

Administrator Experience 2015-16 through 2021-22

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

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. Superintendents include 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	2021-22	8,728	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	2021-22	13,261	15.76	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	11,994	15.39	15	54
	2016-17	11,413	15.65	15	53
	2015-16	11,138	15.51	15	52
Superintendents	2021-22	1,201	23.64	25	62
	2020-21	1,207	23.58	25	61
	2019-20	1,205	23.38	24	60
	2018-19	1,192	23.08	24	59
	2017-18	1,190	23.41	24	58
	2016-17	1,199	23.08	24	57
	2015-16	1,170	22.99	24	56
Assistant Superintendents	2021-22	1,398	22.09	23	56
	2020-21	1,402	22.48	23	53
	2019-20	1,346	22.56	23	52
	2018-19	1,326	22.20	23	52
	2017-18	1,280	21.98	23	51
	2016-17	1,148	22.02	23	50
	2015-16	1,129	21.96	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	2021-22	10.32%	38.84%	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	2021-22	22.52%	46.30%	26.36%	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	2021-22	10.16%	15.82%	47.38%	22.90%	3.50%	0.25%
	2020-21	9.61%	17.15%	48.14%	22.12%	2.65%	0.33%
	2019-20	10.04%	18.42%	46.47%	21.58%	3.15%	0.33%
	2018-19	11.58%	17.95%	45.05%	21.39%	3.78%	0.25%
	2017-18	10.34%	17.48%	45.13%	22.18%	4.79%	0.08%
	2016-17	11.51%	18.27%	43.29%	22.19%	4.67%	0.08%
	2015-16	11.62%	19.74%	42.05%	21.54%	4.79%	0.26%
Assistant Superintendents	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	11.89%	20.51%	45.84%	17.90%	3.49%	0.37%
	2018-19	12.67%	21.57%	45.25%	17.12%	3.02%	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	13.73%	21.43%	41.54%	19.57%	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) for the past five years from the PEIMS database. This extraction included the 'EXPER' variable, which measures the number of years, not including the current year, that the educator has been employed in the Texas public school system.