

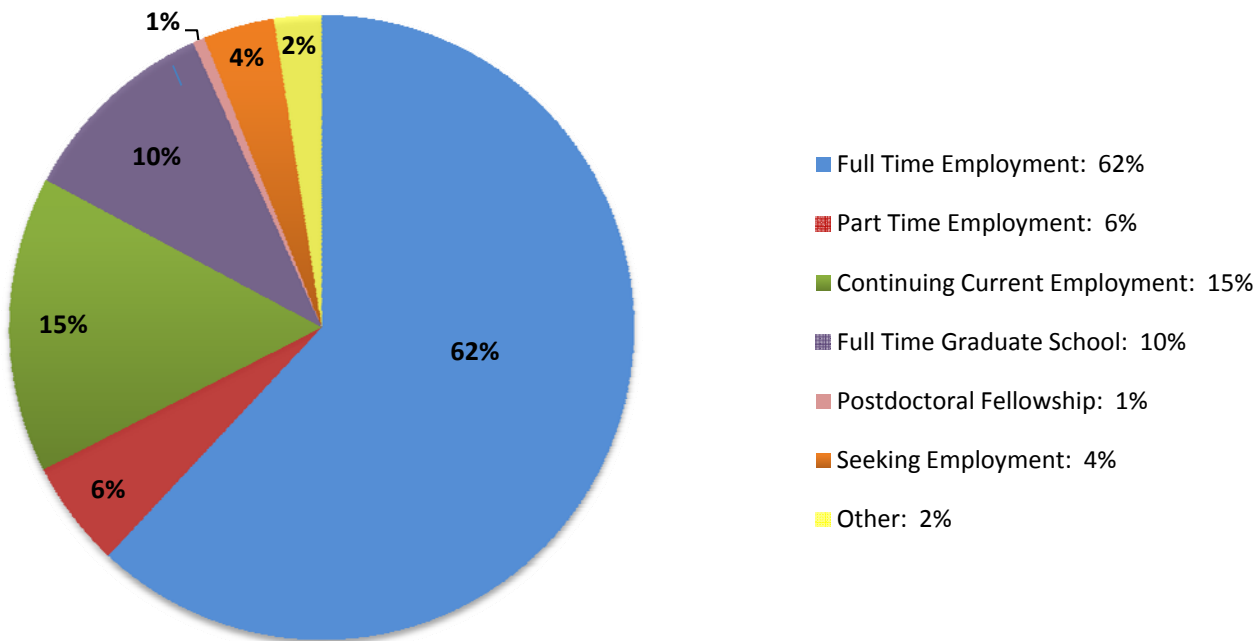
## Graduate School of Education Career Plans Survey Class of 2010

### RESPONSE RATE

Master Degrees given:	441
EdD's given:	49
PhD's given:	18
Total number of degrees given:	508
Career Plans Surveys returned:	163
Percentage of surveys returned:	32%

Each year, Career Services surveys recent graduates to learn of their post-graduation plans. The responses for the 2010 Graduate School of Education Career Plans Survey were collected between November 2010 and February 2011. The Class of 2010 includes students who graduated in December 2009, May 2010 and August 2010.

### CAREER PLANS SUMMARY

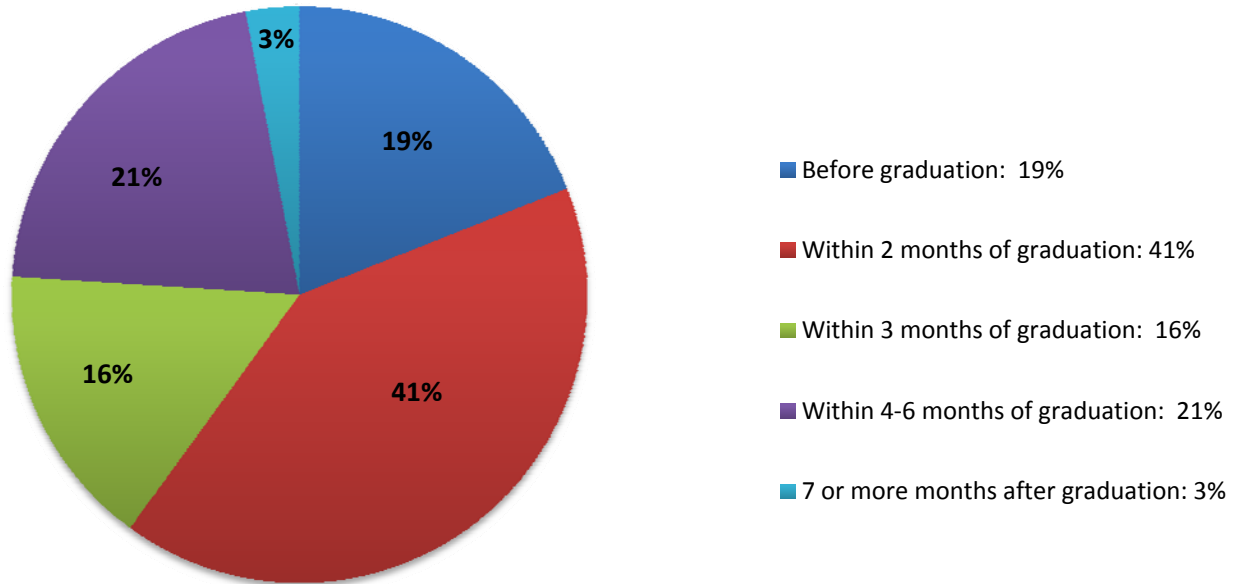


### JOB OFFER SUMMARY

59% of respondents included the number of job interviews they had and the number of offers they received. Of those who responded:

- 57%** of graduates received 1 job offer and went on an average of 3 interviews.
- 30%** of graduates received 2 job offers and went on an average of 4 interviews.
- 13%** of graduates received 3+ job offers and went on an average of 5 interviews.

## Date of Job Offer\*



\*Only includes responses of graduates who secured new employment – not those who indicated “Continuing Current Employment.”

## Source of Offer

87% of respondents indicated the source of their job offer:

Online Job Board/Internet listing ( <b>not</b> related to Career Services) or Newspaper ad/publication subscription	35%
Networking lead: Contact from a family member, friend, coworker, etc; Current or prior employer ( <b>not</b> related to field placement/internship); Faculty Contact	25%
Current or prior employer where you completed field placement/internship, including placement through Teach for America	10%
Unsolicited letter or call to an employer	6%
Career Services lead: E-mail distribution list posting, Career Fair or Pennlink	5%
Professional Associations’ career information, conference or job fair	4%
Placement Agency or Headhunter	2%
Other	13%

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## POSITIONS ACCEPTED

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Positions accepted by 2010 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 2 or more graduates indicated their annual salary in their responses. The report omits non-representative full-time salaries.

### Education, Culture, & Society

#### **Masters**

National Council of La Raza, Education Consultant, Washington, DC  
Sports & Arts in Schools Foundation, Special Education Services (SES), SES Site Manager, Queens, NY  
University of Pennsylvania Law School, Administrative Services, Vice Dean, Philadelphia, PA  
Wisconsin Department of Health Services, Operations Program Specialist, Madison, WI

**Average Salary: \$45,333**

### Educational Leadership

#### **Masters**

Cabrini College, Athletics & Recreation, Assistant Director of Recreation, Radnor, PA  
Greene Street Friends School, Middle School, 6th Grade Lead Teacher, Philadelphia, PA  
Mastery Charter School, Assistant Principal of Special Education, Philadelphia, PA  
School District of Philadelphia, Northeast High School, Instructional Coach, Philadelphia, PA  
The Cathedral School of St. John the Divine, Admission, Director of Admission, New York, NY

**Average Salary: \$66,000**

#### **Ed.D./Ph.D**

Arcadia High School, Counseling, School Counselor, Rochester, NY  
Lawrenceville School, Admission Office, Dean, Lawrenceville, NJ  
Manassas City Public Schools, Grace E. Metz Middle School, Principal, Manassas, VA  
Salisbury Township School District, Technology, Director of Data and Technology, Allentown, PA

**Average Salary: \$96,333<sup>1</sup>**

### Educational Linguistics

#### **Ph.D.**

Université Laval, Education, Postdoctoral Fellow, Québec

### Education Policy

#### **Masters**

Department of Education, Management Analyst, Washington, DC  
edCount, LLC, Research Assistant, Washington, DC

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<sup>1</sup> All doctoral-level respondents in the Educational Leadership program indicated "Continuing Current Employment" as their career plan.

New York City Department of Education, Analyst, New York, NY  
Paul Quinn College, Office of the President, Executive Assistant to the President, Dallas, TX  
Pew Charitable Trusts, Pew Center on the States, Pew Leadership Fellow, Washington, VA  
School District of Philadelphia, Data Specialist, Philadelphia, PA

**Average Salary: \$49,167**

#### **Ph.D.**

American Institutes for Research, Education, Human Development, and the Workforce, Research Analyst,  
San Mateo, CA<sup>2</sup>  
University of Southern California, Education, Assistant Professor, Los Angeles, CA

**Average Salary: \$73,500**

### **Elementary Education**

#### **Masters**

Antonia Pantoja Charter School, 2nd Grade Teacher, Philadelphia, PA  
Central Bucks School District, Pine Run Elementary, 5th Grade Teacher, New Britain, PA  
Free Library of Philadelphia Foundation, External Affairs, Staff Writer/Editor, Philadelphia, PA  
Hardy Williams Academy Charter, Middle School, Science Teacher, Philadelphia, PA  
Mastery Charter School, Associate Teacher, Philadelphia, PA  
Montessori Genesis II, 3rd and 4th Grade Teacher, Philadelphia, PA  
School District of Lancaster, Hand Middle School, CA/Social Studies, 6th Grade Teacher, Lancaster, PA  
School District of Philadelphia, Classroom Teacher, Philadelphia, PA  
School District of Philadelphia, Penn Alexander School, First Grade, Teacher, Philadelphia, PA  
Sixth Avenue Elementary, Elementary Education, Kindergarten Teacher, Aurora, CO  
Universal Daroff Charter School, Teacher, Kindergarten Teacher, Philadelphia, PA

**Average Salary: \$42,835**

### **Higher Education Management**

#### **Masters**

Children's Hospital of Philadelphia, Medical Student Education, Program Coordinator, Philadelphia, PA  
College Coach, Manager, Los Angeles, CA  
Drexel University College of Medicine, Biomedical Graduate Studies, Academic Coordinator, Philadelphia, PA  
Duke University, DukeEngage, Program Coordinator, Durham, NC  
George Mason University, Women and Gender Studies, Program Coordinator, Fairfax, VA  
Indian River State College, Minority Affairs, Program Director, Educational Talent Search, Fort Pierce, FL  
New York University, School of Continuing and Professional Studies, Admissions Counselor, New York City, NY  
Rosemont College, College Relations, College Event Coordinator, Rosemont, PA  
Salve Regina University, Residential Life, Area Coordinator, Newport, RI  
Seoul National University, TEPS Council, Researcher, Seoul, South Korea  
Stanford University, School of Education, MA Officer and Credential Analyst, Palo Alto, CA  
Target Stores, Executive Team Leader, Lansdale, PA  
U.S. News & World Report, Education, Data Collection Manager, Washington, DC  
University of Minnesota, Distributed Education and Instructional Technology, Research Assistant, Minneapolis, MN

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<sup>2</sup> Dual-degree recipient. Joint program in GSAS.

University of North Carolina Charlotte, Office of International Programs, Coordinator of Short Term Programs, Charlotte, NC  
University of Pennsylvania, Law School, Associate Director of Academic Options and Records Management, Philadelphia, PA  
University of Pennsylvania, Undergraduate Admissions, Regional Director of Admissions, Philadelphia, PA

**Average Salary: \$52,708**

**Ed.D./Ph.D.**

American Public University System, Executive, President and CEO, Charles Town, WV  
DeVry, Inc., Becker Professional Education, Vice President - International and Business Development, Downers Grove, IL  
Drexel University, Pennoni Honors College, Associate Dean and Director of Honors Program, Philadelphia, PA  
New York University, Administration, Leadership and Technology, Assistant Professor/Faculty Fellow, New York, NY  
University of Chicago, The College, Assistant Dean, Chicago, IL  
University of Pennsylvania, Annenberg School for Communication, Director, Special Events, Philadelphia, PA  
University of Pennsylvania, Development and Alumni Relations, Senior Director of Development and Alumni Relations for International Institutional Initiatives, Philadelphia, PA  
University of Pennsylvania, Provost's Center, Director, Philadelphia, PA  
University of Pennsylvania, Undergraduate Admissions, Application Auxiliary Reader, Philadelphia, PA  
Washington University in St. Louis, Office of the Provost, Associate Provost, Saint Louis, MO

**Average Salary: \$83,667<sup>3</sup>**

**Intercultural Communication**

**Masters**

University of Pennsylvania, Penn Center for Educational Leadership/GSE, Administrative Coordinator, Philadelphia, PA

**Interdisciplinary Studies in Human Development**

**Masters**

Kennedy Krieger Institute, Center for Autism and Related Disorders, Research Assistant, Baltimore, MD

**Ed.D./Ph.D.**

Bronx Community College, CUNY, Education & Reading, Assistant Professor, Bronx, NY

**Language and Literacy**

**Masters**

Lake Taylor Middle School, Reading, Reading Teacher, Norfolk, VA

**Policy Research, Evaluation, and Measurement**

**Masters**

Food and Drug Administration, Project Manager, Washington, DC  
Mathematica Policy Research, Research, Research Assistant/Programmer, Princeton, NJ

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<sup>3</sup> All but one doctoral-level Higher Ed. Management respondent indicated "Continuing Current Employment" as their career plan.

National Board of Medical Examiners, Scoring Services, Measurement Analyst II, Philadelphia, PA  
Pennsylvania Departments of Education & Public Welfare, Office of Child Development & Early Learning, Educational  
Research Associate, Harrisburg, PA

**Average Salary: \$53,750**

### **Professional Counseling & Psychology**

#### **Masters**

Rehab After Work, Addictions Counselor, Paoli, PA  
Drexel University, Antoinette Westphal College of Media Arts and Design - Student Services, Academic Advisor,  
Philadelphia, PA  
Harlem Village Academy High School, Guidance, Director of College Counseling, New York, NY  
The Haverford School, Teacher, Haverford, PA

**Average Salary: \$45,018**

### **Psychological Services<sup>4</sup>**

#### **Masters**

Americorps, Literacy Tutor, Teaneck, NJ  
Catholic Charities Diocese of Metuchen, Family Preservation Services, Counselor, Bridgewater, NJ  
Children's Hospital of Philadelphia, Therapist/Research Assistant, Philadelphia, PA  
Joseph J. Peters Institute, Child and Family Therapist, Philadelphia, PA  
Joseph J. Peters Institute, Adolescent Partial Hospitalization Program, Individual Therapist, Philadelphia, PA  
Teachers College Columbia University, Office of Admission, Admission Counselor, New York, NY  
University of Pennsylvania, Alumni Relations, Director, Alumni Education and Career Networking, Philadelphia, PA

**Average Salary: \$44,000**

### **Reading/Writing/Literacy**

#### **Masters**

Arts and Technology Academy Public Charter School, Classroom Teacher, Washington, DC  
Hillsborough Township Board of Education, Amsterdam Elementary School, Writing Teacher, Hillsborough, NJ  
Kiddie Academy, Teacher, Wall, NJ

**Average Salary: \$54,400**

#### **Ed.D./Ph.D.**

Bard College, Master of Arts in Teaching, Assistant Professor of Education, Annandale-on-Hudson, NY  
School District of Philadelphia, Samuel Powel Elementary School, Teacher, Philadelphia, PA  
Teachers College, Community College Research Center, Research Associate, New York, NY  
West Chester Area School District, Curriculum and Instruction, Language Arts Supervisor, West Chester, PA

**Average Salary: \$78,000**

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<sup>4</sup> 47% of respondents from Psychological Services indicated "Additional Graduate Studies" as their career plan.

## **Secondary Education**

### **Masters**

Bethune Elementary School, Social Studies Teacher, Philadelphia, PA  
Cleveland Heights High School, English, Teacher, Cleveland Heights, OH  
Columbia Heights Education Campus, English, Secondary English Teacher, Washington, DC  
Morristown-Beard School, History, Social Studies Teacher, Morristown, NJ  
Multi Cultural Academy Charter School, Math Department, Mathematics Teacher, Philadelphia, PA  
Overbrook High School, English, English Teacher, Philadelphia, PA  
Reading School District/Excel School, Mathematics, High School Teacher, Reading, PA  
Ridgewood High School, Social Studies, Classroom Teacher, Ridgewood, NJ  
School District of Philadelphia, Germantown High School, Mathematics Teacher, Philadelphia, PA  
University City High School, Mathematics, Teacher, Philadelphia, PA  
University City Promise Academy, English, Teacher/Senior Project Coordinator, Philadelphia, PA  
West Philadelphia High School, Ninth Grade Academy, Social Studies Teacher, Philadelphia, PA

**Average Salary: \$48,833**

## **TESOL**

### **Masters**

Interlink, University of North Carolina at Greensboro, Lecturer, Greensboro, NC  
University of Pennsylvania, Biomedical Library, Coordinator of Education and Media Services, Philadelphia, PA

## **Teach for America**

### **Masters**

ASPIRA Inc. of Pennsylvania, Talent Search, Educational Advisor, Philadelphia, PA  
Ben Franklin High School, English, Teacher, Philadelphia, PA  
Boston Renaissance Public Charter School, 6th Grade Teacher, Boston, MA  
Boys' Latin of Philadelphia Charter School, English, English Department Chair, Philadelphia, PA  
Camden Academy Charter High School, Special Education, Teacher, Camden, NJ  
Center for Literacy, Adult - Mayor's Office of Community Services, Instructor, Philadelphia, PA  
Center for Literacy, In School Youth, Mathematics Specialist, Philadelphia, PA  
Cesar Chavez Charter School for Public Policy, Math, Middle School Teacher, Washington, DC  
Children's Literacy Initiative, Development, Report Writer, Philadelphia, PA  
Democracy Prep Charter School, History, 7th Grade History Teacher and History Department Chair, New York City, NY  
Dorchester Collegiate Academy Charter School, Humanities, 5th Grade Teacher, Dorchester, MA  
Health Federation of Philadelphia, Multiplying Connections, Stoneleigh Junior Fellow, Philadelphia, PA  
KIPP Austin Public Schools, Teacher, Austin, TX  
KIPP West Philadelphia Prep, Learning Support Teacher, Philadelphia, PA  
Maritime Academy Charter High School, Science, Marine Science Educator, Philadelphia, PA  
Mastery Charter School, Elementary, 5th Grade Teacher, Philadelphia, PA  
Mastery Charter School, 8th Grade Writing Instructor, Philadelphia, PA  
Overbrook High School, English, Classroom Teacher, Philadelphia, PA  
Project Grad-USA, Academic Consultant, Philadelphia, PA  
School District of Philadelphia, Mathematics and Science Teacher, Philadelphia, PA  
School District of Philadelphia, Science, Teacher, Philadelphia, PA  
School District of Philadelphia, Teacher, Philadelphia, PA

**Average Salary: \$49,010**

## Teaching, Learning, and Curriculum

### **Masters**

A+ Tutoring, Tutor, Jenkintown, PA

ATG Academy, Special Education, Teacher / Program Director, Warminster, PA

Independence Charter School, Social Studies Teacher, Philadelphia, PA

Oley Valley Middle School, Social Studies, Social Studies Teacher, Oley Valley, PA

San Francisco Unified School District, Special Education Instructional Aide, San Francisco, CA

School District of Philadelphia - Potter Thomas Elementary, 6th Grade Teacher, Philadelphia, PA

Universal Bluford Charter School, Teacher, 2nd Grade Teacher, Philadelphia, PA

**Average Salary: \$45,467**

### **Ed.D./Ph.D.**

Marvelwood School, Mathematics/Special Education, Co-Director of Strategies, Standardized Testing Coordinator,  
Kent, CT

University of Pennsylvania, LGBT Center, Associate Director, Philadelphia, PA

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## **GEOGRAPHICAL BREAKDOWN OF POSITIONS ACCEPTED**

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**Mid-Atlantic (including Philadelphia): 69%**

**Northeast (including New York): 12%**

**South: 8%**

**Midwest: 5%**

**West: 5%**

**International: 1%**

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## **ADVICE FROM YOUR PEERS**

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**In order to solidify a job after graduate school, I began to apply about 3 months before graduation. I reached out to Principals at all schools of interest, expressing my interest via email, attaching my resume to that email, and arranging an informational interview/shadowing prior to applying. This allowed me to truly understand the environment of my schools of interest and allowed me to form relationships prior to making a commitment to working at a specific school.**

I started at individual company websites, and applied to jobs that interested me. I also utilized the email lists from Penn, and applied to jobs there. I broadened my search to include more general websites that had a broader range of positions. I would recommend more networking for current students - if you know someone who knows someone who works in a company that you'd like to work for, start there.

**I relied heavily on Idealist.org and also set up a few informational interviews with agencies that I was interested in. I also made sure my past employers and mentors knew I was in the job search and they helped me find openings as well.**

I began doing research about the types of positions I wanted when I started my degree, and then structured my school projects and internships around the kind of work I wanted to be qualified for. I highly recommend students begin their cursory search when they start their graduate/professional studies, in order to know how to best prepare themselves throughout their time in school for the job they want. My current position is only a necessary step in the direction of the

type of job/career I want, because it provides experience that practicum and internship could not. It is important to know what steps lay between the end of a graduate program and the beginning of a career you want.

**Begin your job search first semester. With the one year master's program, it is easy to put it off because first semester can be overwhelming trying to get adjusted to a new city, new program, new people, and the academic workload. But it is important to utilize all the services Penn offers.**

My job search strategy was to utilize every resource I had available. Patience is also very important. Three of the four interviews I received were from job searching sites and the fourth, the job that I was offered, I heard about from the friend of my sister. Finding a job is a very long and stressful process but if you have patience and you are willing to jump on every opportunity that is available, you will eventually find something. Don't limit yourself to one department or one location. Give your resume to everyone and anyone, you never know who may know someone who knows of an opening.

**Try to be open-minded in your search. Often, job descriptions are not comprehensive and jobs that you may feel you are over-qualified for could in actuality be a potential good match. Apply anyway and take a chance that you get some sort of interview to learn more about the position. Also, don't get caught up in job titles, especially for those pursuing careers within education administration. Titles do not necessarily represent what your true role might be within an institution.**

All of my job leads came through faculty contacts, which I built during my time at GSE and through volunteer work. I would highly recommend volunteering for a faculty member or at least seeking their support in the job search.

**Look outside of Philadelphia. Penn grads tend to want to stay near Penn, so the local market gets really glutted with applicants. Don't be afraid to ask friends who work in your field to be on the lookout for openings. And be open-minded! If you had told me two years ago that I would be teaching 6th grade at a small private school and that I would absolutely love it, I would have laughed at you. But I was so desperate for work that I took a chance, and I can't imagine a better job.**

I believe that networking with existing friends and professional contacts is the best way to obtain a job. My strategy whenever seeking a new job has been to build a list of the people I know who I believe to be connected in the area where I'm looking for employment. During weekdays, I contact one person from that list each day. The purpose of my call (although usually emails may have to suffice) is to update the person with my current status as well as let them know that I am interested in my next career opportunity and if they hear of anything, please contact me or refer my name to the caller. Over the course of three or four weeks, the list expands as I talk with people and they, in turn, refer me to other people. In 20 years plus of practicing this approach, I have never run out of contacts for my list before I have secured an interview or two for my next job opportunity. Planning for the switch over time is more effective and less stressful than waiting until after you've graduated or you're unemployed.

**For those applying to Ph.D. programs, keep the December 1st deadline in mind. Start early, secure advisers for assistance (e.g, to read statement draft after draft), budget for all components of applying and interviewing, get support from your friends and colleagues (don't do it alone), role-play interviews, and foremost take care of yourself.**

My strategy has been to target geographic areas I wish to work in an attempt to find jobs within my field of study. Get started as early as possible. I waited until I graduated to take my exams and even though I passed everything in late July, it was late August before I got my scores. I have waited 2.5 months and counting for my certificate to be processed by Pennsylvania Dept of Education which has cost me three interviews. Start as early as you can!

Prepared by:

Sharon Fleshman, Senior Associate Director

Helen Kioukis, Graduate Group Assistant

Career Services, Suite 20, McNeil Building, [www.vpul.upenn.edu/careerservices](http://www.vpul.upenn.edu/careerservices), May 2011