



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

iteach Initial-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 initial-level teacher preparation programs and presents evidence of completer employability and career commitment through two primary data sources: (1) employment as teachers of record during field experience and (2) employment intentions upon program completion as reported in exit surveys.

Data Sources

iteach collects employment data at multiple points during and after program completion. Employment during field experience is tracked through program records and state certification databases. Employment intentions are gathered through exit surveys administered to all candidates at the point of program completion. These data sources provide evidence that iteach completers possess the qualifications and professional competencies necessary to secure teaching positions and that they demonstrate commitment to careers in education.

Data presented in this report reflect candidates who completed initial-level programs during the 2024-2025 CAEP reporting year (Fall 2024 and Spring 2025 completers).

Organization of Report

Section 2 presents data on candidates' employment as teachers of record during their field experience, demonstrating that school districts view iteach candidates as qualified to assume full teaching responsibilities even prior to program completion. Section 3 reports on

completers' employment intentions and career commitment as measured through exit surveys. These complementary data sources provide evidence that iteach completers are both employable and committed to sustaining careers in education.

Section 2: Employment as Teachers of Record During Field Experience

Employment During Preparation

A hallmark of iteach's preparation model is that candidates complete their field experiences while serving as teachers of record in P-12 classrooms. This approach provides authentic clinical practice in which candidates assume full responsibility for instruction, classroom management, and student learning under the guidance and supervision of mentor teachers and iteach field supervisors. Employment as a teacher of record during preparation demonstrates that school districts view candidates as qualified to assume professional teaching responsibilities and provides strong evidence of employability.

iteach offers an alternate clinical practice pathway available exclusively to candidates in Texas who are not employed as teachers of record. This pathway allows candidates to complete field experiences through structured clinical placements in partnership schools. Fewer than 2% of iteach candidates utilize this alternate pathway; the vast majority of candidates across all states complete field experiences as employed teachers.

Employment Data

Of the candidates who completed initial-level programs in Fall 2024 and Spring 2025, 98.8% were employed as teachers of record during their field experience. This high rate of employment during preparation indicates that iteach candidates possess the qualifications, content knowledge, and professional competencies that school districts seek when hiring teachers. Districts' willingness to employ candidates in positions of instructional responsibility prior to program completion reflects confidence in candidates' readiness to positively impact student learning.

The employment-based field experience model ensures that program completers enter the profession with extensive experience managing classrooms, planning and delivering standards-aligned instruction, assessing student learning, and collaborating with colleagues and families. Candidates who complete field experiences as employed teachers of record have already demonstrated their ability to meet the demands of the profession, positioning them for continued success and retention in education careers.

Section 3: Employment Intentions and Career Commitment

Exit Survey Data

iteach administers exit surveys to all candidates at the point of program completion to gather data on employment status, career intentions, and program satisfaction. Exit survey data provide insight into completers' commitment to the teaching profession and their plans for continued employment in education.

Career Commitment and Retention Intentions:

Exit survey data demonstrate strong professional commitment among program completers:

- **Near-term teaching commitment:** 87% of completers indicated that they plan to continue teaching in the near term (next 1-2 years), with an additional 7% intending to continue working in schools in either a non-teaching role or in school leadership
- **School and district retention:** Of those who plan to continue teaching, 85% plan to remain at their current school or district for the next school year
- **Content area alignment:** Of those who plan to continue teaching, 93% indicated they intend to continue teaching in the content area in which they received preparation
- **Five-year retention outlook:** 74% of completers indicated they are "very likely" to be teaching in 5 years, with an additional 23% indicating "somewhat likely" (97% combined)
- **Ten-year retention outlook:** 54% of completers indicated they are "very likely" to be teaching in 10 years, with an additional 35% indicating "somewhat likely" (89% combined)

These findings indicate that iteach completers not only secure teaching positions but also demonstrate commitment to sustained careers in education. High rates of intent to remain in teaching, particularly at their current schools and districts, suggest that completers find teaching professionally rewarding and that employing schools value their contributions. Commitment to teaching in their certification area further demonstrates alignment between program preparation and career trajectory.