Each year Harvard Graduate School of Education (HGSE) graduates highly competitive candidates into the job market in a variety of professional sectors. This report provides a snapshot of the 637 HGSE graduates to whom degrees were conferred in May 2023. Students were surveyed up to four months from their graduation date, with an 83% knowledge rate*, reflecting 613 master’s and 24 doctoral graduates.

*Knowledge rate is defined as basic information about career outcomes of graduates (either self-reported via the survey, or administratively added from various third parties).
Class of 2023 Graduate Outcomes

637 GRADUATES

85% SUCCESSFULLY EMPLOYED OF GRADUATES SEEKING EMPLOYMENT

POST GRADUATION BY THE NUMBERS

Have a new job at a new employer 67%
Starting or working on own organization 7%
Remaining at current employer 7%
Still seeking/waiting to seek employment 15%
Returning to previous employer 4%
POSITIONS AND SALARY BY PROGRAM

Salary averages and ranges by degree are included if three or more full-time employed graduates included their annual salary in their responses.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Respondents</th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ed.M.</td>
<td>163</td>
<td>$78,999</td>
<td>$73,000</td>
<td>$30,000 - $200,000</td>
</tr>
<tr>
<td>Ed.L.D</td>
<td>10</td>
<td>$164,200</td>
<td>$157,000</td>
<td>$116,000 - $250,000</td>
</tr>
</tbody>
</table>

CONTINUING EDUCATION

Institutions in which 2023 graduates have reported they are enrolled are listed alphabetically by institution.

Boston University
Columbia University
Cornell University
Georgetown University Law Center
Goucher College
Harvard Graduate School of Education
Harvard T.H. Chan School of Public Health
New York University
Tuck School of Business, Dartmouth College
University of Cambridge
University of Chicago
University of Massachusetts - Boston
University of Michigan
University of Oregon
EMPLOYERS AND POSITIONS

A sampling of positions accepted by 2023 graduates are listed by degree and include employer, position title, and location.

MASTER’S

501 Consultants, Inc., Director of Government Affairs, Cashmere, Washington

Alokito Teachers, Managing Director, Dhaka, Bangladesh

American Repertory Theater, Learning Lead, Cambridge

Ascend Schools, Assistant Principal of Humanities, Brooklyn, New York

Axiom Learning, Center Director, Los Altos, California

Boston Public Schools, Director of Operations, Boston

Breakthrough Collaborative, Instructional Coach, Cambridge

Cambridge Public Schools, Instructional Technology Specialist, Cambridge

Chandler Unified School District, Grant Writer/Research Analyst, Chandler, Arizona

Cherry Creek Public School District, Assistant Principal, Aurora, Colorado

Creative Discovery Museum, Evaluation & Audience Specialist, Chattanooga, Tennessee

Curriculum Associates, Associate Product Manager, North Billerica, Massachusetts


Digital Promise, Learning Experience Designer, New York

Embarc, Program Manager, Chicago

ExpandED Schools, Senior Research Associate, New York

Fidelity Investments, Sr. Manager, Talent & Learning, Boston

Great Minds, Analytics & Insights Analyst, Washington, D.C.

Harvard Business School, Program Manager of the Leadership Initiative, Cambridge

Harvard Kennedy School of Government, Online Learning Technologist, Cambridge

Harvard Radcliffe Institute, Regional Director, Major Gifts, Cambridge

iGravity, Senior Adviser, Zurich

Intentional Futures, Senior Strategist, Seattle

Jackrabbit Learning Experience, Associate Learning Experience Designer, Remote (U.S.)

Keys School, First Grade Teacher, Palo Alto, California

Lincoln Academy, Principal, Salt Lake City, Utah

NAADAC, the Association for Addiction Professionals, Instructional Designer, Alexandria, Virginia

NielsenIQ, Instructional Designer, London

Nord Anglia Education Group, Teacher and Math Lead, San Jose, Costa Rica

Outreach International, Research and Advocacy Manager, Kansas City, Missouri

PBS Kids, Manager of Educator Resources, Crystal City, Virginia
EMPLOYERS AND POSITIONS

Rennie Center for Education Research and Policy, Associate of Programs & Practice, Cambridge

Save the Children, Adviser, Climate and Education, Washington, DC

Sown to Grow, UX Designer, Oakland, California

Teaching and Leading Initiative of Oklahoma, Principal Coach, Tulsa, Oklahoma

The Children’s Gift Foundation, Founder & Executive Director, Washington, D.C.

DOCTORAL

Arlington Public Schools, Deputy Superintendent, Arlington, Massachusetts

Boston Public Schools, Executive Director, School Support, Boston

Denver Public Schools, Director of STEAM, Denver

Koru Strategy Group, Coaching and Improvement Specialist, Sudbury, Massachusetts

NARAL Pro-Choice America, Senior Director of Equity and Culture, Washington, D.C.

United Negro College Fund (UNCF), Relationship Manager, College Success Coach, Boston

Vermont Commons School, STEM Teacher, Burlington, Vermont

World Education, Program Associate, Boston

WorldStrides, Associate Program Manager, Tysons Corner, Virginia

Office of Mayor-Elect Eric Adams, Senior Adviser, New York

Outschool.org, Director of Product and Programs, Remote (U.S.)

Purpose Built Communities, Vice President, Atlanta

The Kansas State Department of Education, Senior Strategist – Policy and Operations, Topeka, Kansas

The Munroe Institute of Leadership, Executive Director, Remote (U.S.)
EMPLOYMENT BY U.S. STATE OR TERRITORY

338 responses

Alabama - 2
Arizona - 2
California - 21
Colorado - 3
Connecticut - 2
District of Columbia - 16
Florida - 3
Georgia - 2
Illinois - 4
Kansas - 1
Maryland - 2
Massachusetts - 195
Michigan - 4
Minnesota - 1
Missouri - 1
New Hampshire - 3
New Jersey - 2
New Mexico - 1
New York - 30
North Carolina - 3
Ohio - 1
Oklahoma - 1
Oregon - 1
Pennsylvania - 5
Rhode Island - 4
Tennessee - 1
Texas - 9
U.S. Virgin Islands - 1
Utah - 1
Vermont - 1
Virginia - 8
Washington - 5

EMPLOYMENT OUTSIDE OF THE U.S.

39 responses

Argentina - 1
Australia - 1
Bangladesh - 1
Bulgaria - 1
China - 10
Costa Rica - 1
England - 2
Ethiopia - 2
Hong Kong - 1
India - 5
Israel - 1
Japan - 1
Mexico - 1
Mongolia - 1
Pakistan - 2
Singapore - 3
Spain - 1
Switzerland - 1
Taiwan - 2
Thailand - 1
Turkey - 1
### Industry Sectors Represented

391 responses

- **Higher Education Institution**: 22%
- **District and/or Public School**: 18%
- **Independent PreK-12 School**: 11%
- **Direct Service Nonprofit Organization**: 9%
- **Entrepreneurial/Start Up/Investor**: 6%
- **Corporate/For Profit**: 5%
- **Media/Publishing/Technology**: 5%
- **Other**: 5%
- **Research**: 5%
- **Consulting Organization**: 4%
- **Government**: 4%
  - (Ministry of Education, Federal, State, or Local)
- **Charter Management Organization**: 2%
- **Hospital/Healthcare**: 2%
- **Foundation**: 1%
- **Staffing/Executive Search**: 1%

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### How did you hear about this employment opportunity?

154 responses

- **The organization’s website**: 18%
- **LinkedIn**: 15%
- **Higher Education Institution**: 22%
- **District and/or Public School**: 18%
- **Independent PreK-12 School**: 11%
- **Direct Service Nonprofit Organization**: 9%
- **Entrepreneurial/Start Up/Investor**: 6%
- **Corporate/For Profit**: 5%
- **Media/Publishing/Technology**: 5%
- **Other**: 5%
- **Research**: 5%
- **Consulting Organization**: 4%
- **Government**: 4%
  - (Ministry of Education, Federal, State, or Local)
- **Charter Management Organization**: 2%
- **Hospital/Healthcare**: 2%
- **Foundation**: 1%
- **Staffing/Executive Search**: 1%
- **Previous employment/internship**: 7%
- **Non-HGSE/Harvard contacts (e.g. friends, family, colleagues, etc.)**: 13%
- **1% HGSE Job Board**: 1%
What was the timing of your employment offer?
220 responses

- Before Graduation: 51%
- Within 1-2 Months After Graduation: 34%
- Within 3-4 Months After Graduation: 15%