**Exhibit 1.4.g Follow-up studies of graduates and summaries of results: Graduates in Public District in Ohio**

***Précis:***

* Data for initial licensees hired in Ohio Public School districts mirrors that of supply and demand in grades 7-12 social studies education and k-12 art education. In early childhood education and intermediate grades education, however, licensees continue to be hired though there is a significant surplus in these areas in Ohio.
* The most licensees hired by public schools in Ohio are in special education.
* While the number of licensees has increased, the number hired in Ohio public schools has slightly decreased. In addition, the number of schools/districts hiring licensees has increased.
* The most hires were made by districts/schools designated major urban, very high poverty (Cincinnati City-80; Hamilton City – 18, and thirty-three charter schools-56),
* Data must be viewed as a minimal measure of employment; a number of graduates are from out of state, attracted to our nationally recognized programs, and request licenses other than Ohio’s.

In November 2011 representatives of the state universities in Ohio requested that the Ohio Board of Regents provide information related to the employment status of graduates. In response, a file was provided to each of the state institutions. Though listing who received a license and who is teaching appears simple, the data must be viewed with these considerations:

* Ohio Teaching Licenses become effect July 1 of each year, independent of the application date. Each year of data represents the individuals who were recommended for a license by the institution effective July 1 2008, 2009, or 2010. All individuals who were recommended by the institution for the licensure effective that data were included in the data. An individual who was recommended for licensure effective July 1 2008 will be listed in the 2008 data even if he or she was employed in SY2010 or SY2011.
* The data were generated through pulling the first teaching subject area of the license. Candidates who have multiple areas (such as Middle Childhood Education) are only listed by their first teaching area. In this way all candidates are counted, but they may not be teaching specifically in the licensure area noted. Pupil Services licenses (speech language pathologist, school psychologist, social worker, school counselor, principal, and superintendent) are accurate.
* Candidates do not always apply for licensure immediately upon completing their programs. The year of licensure represented is not always the same as the year that the candidate completed his or her work at the University of Cincinnati.
* The data represent individuals working in Ohio public school districts. This information does include charter schools, educational services centers, and technical schools. It does not include religious schools or private schools.
* When the number of requests for out of state licenses, clearer data reflecting the national nature of our program emerge.

**Initial Programs**

**Aggregated data.** The aggregated data for initial teachers , the number of Ohio licenses, and employment in public schools in Ohio are represented in this table:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Summarized Employment in Ohio Public Schools - Initial Licenses** | | | | | | | | |
|  | 2008 Licenses | 2009 Licensed | 2010 Licensed | **Total Licensees** | 2008 Licenses Employed in Public School | 2009Licenses Employed in Public School | 2010 Licenses Employed in Public School | **Total Employed in Public Schools** |
| Integrated Language Arts | 19 | 15 | 35 | **69** | 8 | 35 | 6 | **49** |
| Integrated Science | 4 | 9 | 8 | **21** | 7 | 8 | 2 | **17** |
| Integrated Math | 10 | 7 | 9 | **26** | 5 | 9 | 4 | **18** |
| Social Studies | 7 | 13 | 19 | **39** | 2 | 5 | 1 | **8** |
| Earth Sciences |  |  | 1 | **1** |  | 1 | 0 | **1** |
| Life Science | 2 | 1 | 5 | **8** | 1 | 5 | 1 | **7** |
| Physics/Physical Science | 1 | 1 |  | **2** | 1 |  |  | **1** |
| Grades 7-12, no area reported | 2 |  |  | **2** |  |  |  | **0** |
| Early Childhood Education Prek-3 | 65 | 61 | 114 | **240** | 26 | 114 | 9 | **149** |
| Intervention Specialist Mild/Moderate | 55 | 65 | 107 | **227** | 57 | 50 | 64 | **171** |
| Intervention Specialist Moderate/Intense | 2 |  | 33 | **35** |  | 33 | 17 | **50** |
| Middle Childhood Language Arts/Reading | 21 | 29 | 32 | **82** | 16 | 32 | 8 | **56** |
| Middle Childhood Mathematics | 19 | 9 | 35 | **63** | 5 | 35 | 11 | **51** |
| Middle Childhood Science | 9 | 5 | 27 | **41** | 4 | 27 | 1 | **32** |
| Middle Childhood Social Studies | ***No data provided*** | | | | | | | |
| Multiage French | 1 |  |  | **1** |  |  |  | **1** |
| Multiage Spanish |  |  | 6 | **6** |  | 6 |  | **6** |
| Multiage German |  | 1 |  | **1** |  |  |  | **0** |
| Multiage Latin |  |  | 1 | **1** |  |  |  | **1** |
| Multiage Music | 25 | 8 | 13 | **46** | 2 | 13 | 12 | **27** |
| Multiage Art | 12 | 16 | 19 | **47** | 7 | 1 | 3 | **11** |
| PrekAssociate | 10 | 12 |  | **22** | 7 |  |  | **7** |
| *Totals* | *264* | *252* | *464* | ***978*** | *148* | *374* | *139* | ***658*** |

**Analysis:** To depict the data in graphic form, the follow licenses were combined: Grades 7-12 all science teaching licenses combined; all special education licenses; all world language licenses; all middle childhood education licenses. These combined data are presented in this table and the subsequent chart:

|  |  |  |
| --- | --- | --- |
| Programs | Ohio Licensees | Employed in Public Schools in Ohio |
| Grades 7-12 Integrated Language Arts | 69 | 49 |
| Grades 7-12 Integrated Mathematics | 26 | 18 |
| Grades 7-12 Integrated Social Studies | 39 | 8 |
| Grades 7-12 Science Licenses | 32 | 26 |
| Grades 4-9 Middle Childhood | 186 | 139 |
| Early Childhood Prek-3 | 240 | 149 |
| World Language | 9 | 8 |
| Multiage Music | **46** | 27 |
| Multiage Art | **47** | 11 |
| PrekAssociate | **22** | 2 |
| Intervention Specialist | **262** | 221 |
| *Totals* | *978* | *658* |

These data are must be viewed with the understanding that these are only licensees who are employed in public schools in Ohio. Employment in public schools in Ohio has the most impact on pre-kindergarten associate graduates, who are most likely to be employed in preschools or Head Start programs whose delegate agency is not a school district. In addition, intervention specialist licensees (special education) may have accepted positions in state facilities or county programs for individuals with developmental disabilities, which are, again, not public schools. In addition, licensees who wish to stay local may take jobs in the tri-state metropolitan area; individuals employed in Kentucky and Indiana are not reflected in these data. Though programs make a concentrated effort to continue to track their graduates (requesting a “permanent” email address, having alumni events) the population is very mobile and difficult to track.

The following chart, more representative of our nationally recognized programs, includes requests for out-of-state licenses.

Though the data are limited, the following table presents the number of initial licenses in 2008, 2009, and 2010 who are employed in Ohio public schools:

**Advanced Programs**

The aggregated data for advanced programs (as provided by the Ohio Board of Regents) is presented in this table:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Summarized Employment - Advanced and Other School Personnel Licensed in Ohio**  **and Employed in Ohio Public Schools** | | | | | | | | | |
|  | 2008 Licenses | Employed as Educator | Employed in Licensure Area | 2009 Licenses | 2010SY Employed as Educator | 2010 Employed in Licensure Area | 2010 Licenses | 2011 SY Employed as Educator | 2011Employed in Licensure Area |
| Early Childhood Intervention Specialist | 1 | 1 | 1 |  |  |  |  |  |  |
| Principal | 62 | 34 | 21 | 57 | 31 | 17 | 53 | 31 | 12 |
| School Counselor | 8 | 1 | 2 | 6 | 3 |  | 12 |  | 6 |
| School Social Worker | 4 | 1 |  | 5 |  | 2 | 1 |  | 1 |
| School Psychology | 12 |  | 11 | 12 |  | 11 | 22 |  | 20 |
| School Speech/Language Pathologist | 18 |  | 10 | 39 | 3 | 20 | 39 |  | 26 |
| Superintendent | 1 | 1 |  | 1 |  | 1 | 5 |  | 0 |
| Reading Endorsement |  |  |  | 1 |  | 1 |  |  |  |
| *Totals* | *106* | *38* | *45* | *121* | *37* | *52* | *132* | *31* | *65* |

**Analysis** To analyze the data, two very small programs (Early Childhood Intervention Specialist and Reading Endorsement) were removed. Of these two programs, the Early Childhood Intervention Specialist program has been closed and the Reading Endorsement has been thoroughly revised.

The school psychology and school speech and language pathologists have the highest hiring rates. An issue emerges in the principal, school counselor, school social worker, and superintendent licensure areas, in which most of the completers are not employed in the new licensed role in public schools in Ohio. Again, these are national programs. When requests for out-of-states licenses are considered, new considerations emerge:

**All Candidates**

Approximately half of University of Cincinnati graduates remain in the metropolitan area, competing with graduates from Mt. St. Joseph, Xavier, Miami University (Ohio), Northern Kentucky University, and Wilmington College for education positions. In addition, the 2009 Supply and Demand Report of the American Association of Employment in Education (<http://www.aaee.org/cwt/external/wcpages/resource/>) indicates that there is both a national and regional surplus of early childhood education, intermediate grades, art, and social studies teachers. The following chart represents all Ohio licenses, public school positions in Ohio obtained, and the number of districts hiring University of Cincinnati educators. In the last three years, the number of individuals obtaining licenses has grown. However, the number of individuals hired for positions in Ohio is slightly decreasing. The number of districts in which licensees are employed has increased. In short, slightly fewer candidates are being spread across more districts for jobs.

The last three years of districts hiring and the number of University of Cincinnati they employed is provided in a table at the end of this document.

Over the last three years, the most hires were made by Cincinnati City (80), Oak Hills Local (27), Northwest Local (23), Hamilton City (18), Lakota Local (17), and across thirty-three charter schools (56). The typography of these districts includes “major urban, very high poverty” (Cincinnati City, Hamilton City) “urban suburban, high median income” (Northwest Local, Oak Hills Local, ), and “urban/suburban, very high median income, very low poverty (Lakota Local). The charter schools are located in the catchment areas of Cincinnati City, Hamilton City, and Dayton City, and are typographically “major urban, very high poverty.”

**Limitations of the data** There are several limitations regarding these data. The information for institutions keyed off the licensure applications is not checked or validated in any way. In addition, individual districts are responsible for the position data submitted. Though this data is spot validated, there is little attention paid to changes in positions when there is no fiscal impact. Foremost, these data only provide evidence for Ohio licensees teaching in Public Schools in Ohio, and many students request out-of-state licenses.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 43752 | Cincinnati City SD | Hamilton | 5 | Major Urban – very high poverty |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Districts Employing Assigned Graduates** | | | | | |
| **2008-2009 School Year** | **Hires** | **2009-2010 School Year** | **Hires** | **2010-2011 School Year** | **Hires** |
| Cincinnati City | 26 | Cincinnati City | 35 | Cincinnati City | 19 |
| Northwest Local | 12 | Northwest Local | 11 | West Clermont Local | 10 |
| Warren County ESC | 12 | Oak Hills Local | 8 | Oak Hills Local | 8 |
| Oak Hills Local | 11 | Lakota Local | 7 | Clermont County ESC | 7 |
| Princeton City | 8 | Milford Exempted Village | 7 | Forest Hills Local | 6 |
| Clermont County ESC | 7 | Goshen Local | 6 | Hamilton City | 5 |
| Hamilton City | 7 | Hamilton City | 6 | Milford Exempted Village | 5 |
| Lakota Local | 7 | St Bernard-Elmwood Place | 5 | Mt Healthy City | 5 |
| Sycamore Community City | 7 | Winton Woods City | 5 | Northwest Local | 5 |
| Forest Hills Local | 5 | Clermont Northeastern Local | 4 | Norwood City | 5 |
| Mt Healthy City | 5 | Forest Hills Local | 4 | Winton Woods City | 5 |
| New Richmond Exempted Village | 5 | Fairfield City | 3 | Hamilton City | 4 |
| Hamilton County ESC | 4 | Loveland City | 3 | Clermont Northeastern Local | 3 |
| Hillsboro City | 4 | Mt Healthy City | 3 | Fairfield City | 3 |
| Norwood City | 4 | New Richmond Exempt Village | 3 | Kings Local | 3 |
| Centerville City | 3 | Wapakoneta City | 3 | Lakota | 3 |
| Great Oaks Inst Of Technology | 3 | West Clermont Local | 3 | Little Miami Local | 3 |
| Monroe Local School District | 3 | Batavia Local | 2 | Lynchburg-Clay Local | 3 |
| Brown ESC | 2 | Buckeye Valley Local | 2 | Middletown City | 3 |
| Butler County ESC | 2 | Canal Winchester Local | 2 | Mt.Auburn International Acad | 3 |
| Butler Technology & Career Development Schools | 2 | Cincinnati Speech & Reading Intervention Center | 2 | Newport City | 3 |
| Canton City | 2 | Clermont County ESC | 2 | Columbus City | 2 |
| Hamilton Cnty Math & Science | 2 | Cleveland Municipal | 2 | Dayton City | 2 |
| Kings Local | 2 | Dayton City | 2 | Eaton Community City | 2 |
| Lynchburg-Clay Local | 2 | Hillsboro City | 2 | Felicity-Franklin Local | 2 |
| Madison Local | 2 | Kings Local | 2 | Hamilton Cty DDS | 2 |
| Manchester Local | 2 | Lebanon City | 2 | Hillsboro City | 2 |
| Mason City School District | 2 | Mason City School District | 2 | Kettering City | 2 |
| Milford Exempted Village | 2 | Middletown City | 2 | Lebanon City | 2 |
| Ohio Connections Academy, Inc | 2 | Mount Auburn International Academy | 2 | New Lexington City | 2 |
| Orion Academy | 2 | Orion Academy | 2 | Scioto Valley Local | 2 |
| St Bernard-Elmwood Place City | 2 | Princeton City | 2 | Springboro Community City | 2 |
| Warren County ESC | 2 | Ross Local | 2 | Springfield City | 2 |
| Winton Woods City | 2 | Southwest Local | 2 | Urbana City | 2 |
| Wyoming City | 2 | South-Western City | 2 | V L T Academy | 2 |
| Bedford City | 1 | Springfield City | 2 | Adena Local | 1 |
| Bellefontaine City | 1 | V L T Academy | 2 | Barberton City | 1 |
| Cambridge City | 1 | Warren County ESC | 2 | Barnesville Exempted Village | 1 |
| Cincinnati College Preparatory Academy | 1 | Western Brown Local | 2 | Beavercreek City | 1 |
| Cincinnati Speech & Reading Intervention Center | 1 | Akron City | 1 | Bellbrook-Sugarcreek Local School District | 1 |
| Cleveland Municipal | 1 | Allen County ESC | 1 | Belpre City | 1 |
| Clinton-Massie Local | 1 | Bethel-Tate Local | 1 | Brooklyn, NY | 1 |
| Cloverleaf Local | 1 | Bloom-Carroll Local | 1 | Brookville Local | 1 |
| Crestline Exempted Village | 1 | Brown ESC | 1 | Brunswick City | 1 |
| Dayton City | 1 | Butler Technology & Career Development Schools | 1 | Butler County ESC | 1 |
| Dohn Community | 1 | Celina City | 1 | Butler Technology & Career Development Schools | 1 |
| East Clinton Local | 1 | Circleville City | 1 | Centerville City | 1 |
| Eaton Community City | 1 | Columbus City School District | 1 | Cincinnati Archdiocese | 1 |
| Electronic Classroom Of Tomorrow | 1 | Copley-Fairlawn City | 1 | Claymont City | 1 |
| Elmwood Local | 1 | Deer Park Community City | 1 | Crooksville Exempted Village | 1 |
| Fairport Harbor Exempted Village | 1 | East End Comm Heritage School | 1 | Denver, CO | 1 |
| Fairview Park City | 1 | Eaton Community City | 1 | Dohn Community | 1 |
| Felicity-Franklin Local | 1 | Educational Academy/Linden | 1 | Dublin City | 1 |
| Finneytown Local | 1 | Fairfield County ESC | 1 | Electronic Classroom Of Tomorrow | 1 |
| Franklin City | 1 | Fairfield Union Local | 1 | Elmwood Local | 1 |
| Geneva Area City | 1 | Felicity-Franklin Local | 1 | Fairfield County ESC | 1 |
| Georgetown Exempted Village | 1 | Finneytown Local | 1 | Fairlawn Local | 1 |
| Goshen Local | 1 | Franklin City | 1 | Fort Frye Local | 1 |
| Greene County ESC | 1 | Georgetown Exempted Village | 1 | Fremont City | 1 |
| Greene County JT Voc SD | 1 | Green Local | 1 | Gallipolis City | 1 |
| Horizon Science Acad- Cinci | 1 | Greenon Local | 1 | Georgetown Exempted Village | 1 |
| Indian Hill Exempted Village | 1 | Hamilton Local | 1 | Goshen Local | 1 |
| Jefferson Township Local | 1 | Hardin County ESC | 1 | Green Local | 1 |
| Klepinger Community School | 1 | Hilliard City | 1 | Hamilton Cnty Math & Science | 1 |
| LaBrae Local | 1 | Horizon Science Academy-Cincinnati | 1 | Hamilton County ESC | 1 |
| Lebanon City | 1 | James A Garfield Local | 1 | Hardin Northern Local | 1 |
| Life Skills Center Of Hamilton County | 1 | Kenton City | 1 | Harrisburg Pike Community School | 1 |
| Lisbon Exempted Village | 1 | Lake County ESC | 1 | Hilliard City | 1 |
| Little Miami Local | 1 | Life Skills Center Of Hamilton County | 1 | Horizon Science Academy Dayton Downtown | 1 |
| Lockland Local | 1 | Life Skills Center-Middletown | 1 | Horizon Science Academy-Cincinnati | 1 |
| Loveland City | 1 | Life Skills Ctr Of Cincinnati | 1 | Lakeview Local | 1 |
| Mariemont City Schools | 1 | Little Miami Local | 1 | Lakewood Local | 1 |
| Marysville Exempted Village | 1 | Lockland Local | 1 | Licking Valley Local | 1 |
| Maysville Local | 1 | Mad River Local | 1 | Lighthouse Community Sch Inc | 1 |
| Meigs Local | 1 | Madeira City | 1 | Lockland Local | 1 |
| Miami Valley Career Tech | 1 | Mariemont City | 1 | Loveland City | 1 |
| Miamisburg City | 1 | Marysville Exempted Village | 1 | Mad River Local | 1 |
| Middletown City | 1 | McDonald Local | 1 | Madison-Champaign ESC | 1 |
| Milton-Union Exempted Village | 1 | Mercer County ESC | 1 | Mahoning County ESC | 1 |
| Mississinawa Valley Local | 1 | Miami County ESC | 1 | Mariemont City | 1 |
| Mount Auburn International Academy | 1 | New Lexington City | 1 | Marysville Exempted Village | 1 |
| New Miami Local | 1 | North College Hill City | 1 | Medina County ESC | 1 |
| North Dayton School Of Science & Discovery | 1 | Northmont City | 1 | Monroe City Schools | 1 |
| Orrville City | 1 | Norwood City | 1 | Mount Vernon City | 1 |
| P.A.C.E. High School | 1 | Oak Hill Union Local | 1 | New Bremen Local | 1 |
| Plain Local | 1 | Ohio Connections Academy, Inc | 1 | North College Hill | 1 |
| Preble Shawnee Local | 1 | Perry-Hocking ESC | 1 | North Union Local | 1 |
| Reading Community City | 1 | Pickerington Local | 1 | Northridge Local | 1 |
| Revere Local | 1 | Piqua City | 1 | Oakwood City | 1 |
| Richmond Heights Local | 1 | Pleasant Local | 1 | Ohio Connections Academy, Inc | 1 |
| Ridgemont Local | 1 | Poland Local | 1 | Paint Valley Local | 1 |
| Riverside Academy | 1 | Reading Community City | 1 | Pandora-Gilboa Local | 1 |
| Ross Local | 1 | Richard Allen Academy III | 1 | Pathway School of Discovery | 1 |
| Southwest Local | 1 | Ridgedale Local | 1 | Princeton City | 1 |
| Streetsboro City | 1 | Ripley-Union-Lewis-Huntington Local | 1 | Reading Community City | 1 |
| Summit Academy Middletown | 1 | Rock Hill Local | 1 | Reynoldsburg City | 1 |
| Switzerland of Ohio Local | 1 | Sciotoville | 1 | Ridgeway Local | 1 |
| T.C.P. World Academy | 1 | Southeastern Local | 1 | Riverside Academy | 1 |
| Trotwood Fitness & Prep Acad | 1 | Southern Local | 1 | Rocky Mt. NC | 1 |
| V L T Academy | 1 | Southwest Licking Local | 1 | Sciotoville Elementary Acad. | 1 |
| Valley View Local | 1 | Springboro Community City | 1 | Sidney City | 1 |
| Western Brown Local | 1 | Stow-Munroe Falls City School District | 1 | Southern Ohio ESC | 1 |
| Wickliffe City | 1 | Talawanda City | 1 | Southwest Licking Local | 1 |
| Wilmington City | 1 | Tiffin City Digital Academy | 1 | Southwest Local | 1 |
| Madeira City | 1 | Vandalia-Butler City | 1 | St Bernard-Elmwood Place City | 1 |
|  | 237 | Wayne Local | 1 | Stark County Area | 1 |
|  |  | Wheelersburg Local | 1 | Summit Academy | 1 |
|  |  | Windham Exempted Village | 1 | Summit County ESC | 1 |
|  |  | Xenia Community City | 1 | Tipp City Exempted Village | 1 |
|  |  | Zanesville City | 1 | Waren Cty ESC | 1 |
|  |  |  | 231 | Warren Local | 1 |
|  |  |  |  | Waverly City | 1 |
|  |  |  |  | West Franklin County DDS | 1 |
|  |  |  |  | West Muskingum Local | 1 |
|  |  |  |  | Western Brown Local | 1 |
|  |  |  |  | Williamsburg Local | 1 |
|  |  |  |  | Xenia Community City | 1 |
|  |  |  |  |  | 221 |