

**CAEP Standard 4**  
**Advanced Program Completer Data; MEASURE 4**  
**Nicholls State University**  
**CAEP 2026 Annual Report**

**Measure 4: Advanced: Ability of completers to be hired**

Across the fall 2024, spring 2025, and summer 2025 semesters, the Educational Leadership program graduated eight candidates. The EPP administers program completer surveys, employer surveys, and systematically tracks the employment outcomes of program completers. Communication with candidates through school district-provided and personal emails indicates that 100% of graduates are employed within school systems.

At the time of reporting, none of the eight program completers (0%) have secured employment in an educational leadership position. This outcome appears to be influenced by external hiring conditions rather than candidate preparedness. Specifically, local school districts have undergone organizational restructuring, resulting in the consolidation of leadership roles and a more competitive hiring environment for entry-level leadership positions.

Additionally, state certification requirements necessitate that candidates complete three successful years of teaching prior to adding educational leadership certification. Many candidates pursued the Educational Leadership degree immediately following completion of their bachelor's degree and are currently accruing the required teaching experience, which further contributes to the timeline for placement into leadership roles.

The EPP will continue to monitor completer employment trends, maintain communication with graduates and district partners, and use these data to inform program improvement and support candidate progression into educational leadership positions over time.