



# Graduate School of Education

## 2021 Career Plan Survey Report



### Methodology

Career Services at the University of Pennsylvania annually surveys graduating students to provide a snapshot of their post-graduation plans.

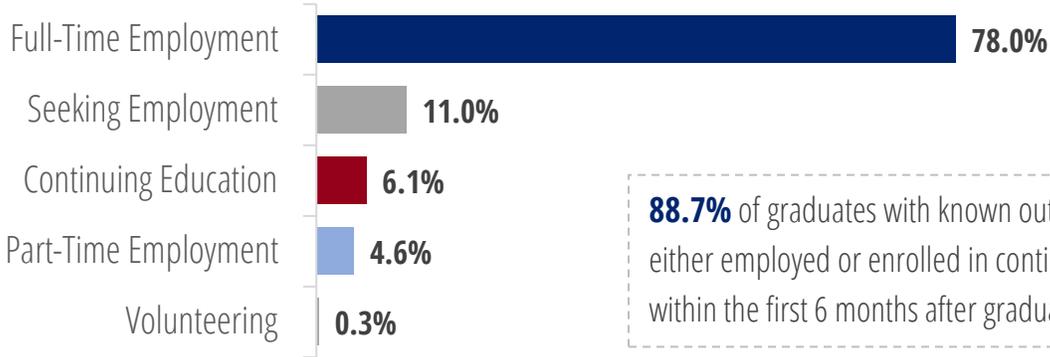
This report looks at 699 Graduate School of Education graduates who received their degrees between August 2020–May 2021. Students were surveyed up to six months from their graduation date, with a 21% response rate. Additional information was then collected via LinkedIn and other sources, bringing the total **knowledge rate** up to **47%**, a total of 327 known graduate outcomes.

### Sections

1. **Post-Graduation by the Numbers**
  2. Outcomes, Full-Time Job Offers, & Hiring Timeline
3. **Full-Time Employment**
  4. Geography & U.S. Employers of International Students
5. **Positions & Salaries by Program**
6. **Continuing Education**
  7. Schools & Programs

# Post-Graduation by the Numbers

327 responses



**88.7%** of graduates with known outcomes were either employed or enrolled in continuing education within the first 6 months after graduation.

## Full-Time Employment

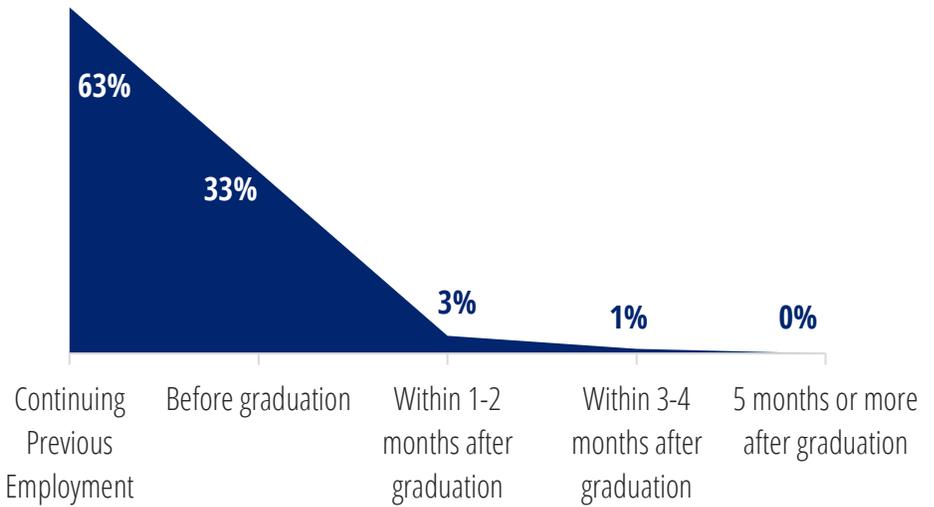
**99%** of graduates who were not continuing previous employment received their offers **within 2 months of graduation.**

**International Students**  
28 responses

- Continuing Previous Employment (14)
- Before graduation (13)
- Within 3-4 months of graduation (1)

### Date of Job Offer

124 responses



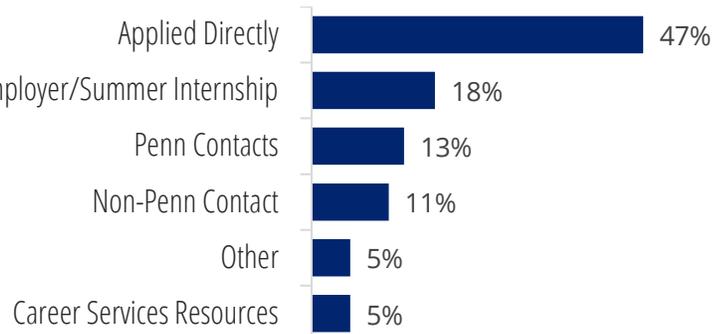
**47%** received their offer after applying directly to the organization.

**19%** received their offer from a previous employer.

**24%** heard about the opportunity through word of mouth (via a connection at or outside of Penn).

### How They Heard About the Job

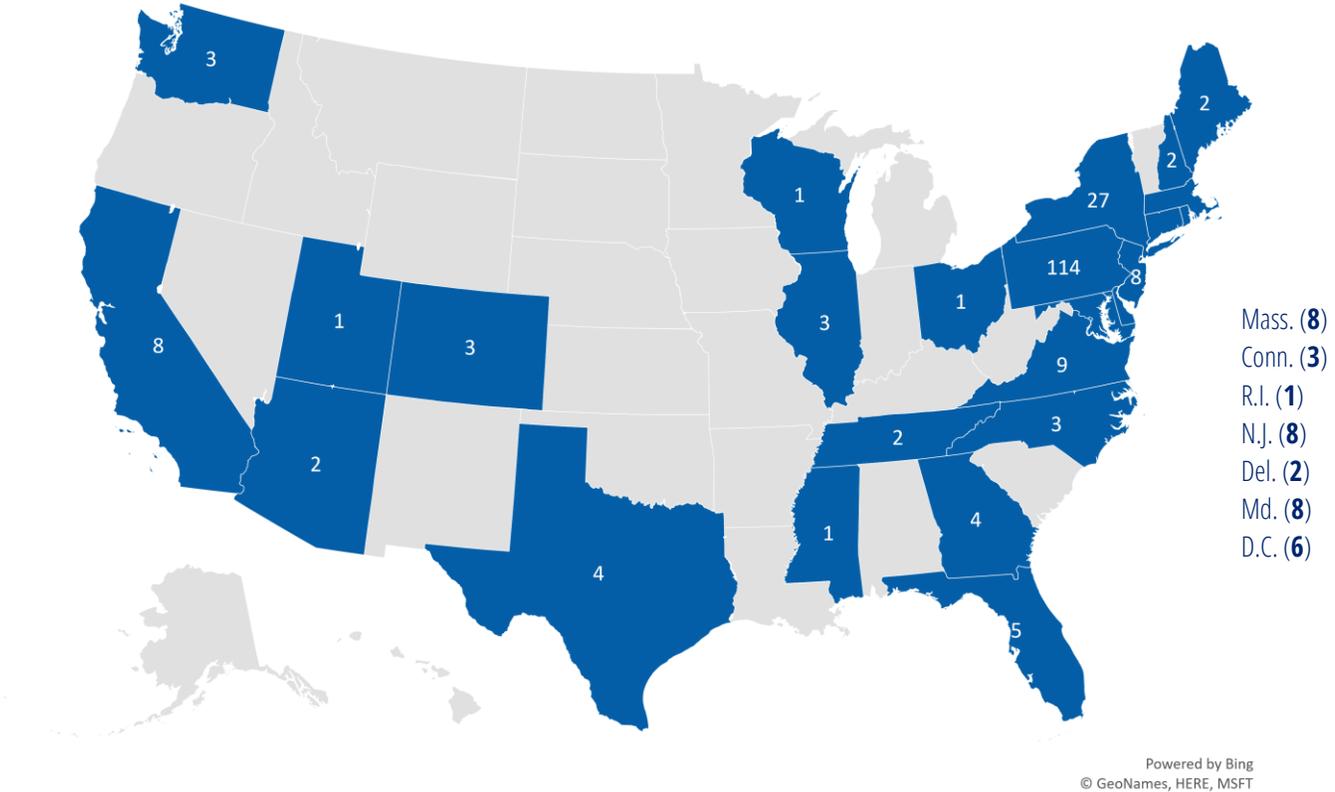
91 responses



# Full-Time Employment

## Employment by State

226 responses



### International Students

Of the 89 survey respondents who identified as foreign nationals, 59 (66%) reported they were employed full-time and 20 (22%) reported they were employed full-time in the U.S.

#### U.S. Employers of Foreign Nationals

- |                              |  |
|------------------------------|--|
| Capital One (2)              | Phemia Education Consulting            |
| CATO SMS                     | Radcliffe Institute for Advanced Study |
| Chegg Inc.                   | Salesforce                             |
| City University of New York  | Sharing Life Africa                    |
| Econsult Solutions           | The Consortium inc.                    |
| Franklin Institute           | The Hotchkiss School                   |
| International Baccalaureate  | Touro College                          |
| Joseph J. Peters Institute   | University of Pennsylvania (2)         |
| Norfolk Southern Corporation | University of Rochester                |

### Internationally

**24 students in 10 countries**

16% of those who reported their location

- China (31)
- France
- India (2)
- Morocco
- Philippines (2)
- Singapore
- Switzerland
- Taiwan
- Turkey
- United Arab Emirates

# Positions & Salaries by Program

Positions accepted by 2021 graduates are listed by program and include employer, position title, and location. Salary averages and ranges by program are included if 3 or more full-time employed graduates indicated their annual salary in their responses.

## Salaries by Degree

	Respondents	Average	Median	Range	
Masters	65	\$54,601	\$48,581	\$26,334	\$170,000
Ph.D.	8	\$88,773	\$82,500	\$73,800	\$125,000
Ed.D.	6	\$151,000	\$103,000	\$75,000	\$280,000

## COUNSELING AND MENTAL HEALTH SERVICES - MASTERS

### Full-Time Employment

- Center for Hope and Renewal**, Psychotherapist, *Jersey City, New Jersey* \*
- Econsult Solutions**, Research Assistant, *Philadelphia, Pennsylvania*
- Freire Charter High School**, School Therapist, *Philadelphia, Pennsylvania* \*
- Freire Charter Schools**, School Counseling Intern, *Philadelphia, Pennsylvania* \*
- Freire Charter Schools**, School-Based Counselor Intern, *Philadelphia, Pennsylvania*
- Furness Horace High School**, School Counselor, *Philadelphia, Pennsylvania* \*
- Gersten Center for Behavioral Health**, Therapist, *Chicago, Illinois* \*
- Joseph J. Peters Institute**, Clinical Psychology Intern, *Philadelphia, Pennsylvania* +\*
- Nemeth Counseling and Consultation**, Outpatient Clinician \*
- Penn Medicine**, Counseling Psychotherapist, *Philadelphia, Pennsylvania* \*
- Phoenix House Texas**, Recovery Advocate, *Austin, Texas* \*
- Resilient Health**, Mental Health Counselor, *Queen Creek, Arizona* \*
- Sunstone Counseling**, Mental Health Counselor, *McLean, Virginia* \*
- The Consortium inc.**, Mental Health Therapist, *Philadelphia, Pennsylvania* \*
- University of Rochester**, Full-Time Research Assistant, *Rochester, New York*
- Vesta Consulting Group**, Chief Operating Officer, *Atlanta, Georgia*
- Weaver and Associates, PLLC**, Resident Psychotherapist, *McLean, Virginia* \*
- Wedge Recovery Center**, Mental Health Therapist, *Philadelphia, Pennsylvania* \*

\* Dual Degree Recipient  
+ Continuing Previous Employment

### Short-Term Work/Internships Held by Respondents During Degree Program

- Mercy Philadelphia Hospital (2)
- The Consortium

## EDUCATION ENTREPRENEURSHIP - MASTERS

### Full-Time Employment

**Active Day**, Corporate Counsel, *Trevose, Pennsylvania*

**Boston Consulting Group**, Consultant, *Philadelphia, Pennsylvania*

**Carney, Sandoe & Associates**, Diversity, Inclusion, and Equity Consultant and Search Associate, *New York City, New York*

**EY-Parthenon**, Management Consultant, *San Francisco, California*

**Free Malaya**, Founder, *Los Angeles, California* +

**Girard College**, Dean of High School Faculty, *Philadelphia, Pennsylvania* +

**Grit Digital Health**, Partner Success Manager, *Denver, Colorado*

**IHS Mqrkit**, Senior Economist II, Sub-Saharan Africa, *Philadelphia, Pennsylvania* +

**Innovare**, Account Strategist, *Chicago, Illinois*

**Kieve Wavus Education Inc.**, Lead Educator, *Nobleboro, Maine* +

**Massachusetts Institute of Technology (MIT)**, Annual Giving Officer, *Cambridge, Massachusetts* +

**Metro Nashville Public Schools**, EL Teacher, *Nashville, Tennessee*

**Moonstone Preschool**, Assistant Director of Finance and Administration, *Philadelphia, Pennsylvania*

**Moroccan-American Commission for Educational and Cultural Exchange**, Program Officer for US Fulbright Grantees, *Rabat-Sale, Morocco* +

**Pace Academy**, LS Director of Design Thinking, *Atlanta, Georgia*

**Rosendin**, Assistant Project Manager, *Baltimore, Maryland*

**The Dalton School**, First Grade Associate Teacher, *New York City, New York*

**University of Pennsylvania**, Education Coordinator, *Philadelphia, Pennsylvania* +

**University of Pennsylvania**, Researcher, Penn Futures Project, *Philadelphia, Pennsylvania*

**UniWill Ventures**, General Partner, *Boston, Massachusetts* +

\* Dual Degree Recipient  
 + Continuing Previous Employment

**Median Salary: \$63,000 (based on 5 reported full-time salaries)**

**Average Salary: \$77,600 | Salary Range: \$35,000 - \$170,000**

### Short-Term Work/Internships Held by Respondents During Degree Program

- Boston Consulting Group
- University of Pennsylvania - McNulty Leadership Program

## EDUCATION POLICY - MASTERS

### Full-Time Employment

**Book Trust**, Northeast Program Manager, *Philadelphia, Pennsylvania*

**Boston Consulting Group**, Associate, *Dubai, United Arab Emirates*

**Cahpel Hill - Carboro City Schools**, K-5 Interventionist, *Durham, North Carolina*

**Charlotte-Macklenburg Schools**, Elementary School Teacher, *Charlotte, North Carolina*

**Commonwealth of Pennsylvania**, Liquor Store Clerk, *Mechanicsburg, Pennsylvania*

**Creo College Preparatory Charter School**, Math Learning Specialist, *New York City, New York*

**Elwyn**, Early Intervention Representative, *Salt Lake City, Utah*

**New Jersey Public Schools**, Teacher, *New Jersey*

**Pharos Academy**, Teacher, *New York City, New York* +

**Radcliffe Institute for Advanced Study**, Program Coordinator, *Cambridge, Massachusetts*

**Relay Graduate School of Education**, *New York City, New York*

**The Research Alliance for NYC Schools**, Technical Research Analyst, *New York City, New York*

**Thomas Jefferson University**, Graduate Admissions Coordinator, *Philadelphia, Pennsylvania*

**Villanova University Career and Professional Development Graduate Program**, Interim Assistant Director, *Villanova, Pennsylvania* \*

**Xitieshi Education Technology Company**, Co-Founder & Project Design Vice President, *Shanghai, China*

\* Dual Degree Recipient  
 + Continuing Previous Employment

**Median Salary: \$53,250 (based on 4 reported full-time salaries)**

**Average Salary: \$48,561 | Salary Range: \$27,144 - \$60,600**

### Short-Term Work/Internships Held by Respondents During Degree Program

- CADEkids
- Children's Literacy Initiative
- Consortium for Policy Research in Education (2)
- School District of Philadelphia, Office of Research and Evaluation
- University of Pennsylvania - Penn Online Learning Initiative
- University of Pennsylvania - The Wharton School
- University of Pennsylvania, Graduate School of Education

## EDUCATION, CULTURE, AND SOCIETY - MASTERS

### Full-Time Employment

**Campus Compact for New Hampshire**, Director of Postsecondary Access and Success, *Concord, New Hampshire*

**Children's Aid**, Collective Impact Manager, K-12, *New York City, New York*

**Shenzhen Middle School**, High School Teacher, *Shenzhen, China*

**Stanford University Graduate School of Business**, Assistant Director of Outreach, *Palo Alto, California*

**Tower Hill School**, Upper School English Teacher, *Wilmington, Delaware*

**University of Pennsylvania - Netter Center**, UACS High School Programs Manager, *Philadelphia, Pennsylvania* +

**UNMUTED**, Co-Founder +

**Washington Employment Security Department**, Workforce Initiatives Manager, *Olympia, Washington*

### Short-Term Work/Internships Held by Respondents During Degree Program

- Foreign Policy Research Institute

## EDUCATION, CULTURE, AND SOCIETY - PH.D.

### Full-Time Employment

**American Institutes for Research**, Researcher, *Arlington, Virginia* +  
**Boston College**, Visiting Assistant Professor, *Chestnut Hill, Massachusetts*  
**Fairleigh Dickinson University**, Assistant Professor of Higher Education, *Teaneck, New Jersey*  
**Florida State University**, Assistant Professor of English Education, *Tallahassee, Florida*  
**International Baccalaureate**, World Schools Manager, *Washington, District of Columbia*  
**Johns Hopkins University**, Postdoctoral Fellow, *Baltimore, Maryland*  
**Strada Education Network**, Postdoctoral Fellow, *Philadelphia, Pennsylvania*  
**Teach Plus**, Teacher Leadership Coach, *Philadelphia, Pennsylvania*

\* Dual Degree Recipient  
 + Continuing Previous Employment

**Median Salary: \$82,500 (based on 8 reported full-time salaries)**

**Average Salary: \$88,773 | Salary Range: \$73,800 - \$125,000**

## EDUCATIONAL LEADERSHIP - ED.D. (MID-CAREER DOCTORATE)

### Full-Time Employment

**Excellence Community Schools**, Chief of Schools and Innovation, *New York City, New York* +  
**NYC Department of Education**, Principal, *New York City, New York* +  
**Rye Country Day School**, Director of Admissions, *Rye, New York* +  
**Skyrocket Educator Training**, Chief Schools Officer, *New York City, New York*  
**U.S. Department of Energy**, Fellow, *Washington, District of Columbia*

## EDUCATIONAL LEADERSHIP - ED.D. (TRADITIONAL)

### Full-Time Employment

**SEED Public Charter School of Washington DC**, Head of School, *Washington, District of Columbia*

## HIGHER EDUCATION - ED.D.

### Full-Time Employment

**DiversityInc**, Research Lead & Analyst, *Philadelphia, Pennsylvania*  
**Teachers Institute of Philadelphia**, Director, *Philadelphia, Pennsylvania* +  
**Thomas Jefferson University**, Director of Curriculum & Administration, Jefferson Center for Interprofessional Practice & Education, *Philadelphia, Pennsylvania* +

## HIGHER EDUCATION - MASTERS

### Full-Time Employment

\* Dual Degree Recipient  
 + Continuing Previous Employment

- Amtrak**, Sr Recruiter Future Workforce, *Philadelphia, Pennsylvania*
- Brown University**, Admissions Specialist, *Providence, Rhode Island*
- Fosun**, Human Resources Specialist, *Beijing, China*
- Museum of the Moving Image**, Associate Director of Visitor Experience, *Queens, New York*
- Rice University**, Assistant Director of Compliance, *Houston, Texas*
- Southern New Hampshire University**, Senior Program Manager, *Manchester, New Hampshire* +
- Storbeck Pimentel Associates**, Research Associate, *Media, Pennsylvania*
- The Foundation for Hispanic Education**, Community Relations Coordinator, *San Jose, California*
- University of Pennsylvania**, Global Programs Coordinator, *Philadelphia, Pennsylvania* +
- University of Pennsylvania**, International Student and Scholar Coordinator, *Philadelphia, Pennsylvania* +
- University of Pennsylvania**, Manager, Client Care, *Philadelphia, Pennsylvania* +
- University of Pennsylvania**, Program Coordinator, *Philadelphia, Pennsylvania*
- University of Pennsylvania**, Program Coordinator for Community Care, *Philadelphia, Pennsylvania*
- University of Pennsylvania - Graduate School of Education**, Fellow, *Philadelphia, Pennsylvania*
- University of Pennsylvania - Perelman School of Medicine**, Faculty Coordinator, *Philadelphia, Pennsylvania* +

**Median Salary: \$47,000 (based on 6 reported full-time salaries)**

**Average Salary: \$49,557 | Salary Range: \$40,000 - \$59,000**

### Short-Term Work/Internships Held by Respondents During Degree Program

- University of Pennsylvania - Development and Alumni Relations
- University of Pennsylvania - Graduate School of Education
- University of Pennsylvania - Penn Carey Law (2)
- University of Pennsylvania - Penn Online Learning Initiative
- University of Pennsylvania - The Wharton School (2)
- Yale-NUS College

## HIGHER EDUCATION MANAGEMENT EXECUTIVE DOCTORATE - ED.D.

### Full-Time Employment

- John Carroll University**, Director, Center for Service-Learning and Social Action, *Cleveland, Ohio*
- Pennsylvania State University**, Associate Dean for Learning, Undergraduate Services, and Commonwealth Campus Libraries, *State College, Pennsylvania* +
- Relay Graduate School of Education**, Director of Accreditation, *Denver, Colorado*
- Rust College**, President, *Holly Springs, Mississippi*
- Skagit Valley College**, Executive Dean for Instruction, *Mount Vernon, Washington* +
- Vantage Point Consulting Inc.**, Vice President, *Reston, Virginia* +

## INDEPENDENT SCHOOL TEACHING RESIDENCY - MASTERS

### Full-Time Employment

**Blair Academy**, Admissions Associate, *Blairstown, New Jersey*  
**Classical Charter Schools**, Teacher, *New York City, New York* +  
**Germantown Friends School**, Classics Teacher, *Philadelphia, Pennsylvania*  
**St. Anne's-Belfield School**, , *Charlottesville, Virginia* +  
**Stanley British Primary School**, Spanish Teacher, *Denver, Colorado*  
**The Greenwich Country Day School**, Upper School Spanish Teacher, *Greenwich, Connecticut*  
**The Hotchkiss School**, Physics Teacher, *Lakeville, Connecticut*  
**The Loomis Chaffee School**, Teacher, *Windsor, Connecticut* +  
**The Masters School**, Upper School Spanish Teacher, *Dobbs Ferry, New York*  
**THINK Global School**, Educator, *New York City, New York*

\* Dual Degree Recipient  
 + Continuing Previous Employment

**Median Salary: \$50,336 (based on 6 reported full-time salaries)**

**Average Salary: \$54,112 | Salary Range: \$42,000 - \$70,000**

### Short-Term Work/Internships Held by Respondents During Degree Program

- o Loomis Chaffee School

## INTERCULTURAL COMMUNICATION - MASTERS

### Full-Time Employment

**NetEase Youdao**, Marketing Trainee, *Beijing, China*  
**TAL Education Group**, Instructional Designer, *Beijing, China*  
**University of Pennsylvania**, Assistant Director for Integration & Community Engagement, *Philadelphia, Pennsylvania* +  
**University of Pennsylvania**, Program Coordinator, MS in Social Policy Program, *Philadelphia, Pennsylvania*

### Short-Term Work/Internships Held by Respondents During Degree Program

- o AmCham China
- o ByteDance
- o Nestle
- o NYU Shanghai
- o TCK Workshop Co.
- o University of Pennsylvania - English Language Programs (ELP)
- o Welcoming Center for New Pennsylvanians

## INTERDISCIPLINARY STUDIES IN HUMAN DEVELOPMENT - MASTERS

### Full-Time Employment

**Chegg Inc.**, Business Insights Analyst, *Santa Clara, California* \*  
**Norfolk Southern Corporation**, Data Scientist, *Atlanta, Georgia* \*

**Tencent**, HR Business Partner, *Shenzhen, China*

**University of Pennsylvania**, West Philadelphia Tutoring Project - Program Coordinator  
 at Civic House, *Philadelphia, Pennsylvania* +

\* Dual Degree Recipient  
 + Continuing Previous Employment

## INTERNATIONAL EDUCATIONAL DEVELOPMENT - MASTERS

### Full-Time Employment

**Asian Development Bank (ABD)**, EdTech & Research Intern, *Mandalyuong, Philippines* \*

**Higher Ground Education**, Lead Guide, *Hollywood, Florida* +

**International Institute for Educational Planning (IIEP UNESCO)**, Data Science Intern, *Paris, France*

**Pratham Education Foundation**, Associate, Program Management, *Mumbai, India* \*

**Rice University**, Assistant Director of Global Programs at the Center for Civic Leadership, *Houston, Texas*

**Ross School**, Early Childhood Educator, *East Hampton, New York* +

**Sharing Life Africa**, Co-Founder & Monitoring, Evaluation, and Learning Specialist, *New York City, New York*

**Tencent**, Product Manager, *Shenzhen Shi, China*

**Unbounded Associate**, Project Coordinator, *Washington, District of Columbia*

**University of Pennsylvania**, Professional Learning Program Coordinator, *Philadelphia, Pennsylvania*

### Short-Term Work/Internships Held by Respondents During Degree Program

- JET Education Services
- Kids4Peace
- UNESCO (3)
- University of Pennsylvania - Penn Reading Initiative
- University of Pennsylvania, Graduate School of Education (2)
- University of Pennsylvania, Penn Law
- World Learning
- World Neighbors

## LEARNING SCIENCES AND TECHNOLOGIES - MASTERS

### Full-Time Employment

**Andiamo Partners**, Technology Talent Acquisition- Junior Associate, *Philadelphia, Pennsylvania*

**City University of New York, Herbert H. Lehman College**, Digital Skills Instructor and Curriculum Designer, *New York City, New York*

**Education Technology Together**, Product Associate, *Shanghai, China*

**Essence Securities Co., Ltd**, Equity Research Analyst, *Shanghai Shi, China*

**Foreign Language Teaching and Research Press**, Academic Planning, *Beijing, China*

**Franklin Institute**, Science Activity Facilitator, *Philadelphia, Pennsylvania*

**GSV Ventures**, Associate, *New York City, New York*

**MeiTuan**, Product Manager, *Shanghai, China*

**Phemia Education Consulting**, Educational Consultant, *Boston, Massachusetts* \*

**Salesforce**, Sr Analyst - Learning Experience Designer, *San Francisco, California*

**Singapore Armed Forces**, Senior Officer, *Singapore, Singapore* +

**Tencent**, Industry Solutions Senior Manager, *Guangzhou Shi, China*

**Touro College**, Instructional Designer, *San Francisco, California*

**Twin Science**, Content Developer, *Istanbul, Turkey*

**University of Pennsylvania**, Online Learning and Instructional Design Manager, *Philadelphia, Pennsylvania* +

**University of Pennsylvania - Graduate School of Education**, Research Assistant, *Philadelphia, Pennsylvania* +

\* Dual Degree Recipient  
 + Continuing Previous Employment

**Median Salary: \$71,000 (based on 3 reported full-time salaries)**

**Average Salary: \$71,280 | Salary Range: \$47,840 - \$95,000**

### Short-Term Work/Internships Held by Respondents During Degree Program

- Academy of Natural Sciences
- Bartram's Garden
- Energy Coordinating Agency
- Philadelphia Education Fund
- Philadelphia Youth Network (2)
- University City Science Center

## PENN CLO (CHIEF LEARNING OFFICER) EXECUTIVE DOCTORATE - ED.D.

### Full-Time Employment

**Delaware County Community College: Wellness, Athletics & Recreation**, Director, *Media, Pennsylvania* +

**Dollar General**, Vice President of Diversity & Inclusion, *Miami, Florida*

**GE**, Chief Talent Officer, GE Power, *New York City, New York* +

**LinkedIn**, Enterprise Sales Manager, *New York City, New York* +

**ManpowerGroup**, Vice President, Global Learning & Development, *Milwaukee, Wisconsin*

**Northeast Treatment (NET) Centers**, Director Learning & Professional Development, *Philadelphia, Pennsylvania* +

**Median Salary: \$100,000 (based on 3 reported full-time salaries)**

**Average Salary: \$148,333 | Salary Range: \$75,000 - \$270,000**

## PROFESSIONAL COUNSELING - MASTERS

### Full-Time Employment

**Center for Hope and Renewal**, Psychotherapist, *Jersey City, New Jersey* \*

**Freire Charter High School**, School Therapist, *Philadelphia, Pennsylvania* \*

**Freire Charter Schools**, School Counseling Intern, *Philadelphia, Pennsylvania* \*

**Furness Horace High School**, School Counselor, *Philadelphia, Pennsylvania* \*

**Gersten Center for Behavioral Health**, Therapist, *Chicago, Illinois* \*

**Improving Lives CMHC**, Registered Mental Health Counseling Intern, *Miami, Florida*

**Joseph J. Peters Institute**, Clinical Psychology Intern, *Philadelphia, Pennsylvania* +\*

**Joseph J. Peters Institute**, Fee for Service Outpatient Therapist, *Philadelphia, Pennsylvania*

**Nemeth Counseling and Consultation**, Outpatient Clinician \*

**Penn Medicine**, Counseling Psychotherapist, *Philadelphia, Pennsylvania* \*

**Phoenix House Texas**, Recovery Advocate, *Austin, Texas* \*  
**Powers Edu**, Child and Family Counselor, *Shenzhen, China* +  
**Resilient Health**, Mental Health Counselor, *Queen Creek, Arizona* \*  
**Sunstone Counseling**, Mental Health Counselor, *McLean, Virginia* \*  
**The Consortium inc.**, Mental Health Therapist, *Philadelphia, Pennsylvania* \*  
**Weaver and Associates, PLLC**, Resident Psychotherapist, *McLean, Virginia* \*  
**Wedge Recovery Center**, Mental Health Therapist, *Philadelphia, Pennsylvania* \*

\* Dual Degree Recipient  
 + Continuing Previous Employment

## Short-Term Work/Internships Held by Respondents During Degree Program

- Mercy Philadelphia Hospital
- The Consortium (2)
- Vaux Big Picture High School

## READING/WRITING/LITERACY - ED.D.

### Full-Time Employment

**School District of Philadelphia**, 6th and 7th Grade ELA, *Philadelphia, Pennsylvania*

## READING/WRITING/LITERACY - MASTERS

### Full-Time Employment

**Freire Schools**, Middle School Teacher, *Philadelphia, Pennsylvania*  
**Friendship Public Charter School**, Reading Intervention, *Washington, District of Columbia* +  
**MaST Community Charter School**, 4th Grad Math and Science Teacher, *Philadelphia, Pennsylvania*  
**Mount Pleasant High School**, English Teacher, *Wilmington, Delaware*  
**Pennsbury School District**, Faculty Member - Classroom Teacher, *Yardley, Pennsylvania* +  
**Somerville Public Schools**, Lead Teacher, *Somerville, Massachusetts*  
**Tredyffrin/Easttown School District**, High School English Teacher, *Berwyn, Pennsylvania* +  
**Wissahickon School District**, French Teacher, Long-Term Substitute, *Ambler, Pennsylvania* +

## SCHOOL AND MENTAL HEALTH COUNSELING (EXECUTIVE PROGRAM) - MASTERS

### Full-Time Employment

**Cheltenham School District**, Teacher, *Elkins Park, Pennsylvania* +  
**Children's Hospital of Philadelphia**, Clinical Research Coordinator, *Philadelphia, Pennsylvania* +  
**Cristo Rey Philadelphia High School**, College Counselor, *Philadelphia, Pennsylvania* +  
**Momentum Counseling and Coaching**, Mental Health Therapist, *West Chester, Pennsylvania*  
**Montefiore Health System**, Psychotherapist, Department of Psychiatry and Behavioral Sciences, *New York City, New York*

**Penquis Valley High School**, School Counselor, *Milo, Maine*  
**Private Practice**, Psychotherapist, *Bryn Mawr, Pennsylvania* +  
**School District of Philadelphia**, Middle School Special Education Teacher,  
*Philadelphia, Pennsylvania* +  
**The Lincoln Center for Family and Youth**, PBIS Coach, *Norristown, Pennsylvania* +

\* Dual Degree Recipient  
 + Continuing Previous Employment

**Median Salary: \$43,000 (based on 4 reported full-time salaries)**

**Average Salary: \$45,250 | Salary Range: \$35,000 - \$60,000**

### Short-Term Work/Internships Held by Respondents During Degree Program

- Chester Community Charter School
- Freire Charter High School and The Starting Point of NJ
- Henry C. Lea Elementary School
- Kristle J Small Counseling Group
- Main Line Therapy Solutions
- Teche Freire
- The Wedge Recovery Centers

## SCHOOL LEADERSHIP - MASTERS

### Full-Time Employment

**Chester Community Charter School**, Assistant Principal, *Aston Township, Pennsylvania*  
**Elisabeth Morrow School**, Middle School Science Teacher, *New York City, New York* +  
**Girard College**, Director of Admissions, *Philadelphia, Pennsylvania*  
**Kensington Creative and Performing Arts High School**, Director of Student Affairs; Social Studies / English Teacher,  
*Philadelphia, Pennsylvania*  
**Poly Prep Country Day School**, Director of Annual Giving, *New York City, New York*  
**School District of Philadelphia**, Assistant Principal, *Philadelphia, Pennsylvania* (2)  
**School District of Philadelphia**, School Counselor, *Philadelphia, Pennsylvania* +  
**Seattle Academy**, Director of Admissions, *Seattle, Washington*  
**The Bryn Mawr School**, Dean of Students, *Baltimore, Maryland* +  
**The Haverford School**, Form Dean, *Haverford, Pennsylvania* +  
**Westtown School**, Grade Dean/Math Teacher/Coach, *West Chester, Pennsylvania* +  
**Westtown School**, History Teacher, *West Chester, Pennsylvania* +

### Short-Term Work/Internships Held by Respondents During Degree Program

- Chester Community Charter School
- The Bryn Mawr School

## STATISTICS, MEASUREMENT, ASSESSMENT, AND RESEARCH TECHNOLOGY - MASTERS

### Full-Time Employment

- Asian Development Bank (ABD)**, EdTech & Research Intern, *Mandalyuong, Philippines* \*
- BiiLabs**, Blockchain Analyst, *Taipei City, Taiwan*
- Capital One**, Data Analyst, *McLean, Virginia*
- Capital One**, Senior Associate Data Scientist, *New York City, New York*
- CATO SMS**, Programmer I, *Cary, North Carolina*
- Chegg Inc.**, Business Insights Analyst, *Santa Clara, California* \*
- Foreign Language Teaching and Research Press**, Assistant Researcher, *Beijing, China* \*
- Gopher Asset Management**, Private Equity Analyst, *Shanghai, China* +
- Guandata**, Business Analyst, *Hangzhou, China* +
- Mumian Capital**, Senior Analyst, *Beijing, China*
- Norfolk Southern Corporation**, Data Scientist, *Atlanta, Georgia* \*
- Universal Set Investment**, Quantitative Research Intern, *Shanghai, China*
- University of Pennsylvania**, Research Assistant, *Philadelphia, Pennsylvania* +
- University of Pennsylvania**, Research Assistant, *Philadelphia, Pennsylvania*

\* Dual Degree Recipient  
+ Continuing Previous Employment

**Median Salary: \$100,000 (based on 3 reported full-time salaries)**  
**Average Salary: \$86,787 | Salary Range: \$35,360 - \$125,000**

### Short-Term Work/Internships Held by Respondents During Degree Program

- Certik
- The Bright Network

## TEACHING, LEARNING, AND LEADERSHIP - MASTERS

### Full-Time Employment

- Haddon Township High School**, Chemistry Teacher, *Haddon Township, New Jersey*

### Short-Term Work/Internships Held by Respondents During Degree Program

- Pennsylvania Society for Biomedical Research

## Teaching English to Speakers of Other Languages (TESOL) - MASTERS

### Full-Time Employment

- Alighthouse**, International Admission Consultant, *Beijing, China*
- ByteDance Inc.**, English Curriculum Designer, *Beijing, China* +
- Foreign Language Teaching and Research Press**, Assistant Researcher, *Beijing, China* \*

**High School**, High School English Teacher, *Shanghai, China* +  
**Middle School**, Middle School English Teacher, *Shenzhen, China*  
**NetEase**, Teacher, *Beijing, China*  
**Phemia Education Consulting**, Educational Consultant, *Boston, Massachusetts* \*  
**SGYY**, Trainee, *Shanghai, China*  
**Southern University of Science and Technology**, Teaching Assistant, *Shenzhen, China*  
**Tencent**, Chief Operating Officer, *Shenzhen, China* +  
**Wenzhou Business College**, Writing Instructor, *Wenzhou, China* +  
**YuanFuDao**, English Teacher, *Shanghai, China*

\* Dual Degree Recipient  
 + Continuing Previous Employment

**Median Salary: \$34,800 (based on 7 reported full-time salaries)**

**Average Salary: \$39,775 | Salary Range: \$26,647 - \$70,537**

### Short-Term Work/Internships Held by Respondents During Degree Program

- Bain & Company
- Basis International School Hangzhou
- Free Library of Philadelphia
- Garces Foundation
- HIAS Pennsylvania
- NetEase Youdao
- Northeast Academy of Philadelphia (2)
- PEDAL Class
- Quadrat Academy
- Temple WELL Program
- University of Pennsylvania

## URBAN TEACHING APPRENTICESHIP PROGRAM - MASTERS

### Full-Time Employment

**Brooke Charter Schools**, Associate Teacher, *Boston, Massachusetts*  
**Building 21**, Social Studies Teacher, *Philadelphia, Pennsylvania*  
**Cairn University**, Coordinator, University Ministry Center, *Langhorne, Pennsylvania*  
**Friends Select School**, Assistant Teacher, *Philadelphia, Pennsylvania*  
**Gonzaga College High School**, Science Teacher, *Washington, District of Columbia*  
**Hill Freedman World Academy**, Math and Science Teacher, *Philadelphia, Pennsylvania*  
**Inspirit AI**, AI Course Instructor  
**Lausanne Collegiate School**, Upper School Social Studies Teacher, *Memphis, Tennessee*  
**Leysin American School**, High School Algebra Teacher, *Leysin, Switzerland* +  
**Pinellas County Schools, Florida**, Middle School Teacher, *St. Petersburg, Florida* +  
**School District of Philadelphia**, 3rd Grade Teacher, *Philadelphia, Pennsylvania*  
**School District of Philadelphia**, Assistant Teacher, *Philadelphia, Pennsylvania*  
**School District of Philadelphia**, Chemistry Teacher, *Philadelphia, Pennsylvania* +  
**School District of Philadelphia**, ELA Teacher, *Philadelphia, Pennsylvania*  
**School District of Philadelphia**, English Teacher, *Philadelphia, Pennsylvania* +  
**School District of Philadelphia**, Head Start Teacher, *Philadelphia, Pennsylvania*

**School District of Philadelphia**, High School Social Studies Teacher,  
*Philadelphia, Pennsylvania*

**School District of Philadelphia**, High School Teacher, *Philadelphia, Pennsylvania* +

**School District of Philadelphia**, Lead Teacher, First Grade, *Philadelphia, Pennsylvania*

**School District of Philadelphia**, Social Studies Teacher, *Philadelphia, Pennsylvania*

**School District of Philadelphia**, Teacher, *Philadelphia, Pennsylvania* +

**School District of Philadelphia**, Teacher, *Philadelphia, Pennsylvania* (4)

**Science Leadership Academy**, Teacher, *Philadelphia, Pennsylvania*

**Senate of Pennsylvania**, Constituent Services Advocate, *Harrisburg, Pennsylvania*

**Success Academy Charter Schools (NY)**, Lead Teacher, *New York City, New York*

**Tilden Middle School**, 6th Grade English Language Arts and Social Studies Teacher, *Philadelphia, Pennsylvania*

**Villanova University**, Assistant Teaching Professor, *Philadelphia, Pennsylvania*

\* Dual Degree Recipient  
 + Continuing Previous Employment

**Median Salary: \$48,566 (based on 14 reported full-time salaries)**

**Average Salary: \$49,275 | Salary Range: \$36,600 - \$66,000**

### Short-Term Work/Internships Held by Respondents During Degree Program

- Edwin M. Stanton School
- Furness High School
- George W. Nebinger School
- Nebinger School
- Northeast High School
- School District of Philadelphia (5)
- The Academy at Palumbo
- Wissahickon Charter School (2)

## URBAN TEACHING RESIDENCY PROGRAM - MASTERS

### Full-Time Employment

**Central Bucks School District**, Learning Support Education Assistant, *Doylestown, Pennsylvania* +

**Depp Roots Charter School**, Teacher, *Philadelphia, Pennsylvania* +

**Fairfax County Public Schools**, Teacher, *Fairfax, Virginia*

**Global Leadership Academies**, Special Education Teacher, *Philadelphia, Pennsylvania* +

**KIPP New Jersey**, Middle School Teacher & Race, Equity, and Identity Coordinator, *Camden, New Jersey*

**Liguori Academy**, School-Based Teacher Leader, *Philadelphia, Pennsylvania*

**People for People Charter School**, Early Childhood Teacher, *Philadelphia, Pennsylvania* +

**School District of Philadelphia**, Junior High School Special Education Teacher, *Philadelphia, Pennsylvania* +

**School District of Philadelphia**, Special Education Teacher, *Philadelphia, Pennsylvania* +

**Median Salary: \$45,000 (based on 3 reported full-time salaries)**

**Average Salary: \$49,333 | Salary Range: \$45,000 - \$58,000**

## Short-Term Work/Internships Held by Respondents During Degree Program

- AFAHO
- School District of Philadelphia
- University of Pennsylvania, Graduate School of Education, VAST Life

# Continuing Education

Degree programs in which 2021 graduates have reported they are enrolled are listed alphabetically by university and include degree level and program name.

- City University of Hong Kong**, Doctorate, English
- Cornell University**, Doctorate, Sociology
- George Washington University**, Doctorate, Counseling
- George Washington University**, Doctorate, Law
- Johns Hopkins University**, Doctorate, Education
- New Mexico State University**, Doctorate, Counseling Psychology
- Northwestern University**, Doctorate, African-American Studies
- Purdue University**, Doctorate, Human Development & Family Studies
- Stanford University**, Doctorate, Psychology
- Temple University**, Doctorate, Islamic Art History
- Temple University**, Doctorate, Spanish
- University of Arizona**, Doctorate, Statistics
- University of Delaware**, Doctorate, Educational Statistics and Research Methods
- University of Maryland**, Doctorate, Technology, Learning, & Leadership
- University of Minnesota Twin Cities**, Doctorate, Sport and Exercise Psychology
- University of Oregon**, Doctorate, Counseling Psychology
- University of Pennsylvania**, Masters, Professional Counseling
- University of Washington Seattle**, Doctorate, Education Policy