

Key facts and figures about principals and assistant principals (APs) in public school districts in SY2025

WORKFORCE

1,760 PRINCIPALS

1,888 ASSISTANT PRINCIPALS

SUPPLY/DEMAND

202

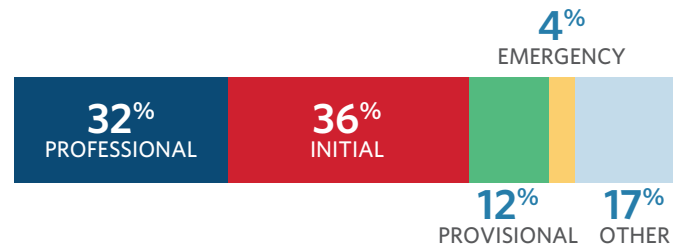
Newly-hired principals

1,278

individuals who held a principal or assistant principal (AP) license but were not serving in a principal or AP role.

PREPARATION, LICENSURE, & PRIOR EXPERIENCE

NEWLY-HIRED PRINCIPAL BY LICENSE TYPE



"Other" includes school leaders with a temporary Principal/AP license and individuals with no Principal/AP license.

1 OUT OF 3

principals has held a special education teaching license



43%

of newly-hired principals completed an in-state approved Principal/AP preparation program in or before their first year of employment as a school leader (SY2025)

45%

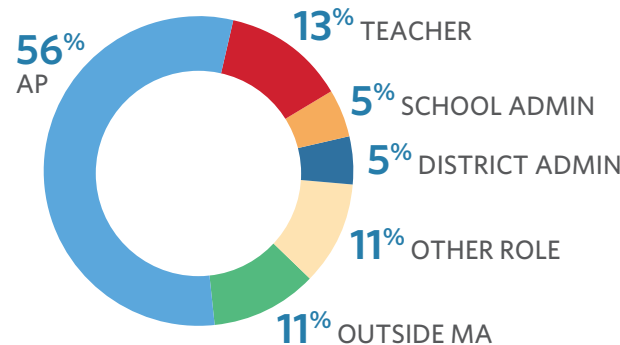
of principals have less than 5 years experience

..... NINE YEARS

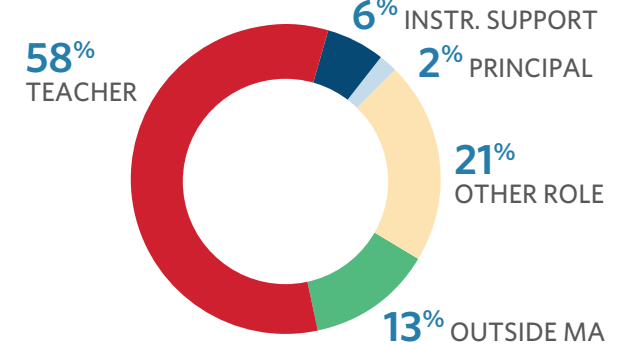
Average from preparation to principalship

PREVIOUS ROLE OF NEWLY-HIRED SCHOOL LEADERS, SY23-SY25

PRINCIPALS



ASSISTANT PRINCIPALS



Massachusetts School Leader Workforce

2024-25 SNAPSHOT (SY25)

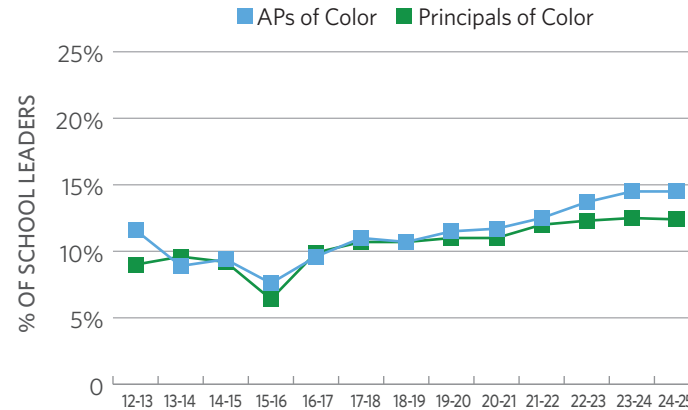
RETENTION

22% of principals left their positions between SY2024 and SY2025. Those who transferred schools tended to move into schools with:

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

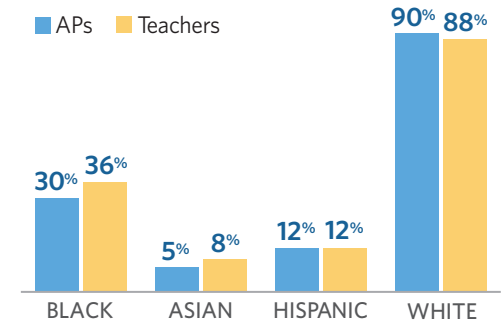
DIVERSITY

SCHOOL LEADERS OF COLOR OVER TIME



SAME-RACE/ETHNICITY PRINCIPAL

APs and teachers who have a principal with the same race/ethnicity (SY23-SY25)



491 School Leaders identify as a Person of Color in SY2025 (14.5%)

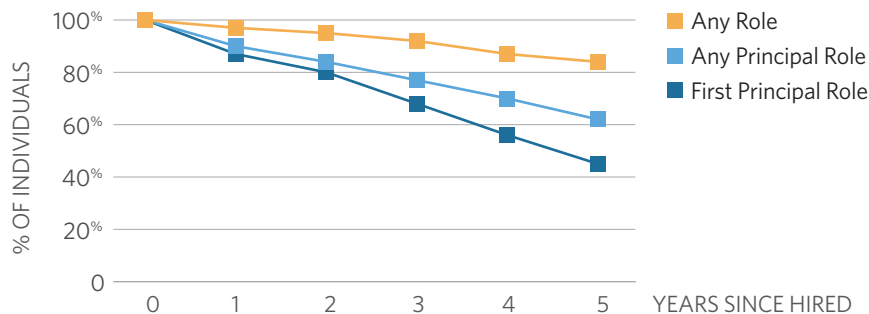
SCHOOL LEADERS OF COLOR BY LOCALE

27% of Urban School Leaders identify as BIPOC
<11% of Rural, Town, & Suburban School Leaders identify as BIPOC

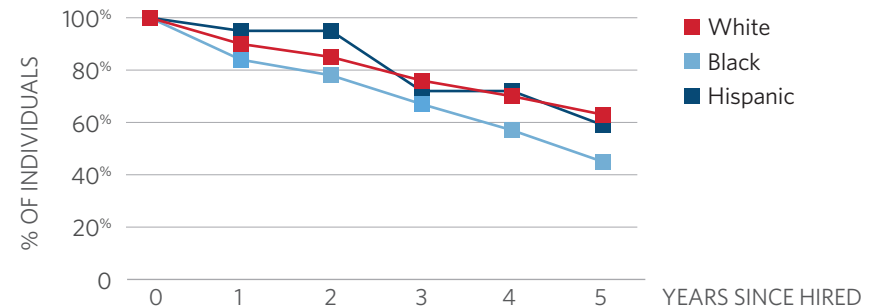
NEWLY-HIRED PRINCIPALS OVER TIME

Includes principals who were first hired between SY18 and SY20

RETENTION BY ROLE



RETENTION IN ANY PRINCIPAL ROLE BY RACE/ETHNICITY



DEFINITIONS

GENERAL

School leaders: Principals and assistant principals (APs)

MA DESE: Massachusetts Department of Elementary and Secondary Education

PREPARATION, LICENSURE, & PRIOR EXPERIENCE

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.

A provisional principal/AP license is administered to individuals who possess a bachelor's degree, have passed all required state licensure tests except for 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 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: 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.

* More information: www.doe.mass.edu/licensure/academic-prek12/panel-review-administrator-routes.docx