



# CAEP Impact Measure 4: Ability of Completers to be Hired in Education Positions for Which They Have Been Prepared

iteach Advanced-Level Licensure Programs, 2024-2025

## Section 1: Overview

This report addresses CAEP Standard 4, Impact Measure 4, which requires educator preparation providers to demonstrate that program completers are able to be hired in positions for which they have prepared. This report focuses on iteach Texas' advanced-level program, Principal as Instructional Leader, and presents employment data for the 2024-2025 cohort.

### Data Sources

Employment data were collected for all 26 candidates who completed the Principal as Instructional Leader program during the 2024-2025 CAEP reporting year (Fall 2024 and Spring 2025 completers). Employment status was verified through web searches and completer self-reporting at the point of program completion.

### Organization of Report

Section 2 presents employment outcomes by position type, demonstrating that the majority of completers secured educational leadership positions for which they were prepared.

## Section 2: Employment in Educational Leadership Positions

### Employment Outcomes

Of the 26 program completers:

- Principals or Assistant Principals: 15 completers (58%)
- Other school leadership roles: 5 completers (19%)
- Classroom teachers: 6 completers (23%)

Combined employment in educational leadership positions: 77%

More than three-quarters of completers secured school or district leadership positions, with the majority serving as principals or assistant principals. Completers in other leadership roles work as instructional coaches, counselors, behavior specialists, and district-level administrators—positions that leverage leadership competencies and provide pathways to building-level administration.

The 23% of completers working as classroom teachers represent candidates pursuing leadership opportunities while continuing to develop instructional expertise, a common career trajectory for aspiring principals. Districts' willingness to hire program completers in these diverse leadership roles demonstrates that iteach effectively prepares candidates with the qualifications necessary for school and district leadership.