Each year, Career Services surveys recent graduates to learn of their post-graduation plans. The responses for the 2012 Graduate School of Education Career Plans Survey were collected between May 2012 and January 2013. The Class of 2012 includes students who graduated in December 2011, May 2012 and August 2012.

CAREER PLANS SUMMARY

- Full Time Employment: 51%
- Part Time Employment: 4%
- Continuing Current Employment: 19%
- Self-Employed: 1%
- Full Time Graduate School: 9%
- Temporary Employment: 5%
- Other: 5%
- Seeking Employment: 6%

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 2012 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: $53,012
Master’s Range: $20,000 – $160,000
Master’s Median: $46,000
Master’s Mode: $45,000

Ph.D Average: $97,000
Ph.D. Range: $57,000 – $220,000

Ed.D./Executive Ed.D Average: $151,545 (64% of respondents indicated “Continuing Current Employment”)
Ed.D./Executive Ed.D Range: $70,000 – $257,000

EMPLOYMENT KEY
*Continuing Current Employment
**Temporary Position

Counseling and Mental Health Services

Masters
Camden County Technical School, English, Teacher, Sicklerville, NJ*
New College of Florida, Admissions, Admissions Coordinator, Sarasota, FL
Public Health Management Corporation, Joseph J. Peters Institute, Therapist, Philadelphia, PA
University of California Santa Barbara, Admissions, Admissions Counselor, Santa Barbara, CA
University of Pennsylvania, Perelman School of Medicine Treatment Research Center, Research Coordinator, Philadelphia, PA
University of Pennsylvania, Psychiatry, Clinical Research Coordinator, Philadelphia, PA*
University of Pennsylvania, Psychiatry, Research Coordinator, Philadelphia, PA*
West Bergen Mental Healthcare, Asperger's Related Services Department, Per Client Therapist, Ridgewood, NJ

Average Salary: $37,875
Salary Range: $32,000 - $50,000

Education, Culture, & Society

Masters
Baltimore City Public Schools, School Support Networks, Family and Community Engagement Specialist, Baltimore, MD
Canterbury School, Language, Mandarin Teacher, New Milford, CT
Drexel University, Residential Living, Resident Director, Philadelphia, PA
Friends Select, Middle School, Teacher (Math/Social Studies), Philadelphia, PA
John Wiley & Sons, Higher Education, Permissions Assistant, Hoboken, NJ**
Netter Center for Community Partnerships at the University of Pennsylvania, Evaluation Team, Research Assistant/Ethnographer, Philadelphia, PA
University of Pennsylvania, Office of Undergraduate Admissions, Admissions Counselor, Philadelphia, PA
University of Pennsylvania, Student Financial Services, Assistant Director, Philadelphia, PA*
Average Salary: $41,917
Salary Range: $29,500 - $65,000

**Educational Leadership**

**Masters**
Riverdale Country School, English Department, Chairman, English Department, Bronx, NY*
Wilmington Friends School, QUEST Director, Wilmington, DE

**Ed.D./Executive Ed.D.**
Al Akhawayn University, Assistant Professor, Ifrane, Morocco
City of Erie School District, Dean, Erie, PA*
Cleveland Metropolitan School District, Academics, Chief Academic Officer, Cleveland, OH
College of Charleston, Education, Assistant Professor, Charleston, SC
Cranbrook Educational Community, Cranbrook Kingswood Upper School, Dean of Boys, Bloomfield Hills, MI*
Endicott College, School of Graduate and Professional Studies, Dean, Bevelry, MA*
Maret School, Counseling, Director of College Counseling, Washington, DC*
National Association of Independent Schools, School Field Services & Equity and Justice Initiatives, Vice President, Washington, DC*
New York City Department of Education, Network 411, Achievement Coach, New York, NY
School Readiness Consulting LLC, Founder/Director, Kensington, MD*
Severn School, Middle School Head, Severna Park, MD*
The Lamplighter School, Head of School, Dallas, TX
XL Group, Human Resources, Chief Talent Officer, Exton, PA*
York College of Pennsylvania, York Country Day School, Head of School, York, PA*

Average Salary: $81,500
Salary Range: $70,000 - $250,000

**Educational Linguistics**

**Ph.D.**
Catapult Learning, Research & Evaluation, Director, Camden, NJ*
University of Chicago, Society of Fellows, Collegiate Assistant Professor, Chicago, IL
University of Pennsylvania School of Arts and Sciences, SAS Computing, Senior Instructional Technology Specialist, Philadelphia, PA*
University of San Francisco, Rhetoric and Language, Assistant Professor, San Francisco, CA
University of Texas at El Paso, Teacher Education, Assistant Professor of Bilingual Education/ESL, El Paso, TX

Average Salary: $83,000
Salary Range: $57,000 - $160,000

**Education Policy**

**Masters**
American Enterprise Education, Education Policy Studies, Research Associate, Washington, DC
Proskamer Rose LLP, Litigation, Associate, Boston, MA
Thornwood Elementary, Interdisciplinary Instructional Coach, Houston, TX

Average Salary: $84,667
Salary Range: $42,000 - $160,000
Higher Education Management

Masters
Cablin College, Cooperative Education and Career Services, Assistant Director, Radnor, PA
Davidson College, Center for Civic Engagement, Assistant Director, Davidson, NC
George Washington University, School of Business, Program Coordinator, Washington, DC
Glenelg Country School, Administration, Co-Director of College Counseling, Ellicott City, MD
Keck Graduate Institute, Admissions, East Coast Recruiter, Claremont, CA
Lasell College, Residential Life, Area Coordinator, Newton, MA
New York University, Stern School of Business, Associate Director, MBA Admissions, New York, NY
Oregon State University, School of Mechanical, Industrial, & Manufacturing Engineering, Academic Advisor, Corvallis, OR
Philadelphia District Attorney's Office, Finance/Administration/Support, Grants Management Specialist, Philadelphia, PA**
Recovery School District, Analytics, Junior Data Analyst, New Orleans, LA
Simmons College, Institutional Research, Research Analyst, Boston, MA
Stanford University, Residential Education, Program Associate for the Arts, Stanford, CA
Swarthmore College, Career Services, Program Assistant, Swarthmore, PA
University of Chicago, Alumni Relations and Development, Associate Director of Regional Programs, Chicago, IL
University of Maryland, Baltimore County, Office of Financial Aid, Financial Aid Counselor, Baltimore, MD
University of Pennsylvania, Athletics, Assistant Coach of Swimming, Philadelphia, PA*
University of Pennsylvania, Office of International Higher Education Initiatives, Program Coordinator, Philadelphia, PA
University of Pennsylvania, Student Disabilities Services, Administrative Assistant for Accommodations, Philadelphia, PA*
University of Pennsylvania, Office of Admissions, Director, On-Campus Programs, Philadelphia, PA*
University of Pennsylvania Law School, Admissions and Financial Aid, Assistant Director of Financial Aid, Philadelphia, PA
University of Richmond, Admissions, Senior Assistant Director of Admission, Richmond, VA
University of Wisconsin-Madison, Wisconsin School of Business, Assistant Director, Advising and Career Planning, Madison, WI
Ursinus College, Office of Admission, Admission Counselor, Collegeville, PA

Average Salary: $45,238
Salary Range: $27,000 - $70,000

Ed.D./Executive Ed.D./Ph.D.
Academic Internship Council, Executive Director, Boston, MA*
American Academy of Political and Social Science, Executive Director, Philadelphia, PA
Cornell University, Undergraduate Biology, Director of Advising and Operations, Ithaca, NY*
Georgetown University, Office of Advancement, Associate Vice President for University Development, Washington, DC*
Hofstra University, Student Affairs, Vice President, Hempstead, NY*
Hollins University, Vice President for Enrollment, Roanoke, VA*
NASPA, Research and Policy, NASPA Fellow for Civic Learning and Democratic Engagement, Washington, DC
Northampton Community College, Institutional Advancement, Director of Alumni Affairs, Bethlehem, PA*
Robert Morris University, Institutional Research, Director, Moon Township, PA*
Stanford University, Graduate School of Business, Lecturer/Director, Stanford, CA*
University of Scranton, Planning and Information Resources, Vice President of Planning and Chief Information Officer, Scranton, PA*

Average Salary: $204,625
Salary Range: $120,000 - $257,000
Intercultural Communication

Masters
Beijing Channel Consulting, LTD, International High School, Program Manager, Beijing, China
California State University, University Extended Education, International Programs Asia, Program Assistant, Fullerton, CA
China Partnership of Greater Philadelphia, Strategic Program Coordinator, Philadelphia, PA
InterExchange, Working Abroad, Program Manager, New York, NY
School District of Philadelphia, Taylor Elementary, Bilingual Teacher, Philadelphia, PA*

Average Salary: $44,750
Salary Range: $20,000 - $66,000

Interdisciplinary Studies in Human Development

Masters
New York University, Research Alliance for NYC Schools, Junior Research Analyst, New York, NY
University of Pennsylvania Graduate School of Education, Executive Education, Intern, Philadelphia, PA**

Ph.D.
University of Pennsylvania, Graduate School of Education Applied Psychology Human Development, Instructor, Philadelphia, PA**

International Educational Development

Masters
American Institutes for Research (AIR), Early Reading Study, Data Collector, Philadelphia, PA**
Bridge International Academies, Curriculum, Curriculum Manager, Nairobi, Kenya
Eddesign, Consultant, Austin, TX
Fabretto Children's Foundation, Programs, Monitoring and Evaluation, Development Consultant and Researcher, Managua, Nicaragua
Institute of International Education, International Visitor Leadership Programs, Seasonal Program Associate, Washington, DC**
Molteno Institute of Language and Literacy, Research and Development, Researcher, Johannesburg, South Africa
Taipei American School, College Counseling, College Counselor, Taiwan
Teach For All, Partner Engagement-Latin America, Senior Associate, New York, NY
World Vision, Education, Knowledge Management Consultant, Kampala, Uganda

Average Salary: $38,667
Salary Range: $25,000 - $55,000

Language and Literacy

Masters
Ateneo de Zamboanga University, Languages Department, Instructor, Zamboanga City, Philippines*

Penn CLO (Chief Learning Officer)

Ed.D.
Dow Corning Corporations, Human Resources, Global Director of Talent Management, Midland, MI*
University of Pennsylvania Health System, Human Resources, Director of Organization Development and Leadership Practice, Philadelphia, PA*
Professional Counseling & Psychology

Masters
Organization Not Given, Guidance, School Counselor, NJ**

Policy Research Evaluation and Measurement

Ph.D.
Westat, Senior Associate, Rockville, MD

Reading/Writing/Literacy

Masters
Barrio Planta Project, Operations, Director of Operations (COO), San Juan del Sur, Nicaragua
Center for Literacy, Youth, Literacy Specialist, Philadelphia, PA
Friends Central School, Middle School, Seventh Grade Language Arts Teacher, Wynnewood, PA
Montverde Academy, ESL, Upper School ESL, Montverde, FL
Parent Infant Center, After School Center, Lead Teacher, Philadelphia, PA
Philadelphia Teaching Fellows, Intern/Part-time, Communications & Operations Intern, Philadelphia, PA
Planet Abacus Charter School, Middle School Reading Teacher, Philadelphia, PA
Rosemont School of the Holy Child, Lower School, Second Grade Teacher, Rosemont, PA
School District of Mount Laurel, Teacher, Mount Laurel, NJ**
School District of Philadelphia, Overbrook High School, English Teacher, Philadelphia, PA*
Sewickley Academy, Middle School, Sixth Grade World History Teacher, Sewickley, PA
Sheridan School, Elementary, Teacher, Washington, DC
St. Thomas Aquinas Catholic School, Library, Librarian/Technology Coordinator, Philadelphia, PA

Average Salary: $44,143
Salary Range: $30,000 - $56,590

Ed.D.
The Kelberman Center, Educational Consultant, Utica, NY
Oxford Circle Christian Community Development Association, Youth Programming, 21st Century Youth Coordinator, Philadelphia, PA

School Leadership

Masters
The Allen-Stevenson School, Administrative, Coordinator of Learning and Planning, New York, NY
Friends School of Wilmington, Head of School, Wilmington, NC
KIPP Philadelphia School, Director of Operations, Philadelphia, PA
Milton Hershey School, Curriculum and Instruction, Curriculum Supervisor, Hershey, PA*
P.S. 375 Jackie-Robinson School, Early Childhood Education, Early Childhood Coordinator, Brooklyn, NY*

Average Salary: $84,000
Salary Range: $52,000 - $110,000

Ed.D.
Yonkers Board of Education, Administration, Principal, Yonkers, NY*
Statistics, Measurement, Assessment, and Research Technology

Masters
Fort Worth Independent School District, T.A. Sims Elementary School, Third Grade Teacher, Fort Worth, TX
Pearson VUE, Psychometric Services, Psychometrician, Bala Cynwyd, PA

School and Mental Health Counseling

Masters
ABA2Day Behavioral Services, ABA Therapist, Newtown Square, PA
Twin Oaks Community Services, Foster Home Program, Therapist, Sicklerville, NJ
Universal Audenried Charter High School, Family & Student Resource Center, Parent/Community Manger, Philadelphia, PA

TESOL

Masters
Calwest County Public Schools, ESOL Instructor, Prince Frederick, MD
Drexel University, English Language Center, Adjunct Instructor, Philadelphia, PA*
Education First, ESL, ESL Teacher, Brighton, PA
Kaplan Aspect, Kaplan International Schools, Teacher, Washington, DC
Kaplan International Colleges, ESOL Teacher, London, United Kingdom
Realm Charter School, Chinese Teacher, Berkeley, CA
Rikkyo University, English Lecturer, Tokyo, Japan

Average Salary: $36,000
Salary Range: $20,000 - $48,000

Teach for America

Masters
Achievement First Charter School, Elementary, Third Grade Math Teacher, Brooklyn, NY
Advisory Board Company, Marketing Associate, Washington, DC
Aramark, Facilities, Sustainability Intern, Hartford, CT**
Arise Academy, Spanish, Spanish Teacher, Philadelphia, PA*
Boys' Latin Charter School, Mathematics Department, Math Teacher, Philadelphia, PA
Boys' Latin Charter School, Science Department, Teacher of Physics, Robotics and Neuroscience, Philadelphia, PA*
Camelot Schools, Student Services, Director of Student Services, Chicago, IL
City of Lynn, Lynn Schools Department, Teacher, Lynn, MA*
Delaware Valley Charter High School, Science, Teacher, Philadelphia, PA
Democracy Preparatory Charter School, Teaching, Eleventh Grade American Literature Teacher, New York, NY
The Education Advisory Board, Higher Education Strategic Research, Analyst, Washington, DC
KIPP Comienza Community Prep, Instructional Support Teacher, Huntington Park, CA
LEADERSHIP Philadelphia, Alumni Engagement, Director of Alumni Engagement, Philadelphia, PA
LEAP Academy Charter School, Faculty, Teacher, Camden, NJ*
Mariana Bracetti Academy Charter School, Math Teacher, Philadelphia, PA
Mastery Charter School, Teacher, Philadelphia, PA*
Olney Charter High School, Math, Math Teacher, Philadelphia, PA*
Olney Charter High School, Science, Department Chair/Teacher, Philadelphia, PA
Pearson Education, Leadership Development Program, Location Not Given
People for People Charter School, Coordinator of Student Culture, Philadelphia, PA
Philadelphia Young Playwrights, Teaching Artist Apprentice, Philadelphia, PA
Prep Charter High School, History, History Teacher, Philadelphia, PA
Saint Francis Preparatory School, Science, Teacher, Fresh Meadows, NY
Scholar Academies, Teacher, Philadelphia, PA
Success Academy Charter Schools, Learning Team, Special Education Manager, New York, NY
Average Salary: $51,507
Salary Range: $35,000 - $70,000

Teacher Education Program: Elementary Education and Secondary Education

Masters
Alain Locke Public School, Fourth Grade Teacher, Philadelphia, PA
Belmont Charter School, Elementary Teacher, Philadelphia, PA
Carolina Friends School, Middle School, Math Teacher/Advisor, Durham, NC
EAA of Michigan, Law Academy, Teacher, Detroit, MI
EducationWorks, Out of School Time, Assistant & Facilitator, Philadelphia, PA
Elite School of International Education, Social Studies/English, Teacher, Cairo, Egypt
Fahari Academy Charter School, Humanities Teacher, Brooklyn, NY
Fairfax County Public Schools, Third Grade Teacher, Alexandria, VA
Friends Select, Second Grade, Assistant Teacher, Philadelphia, PA
Germantown Academy, Fifth Grade, Assistant Teacher, Fort Washington, PA
Germantown Academy, Fourth Grade, Assistant Teacher, Fort Washington, PA
High Tech Middle School, Math/Science, Sixth Grade Teacher, San Diego, CA
Independence Charter School, Fourth Grade Classroom Teacher, Philadelphia, PA
Kensington Creative & Performing Arts High School, English & Social Studies, Ninth Grade English & Twelfth Grade Social Science Educator, Philadelphia, PA
Lakeview Academy, History, Teacher, Gainesville, GA
Mastery Charter Lenfest High School, English Education, Associate Teacher, Philadelphia, PA
Mastery Charter Schools- Cleveland Campus, Teacher, Philadelphia, PA
Mathematics, Civics and Sciences Charter School, Tenth Grade Math Teacher, Philadelphia, PA
Moorestown Friends School, English, Upper School English Teacher, Moorestown, NJ
North Penn School District, North Penn High School, German Teacher, Lansdale, PA
Northwood Academy Charter School, Sixth Grade Teacher, Philadelphia, PA
Penn State University, Intercollegiate Athletics, Assistant Women's Ice Hockey Coach, Philadelphia, PA
Plymouth Meeting Friends School, Assistant Sixth Grade Teacher, Plymouth Meeting, PA
Prestige Academy Charter School, English, Teacher, Wilmington, DE
School District of Philadelphia, Teacher, Philadelphia, PA*
School District of Philadelphia, McClure Elementary, First Grade Teacher, Philadelphia, PA
Sheridan Elementary, Kindergarten, ELL Grade Teacher, Philadelphia, PA
Southern Middle School, Mathematics, Mathematics Teacher, Roxboro, NC
Tacony Academy Charter School, Seventh Grade Science Teacher, Philadelphia, PA
The Preparatory Charter School, English, English Teacher, Philadelphia, PA
University of Chicago Woodlawn Charter School, English, Eighth Grade English Language Arts Teacher, Chicago, IL
Young Scholars Frederick Douglass, Second Grade Teacher, Philadelphia, PA

Average Salary: $41,947
Salary Range: $20,000 - $53,000

Teaching, Learning, and Teacher Education

Ed.D/ Ph.D.
Moore College of Art and Design, Art Education Program, School Leadership Program, Adjunct Professor, Philadelphia, PA**
University of Pennsylvania, Out of School Time Resource Center, Director, Philadelphia, PA*
Villanova University, Education & Counseling, Assistant Professor of Special Education, Villanova, PA
GEOGRAPHICAL BREAKDOWN OF POSITIONS ACCEPTED

Mid-Atlantic (including Philadelphia): 56%
Northeast (including New York): 14%
South (including D.C): 15%
Midwest: 5%
West: 5%
International: 5%

ADVICE FROM YOUR PEERS

I did a lot of networking and a lot of searching. I browsed a number of job sites daily. I also emailed people who held positions I could see myself doing in the next five - ten years. I asked to meet with them and discuss their jobs and my job search. These "informational interviews" proved invaluable in my job search. I received a number of referrals from the people I met, and we continue to be in contact.

You must have multiple approaches. Asking friends, family, former colleagues, classmates. Also contact people on PACNet if you are targeting a specific location. Cold apply to some jobs (with no connection). Make contacts on LinkedIn. Move to where you want to work. Network with people in the area (meeting for coffee) and get at least 2 other names of people to reach out to.

Getting the interview is only the first step. Currently the job market is very tight and so it is incredibly important to stand out in order to land the job over other (possibly great) candidates. Make sure you conduct a lot of research on the company and prepare for interviews by identifying potential questions you will be asked (sites like glassdoor.com are good sources for this). I also made sure to reconfirm interviews before the actual date, when appropriate. Additionally, make sure to send thank you emails after phone interviews and hand-written notes after in-person interviews. I think it's also very important to show your enthusiasm about the company by asking really great questions during the interview and by showing how you would be a great fit not just for the organization but for the department you will work with as well.

Remember to continuously update your resume throughout graduate school and make an excel file to keep track of all the jobs you have applied to. Start applying early (a couple months before graduation). Make sure you know when hiring periods are for different industries.

I have had preliminary interviews with three higher education institutions. However, the process moves extremely sloooooowly and communication is lax due to the volume of applicants; need to coordinate schedules with faculty/staff, and funding issues. During a job search patience and persistence are critical. I focus solely on jobs I am truly interested in, so my letters are passionate. The interviews I have secured have all commented about the genuine tone in my correspondence.

Some words of advice are: 1. Keep an open mind when you are searching for jobs. 2. Have a good sense of the school's mission, values, and/or unique structure prior to your interview. 3. Ask about visiting the school to shadow a teacher/class so that you can get a better sense of the school structure and environment.

Get started early! By January I knew what companies I would apply to. By February I scheduled all spots. By March I had offers from the 2 schools I interviewed with.

My cover letter and teaching statement were concise and spoke to how precisely I was a good match for the position. I practiced my interview with friends and career services.
Be patient and take your time. I didn't actively begin sending out my information until late February but I was keeping an eye on posting just to feel out what was out there. I joined a number of job e-mail list and regularly checked career sites like HigherEd Jobs, NACAC, Idealist, and Nemnet. I also attended a few conferences and networked with as many colleagues as possible.

My advice to current students: apply early! Really!

Network to everyone about your desired focus area - you never know who is connected to whom. Be open to possibilities.