

Administrator Experience 2017-18 through 2024-25

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 measure the number of employed administrators by counting principals, assistant principals, superintendents, and assistant superintendents by counting all individuals who were reported in the PEIMS Fall Collection. This collection includes years of experience, as reported by each school system. This number represents 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	2024-25	8,897	19.44	20	52
	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
Assistant Principals	2024-25	14,013	16.13	16	56
	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
Superintendents	2024-25	1,216	23.29	25	50
	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
Assistant Superintendents	2024-25	1,501	21.88	24	59
	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

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	2024-25	10.61%	38.87%	40.83%	8.91%	0.74%	0.03%
	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%
Assistant Principals	2024-25	20.49%	46.54%	28.25%	4.29%	0.38%	0.05%
	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%
Superintendents	2024-25	12.66%	14.23%	44.98%	24.75%	3.21%	0.16%
	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%
Assistant Superintendents	2024-25	13.46%	20.85%	44.84%	18.65%	1.80%	0.40%
	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%	

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.

Notes: The PEIMS Fall Collection leveraged updated technology as part of the TSDS upgrade for school system data reporting. Due to this, reporting abnormalities in the staff data may be slightly higher in 2024-2025 than in recent years.