



Measure 3: Candidate Competency at Completion Retention/Graduation Rates

Initial Certification Programs

For initial certification, students are formally accepted into an RMU teacher education program at candidacy. This occurs when students have completed between 48-60 credits, typically at a point during the Spring semester of their Sophomore year or for post-bacc students upon admission. Therefore, retention data examine the number of students with candidacy status (candidates) that became completers within four years. Students were included in the academic year data file if their candidacy letter date fell on or after the first day of the fall semester of that academic year. For example, students who received candidacy from Saturday August 24, 2020 through Friday August 28, 2021 constituted the sample of 21 students who received candidacy in the 2020-21 academic year. The number and percent of those students who completed their degree within 4 years or by 2024-2025 were tracked and those values are presented in Table 1. Results over the last six years indicate that retention for initial certification programs ranged from 80.6% to 96.4%. Results are not reported by program when the sample size within a program is small, therefore disaggregated results by program are not presented for external constituents but are available for CAEP.

Table 1. Graduation / Retention of all Initial Certification Candidates

Academic Year	Number of Students who Achieved Candidacy Status	Candidates who Completed Program Within 4 Years		
		Academic Year	<i>n</i>	%
2021-22	31	By 2025-2026	25	80.6%
2020-21	21	By 2024-2025	20	95.2%
2019-20	28	By 2023-2024	27	96.4%
2018-19	36	By 2022-2023	34	94.4%
2017-18	26	By 2021-2022	23	88.5%
2016-17	17	By 2020-2021	14	82.4%

Advanced Programs

Advanced programs running in cohort models are designed to be completed in one or two years. As examples, the principal program is designed to be completed in one year, while the reading certification program may be completed in one or two years based on student preference. Therefore, retention in graduate advanced programs was examined by completion in 1 to 2 years and completion in greater than two years. Graduation/Retention rates aggregated for RMU's two active advanced programs (Reading Certification and Principal Certification) are presented in Table 2.

The percentage completed represents the percentage of total completers that completed the program in 1-2 years or greater than 2 years. Additionally, depending on the term in the 2024-2025 academic year students began the program, some students are still enrolled in the program and thus progressing. Others may not have taken courses within the last two years or have exited the program and these students are considered inactive. Data in each row represent students who began an advanced program in the academic year listed, in any of the Fall, Spring, or Summer semesters of that academic year.

Table 2. Graduation/Retention Rates Advanced Programs

Academic Year	Number Starting Program	Inactive		Total Completed		Completed in 1-2 years		Completed >2 yrs		In Progress	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
2020-2021	18	2	11.1%	16	88.9%	15	93.8%	1	6.2%	0	0%
2021-2022	*	*	*	*	*	*	*	*	*	*	*
2022-2023	31	1	3.2%	29	93.6%	29	100%	0	0%	1	3.2%
2023-2024	21	1	4.8%	20	95.2%	20	100%	0	0%	0	0%
2024-2025	25	0	0%	8	32.0%	8	100%	0	0%	17	68.0%

Program specific data with small ($n < 10$) are not reported in disaggregate for the public. This is to protect confidentiality, ensuring that individuals cannot be identified by linking small-cell data with other public information. Programmatic data is available for CAEP.

Data on initial certification and advanced programs indicate that RMU teacher education programs have high retention and completion rates.