Each year, Career Services surveys recent graduates to learn of their post-graduation plans. The responses for the 2013 Graduate School of Education Career Plans Survey were collected between May 2013 and February 2014. The Class of 2013 includes students who graduated in December 2012, May 2013 and August 2013.

### CAREER PLANS SUMMARY

- Full Time Employment: 53%
- Part Time Employment: 3%
- Continuing Current Employment: 18%
- Self-Employed: 1%
- Full Time Graduate School: 8%
- Temporary Employment: 4%
- Other: 2%
- Seeking Employment: 11%

### JOB OFFER SUMMARY

This graph only includes data from respondents who secured new employment – not those who indicated “Continuing Current Employment.”
EMPLOYMENT AND SALARY SUMMARY

Positions accepted by 2013 graduates are arranged below alphabetically by GSE program, and then listed by employer, department (when provided), position title and location. Many who returned the survey chose to omit salary information, but the average salary by degree and program is reported where 3 or more graduates indicated their full-time annual salary in their responses. The report omits non-representative full-time salaries.

Salaries by Degree
Master’s Average: $49,473
Master’s Range: $30,000 – $93,000
Master’s Median: $48,000
Master’s Mode: $40,000

Ed.D./Executive Ed.D Average: $136,237 (61% of respondents indicated “Continuing Current Employment”)
Ed.D./Executive Ed.D Range: $37,000 – $400,000

EMPLOYMENT KEY
*Continuing Current Employment
**Temporary Position

Counseling and Mental Health Services

Masters
Big Brothers Big Sisters of Southeastern PA, Match Support, Match Support Specialist, Philadelphia, PA
Community Treatment Solutions, Clinical, TSV Therapist, Moorestown, NJ
Prince George’s County Government, Social Services, Community Resource Coordinator, Landover, MD

    Average Salary: $43,667
    Salary Range: $34,000 - $55,000

ExecEd.D
Lower Merion School District, Counseling, School Counselor, Ardmore, PA
University of Pennsylvania, Psychiatry, Clinical Manager, Philadelphia, PA

Education, Culture, & Society

Masters
District of Columbia Public Schools, Johnson Middle School, 7th Grade ELA Teacher, Washington, DC
Hibu, Web Content, Web Content Writer, King of Prussia, PA**
iMentor, Program Coordinator, New York, NY
Mastery Charter Schools, Elementary Special Education Teacher, Philadelphia, PA

    Average Salary: $42,667
    Salary Range: $30,000 - $55,000

Educational Leadership

Masters
High Mountain Institute. Assistant Head of School, Leadville, CO*
Miss Porter’s School, Mathematics, Mathematics and Research Methods Teacher, Farmington, CT*
Scattergood Friends School, Academic Dean, West Branch, IA
Severn School, English, Teacher/Advisory Coordinator, Severna Park, MD
Average Salary: $54,750
Salary Range: $45,000 – $70,000

Ed.D./Executive Ed.D.
Asia Society, Education, Executive Director, New York, NY*
Harlem Educational Activities Fund, Inc., Sr. Director, MS Programming & Expansion, New York, NY*
Knowles Science Teaching Foundation, Program Officer for Teacher Development, Moorestown, NJ*
New York City Department of Education Children's First Network 101, Director of Academic Policy and Accountability, New York, NY*
Open Window School, Middle School, Head, Bellevue, WA
Perkiomen Valley School District, Central Office, Assistant Superintendent, Collegeville, PA*
Philadelphia Education Fund, Philadelphia Teacher Residency, Residency Manager, Marlton, NJ
Universal Companies, Education, Senior Vice President of Education, Philadelphia, PA

Average Salary: $110,333
Salary Range: $72,000 – $165,000

Education Policy

Masters
Abt Associates, Social & Economics Policy, Analyst, Cambridge, MA
Calvert Hall College, McMullen Scholars Program, Assistant Director, Baltimore, MD
Democracy Prep Charter High School, College Readiness Teacher, New York, NY
Democracy Prep Charter High School, College Team, College Readiness Teacher, New York, NY
District of Columbia Public Schools, Office of Specialized Instruction, Division of Early Childhood Education, Quality Assurance Analyst, Head Start, Washington, DC
Haverford School District, Elementary Librarian, Bryn Mawr, PA
Research For Action, Research Analyst, Philadelphia, PA

Average Salary: $56,646
Salary Range: $42,228 – $65,500

Higher Education Management

Masters
Colgate University, Off-Campus Study, Off-Campus Study Advisor, Hamilton, NY
Cornell University, Office of Dean of Students/ Center of Intercultural Dialogue, Assistant Dean of Students, Ithaca, NY
Davidson College, Admission & Financial Aid, Assistant Dean of Admission/ Employer Relations Officer - Mid-Atlantic Region, Philadelphia, PA
Education Services Foundation, Get2College Center, Assistant Director of Get2College Center, Southaven, MS
Exploration Summer Programs, Admissions, Admission Officer/Assistant to the Registrar Norwood, MA
IES Abroad London, Graduate Intern, London, United Kingdom**
Knox College, International Student Services, Assistant Director, Galesburg, IL
Miami University, Admission, Senior Assistant Director of Diversity Initiatives, Oxford, OH
Moravian College, Student Affairs, Assistant Director of Intercultural Advancement & Student Programs, Bethlehem, PA
Philadelphia University, Graduate Admissions, Assistant Director, Philadelphia, PA
Public Citizens for Children and Youth, Education, Education Reform & Policy Associate, Philadelphia, PA
Sarah Lawrence College Office of Admission, Admission Counselor, Bronxville, NY
Southern Education Foundation, Georgia Budget and Policy Institute, Intern, Atlanta, GA
Thomas Jefferson University, Career Development Center, Career Counselor, Philadelphia, PA
University of Pennsylvania, Alumni Relations, Assistant Director, Alumni Regional Clubs (Global Alumni Network)
Philadelphia, PA
University of Pennsylvania, College of Liberal and Professional Studies, International Programs Coordinator, Philadelphia, PA**
University of Pennsylvania, Office of Alcohol and Other Drug Program Initiatives, Program Coordinator, Philadelphia, PA
University of Pennsylvania, School of Nursing Office of Academic Affairs, Associate Director of Graduate Academic Affairs, Philadelphia, PA
University of Pennsylvania, Wharton External Affairs, Coordinator, Philadelphia, PA
University of Pennsylvania, The Wharton School, Vice Dean's Office - MBA Program, Director of Strategy & Internal Communications, Philadelphia, PA*

Average Salary: $46,923
Salary Range: $33,000 – $93,000

Ed.D./Executive Ed.D.
American Council on Education, Office of the President, Vice President and Chief of Staff, Washington, DC
Ball State University, Architecture, Department Chair, Muncie, IN*
Berkeley College, President's Office, Vice President Planning and Chief of Staff to the President, Woodland Park, NJ*
Community College of Philadelphia, Office of the President, Education Services Director, Philadelphia, PA*
Defense Acquisition University, Contract Management, Professor of Contract Management, Fort Belvoir, VA*
DePaul University, Advancement, Senior Vice President, Chicago, IL*
Gretchen Dobson LLC, Founder and Global Strategist, Cambridge, MA
Harvard University, Graduate School of Education, Director, COACHE, Cambridge, MA*
Johns Hopkins University, School of Advanced International Studies, Associate Dean, Executive Education & Strategic Initiatives, Washington, DC*
Johns Hopkins University, School of Advanced International Studies, Student Affairs, Chief Student Affairs Officer Washington, DC
Loyola Law School, Los Angeles, Student Affairs, Associate Dean of Student Affairs, Los Angeles, CA*
Loyola University Maryland, Student Development, Assistant Vice President, Baltimore, MD*
Temple University, School of Media and Communication, Assistant Dean for Student Affairs, Philadelphia, PA*
Universidad de los Andes, President’s Office, Senior Advisor, Santiago, Chile
University of Maine System, Finance & Administration, Vice Chancellor for Finance and Administration and Treasurer to the Board of Trustees, Bangor, MA*
University of Pennsylvania, Development and Alumni Relations, Assistant Vice President, Philadelphia, PA*

Average Salary: $147,236
Salary Range: $95,000 - $225,000

Intercultural Communication

Masters
Al-Bustan Seeds of Culture, Interim Education Manager, Philadelphia, PA
Arizona State University, Dean of Students, Coordinator, Tempe, AZ
Educational Testing Service, Assessment Development English Language Learners, Graduate Intern, Item Writer, Princeton, NJ**
IVYsion, Education LLC, Philadelphia, PA

Interdisciplinary Studies in Human Development

Masters
Accenture Federal Services, Health and Wellness Services, Suicide Prevention Program Manager, Seattle, WA
Achievability, Self-Sufficiency, Academic Coach, Philadelphia, PA*
Arlington County, Child Care Licensing Specialist, Arlington, VA
Council on International Educational Exchange, Taiwan Office, Manager of Institutional Relations, Taipei City, Taiwan
Pacific Northwest Conference of the United Methodist Church, District Service Center, Administrative and Communications Assistant, Des Moines, WA

Average Salary: $37,020
Salary Range: $28,080 - $45,000
International Educational Development

Masters
Mathematica, Senior Research Programmer, Princeton, NJ
WorldStrides, Capstone, Account Manager, Charlottesville, VA

Language and Literacy

Masters
Discovery School, Officer of Academic Affairs, Palisades Park, NJ*
Eugene Wright Science and Technology Academy, 6th Grade Writing Teacher, Chelsea, MA
Mastery Charter Schools, Kindergarten Teacher, Philadelphia, PA

Learning Science and Technologies

Masters
Pearson, Associate Software Developer, Austin, TX
University of Pennsylvania, Wharton School, Marketing and Communications, Media Relations Support, Philadelphia, PA

Penn CLO (Chief Learning Officer)

Ed.D.
The Big Picture Partners, Founding Partner, Ann Arbor, MI
WOMEN Unlimited Inc., President & CEO, New York, NY

Professional Counseling & Psychology

Masters
Holcomb Behavioral Health Services, Behavioral Health and Rehabilitation Services, Mobile Therapist, Kennett Square, PA
The Light Program/Onward Behavioral Health, Intensive Outpatient Program Therapist, Philadelphia, PA
University of Pennsylvania, Psychiatry, Clinical Research Coordinator, Philadelphia, PA

Reading/Writing/Literacy

Masters
Center School, Middle School, Social Studies and Reading Teacher, Abington, PA
Christopher Columbus Charter School, K-5, Reading Specialist, Philadelphia, PA
Clinton Township School District, Reading Specialist, Lebanon, NJ*
Community Academy of Philadelphia Charter School, Middle School, Reading Specialist, Philadelphia, PA
Fairfax County Public Schools, Education, 1st Grade Teacher, Alexandria, VA
Friends’ Central School, Middle School, Language Arts Teacher, Wynnewood, PA
Kings Park Elementary School, Fairfax County Public School, Kindergarten Teacher, Singfield, VA
Mastery Charter Schools Harrity Elementary, K-2, Kindergarten Teacher, Philadelphia, PA
National Center for Law & Economic Justice, Legal, Post-Graduate Fellow, New York, NY
North Star Academy Charter School of Newark, Special Education, Skills Teacher, Newark, NJ
Universal Vare Charter School, Middle School, 6th Grade ELA & SS Teacher, Philadelphia, PA

Average Salary: $46,000
Salary Range: $34,000 - $55,000

Ed.D
Center for Inspired Teaching, Director of Teacher Certification, Washington, DC
School Leadership

Masters
G.W. Nebinger Elementary School, Teacher, Technology Teacher/ Roster Chair, Philadelphia, PA*
Philadelphia School District / Northeast High School, Mathematics, IB Coordinator, Philadelphia, PA*
St. Anselm's Abbey School, Communications / English, Director of Communications / English Teacher, Washington, DC*
The School District of Philadelphia, Roxborough High School, Learning Support Math Teacher, Philadelphia, PA*

Average Salary: $60,500
Salary Range: $55,000 – $67,000

Statistics, Measurement, Assessment, and Research Technology

Masters
Mass Insight Education School Turnaround Group, Program Manager, Boston, MA
New Jersey State Department of Education, Division of Data, Research, Evaluation, and Reporting, Policy and Data Analyst, Trenton, NJ
Sears Holdings Corporation, Pricing Strategy, Analyst, Hoffman Estates, IL
University of Pennsylvania, School of Medicine, Abramson Cancer Center, Regulatory Affairs Coordinator, Philadelphia, PA*

Average Salary: $67,750
Salary Range: $60,000 – $71,000

School and Mental Health Counseling

Masters
Catapult Learning, School Counseling, School Counselor, Philadelphia, PA
The Center for Autism, Pre-K Services, Mental Health Therapist, Philadelphia, PA
Center for Family Guidance, PC, CASTLE Program at Virtua Hospital, Bilingual Clinical Therapist, Camden, NJ
Community learning Center, Student Services, Director of Student Services, Philadelphia, PA
Thomas Jefferson University, Pediatrics Counselor, Philadelphia, PA

Executive Ed.D.
University of Pennsylvania, The Wharton School, Management, Administrative Assistant, Philadelphia, PA*

TESOL

Masters
C2 Education, Program Director, Hacienda Heights, CA
Drexel University, English Language Center, Adjunct Lecturer, Philadelphia, PA**
Drexel University, English Language Center, Adjunct Instructor of ESL, Philadelphia, PA
Eduise International Education and Consulting Program, Co-founder, Beijing, China
Princeton University, East Asian Studies, Lecturer, Princeton, NJ
University of Pennsylvania, English Language Programs, ESL Lecturer, Philadelphia, PA
University of Pennsylvania, English Language Programs, Lecturer, Philadelphia, PA**
University of Pennsylvania, Penn Language Center, Adjunct Lecturer, Philadelphia, PA
Zhejiang University, Ningbo Institute of Technology, School of Foreign Languages, Lecturer, Ningbo, China

Teach for America

Masters
ASPIRA Inc. of PA, Olney Charter High School, English Teacher, Philadelphia, PA*
ASPIRA Inc. of PA, Olney Charter High School, English and History, Teacher, Philadelphia, PA
Bain and Company, Associate Consultant, Los Angeles, CA
The Boston Consulting Group, Generalist, Associate Consultant, Atlanta, GA
Children’s Hospital of Philadelphia, General Pediatrics, Research Assistant, Philadelphia, PA
Deloitte LLP, Human Capital Consulting, Human Capital Analyst, Philadelphia, PA
Diplomatic Language Services, Curriculum Developer, Philadelphia, PA
Discovery Charter School, Middle School, 7th & 8th Grade Science Teacher, Philadelphia, PA*
Dr. Richard Izquierdo Health and Science Charter School, English, 6th Grade ELA Teacher, Bronx, NY
ECO Charter School, 3rd Grade, 3rd Grade Teacher, Camden, NJ*
Google Education, Computer Science Teaching Fellow, Berkeley County, SC
Jesuit Refugee Service/USA, Development, Grants Development Coordinator, Washington, DC
KIPP DC, 4th Grade General Knowledge, Washington, DC
KIPP DC, Teacher, Washington, DC
KIPP DC, 7th Grade ELA Lead Teacher, Washington, DC
LEAP Academy University Charter School, Second Grade, Teacher, Camden, NJ*
Mariana Bracetti Academy Charter School, Mathematics, Teacher, Philadelphia, PA*
Mastery Charter Schools, Teacher, Philadelphia, PA*
Mastery Charter Schools, Special Education, Special Education Teacher, Philadelphia, PA
Mastery Charter Schools, Special Education, Kindergarten-Third Grade Special Education Teacher and Case Manager, Philadelphia, PA*
Mastery Charter Schools – Clymer, Teacher, Philadelphia, PA*
Mastery Charter Schools - Thomas Elementary, Math, 5th & 6th Grade Math Teacher, Philadelphia, PA
Mastery Charter Schools/Simon Gratz College Initiatives, Internship Coordinator, Philadelphia, PA
Match Charter School, Mathematics, 6th Grade Math Teacher, Boston, MA
Noble Network - Gary Comer Middle School, Math Teacher, Chicago, IL
Paul Robeson Charter School, Student Support Services, Co-Teacher, Trenton, NJ
San Francisco Unified School District at the San Francisco Community School, Teacher (Kindergarten), San Francisco, CA
Sankofa Freedom Academy Charter School, Secondary Science Educator, Philadelphia, PA*
School District of Philadelphia, Special Education, Special Education Teacher/ Special Education Liaison, Philadelphia, PA
School District of Philadelphia, Strawberry Mansion High School, English/Special Education, Teacher, Philadelphia, PA*
Uncommon Schools, Teacher, Newark, NJ
U.S. Department of Education, Education Program Specialist, Washington, DC
Young Scholars Frederick Douglass Charter School, 3rd Grade Teacher, Philadelphia, PA*

Average Salary: $53,822
Salary Range: $43,000 - $75,000

Teacher Education Program: Elementary Education and Secondary Education

Masters
Arlington Public School, Physics Teacher, Arlington, VA
Beauvoir, The National Cathedral Elementary School, Elementary Education, Associate Teacher, Washington, DC
Chelsea Public Schools, Massachusetts Department of Education, Third Grade Classroom Teacher, Chelsea, MA
DC Public Schools, 2nd Grade Teacher, Washington, DC
Delaware Valley Charter High School, Mathematics, Mathematics Teacher, Philadelphia, PA
Foundation Academies Intermediate School, Intermediate School, Technology Teacher, Trenton, NJ
Freire Charter School, English, Teacher, Philadelphia, PA
Freire Charter School, Middle School, 7th Grade Math Teacher, Philadelphia, PA
Freire Charter School, Middle school, Teacher, Philadelphia, PA
Independence Charter School, Lower Elementary, First Grade Teacher, Philadelphia, PA
Jack M. Barrack Hebrew Academy, Science, Teacher, Bryn Mawr, PA
John B. Stetson Charter School, ASPIRA Inc. of PA, Social Studies and English, Teacher, Philadelphia, PA
John B. Stetson Charter School, Science/Social Studies, 6th Grade Teacher, Philadelphia, PA
Kids Alive International, Teacher/Missionary, Caraballo, Dominican Republic
Los Angeles Unified School District, Elementary Educator, Los Angeles, CA
Mariana Bracetti Academy Charter School, 7th Grade Math Teacher, Philadelphia, PA
Mastery Charter Schools, 6th Grade Math, Teacher, Philadelphia, PA
Mastery Charter Schools, Elementary School, Second Grade Teacher, Philadelphia, PA
Multi-Cultural Academy Charter School, Teacher, Philadelphia, PA
North Hills Prep, Elementary Education, 3rd Grade Teacher, Irving, TX
Peddie School, History, Teacher, Hightstown, NJ
Portland Public Schools, Fifth Grade Teacher, Portland, MA
Russell Byers Charter School, Long-term Substitute Teacher, Philadelphia, PA
Scholar Academies, Kenderton School, Co-Kindergarten Teacher, Philadelphia, PA
Science Leadership Academy, Science, Teacher, Philadelphia, PA
Science Leadership Academy, Spanish, Spanish Teacher, Philadelphia, PA
Springside Chestnut Hill Academy, Science, Physics Teacher, Philadelphia, PA
Success Academy, Associate Teacher, New York, NY
UNO Charter Schools - Brighton Park Campus, Upper Elementary School, Teacher, 5th Grade Founding Teacher, Chicago, IL
Yeshivah of Flatbush, Social Studies, Teacher, Brooklyn, NY

Average Salary: $45,114
Salary Range: $38,000 – $53,000

Teaching, Learning, and Teacher Education

Ed.D.
Bryn Mawr College, Education, Lecturer, Bryn Mawr, PA
### GEOGRAPHICAL BREAKDOWN OF POSITIONS ACCEPTED

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic (including Philadelphia)</td>
<td>60%</td>
</tr>
<tr>
<td>Northeast (including New York)</td>
<td>14%</td>
</tr>
<tr>
<td>South (including D.C.)</td>
<td>14%</td>
</tr>
<tr>
<td>Midwest</td>
<td>5%</td>
</tr>
<tr>
<td>West</td>
<td>4%</td>
</tr>
<tr>
<td>International</td>
<td>3%</td>
</tr>
</tbody>
</table>

### ADVICE FROM YOUR PEERS

For incoming international students studying TESOL programs:

1. Start ESL teaching early. Start from voluntary settings as early as the first semester.
2. Attend local and national TESOL conferences to build up your research background. This would not help you directly to find a job, but it shows that you are professional and it makes you different from other candidates.
3. Seek chances to observe veteran teachers' classes as much as possible.
4. Participate in student governments or student groups to shape your personality if you are introverted like me.

Everything is possible as long as you are competent enough. All you need to do is work hard to prepare and be confident when opportunities present themselves.

Stick with it - you'll have to do a ton of applications during your search and it may take a while to start generating positive responses, so don't get discouraged if things don't happen quickly. Apply to anything that catches your interest and if given the opportunity to interview, take it! It's the best practice you can get and you never know what you can learn or if the job will be really appealing. Lastly, use every resource available to you (and I mean every single one). Your dream job could crop-up nearly anywhere, so use all the tools you have and keep an open mind about postings/listings that may look useless at first. Best of Luck!

I sent out a cover letter and resume to all charter schools in the Bay Area (even if they were not currently looking for employment). I received at least 5 callbacks from doing that. Additionally, I applied to all public school districts in the area. At first, it was difficult competing with candidate's who were local because those candidates could go to the school sites in person. Further into my job search, it helped having a set date of when I would be in the Bay Area. Also, I made a teaching video (30 minutes long) that I would bring up during interviews. Also, I suggested using Skype as an interview tool. This leveled the playing field. I interviewed with four schools and received 3 job offers all in the same school district (San Francisco unified). For those schools, I researched the school and the school leaders. I came up with specific questions to ask about each school. I brought copies of my resume with me to the interview. I received and accepted an offer from the school that was my first choice. I also received offers from 2 other schools.

My advice would be: (1) Never feel it's too early to start looking and/or applying to jobs (for some companies and organizations, the hiring process can be very long!), (2) Take advantage of the invaluable resources that are available to you through UPenn's Career Services department, and (3) When applying to jobs, be open!

Even though you have a lot going on during your last semester, and you're probably not thinking about employment, it is good to start getting organized early! Some jobs I applied to I didn't get a response until 2 months later! Try to make it a point to dedicate some time EACH WEEK to job-related items beginning as early as the winter time. Also, keeping track of each position you apply for on an excel spreadsheet is something that worked for me. Good luck, and don't get too defeated, you will find something eventually!

Come to the interview prepared to ask potential employer questions about the school or company that you are applying to.
I would advise current students to begin their job search early prior to graduation. I would also encourage the use of Career Services and what they offer in terms of resume and cover letter review and revision. This was a great asset to me during my search.

Talk to everyone and anyone that you know. Make sure you tell people that you are looking for a job and the field you are looking for. You never know who knows of a job in your field.

Don't give up hope. It took me many months after graduation to secure full-time employment because I started the job searching process late due to personal/family circumstances that I had to address shortly after graduation. Be sure to start looking for jobs before you have even graduated. Also, don't be afraid to use your network, many times who you know can really help you get the job. Lastly, reach out to other Penn Alumni and don't be afraid to ask if they know of any available positions in their companies/agencies. Many times, people are nicer and more willing to go out on a limb and help you than you may believe.

Email schools even if they do not have a job posting. Search for all of the charter schools in the city. I searched high and low for the right HR contact and the principal's name for some schools - don't be afraid to call up! Anything to make the employer know you're serious. Knowing other languages is a huge plus! After a really good interview, not only thank the interviewer, but tell him/her that this is your first choice school.

Begin job searching as early as possible and don't get discouraged. Always ask around and let people know that you're looking for work. I found my job thanks to my dental hygienist who connected me to her husband who is the program director at my current place of employment. I was a good candidate but they didn't have any openings at the time. I kept in contact with them periodically and met with them each time they invited me for an interview. I had a total of five interviews! In the end, I got the job.