

Administrator Experience 2016-17 through 2023-24

This study reports the years of experience for principals, assistant principals, superintendents, and assistant superintendents in the Texas public school system. The first table reports mean, median, and maximum experience statistics for each group of administrators and the second table reports the counts by experience categories.

Definition: We obtain years of experience from the Public Education Information Management System (PEIMS) employment data. This measures the number of completed years, not including the enumerated year, of employment in the Texas public school system regardless of role. Administrators are included regardless of certification status. The superintendent category as reported in PEIMS includes superintendents, chief administrative officers, chief executive officers, and presidents of charter organizations.

Role	Academic Year	Total in Role	Mean Years of Experience	Median Years of Experience	Maximum Years of Experience
Principals	2023-24	8,878	19.31	19	54
	2022-23	8,795	19.16	20	53
	2021-22	8,729	19.48	20	52
	2020-21	8,719	19.68	20	53
	2019-20	8,644	19.46	19	52
	2018-19	8,469	19.48	19	55
	2017-18	8,417	19.17	19	60
	2016-17	8,296	19.50	19	59
Assistant Principals	2023-24	13,986	15.91	16	54
	2022-23	13,578	15.63	15	58
	2021-22	13,262	15.75	15	57
	2020-21	13,060	15.84	15	56
	2019-20	12,684	15.67	15	56
	2018-19	12,324	15.71	15	55
	2017-18	11,995	15.39	15	54
	2016-17	11,413	15.65	15	53
Superintendents	2023-24	1,203	23.21	25	50
	2022-23	1,213	23.46	25	52
	2021-22	1,203	23.64	25	62
	2020-21	1,208	23.59	25	61
	2019-20	1,208	23.37	24	60
	2018-19	1,194	23.08	24	59
	2017-18	1,193	23.40	24	58
	2016-17	1,200	23.06	24	57
Assistant Superintendents	2023-24	1,434	21.90	24	58
	2022-23	1,405	21.37	23	57
	2021-22	1,398	22.09	23	56
	2020-21	1,402	22.48	23	53
	2019-20	1,347	22.55	23	52
	2018-19	1,327	22.19	23	52
	2017-18	1,280	21.98	23	51
	2016-17	1,148	22.02	23	50

Role	Academic Year	Pct. with less than 10 years	Pct. with 10 to 19 years	Pct. with 20 to 29 years	Pct. with 30 to 39 years	Pct. with 40 to 49 years	Pct. with 50 or more years
Principals	2023-24	10.62%	39.82%	40.20%	8.49%	0.80%	0.07%
	2022-23	12.33%	37.53%	40.74%	8.49%	0.89%	0.02%
	2021-22	10.32%	38.85%	40.97%	8.91%	0.94%	0.01%
	2020-21	9.49%	39.30%	40.91%	9.15%	1.10%	0.05%
	2019-20	10.16%	40.06%	40.25%	8.39%	1.10%	0.05%
	2018-19	9.86%	40.84%	39.44%	8.55%	1.26%	0.05%
	2017-18	11.42%	40.56%	37.63%	9.02%	1.33%	0.05%
2016-17	10.34%	40.74%	37.36%	9.99%	1.53%	0.04%	
Assistant Principals	2023-24	21.49%	46.42%	27.52%	4.13%	0.41%	0.03%
	2022-23	23.43%	45.61%	26.43%	4.09%	0.41%	0.04%
	2021-22	22.52%	46.30%	26.35%	4.38%	0.40%	0.05%
	2020-21	21.10%	47.95%	26.12%	4.40%	0.41%	0.02%
	2019-20	21.84%	48.12%	25.23%	4.26%	0.51%	0.04%
	2018-19	21.26%	48.93%	24.85%	4.37%	0.55%	0.04%
	2017-18	23.03%	48.12%	23.85%	4.39%	0.55%	0.05%
2016-17	22.10%	48.89%	23.82%	4.52%	0.64%	0.03%	
Superintendents	2023-24	12.05%	14.46%	47.30%	22.36%	3.74%	0.08%
	2022-23	11.21%	14.84%	46.50%	23.33%	4.04%	0.08%
	2021-22	10.14%	15.79%	47.46%	22.86%	3.49%	0.25%
	2020-21	9.60%	17.14%	48.18%	22.10%	2.65%	0.33%
	2019-20	10.10%	18.38%	46.52%	21.52%	3.15%	0.33%
	2018-19	11.56%	17.92%	45.14%	21.36%	3.77%	0.25%
	2017-18	10.39%	17.44%	45.18%	22.13%	4.78%	0.08%
2016-17	11.58%	18.25%	43.25%	22.17%	4.67%	0.08%	
Assistant Superintendents	2023-24	13.18%	20.99%	45.82%	17.78%	1.95%	0.28%
	2022-23	15.59%	20.21%	44.77%	16.58%	2.63%	0.21%
	2021-22	12.23%	21.89%	45.21%	17.53%	2.86%	0.29%
	2020-21	11.70%	21.18%	45.08%	18.40%	3.28%	0.36%
	2019-20	11.88%	20.56%	45.81%	17.89%	3.49%	0.37%
	2018-19	12.74%	21.55%	45.21%	17.11%	3.01%	0.38%
	2017-18	13.20%	21.48%	44.22%	17.19%	3.67%	0.23%
2016-17	12.80%	23.17%	41.38%	19.25%	3.31%	0.09%	

Methodology: We extracted employment records for administrators in the roles of principal, assistant principal, superintendent, and assistant superintendent ([PEIMS role codes '020', '003', '027', and '004' respectively](#)) from the PEIMS database. This extraction included the 'EXPER' variable, which reports the number of years, not including the current year, that the educator has been employed in the Texas public school system.