

Massachusetts School Leader Workforce

Key facts and figures about principals and assistant principals (APs) in public school districts*

WORKFORCE OVERVIEW

1,704

PRINCIPALS

1,621

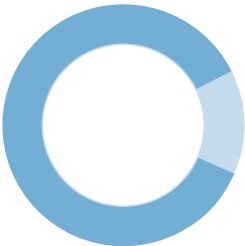
ASSISTANT PRINCIPALS

in MA non-charter public schools in 2022-23

PREPARATION & LICENSURE

PRINCIPAL PREPARATION

86% completed an in-state approved principal/AP preparation program



14% entered through a different route (e.g., panel review, administrative internship, out-of-state transfer)

PRINCIPAL LICENSURE



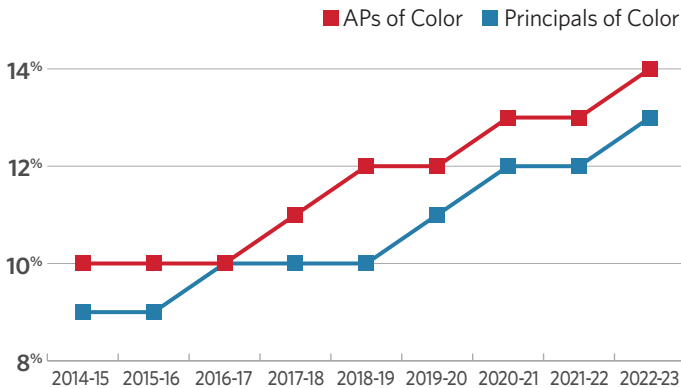
8 OUT OF 10 principals had a professional principal/AP license

PRINCIPAL/AP LICENSE HOLDERS

3,805 individuals held a principal/AP license but were not serving in a principal or AP role

DIVERSITY

SCHOOL LEADERS OF COLOR OVER TIME

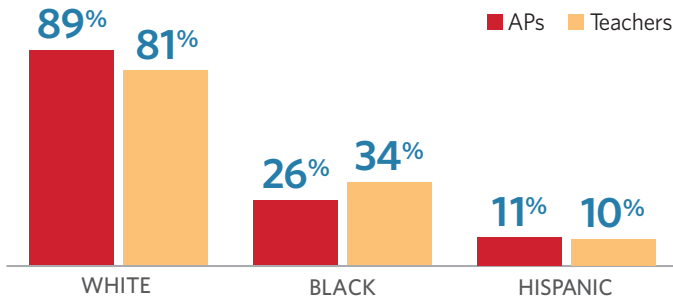


SCHOOL LEADERS OF COLOR BY LOCALE



SAME-RACE/ETHNICITY PRINCIPAL

Percent of APs and teachers who have a principal with the same race/ethnicity (2020-21 through 2022-23)



*This report contains data on principals and assistant principals working in non-charter public schools in Massachusetts in the 2022-23 school year, unless otherwise indicated.

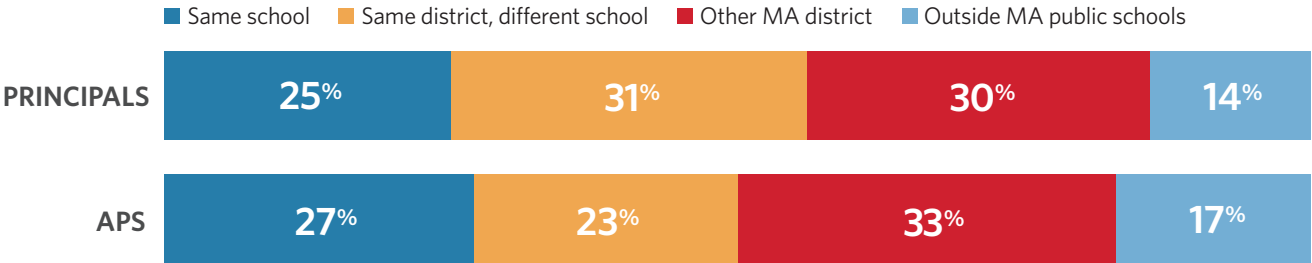
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CAREER PATHS

PREVIOUS LOCATION OF NEW-TO-ROLE SCHOOL LEADERS

2020-21 through 2022-23



RETENTION

20% of principals and APs left their positions between the 2021-22 and 2022-23 school years

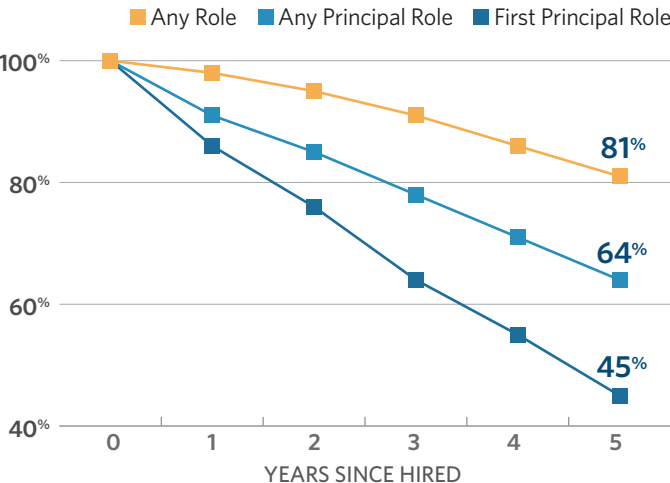
Principals and APs who transfer schools tend to move into schools with:

- HIGHER average MCAS test scores
- LOWER shares of low-income students
- LOWER shares of Black and Hispanic students

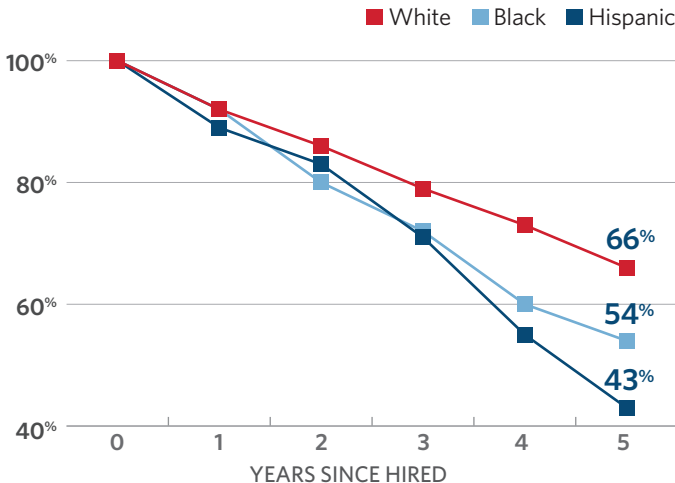
RETENTION OF NEWLY-HIRED PRINCIPALS OVER TIME

Includes principals who were first hired between 2014-15 and 2017-18

RETENTION BY ROLE



RETENTION IN ANY PRINCIPAL ROLE BY RACE/ETHNICITY



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DEFINITIONS BY SECTION

GENERAL

School leaders: Principals and assistant principals (APs)

MA DESE: Massachusetts Department of Elementary and Secondary Education

PREPARATION & LICENSURE

Principal/AP license: An Academic PreK-12 Administrator license administered by MA DESE that allows an individual to serve as a principal or AP in a MA public school district.

An initial principal/AP license is administered to individuals who possess a bachelor's degree, have passed all required state licensure tests including the Performance Assessment for Leaders (PAL), hold a Sheltered English Immersion endorsement, and have completed either an approved principal/AP preparation program, an administrative apprenticeship/internship, or panel review.

A professional principal/AP license is administered to individuals who have been employed under an initial principal/AP license for at least 3 years and have completed additional advanced study.

Approved principal/AP preparation program: A MA DESE-approved preparation program designed to meet the requirements for obtaining a principal/AP license.

Administrative apprenticeship/internship: A process for obtaining a principal/AP license, which involves field-based learning guided by a trained mentor.

Panel review: A process for obtaining a principal/AP license, which involves MA DESE's review and recommendation of candidates based on their formal education and professional experience.

DIVERSITY

School leaders of color: School leaders who are Black, Hispanic/Latinx, Asian, multiple, or other races/ethnicities.

Urban, rural, town, suburban: The National Center for Education Statistics (NCES)'s geographic classification of the type of area where a school is located.

RETENTION

MCAS test scores: Standardized scores on the Massachusetts Comprehensive Assessment System math and reading end-of-year tests for students in grades 3-8.

Low-income: MA DESE's identification of students who receive certain types of state assistance or who are homeless or in foster care. View detailed definition: <https://www.doe.mass.edu/research/2021-01tech-memo.docx>

Newly-hired principals: Employed principals who were not employed in a principal role in the prior three years.

