

## 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) -- University of Southern Mississippi

2022 Survey Year	Survey Areas	Statewide EPP Total <sup>1</sup>						Institution EPP Total					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)	Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2022 Survey Results <sup>2</sup>	1. Collect, manage, evaluate, and apply data in a critical manner	18	0.00	5.56	27.78	66.67	0.00	0	0.00	0.00	0.00	0.00	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	0	0.00	0.00	0.00	0.00	0.00
	3. Employ data analysis and evidence to develop supportive school environments	18	0.00	5.56	38.89	55.56	0.00	0	0.00	0.00	0.00	0.00	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	0	0.00	0.00	0.00	0.00	0.00
	5. Use appropriate applications of technology for my field of specialization	18	0.00	0.00	22.22	77.78	0.00	0	0.00	0.00	0.00	0.00	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	0	0.00	0.00	0.00	0.00	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	0	0.00	0.00	0.00	0.00	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	18	0.00	5.56	27.78	66.67	0.00	0	0.00	0.00	0.00	0.00	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	0	0.00	0.00	0.00	0.00	0.00
	10. Overall Effectiveness of program preparation	18	0.00	5.56	27.78	66.67	0.00	0	0.00	0.00	0.00	0.00	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	0	0.00	0.00	0.00	0.00	0.00

<sup>1</sup>Nine EPPs participated in the 2022 survey, nine EPPs participated in the 2023 survey, and nine EPPs participated in the 2024 survey.

<sup>2</sup>This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

<sup>3</sup>This consists of the 2021-2022 educational leadership (masters) completers and the 2019-2020 educational leadership (masters) completers.

<sup>4</sup>This consists of the 2022-2023 educational leadership (masters) completers and the 2020-2021 educational leadership (masters) completers.

Item 3a. Satisfaction of Employers -- Educational Leadership (Masters) -- University of Southern Mississippi

2023 Survey Year	Survey Areas	Statewide EPP Total <sup>1</sup>						Institution EPP Total					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)	Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2023 Survey Results <sup>3</sup>	1. Collect, manage, evaluate, and apply data in a critical manner	34	0.00	0.00	47.06	52.94	0.00	2	0.00	0.00	0.00	100.00	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	2	0.00	0.00	0.00	100.00	0.00
	3. Employ data analysis and evidence to develop supportive school environments	34	0.00	0.00	55.88	44.12	0.00	2	0.00	0.00	50.00	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	2.94	47.06	50.00	0.00	2	0.00	0.00	50.00	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	2	0.00	0.00	0.00	100.00	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	2	0.00	0.00	0.00	100.00	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	2	0.00	0.00	50.00	50.00	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	34	0.00	0.00	47.06	52.94	0.00	2	0.00	0.00	0.00	100.00	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	2	0.00	0.00	0.00	100.00	0.00
	10. Overall Effectiveness of program preparation	34	0.00	0.00	52.94	47.06	0.00	2	0.00	0.00	50.00	50.00	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	2	0.00	0.00	0.00	100.00	0.00

<sup>1</sup>Nine EPPs participated in the 2022 survey, nine EPPs participated in the 2023 survey, and nine EPPs participated in the 2024 survey.

<sup>2</sup>This consists of the 2020-2021 educational leadership (masters) completers and the 2018-2019 educational leadership (masters) completers.

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Item 3a. Satisfaction of Employers -- Educational Leadership (Masters) -- University of Southern Mississippi

2024 Survey Year	Survey Areas	Statewide EPP Total <sup>1</sup>						Institution EPP Total					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)	Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2024 Survey Results <sup>4</sup>	1. Collect, manage, evaluate, and apply data in a critical manner	45	0.00	8.89	44.44	46.67	0.00	3	0.00	0.00	0.00	100.00	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	45	0.00	8.89	48.89	42.22	0.00	3	0.00	0.00	0.00	100.00	0.00
	3. Employ data analysis and evidence to develop supportive school environments	45	0.00	8.89	51.11	40.00	0.00	3	0.00	0.00	33.33	66.67	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	45	2.22	2.22	40.00	55.56	0.00	3	0.00	0.00	33.33	66.67	0.00
	5. Use appropriate applications of technology for my field of specialization	45	0.00	0.00	46.67	53.33	0.00	3	0.00	0.00	0.00	100.00	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	45	0.00	4.44	51.11	44.44	0.00	3	0.00	0.00	33.33	66.67	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	45	0.00	6.67	42.22	51.11	0.00	3	0.00	0.00	0.00	100.00	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	45	0.00	8.89	55.56	35.56	0.00	3	0.00	0.00	0.00	100.00	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	45	0.00	2.22	60.00	37.78	0.00	3	0.00	0.00	33.33	66.67	0.00
	10. Overall Effectiveness of program preparation	45	0.00	6.67	53.33	40.00	0.00	3	0.00	0.00	0.00	100.00	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	45	0.00	0.00	55.56	44.44	0.00	3	0.00	0.00	0.00	100.00	0.00

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<sup>4</sup>This consists of the 2022-2023 educational leadership (masters) completers and the 2020-2021 educational leadership (masters) completers.

Item 3a. Satisfaction of Employers -- Educational Leadership (Specialist) -- University of Southern Mississippi

2022 Survey Year	Survey Areas	Statewide EPP Total <sup>1</sup>						Institution EPP Total					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)	Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2022 Survey Results <sup>2</sup>	1. Collect, manage, evaluate, and apply data in a critical manner	30	0.00	3.33	40.00	56.67	0.00	4	0.00	25.00	50.00	25.00	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	4	0.00	25.00	50.00	25.00	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	0.00	25.00	50.00	25.00	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	4	0.00	50.00	25.00	25.00	0.00
	5. Use appropriate applications of technology for my field of specialization	30	0.00	0.00	40.00	60.00	0.00	4	0.00	0.00	50.00	50.00	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	4	0.00	50.00	25.00	25.00	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	4	0.00	0.00	75.00	25.00	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	4	0.00	0.00	100.00	0.00	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	4	0.00	25.00	25.00	50.00	0.00
	10. Overall Effectiveness of program preparation	30	0.00	3.33	43.33	53.33	0.00	4	0.00	25.00	25.00	50.00	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	4	0.00	25.00	50.00	25.00	0.00

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<sup>2</sup>This 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) -- University of Southern Mississippi

2023 Survey Year	Survey Areas	Statewide EPP Total <sup>1</sup>						Institution EPP Total					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)	Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2023 Survey Results <sup>3</sup>	1. Collect, manage, evaluate, and apply data in a critical manner	17	0.00	5.88	11.76	82.35	0.00	1	0.00	0.00	100.00	0.00	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	1	0.00	0.00	100.00	0.00	0.00
	3. Employ data analysis and evidence to develop supportive school environments	17	0.00	5.88	11.76	82.35	0.00	1	0.00	0.00	100.00	0.00	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	1	0.00	0.00	100.00	0.00	0.00
	5. Use appropriate applications of technology for my field of specialization	17	0.00	0.00	11.76	88.24	0.00	1	0.00	0.00	0.00	100.00	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	1	0.00	0.00	100.00	0.00	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	1	0.00	0.00	100.00	0.00	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	17	0.00	0.00	17.65	82.35	0.00	1	0.00	0.00	100.00	0.00	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	1	0.00	0.00	100.00	0.00	0.00
	10. Overall Effectiveness of program preparation	17	0.00	5.88	11.76	82.35	0.00	1	0.00	0.00	100.00	0.00	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	1	0.00	0.00	0.00	100.00	0.00

<sup>1</sup>Seven EPPs participated in the 2022 survey, seven EPPs participated in the 2023 survey, and eight EPPs participated in the 2024 survey.

<sup>2</sup>This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

<sup>3</sup>This consists of the 2021-2022 educational leadership (specialist) completers and the 2019-2020 educational leadership (specialist) completers.

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Item 3a. Satisfaction of Employers -- Educational Leadership (Specialist) -- University of Southern Mississippi

2024 Survey Year	Survey Areas	Statewide EPP Total <sup>1</sup>						Institution EPP Total					
		Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)	Number of Respondents	Strongly Dissatisfied (%)	Dissatisfied (%)	Satisfied (%)	Strongly Satisfied (%)	No Response (%)
2024 Survey Results <sup>4</sup>	1. Collect, manage, evaluate, and apply data in a critical manner	20	0.00	0.00	25.00	75.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	2. Use research and understand qualitative, quantitative, and/or mixed methods research methodologies	20	0.00	0.00	40.00	60.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	3. Employ data analysis and evidence to develop supportive school environments	20	0.00	0.00	30.00	70.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	4. Lead and/or participate in collaborative activities with others such as peer, colleagues, teachers, administrators, community, and parents	20	0.00	0.00	25.00	75.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	5. Use appropriate applications of technology for my field of specialization	20	0.00	0.00	25.00	75.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	6. Apply professional dispositions, laws and policies, codes of ethics and professional standards appropriate for my field of specialization	20	0.00	0.00	30.00	70.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	7. Promote instructional practice that is consistent with learning development, effective pedagogy, and the needs of each child	20	0.00	0.00	35.00	65.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	8. Use data-driven instruction and research strategies to foster student engagement and maintain high expectations for the success of all students	20	0.00	0.00	30.00	70.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	9. Relevancy of the coursework to the responsibilities confronted on the job	20	0.00	0.00	35.00	65.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	10. Overall Effectiveness of program preparation	20	0.00	0.00	20.00	80.00	0.00	0	0.00	0.00	0.00	0.00	0.00
	11. Completion of the program enabled employment milestones, such as promotion and retention, to be reached	20	0.00	0.00	35.00	65.00	0.00	0	0.00	0.00	0.00	0.00	0.00

<sup>1</sup>Seven EPPs participated in the 2022 survey, seven EPPs participated in the 2023 survey, and eight EPPs participated in the 2024 survey.

<sup>2</sup>This consists of the 2020-2021 educational leadership (specialist) completers and the 2018-2019 educational leadership (specialist) completers.

<sup>3</sup>This consists of the 2021-2022 educational leadership (specialist) completers and the 2019-2020 educational leadership (specialist) completers.

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Item 3b. Employment Milestones -- University of Southern Mississippi, Educational Leadership Degree Holders

	Retained in MS Public School System in AY 2021-2022								Retained in MS Public School System in AY 2022-2023				Retained in MS Public School System in AY 2023-2024			
	Statewide EPP Total				Institution EPP Total				Statewide EPP Total		Institution EPP Total		Statewide EPP Total		Institution 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 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	Number Retained after 2nd year	Percent Retained after 2nd year	Number Retained after 3rd year	Percent Retained after 3rd year	Number Retained after 3rd year	Percent Retained after 3rd year
<b>2019-2020 Master</b>	137	103	98	95.15	12	8	5	62.50	96	97.96	5	100.00	90	93.75	5	100.00
<b>2019-2020 Specialist</b>	210	166	153	92.17	8	6	5	83.33	141	92.16	5	100.00	135	95.74	3	60.00

	Retained in MS Public School System in AY 2022-2023								Retained in MS Public School System in AY 2023-2024			
	Statewide EPP Total				Institution EPP Total				Statewide EPP Total		Institution EPP Total	
	Number of Ed. Leadership Program Completers	Number Employed in AY 2021-2022	Number Retained after 1st year	Percent Retained after 1st year	Number of Ed. Leadership Program Completers	Number Employed in AY 2021-2022	Number Retained after 1st year	Percent Retained after 1st year	Number Retained after 2nd year	Percent Retained after 2nd year	Number Retained after 2nd year	Percent Retained after 2nd year
<b>2020-2021 Master</b>	151	122	116	95.08	8	7	7	100.00	110	94.83	7	100.00
<b>2020-2021 Specialist</b>	245	217	204	94.01	6	6	6	100.00	196	96.08	6	100.00

Item 3b. Employment Milestones -- University of Southern Mississippi, Educational Leadership Degree Holders

	Retained in MS Public School System in AY 2023-2024							
	Statewide EPP Total				Institution EPP Total			
	Number of Ed. Leadership Program Completers	Number Employed in AY 2022-2023	Number Retained after 1st year	Percent Retained after 1st year	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	133	92.36	9	6	6	100.00
2021-2022 Specialist	222	194	179	92.27	6	3	3	100.00

	Retained in MS Public School System in AY 2023-2024							
	Statewide EPP Total				Institution EPP Total			
	Number of Ed. Leadership Program Completers	Number Employed in AY 2023-2024	Number Retained after 1st year	Percent Retained after 1st year	Number of Ed. Leadership Program Completers	Number Employed in AY 2023-2024	Number Retained after 1st year	Percent Retained after 1st year
2022-2023 Master	115	93	NA	NA	6	4	NA	NA
2022-2023 Specialist	231	193	NA	NA	11	8	NA	NA