

Administrator Experience 2015-16 through 2022-23

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.

Administrator Experience Summary Statistics

Role	Academic Year	Total	Years of Experience		
			Mean	Median	Maximum
Principals	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
	2015 16	8,223	19.63	19	59
Assistant Principals	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
	2015 16	11,138	15.51	15	52
Superintendents	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
	2015 16	1,171	22.97	24	56

Role	Academic Year	Total	Years of Experience		
			Mean	Median	Maximum
Assistant Superintendents	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
	2015 16	1,130	21.94	23	50

Administrator Experience Categories

Role	Academic Year	Years of Experience (percent of total)					
		Less than 10	10 to 19	20 to 29	30 to 39	40 to 49	50 or more
Principals	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%
	2015 16	10.52%	40.81%	35.83%	11.20%	1.59%	0.05%
Assistant Principals	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%
	2015 16	23.16%	48.38%	22.88%	4.86%	0.68%	0.04%
Superintendents	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%
	2015 16	11.70%	19.73%	42.02%	21.52%	4.78%	0.26%

Role	Academic Year	Years of Experience (percent of total)					
		Less than 10	10 to 19	20 to 29	30 to 39	40 to 49	50 or more
Assistant Superintendents	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%
	2015 16	13.81%	21.42%	41.50%	19.56%	3.63%	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.