

**KEC Completer Demographics – All Programs
2021-2023**

The Klipsch Educator College (KEC) monitors the demographics of both candidates entering and completing the educator preparation programs. These programs include the traditional undergraduate (TRAD) and post-baccalaureate alternative (ALT) programs, preparing completers to earn their initial teaching licenses. The advanced programs prepare experienced educators for Building-Level Administrator (BLA), Superintendent (SUP), and School Counseling licenses.

Table 1. TRAD Demographics

TRAD	2022-23	2021-22	2020-21
Total	N=44	N=38	N=18
Female	38	29	11
Male	6	9	7
Hispanic or Latino	6	3	0
Asian	0	0	0
African American or Black	4	2	2
Pacific Islander	0	0	0
Native American	0	0	0
Two or More Races	0	2	1
Unreported	0	0	0
White	34	31	15

Table 2. ALT Demographics

ALT	2022-23	2021-22	2020-21
Total	N=82	N=91	N=133
Female	63	59	95
Male	19	32	38
Hispanic or Latino	2	5	9
Asian	1	2	5
African American or Black	15	20	39
Pacific Islander	0	1	0
Native American	0	0	1
Two or More Races	4	4	4
Unreported	2	1	2
White	58	58	73

Table 3. ADV-BLA Leadership Demographics

ADV-BLA	2022-23	2021-22	2020-21
Total	N=11	N=15	N=17
Female	7	12	13
Male	4	3	4
Hispanic or Latino	1	0	0
Asian	0	0	0
African American or Black	5	7	4
Pacific Islander	0	0	0
Native American	0	0	0
Two or More Races	0	0	1
Unreported	0	0	1
White	5	8	11

Table 4. ADV-SUP Leadership Demographics

ADV-SUP	2022-23	2021-22	2020-21
Total	N=5		
Female	2		
Male	3		
Hispanic or Latino			
Asian			
African American or Black	4		
Pacific Islander			
Native American			
Two or More Races			
Unreported			
White	1		

Table 5. ADV School Counseling Demographics

ADV- School Counseling	2022-23	2021-22	2020-21
Total	N=6	N=3	
Female	6	3	
Male	0	0	
Hispanic or Latino	1	0	
Asian	0	0	
African American or Black	0	0	
Pacific Islander	0	0	
Native American	0	0	
Two or More Races	0	0	
Unreported	0	0	
White	5	3	

Analysis:

- Females make up a significant majority, over 60%, of program completers across all programs.
- The TRAD program shows a positive trend, with the number of completers from underrepresented populations steadily increasing yearly.
- The number of participants from underrepresented populations in the ALT program has decreased notably from 2021 to 2023.
- Almost 90% of the ADV-School Counseling completers are female.
- Over 80% of the first ADV-Leadership Superintendent program identified as Black/African American.

Interpretation:

A significant gender gap persists, with over 60% of program completers being female across all Marian educator preparation programs. The ALT program has the highest percentage (over 20%) of male completers compared to other Marian educator preparation programs.

Targeted Recruitment: To address the gender gap, Marian should consider implementing targeted recruitment efforts to attract more male students to the TRAD and School Counseling programs.

Diversity Efforts: Encouragingly, all programs are making strides in recruiting and retaining students from underrepresented populations. These efforts should be continued and expanded upon to ensure a more diverse student body across all programs.