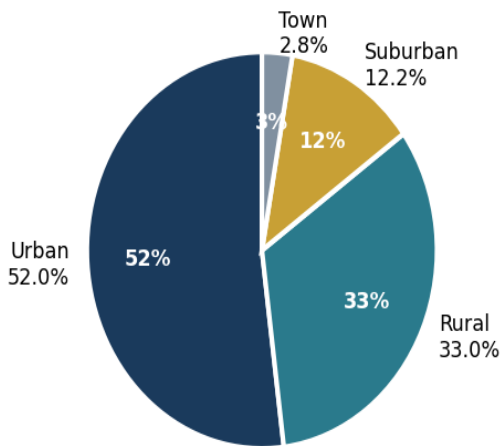
**Exceeds  
Expectations**

### Why is this important?

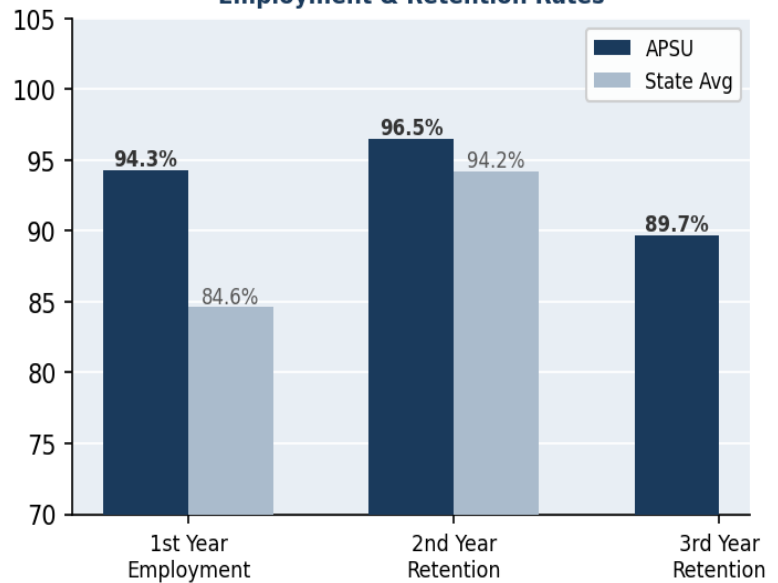
Teacher retention is important because teachers become more effective as they gain experience. Retaining more teachers also helps to alleviate teacher shortages across Tennessee.

### Employment and Retention Metrics

Employment by Locale Type



Employment & Retention Rates



| Metric   | APSU  | State Avg | Scored Range             | Status          |
|--|-------|-----------|--------------------------|-----------------|
| Rate of First-Year Employment in TN Public Schools | 94.3% | 84.6%     | Unscored (informational) | Informational   |
| Second Year Retention Rate                         | 96.5% | 94.2%     | 85%-95%                  | ✓ Exceeds Range |
| Third Year Retention Rate                          | 89.7% | N/A       | 65%-90%                  | ✓ Exceeds Range |

### Employment by School Locale

| Locale Type | Percentage of Cohort Member |
|-------------|-----------------------------|
| Urban       | 52.0%                       |
| Rural       | 33.0%                       |
| Suburban    | 12.2%                       |
| Town        | 2.8%                        |

Locale data represent the percentage of cohort members employed in urban, suburban, town, and rural school districts in Tennessee. EPPs scoring above the scored range receive maximum points possible. APSU's second year retention rate of 96.5% and third year retention rate of 89.7% both exceed the upper boundary of their respective scored ranges, earning maximum points in both metrics.