

2017 ED.M. GRADUATE PLANS REPORT

Overview and Highlights

The graduate plans of the 2017 class are consistent with previous years' classes and demonstrate HGSE's ability to prepare students for roles and sectors that are growing and relevant to the field of education. According to the Bureau of Labor Statistics, the consulting/professional services, private higher education, software publishers, and educational support services sectors will show fast or steady growth through 2024. Increasingly, HGSE students have entered the media/technology and higher education industries, as well as the non-profit and consulting sectors – which would fall under the “educational support services” sector.

Many functions that HGSE students enter map to occupations with higher than average or steady growth according to BLS. Furthermore, their salaries align to national occupational wage data in their chosen role. HGSE graduates enter analyst/researcher positions at an increasing rate. Despite a slight dip this year, students show growing interest in entrepreneurship. This year also saw a slight increase in graduates interested in advocacy/communications roles. Employment in administrative/management roles has remained strong. Teaching roles have been on a downward trend after the jump in 2012-2013.

- The mean full time, US-based salary was \$65,731. The 25th-75th percentile range was \$52,000-75,000 which reflects industry norms for the type of roles HGSE graduates enter.
- Sixty percent of HGSE graduates secured jobs in the New England and New York-DC area, which has historically drawn high numbers of graduates.
- CSO career coaching and salary negotiation advising, as well as the office's support to students obtaining educator licensure, are among the top 5 resources that assisted students' job searches.
- Expos are cited as one of the most helpful resources for students getting jobs hosted by the Career Services Office.
- Seventy two percent of graduating students indicated that they undertook work-related experiences while at HGSE such as internships, part-time jobs or course projects with outside organizations.
- Ninety four percent of students found new jobs in 4 months or less with the majority (68%) finding jobs in 2-3 months. The length of the job search is influenced by several hidden variables, such as when graduates actively began the job search, the level of sustained focus throughout the search, and personal situations that may have imposed limits on the job search.
- Sixty-eight percent of the total students from the 2017 Class have finalized post graduate plans. 14% of the class did not report, 10% of the class are still seeking, and 8% of the class have just started their job search.

The student response rate was 86%. The chart below summarizes the status of students three months after graduation.

The total number of graduating master's students: 659

Certificate of Advanced Study (C.A.S.): 12

Master of Education (Ed.M.): 647

Total: 659

Total Responses: 567

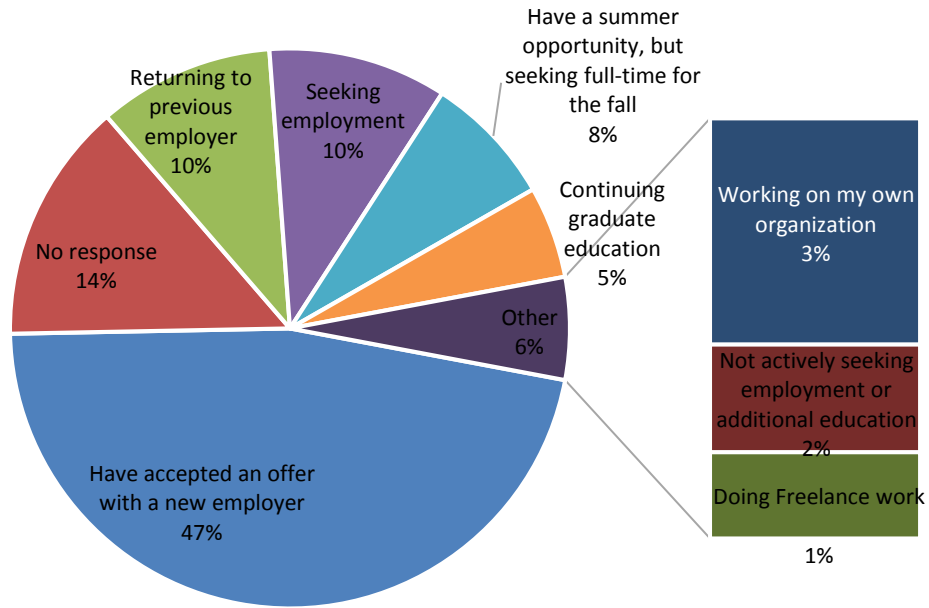
Our 3 largest master of education programs:

Education Policy and Management

Human Development and Psychology

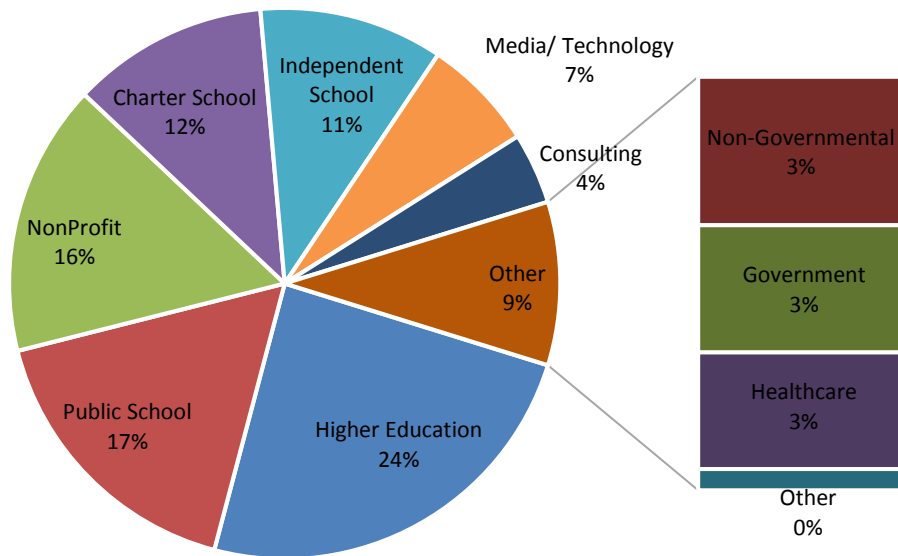
International Education Policy

Class of 2017 Status as of September 2017



Sector/Function Overview

Sector Overview

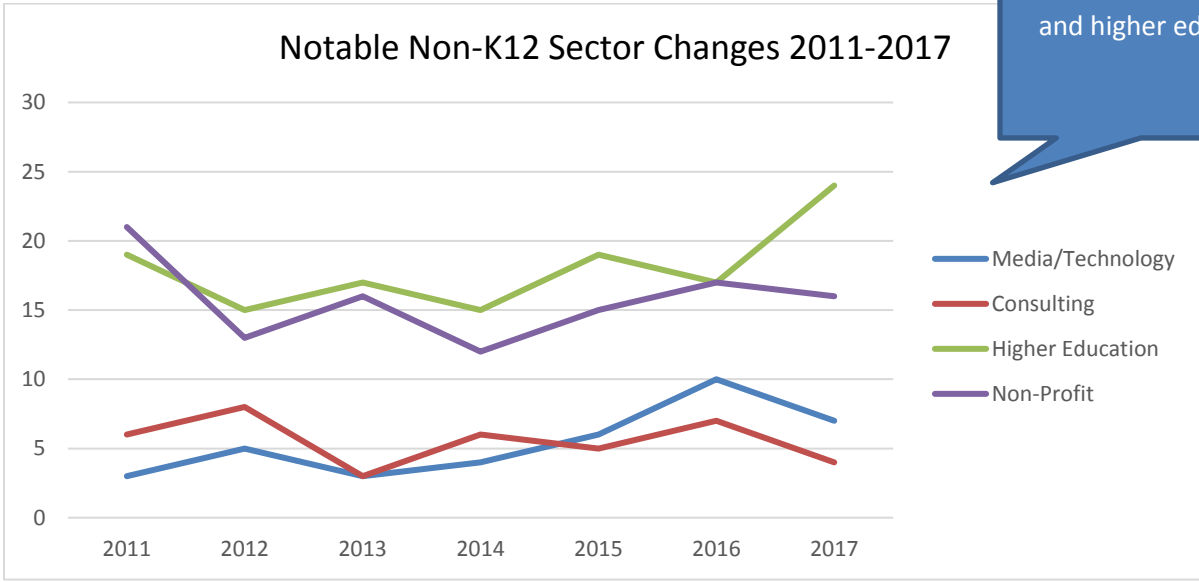


Many sectors that impact the education sector show fast or steady growth through 2024, according to the Bureau of Labor Statistics, such as consulting/professional services, private higher education, software publishers, and educational support services. Ed tech in particular is noted as experiencing growth worldwide and many major tech companies like Google, Microsoft and Apple are focusing on the education market, as sales of mobile devices in schools shows strong growth. Social advocacy organizations, grantmaking and giving organizations, museums and K12 schools also show growth, but at a more modest scale.

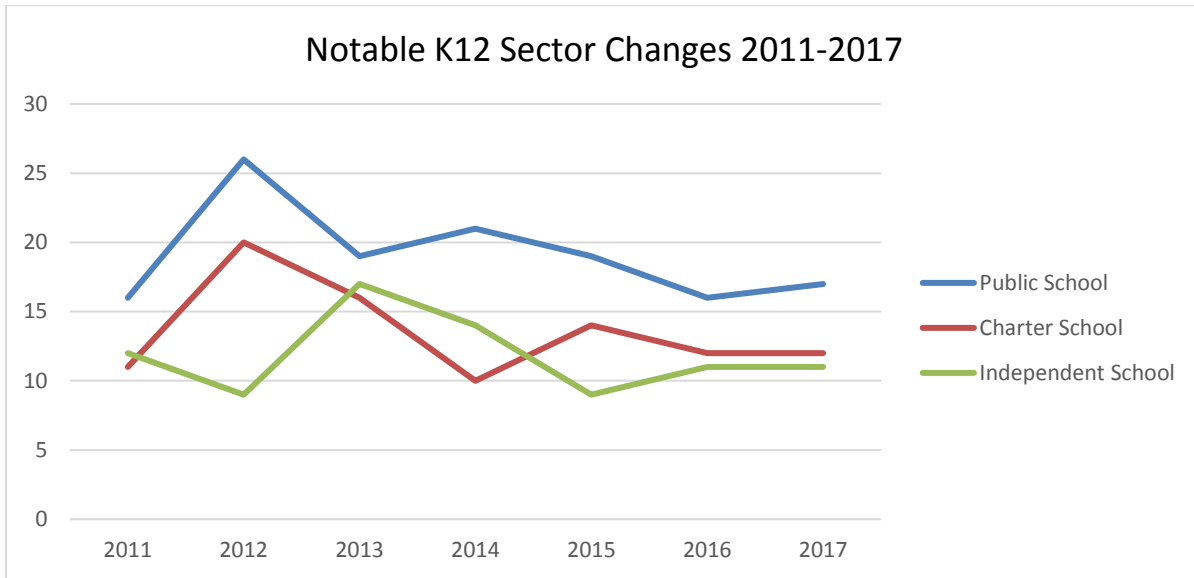
- <https://data.bls.gov/projections/nationalMatrixHome?ioType=i>
- <https://www.bls.gov/careeroutlook/2015/article/projections-industry.htm>

HGSE graduates have gained employment in fields experiencing the fast or steady growth over the past six years. Despite a slight dip this year, the media/technology sector has seen increasing numbers of HGSE students enter the field. The higher education industry has seen an increase in employment too, especially at private institutions. HGSE students have secured steady employment in the non-profit and consulting sectors – some of the organizations that students are employed at would be categorized in the “educational support services” sector that is growing according to BLS.

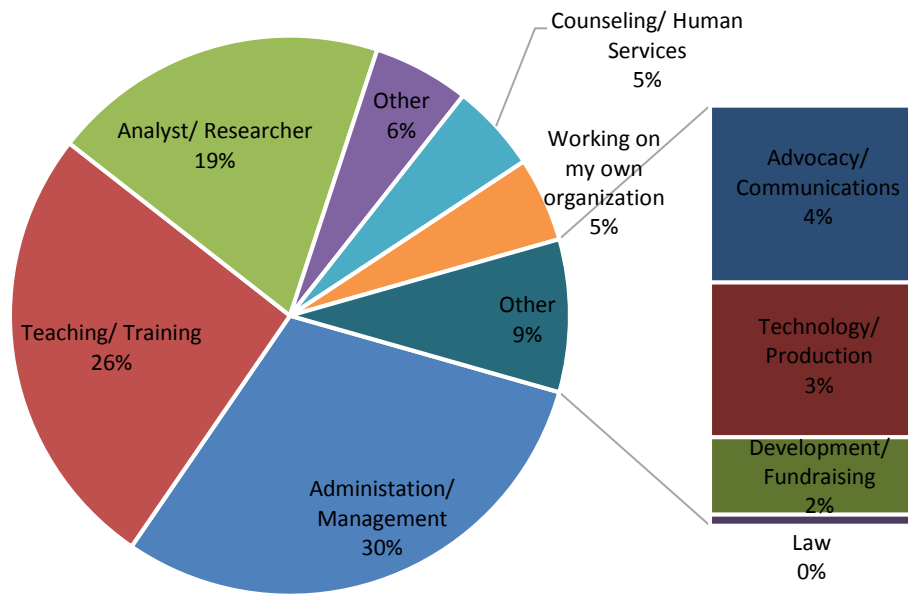
Graduates gain employment in growing or steady fields like technology, consulting, and higher education.



The K12 sector and teaching jobs have seen a downward trend among HGSE graduates after an uptick in the 2012-2013 timeframe. This may reflect national trends of teacher shortages due to fewer students entering teacher preparation programs and teachers leaving the sector. Budget cuts in some states (primarily in the south, southwest, mid-west and mountain regions) have also limited schools’ abilities to offer higher salaries, implement reform initiatives and invest in technology. Additionally, as the economy expands, job seekers tend to seek jobs outside of schools as opportunities open in other sectors. HGSE students entering the K12 sector usually gravitate more heavily to traditional public districts.



Function Overview



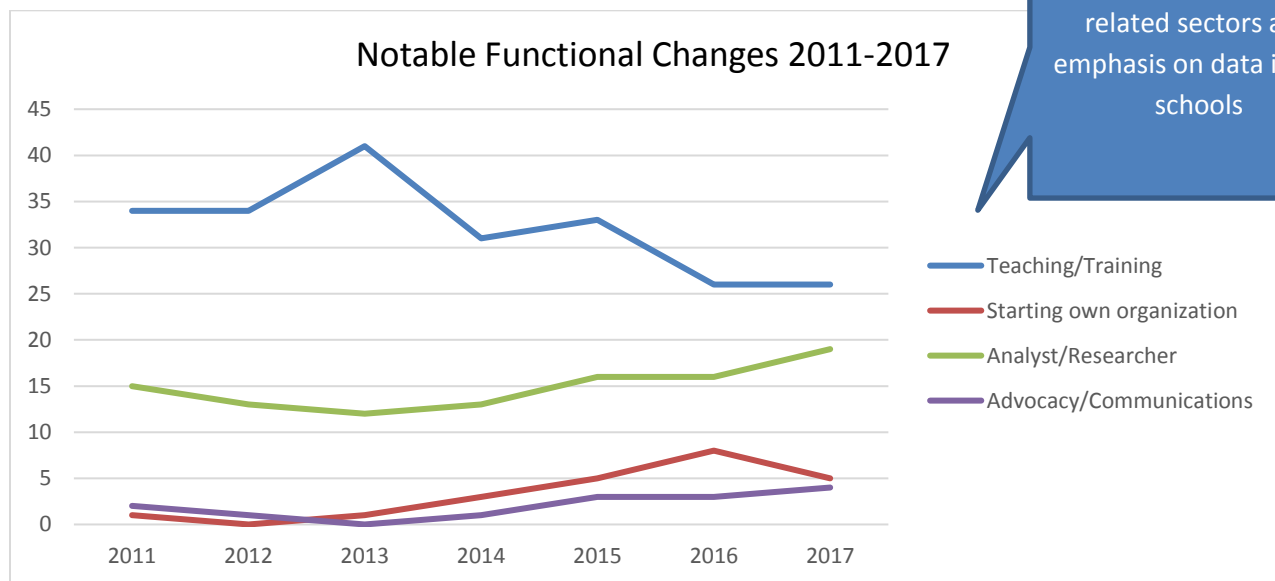
Many functions that HGSE students enter map to roles with higher than average or steady growth, and their salaries align to national occupational wage data in their chosen function. By showing actual functions and salaries from the [Bureau of Labor Statistics](https://data.bls.gov/projections/occupationProj), we can show students how an HGSE degree aligns to the world of work and real careers. It is important for students to understand where and how the work of their academic and professional interests and issues (e.g. teacher effectiveness) are performed.

Management analysts, instructional coordinators/curriculum writers/editors, training and development specialists, social science researchers/survey researchers and counselors are just some of the roles that the BLS indicates will grow steadily or rapidly through 2024 (<https://data.bls.gov/projections/occupationProj>). Our students regularly seek these types of roles.

Roles identified by the BLS which many of our students enter:

- Social and Community Service Managers: Average salary: \$70,870
- Fundraisers: Average salary: \$57,930
- Survey Researchers - Average salary: \$59,950
- Management Analysts – Average salary: \$91,910
- Clinical, Counseling, and School Psychologists – Average salary: \$78,690
- Post-Secondary Education Administrators – Average salary: \$105,770 *includes Dean and Director level; most HGSE graduates would start in the range of \$50,000-65,000.
- Training and Development Specialists – Average salary: \$63,350
- Education Administrators, Elementary and Secondary School: Average salary: \$95,390
- Counselors, Social Workers, and Other Community and Social Service Specialists: Average salary: \$47,220
- Public Relations Specialists: Average salary: \$66,540
- Social Science Research Assistants: Average salary: \$46,820
- Educational, Guidance, School, and Vocational Counselors: Average salary: \$57,620
- Instructional Coordinators/Curriculum Developer/Instructional Designer: Average salary: \$65,500
- Teachers, Elementary/Middle/Secondary School: Average salary: \$59,270 - \$61,280
- Training and Development Managers – Average salary: \$115,180
- Writers and Editors – Average salary: \$57,210 - \$69,280

HGSE graduates continue to enter analyst/researcher positions at an increasing rate. This could be due to the expansion of the consulting and education support services sectors and management analyst roles, as well as the increased emphasis on data and assessment throughout the K12 sector. Despite a slight dip this year, students continue to show interest in entrepreneurship. Although this function attracts a smaller percentage of graduates, there is a slight increase in graduates interested in advocacy/communications roles. This may be attributed to the current political climate as well as the Child Advocacy strand within the Human Development and Psychology program. Employment in administrative/management roles has remained strong. Teaching roles have been on a downward trend after the jump in 2012-2013.

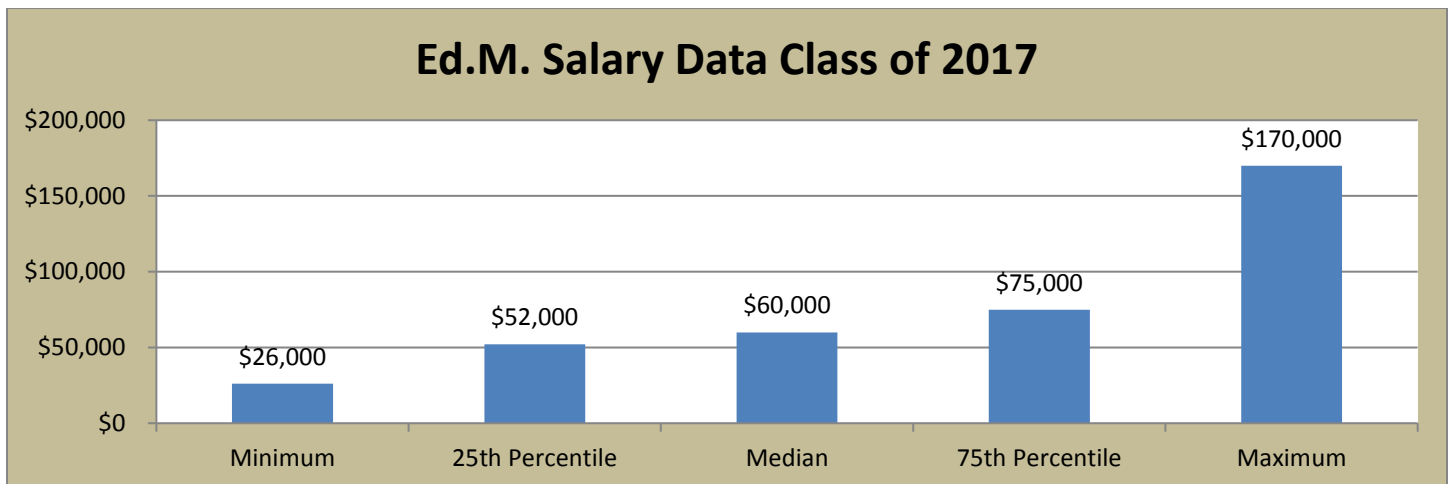
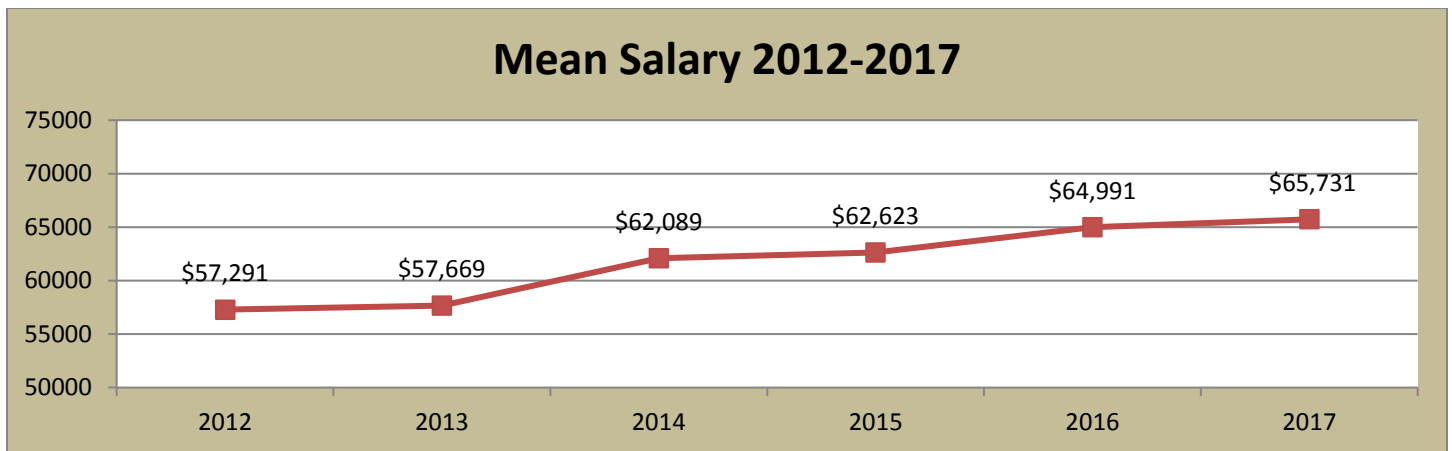


More students entering analyst/researcher roles due to expansion in related sectors and emphasis on data in K12 schools

For a list of partial organizations by sector (and previous years' lists) as well as a list of sample functional titles, please see addendums 1 and 2 at the end of this report.

Salary Data

The data below represents information provided by 174 respondents reporting full time, US-based salary data, which is 65% of those reporting US-based employment offers. The mean full time, US-based salary was \$65,731 with salaries ranging from a low of \$26,000 to a high of \$170,000. Eighty five percent of the class has 0-10 years of experience, with 58% falling in the entry- to early-career level (3-10 years). HGSE average salaries are within normal ranges for candidates in the early career stage. Our 25-75 percentile range was \$52,000-\$75,000 *N.B. – Salaries for positions outside of the U.S. as well as salaries of students starting their own organizations are not reflected. Some positions may include in-kind compensation such as room and board.*



Geographic Data

Sixty percent of HGSE graduates secured jobs in the New England and New York-DC area which has historically drawn high numbers of graduates; these areas tend to have stronger K12 sectors and economies and a focus on education reform work. California is the second highest domestic geographic area of interest. In particular, Massachusetts, the state with the highest number of HGSE graduates, has an unemployment rate around 4% and the state budget increased for funding for education. The 2018 Boston Public Schools budget is the largest budget in the district's history, with many schools seeing increased funding. In the *Education Week* report "Quality Counts" (chart below), states such as Massachusetts, New Jersey, Vermont, New Hampshire, Maryland, Connecticut, Pennsylvania, New York and Rhode Island received high marks for indicators like school finance, K12 achievement and chances for success. California received a lower ranking but is also increasing education spending in its budget for K-12 public schools, after school programs, early education and child care, higher education, and teacher recruitment and training. States across the south and southwest received lower marks.

Unemployment rates for other geographic areas of interest, including Illinois and Texas, range from 4.2% in Texas to 6.4% in DC.

According to a ranking by WalletHub of state economies, California, Massachusetts and DC are in the top 10 with Texas and New York in the top 25. <https://wallethub.com/edu/states-with-the-best-economies/21697/> According to *US News & World Report*, California, Massachusetts, and Texas rank in the top 10 of the publication's best economy ranking. <https://www.usnews.com/news/best-states/rankings/economy>

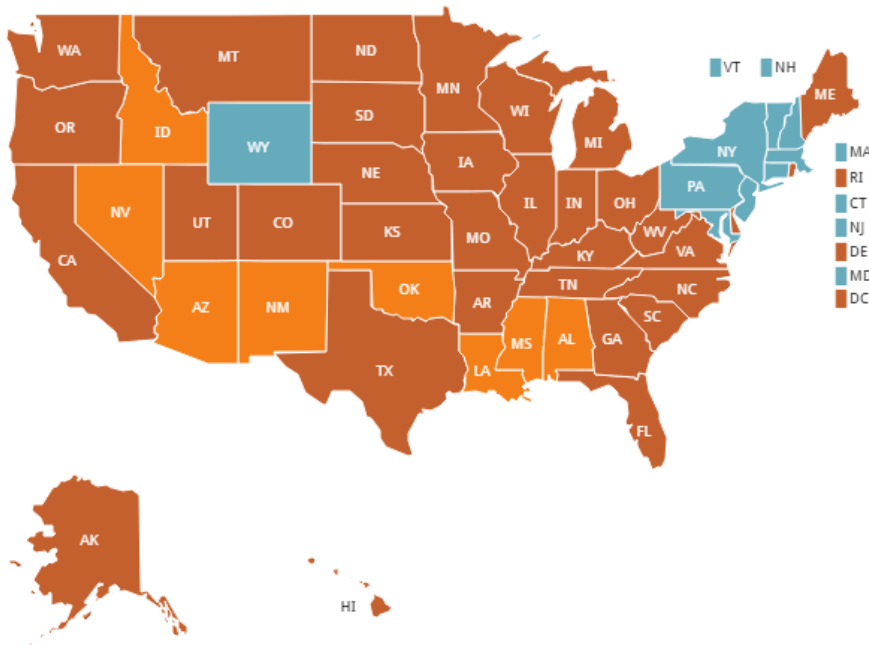
Education Week Quality Counts Ranking:

Overall Grades & Scores (2017)

The Grading Scale: ■ A+ to A- ■ B+ to B- ■ C+ to C- ■ D+ to D- ■ F ■ N/A

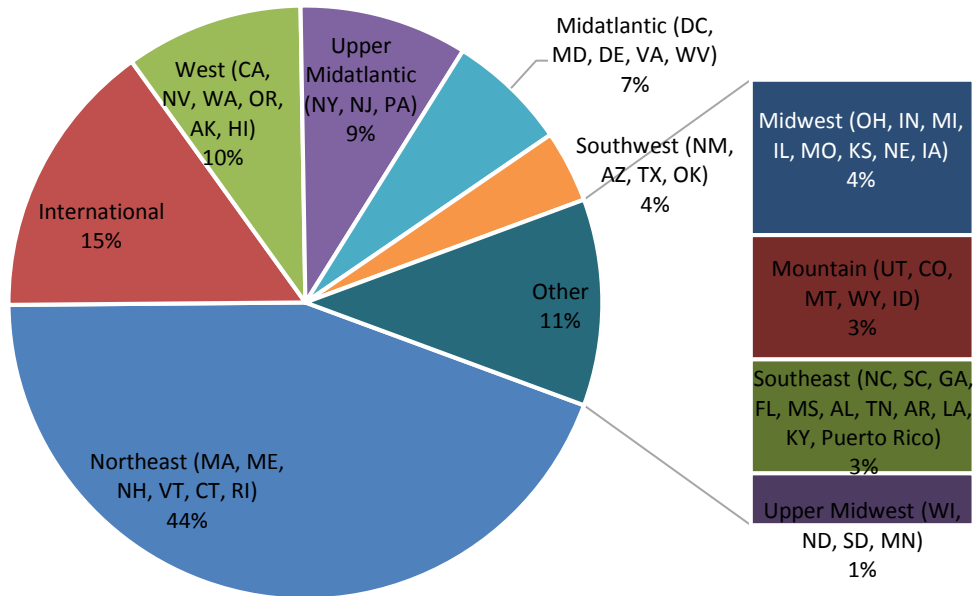
U.S. Score = C (74.2)

Sort By Grade Sort By Name

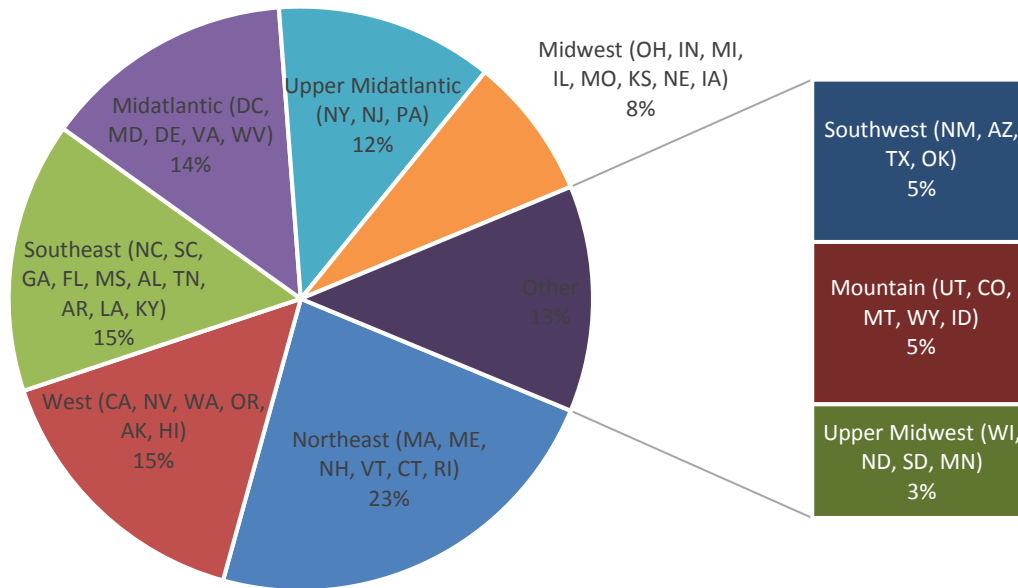


MA	B	86.5
NJ	B	85.6
VT	B	83.8
NH	B	83.4
MD	B	82.8
CT	B	82.7
WY	B-	80.3
PA	B-	80.2
NY	B-	79.8
RI	C+	79.4
MN	C+	79.3
WI	C+	78.9
ME	C+	78.7
VA	C+	78.3
IL	C+	77.0
ND	C+	76.8
IA	C	76.4
DE	C	76.2
NE	C	76.0
WA	C	75.0
IN	C	74.7
OH	C	74.2
US	C	74.2
MT	C	74.1
AK	C	73.9
HI	C	73.8
CO	C	73.8
KS	C	72.8
KY	C	72.6
FL	C	72.5
DC	C-	72.4

Geographic areas where students got jobs



Geographic Areas of Interest Fall 2016



Key Factors and Career Services Office's (CSO) Resources in Job Search Assistance and Influencing Selection of Position

CSO career coaching and salary negotiation advising, as well as the office's support to students obtaining educator licensure, are among the top 5 resources that assisted students' job searches. Other HGSE resources in the top 5 include faculty, staff and alumni.

Consistently the top considerations for career choice are the mission of the organization, positioning for career growth, financial considerations and organizational culture. Demonstrably lower considerations include life needs and job security.

Students note that CSO coaching is one of the top resources that support their job searches.

Internship Information

Seventy two percent of graduating students indicated that they undertook work-related experiences while at HGSE such as for credit and non-credit internships, part-time jobs, volunteer experiences, independent consulting, course projects with outside organizations, research and practicums for licensure granting programs. The top ways that students found these experiences were

by conducting self-directed searches, a faculty member and CSO's Hired job/internship database. Students had experiences in a wide variety of organizations and sectors including*:

826 Boston
Access and Disability Services (HGSE)
ALEX
Arts @ 29 Garden
Boston Children's Hospital
Boston Children's Museum
Boston Collegiate Charter School
Boston Latin Academy
Boston Public Schools
Boys & Girls Clubs
Brain.Experience.Education Lab
Brandeis University
Breakthrough Cambridge
Bridge International Academies
Cambridge Public Schools
Center for Collaborative Education
Center for Education Policy Research at Harvard University
Center for Music in Education
Citizen Schools
Consortium on Financing Higher Education
Creative Computing Lab
Curriculum Associates
Department of Early Education and Care, MA
Department of Justice
Education Redesign Lab
Engaging Schools
Excel High School
ExtensionEngine
Family Nurturing Center
Generation Citizen
Goodman Research Group
Harvard Arts Museum
Harvard College Office of Admissions and Financial Aid
Harvard Graduate School of Education Donor and Alumni Relations
Harvard Kennedy School

Harvard Kennedy School - Center for Public Leadership
Harvard Smithsonian Center for Astrophysics
Harvard University Office of Institutional Research
HarvardX
HGSE Admissions Office
Jobs for the Future
Joint Committee on Education
LearnLaunch
Lego Foundation
Massachusetts Department of Elementary and Secondary Education
MIT Media Lab
Museum of Fine Arts, Boston
Museum of Science
New Profit
EdVestors
Noble and Greenough School
Petey Greene Program
Project Zero
Save the Children
The Boston Foundation
The PEAR Institute: Partnerships in Education and Resilience
U.S. Department of Labor
UNICEF
USAID ECCN
WGBH
WorldTeach
Year Up

*Represents a partial list. This does not guarantee future internship hiring.

Career Services Recruitment Programs

During the 2017 academic year, 195 organizations participated in on-campus recruiting activities, Seventy-nine percent as a result of CSO's direct outreach. Ninety four percent of students indicated their needs were met at Period of Employer Recruiting Consortium. Seventy seven percent of students at fall PERC and eighty percent of students at spring PERC indicated they were interested in applying to the employer after a recruiting event

Of CSO employer events, Expos are cited as one of the most helpful resources for students getting jobs. Of the students who have a job with a new employer, 30% of those jobs are with employers that participated in the Periods of Employers Recruiting on Campus (PERC) or Expos. While there might not be a direct connection between an employer's participation in recruiting and a student's job offer, this data at a minimum indicates there is overlapping student interest with the kinds of organizations recruiting at HGSE.

CSO's Expos are one of the most helpful employer events for securing jobs. 30% of new jobs were at employers that participated in CSO's recruiting events.

We pursued a proactive outreach strategy starting over the summer of 2017 and continued throughout the year to encourage employers to participate in both PERC and Expos. Our strategy focused on specific organizations that were selected due to several factors: their affiliation with key HGSE initiatives such as the EdLD program or the Strategic Data Project, their size, scope and impact in the education field, faculty relationships and student interest survey results. The chart in Addendum 3 shows CSO’s strategic organizations that participated in on-campus recruiting events as a result of CSO outreach and whether the organizations are affiliated with EdLD, SDP or other HGSE programs.

Teacher Certification

HGSE has 4 licensure-granting programs: Language and Literacy, Prevention Science and Practice/CAS in Counseling, School Leadership, and Teacher Education (graduate and undergraduate programs). In total, 75 primary licenses were granted. The primary licenses were as follows:

License	Completers	Focus Area	Breakdown
Reading Specialists	7		
School Guidance Counselors	8		
School Social Worker/School Adjustment Counselors	4		
Teachers (middle and high school license)	29	Biology	3
		Chemistry	2
		English	8
		Gen. Science	1
		History	8
		Math	6
		Physics	1
School Principals *most add grade levels to have a K-12 license or go out of state where licenses generally become K-12 automatically	27		

Addendum 1: Sample Functional Titles of This Year's Class

Administration/Management

Education Director
Administrator of Operations and Strategy
Dean of Culture (9-12)
Assistant Principal
Director of Strategy
Assistant Director of Admissions
Campus Director
Program Manager
Principal
Head of School

Advocacy/Communications

Communications & Outreach Coordinator
Marketing Communications Manager
Coalition Organizer Lead
Juvenile Justice and Policy Associate
Community Engagement Specialist

Analyst/Researcher

Manager of Applied Science
Manager of Data and Network Projects

Clinical Research Coordinator
Research Analyst
Research Assistant
Data Analyst
Research Associate
Evaluation & Grants Associate
UX Researcher
Policy Assistant

Counseling/Human Services

School Counselor
Academic Advisor
Graduate Admissions Advisor
High School Counselor
Middle School Counselor
Constituent Services Specialist, Disability Commission

Development/Fundraising

Director of Advancement
Resource Development Associate
International Business Development
Head of Campaigns

Development and Communications Associate

Teaching/Training

High School Science Teacher
English Teacher
Math Teacher
4th Grade Teacher
Special Education Teacher
Improvement Coach
Training Consultant
STEM Teacher
Professional Learning Specialist
Training Solutions Manager
Advanced Honors Biology Teacher- Grade 11
Chemistry teacher
District Science Instructional Coach

Technology/Production

Project Manager
Producer
Curriculum and Experience Designer
Technical project manager

Addendum 2: Sample organizations where students found positions in 2017

Charter Schools

Codman Academy
Achievement First
Summit Public Schools
Uplift Education
Noble Network of Charter Schools
Uncommon Schools
Harlem Children's Zone-Promise Academy
Cesar Chavez Public Charter Schools
DSST

Harlem Village Academies
KIPP LA

Consulting/Research Firms

Ideo
Deloitte
Abt Associates
Delivery Associates
Isaacson, Miller
Chemonics

Boston Consulting Group
SRI International
WestEd
American Institutes for Research

Government/Public Administration

Ministry of Education, Singapore
Metropolitan Area Planning Council
MA House of Representatives, Joint Committee on Education
US Department of Labor
Australian Department of the Prime Minister & Cabinet

Healthcare/Human Services

The May Institute
Ressler Lab - McLean Hospital
Beth Israel Deaconess Medical Center
Boston Children's Hospital / Harvard Medical School

Higher Education

Auburn University
University of Chicago
Colgate University
University of Arkansas in Little Rock
Washington and Lee University
Lesley University
Northeastern University
Harvard University
Colorado College
UCLA
Arizona State University
University of California, Berkeley

Media/Publishing/Technology

KTByte
Turnitin
Scholastic
McGraw Hill
Microsoft
Ellevation Education
CueThink
FableVision Studios
Amplify

Nonprofit/Philanthropy/NGO

Teach For Pakistan
UNESCO

For additional context, included below is a partial list of where students were hired in the past few years:

Charter Schools

Achievement First
Boston Collegiate Charter School
DC Prep
IDEA Public Schools
KIPP Bay Area Schools
KIPP New Orleans Schools

J-PAL
Teach For America
Turnaround for Children
Citizen Schools
The Jack Kent Cooke Foundation
Microsoft Philanthropies-TEALS
Children's Defense Fund
Boston Children's Museum
CAST
Council of Chief State School Officers
EdVoice

International or Independent PreK-12 School

Pierrepoint School
Cristo Rey Dallas
Eaglebridge International School
Avenues: The World School
The Rivers School
Yongsan International School of Seoul
St. George's School
ACS Athens
Beacon Academy
Hillbrook School
The International School, Bangalore
Daewon International School of Qingdao

Public PreK-12 School

Boston Public Schools
New York City Department of Education
Chicago Public Schools
DC public schools
Shelby County Schools
Milton Public Schools
Lexington Public Schools
Saint Paul Public Schools
Mustang Public Schools
UP Education Network
Tucson Unified School District

Noble Network of Charter Schools
Uncommon Schools
Uplift Education

Consulting/Research Firms

Abt Associates
American Institutes for Research

Bain & Company
Education Development Center
Education Resource Strategies
McKinsey
MDRC
Monitor Deloitte
RAND Corporation
SRI International
Creative Associates

Government/Public Administration

City of Cambridge
Louisiana Department of Education
Massachusetts Department of Elementary & Secondary Education
Massachusetts Department of Early Education & Care
Office of the State Superintendent of Education
Smithsonian Institution
US Department of Education
US Senate - Office of Senator Warren
USAID
Ministry of Education, Singapore
Department of State
Ministry of Education, Senegal

Healthcare/Human Services

Boston Children's Hospital
Massachusetts General Hospital
McLean Hospital
North Suffolk Mental Health Association
Beth Israel Deaconess Medical Center

Higher Education

Arizona State University
Duke University
Harvard University
LSU College of Engineering
Northwestern University
Pennsylvania State University
University of Oregon
Massachusetts Institute of Technology
The University of Chicago
Emory University
University of California, Berkeley
University of Florida

International PreK-12 School

Avenues: The World School
Beijing Keystone Academy
Bridge International Academies
Casablanca American School
City Language School at Amicita
Shanghai American School
CREE Colegio
American School of Quito

Media/Publishing/Technology

edX
Google
Pearson
PBS
Scholastic
Sesame Workshop
Curriculum Associates
IXL Learning
Udemy
WGBH
Panorama Education
Peer 2 Peer University
Coursera
Microsoft

Nonprofit/Philanthropy/NGO

Citizen Schools
City Year
FHI 360
Harlem Children's Zone
Save the Children
Teach for America
Teach for Ghana
UNICEF
World Bank
American Repertory Theater
World Learning
UNESCO
Abdul Jameel Latif Poverty Action Lab
Urban Teachers
New Visions for Public Schools
Detroit Institute of Arts
Brooklyn Autism Center
Art Resource Collaborative
Boys & Girls Clubs of America

Private/Independent PreK-12 School

Beauvoir: The National Cathedral Elementary School
Connelly School of the Holy Child
Deerfield Academy
Greenhill School
Hathaway Brown School
Phillips Exeter Academy
The Eton School
Ventana School
Verde Valley School

Public PreK-12 School

Baltimore City Public Schools
Boston Public Schools
Chicago Public Schools
Denver Public Schools
DC Public Schools
San Francisco Unified School District
Orleans Parish School Board/New Orleans Public Schools

Cambridge Public Schools
Miami-Dade Public Schools
Minneapolis Public Schools
New York City Department of Education
Atlanta Public Schools
Oakland Unified School District

Montgomery County Public Schools
School District of Palm Beach County

Addendum 3: CSO's Strategic Organization List

The chart below shows CSO's strategic organizations that participated in on-campus recruiting events and whether the organizations are affiliated with EdLD, SDP or other HGSE programs and/or whether the organization was of high interest to students on our fall

survey. The chart illustrates that our recruiting efforts strengthen relationships with organizations of importance to students and HGSE as a whole.

<u>Organization</u>	<u>Industry</u>	<u>EdLD/ SDP/ other HGSE partner?</u>	<u>Student Interest Organization?</u>
Abt Associates	Consulting		x
Austin Independent School District	Public School		
Bellwether Education Partners	Non-Profit /Philanthropy /NGO		x
Boston Public Schools	Public School	x	x
Cambridge Public Schools	Public School	x	x
Carney Sandoe & Associates	Independent School		
Catholic Relief Services	Non-Profit /Philanthropy /NGO		
Center for Education Policy Research – Strategic Data Project	Higher Education		x
Chelsea Public Schools	Public School	x	x
City Year	Non-Profit /Philanthropy /NGO		x
Creative Associates International, Inc.	Consulting		x
Curriculum Associates	Media /Publishing /Technology		x
Dallas Independent School District	Public School		
Education Development Center, Inc. (EDC)	Non-Profit /Philanthropy /NGO		x
Education Group, The	Independent School		
Education Pioneers	Non-Profit /Philanthropy /NGO		x
Education Resource Strategies	Consulting		x
Fairfax County Public Schools	Public School		x
Families for Excellent Schools	Non-Profit /Philanthropy /NGO		x
Google	Media /Publishing /Technology		
Hartford Public Schools	Public School	x	
Harvard Business School	Higher Education		x
Harvard College	Higher Education		x
Harvard Graduate School of Education	Higher Education		x
Harvard Medical School	Higher Education		x
Harvard School of Public Health	Higher Education		x
Harvard University	Higher Education		x

Harvard University (Alumni)	Higher Education		x
IBM Design	Media /Publishing /Technology		x
Illumina Interactive	Media /Publishing /Technology		
InGenius Prep	Entrepreneurial /Start Ups		
Jobs for the Future	Non-Profit /Philanthropy /NGO	x	x
Lawrence Public Schools	Public School		
Lexington Public Schools	Public School		
Lowell Public Schools	Public School		
Montgomery County Public Schools	Public School		x
New York City Department of Education	Public School	x	x
Pearson Education	Media /Publishing /Technology		x
Plan International USA	Non-Profit /Philanthropy /NGO		
Relay Graduate School of Education (formerly Teacher U)	Higher Education	x	
RMC	Consulting		
San Francisco Unified School District	Public School	x	x
Six Red Marbles	Media /Publishing /Technology		x
Somerville Public Schools	Public School		
Strategic Data Project	Higher Education		
Summer Search	Non-Profit /Philanthropy /NGO		x
Talent Development Secondary, Johns Hopkins University	Non-Profit /Philanthropy /NGO		x
TEALS (Technology Education and Literacy in Schools)	Media /Publishing /Technology		x
The Broad Center	Non-Profit /Philanthropy /NGO		x
The New Teacher Project	Non-Profit /Philanthropy /NGO	x	x
Third Plateau Social Impact Strategies	Consulting		x
UP Education Network	Non-Profit /Philanthropy /NGO		x
Urban Teachers	Non-Profit /Philanthropy /NGO	x	x

WestEd	Non-Profit /Philanthropy /NGO		x
WGBH Educational Foundation	Media /Publishing /Technology		x
WorldTeach	Non-Profit /Philanthropy /NGO		
Year Up, Inc.	Non-Profit /Philanthropy /NGO		x