

Building a Stronger Teacher Workforce

Featured Partners: Texas A&M University
University of Virginia

Program Scope: 30,000+ annual applications
across 17+ states

Teachers Analyzed: 5,045 Texas program completers



A large study examined iteach candidates from their initial application to the program through their early years in the classroom. **This study tracked enrollment success in the classroom and highlighted their impact on the teacher workforce.**

The Result: Strong retention that surpasses Texas averages, high classroom effectiveness ratings, and a meaningfully broader teacher pipeline. iteach is not only delivering more new teachers, but high-quality teachers with strong long-term outcomes.

Challenge

Alternative certification helps fill urgent vacancies, but the field has long questioned whether non-traditional pathways can prepare teachers who stay and succeed.



- Roughly half of new teachers leave within five years, and enrollment in traditional preparation programs has fallen by more than 25% over the past decade.
- Shortages are most acute in special education, STEM, and schools serving low-income communities, the very classrooms that most need a consistent, effective workforce.
- Earlier research raised concerns that alternatively certified teachers can feel less prepared and leave the profession at higher rates, leaving districts unsure whether scaled alternative routes could deliver lasting quality.

iteach's Preparation Pathway

A Flexible, Accessible Pathway

- 100% online, self-paced coursework lets candidates start year-round.
 - Candidates secure a paid teaching position while they complete state certification requirements.
 - Lower tuition and pay-as-you-go options make earning a teaching credential financially attainable.
 - State approval ensures the credential meets each state's licensure standards and quality requirements.
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Earn While You Learn, With Layered Support

- Coursework builds foundational pedagogy, content-specific instructional strategies, classroom management, and instructional planning, while providing targeted support for required state certification exams.
- Two distinct roles, a field supervisor and an instructional coach, provide observation, coaching, and support throughout the internship year.*
- State-aligned coursework is continuously improved based on candidate outcomes, completer survey responses, and educational stakeholder feedback.

* Field supervision and instructional coaching are only available to candidates completing an iteach-supervised field experience.

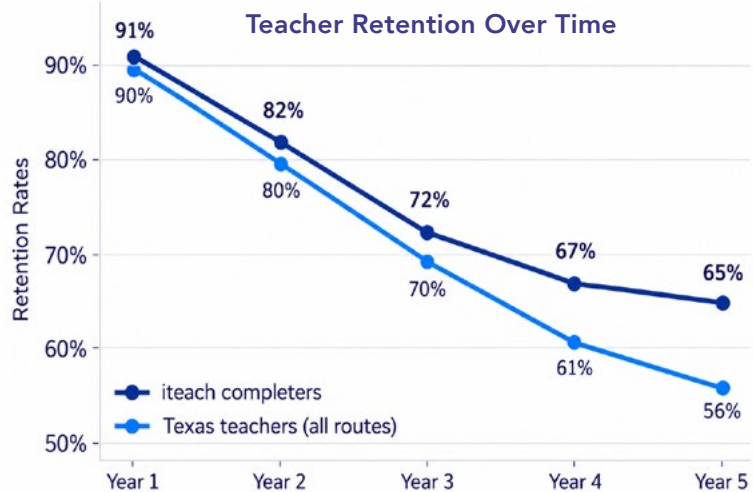


iteach reaches educators that traditional routes often miss: career changers, paraprofessionals, and substitutes who are ready to lead their own classrooms.

Results

Higher Retention

Retention for iteach teachers is higher than the average for teachers in Texas. Over their tenure, iteach teachers' retention rate widens to a 9-point advantage by year 5, with Black and Hispanic teachers showing especially strong long-term retention.



Strong Classroom Effectiveness

Four in five iteach teachers earn the top two ratings, Accomplished and Distinguished, on the Texas T-TESS rubric, and fewer than 1% are rated Developing. This speaks to the quality of teachers iteach consistently produces.

Proficient
19.4%

Accomplished
41.8%

Distinguished
37.9%

Developing 0.9%

Broader Teacher Pipeline

iteach delivers a teacher pipeline that is broad and has a wide spectrum of educational backgrounds, work experience, skills, and demographic influences.

89%

did not major in education

52%

came from a career outside education

34.4

average candidate age

42%

are Black or Hispanic

A Workforce Prepared to Last

iteach removes geographic, financial, and rigid scheduling barriers. The program attracts motivated candidates who might never have entered the teaching profession through a traditional route, including mid-career changers, paraprofessionals, and substitutes already serving in schools.

This independent analysis of state data shows iteach teachers' performance matches or exceeds their peers, evidence that alternative pathways, done well, can expand the teacher pipeline without compromising quality.

As the first non-university program to earn CAEP accreditation, iteach pioneered a new standard for high-quality alternative educator preparation. Since its founding, iteach-prepared teachers have served thousands of schools and millions of students. The program's rigor prepares teachers to serve effectively from day one while building the foundation for long, successful careers in education.



LEARN MORE

Discover how K12 Coalition and iteach partner with schools, districts, and aspiring educators to strengthen the teacher pipeline, from certification through classroom leadership.

Visit **iteach.net** to explore iteach and our full portfolio, or start a conversation.

