

## Outcome Measures

### MEASURE 4. Ability of Completers to be Hired in Education Positions for which they have prepared

The completer (n=6) employment rate data (2020-2024 completer survey) is presented below:

Employment Rate 2020-2024 Completers				
Program Area	Year	n	Number of Completers Hired in Area of Preparation	Percentage of employment
Teaching at the Elementary Level Primary Level K-3	2024	1	0	0%
Teaching of Physical Education at the Secondary Level	2022	1	1	100%
English as a Second Language at the Secondary Level	2022	1	1	100%
English as a Second Language at the Elementary Level	2021 and 2022	2	1	50%
Secondary Education in Biology	2023	1	1	100%
<b>TOTAL</b>		<b>6</b>	<b>4</b>	<b>67%</b>

Title II of the Higher Education Act requires institutions of higher education that offer teacher preparation programs to report the pass rates of their graduates or program completers on teacher licensure exams. Additionally, institutions must provide other data relevant to the quality of their teacher preparation programs. The State Department of Education compiles these results into a statewide report summarizing the performance of

all teacher preparation institutions. This report is then submitted to the U.S. Department of Education. State Reports can be accessed through the following link: <https://title2.ed.gov/Public/Home.aspx>

In compliance with the requirements established in Title II of the Higher Education Act, the Teacher Education Program (TEP) submitted and certified its annual report, known as the "Teacher Report Card," in April 2025. This report is a fundamental element to ensure transparency, accountability, and continuous improvement of our program. The "Teacher Report Card" provides a comprehensive and detailed overview of the performance and achievements of the TEP during the corresponding academic year.

In compliance with the requirements outlined in Title II of the Higher Education Act, the Teacher Education Program (TEP) submitted and certified its annual report, commonly referred to as the "Teacher Report Card," in April 2025. This report serves as a key component in promoting transparency, accountability, and continuous improvement within the program. The "Teacher Report Card" offers a comprehensive overview of the TEP's performance and achievements during the corresponding academic year.

Furthermore, the annual report serves as a vital tool for effective communication with our stakeholders, including current and prospective students, faculty, administrators, policymakers, and the broader community. Through transparent sharing of this information, we reaffirm our commitment to academic excellence and accountability, reinforcing the trust and support of all those we serve.

A Graduate Survey conducted between 2020 and 2024 aimed to gather contact information and track the academic and professional paths of graduates from the Teachers Education Program at the Aguadilla Campus of the Inter-American University

of Puerto Rico. Out of the 6 respondents, 5 (83%) reside in Puerto Rico, while 1 (17%) resides in the United States. Among the 6 graduates currently employed, 4 (88%) are working in education-related positions. Furthermore, it was noted that the teachers among the completers residing in Puerto Rico are primarily concentrated in the western region, with 3 individuals identified in this area. Additionally, these teachers are predominantly graduates of the English as a Second Language at the Elementary Level education program.

<b>Distribution by Towns of Residence in Puerto Rico</b>	
<b>Town</b>	<b>Completers</b>
Mayaguez	1
Isabela	1
Arecibo	1
San Sebastian*	2*
<b>TOTAL</b>	<b>5</b>

\*Completers are not working in an Educational Field

<b>Distribution by Towns of Residence in the United States</b>	
<b>Town</b>	<b>Completers</b>
Annapolis	1
<b>TOTAL</b>	<b>1</b>

<b>Distribution by concentration</b>	
<b>Concentration</b>	<b>Completers</b>
Teaching at the Elementary Level Primary Level K-3	1
Physical Education Secondary Level	1
Secondary Education in Biology	1
English as a Second Language-Elementary*	2
English as a Second Language-Secondary	1

\* One of the Completers is not currently employed

Regarding their area of employment, it is essential to note that of the 5/6 completers who indicated that they are working, 4 (80%) have a career related to their area of study, while 2 (20%) does not work in an area not associated with their studies. Of these, 5 (83%) have a full-time job, while 1 (17%) is unemployed. Regarding the completers that do work in their area of study, 100% (4) are teachers, 50% (2) work in private schools, and the other 50% (2) work in schools of the public educational system of Puerto Rico.

Distribution of type of teaching work performed	Completers
Private School Teacher	2
Public School Teacher	2
<b>TOTAL</b>	<b>4</b>

Teaching Grade Level	Completers
Secondary Level	3
Elementary Level	1
<b>TOTAL</b>	<b>4</b>

It is worth noting that 33% of completers (2 out of 6) reported either starting or completing graduate-level studies. Among them, 100% (1 out of 1) indicated that their area of study was related to Education.

Furthermore, to further substantiate completer effectiveness, an analysis was conducted using employer evaluations from the 2022–2023 academic year (**conducted every three years**) and the 2023–2024 academic year (to contribute data to the

upcoming collection period). The analysis focused on identifying public schools that reported the highest number of Aguadilla Campus PEM completers among their faculty. These findings highlight the reach and influence of our program, demonstrating that our completers are not only securing employment but also making an impact across various schools within the public education system.

*Aguadilla Campus' PEM Completer's Schools (2022-2024)*

<b>2023-2024</b>		
<b>Schools</b>	<b>Municipality</b>	<b>Teachers that are Graduates from the Aguadilla Campus</b>
School 1	Isabela	12
School 2	Rincón	2
School 3	Aguadilla	4
<b>TOTAL</b>		<b>18</b>
*Data collected by Employer Surveys		

<b>2022-2023</b>		
<b>Schools</b>	<b>Municipality</b>	<b>Teachers that are Graduates from the Aguadilla Campus</b>
School 1	Moca	9
School 2	San Sebastian	15
School 3	Mayaguez	1
School 4	Mayaguez	0
School 5	San Sebastian	3
School 6	Añasco	0
School 7	Aguadilla	25

2022-2023		
Schools	Municipality	Teachers that are Graduates from the Aguadilla Campus
School 8	San Sebastian	3
School 9	Añasco	3
School 10	Aguadilla	6
<b>TOTAL</b>		<b>65</b>

\*Data collected by Employer Surveys

Moreover, this analysis highlights the widespread influence and effectiveness of our completers within the educational landscape. By identifying schools where our graduates are prominently represented among the faculty, we gain valuable insight into the reach and impact of the Teacher Education Program. The data reaffirms the quality of preparation provided by our institution and underscores the meaningful contributions our completers make in the field of education. It also reflects the diversity of educational settings in which they serve, showcasing their adaptability and readiness to excel in varied teaching environments. Most importantly, it offers concrete evidence of the program's outcomes, demonstrating how our completers are shaping student learning experiences across schools and communities. This analysis reinforces our continued commitment to developing highly qualified, effective educators who make a lasting difference in the lives of students and within the broader education system.