

CAEP Measure 4: Advanced Programs

Ability of completers to be hired in education positions for which they have been prepared

School Leadership

Ability of Completers to be Hired

High administrative hiring rates suggest that the SL Program is meeting its goals of preparing school leaders. High administrative hiring rates also indicate that district employers are satisfied with the preparation of its graduates. The hiring report informs program marketing and recruitment. High administrative hiring, and greater alumni awareness of this high administrative placement, also strengthens the BYU School Leadership alumni network in which administrators promote the School Leadership Program. Higher administrative placement also means that the program has a greater pool to draw from for these types of alumni support for the program.

According to the most recent study of administrator placement rates in the United States (Fuller & Hollingworth, 2014), the average placement rates of principal preparation program graduates are as follows:

After 1 year: 10% placement (BYU-EPP is around 20-40%)

After 3 years: 51% placement (BYU-EPP is around 50-70%)

After 5 years: 57% placement (BYU-EPP is around 70%-80%)

(See Fuller, E. J., & Hollingworth, L. (2014). Evaluating principal-preparation programs based on placement rates: Problems and prospects for policymakers. *Journal of Research on Leadership Education*. doi:10.1177/1942775114559029).

The overall placement rate for those who have completed the program from 2018-2025, 70-80% have been placed into either coaching, district office, or school-level administrative positions.

High administrative placement rates suggest that the School Leadership Program is meeting its goals of preparing school leaders. High administrative placement rates also indicate that district employers are satisfied with the preparation of our graduates. In addition, if administrative placement rates are high, the program can use this information to support program recruitment. The placement report informs program marketing and recruitment. High administrative placement, and greater alumni awareness of this high administrative placement, also strengthens the BYU School Leadership alumni network in which administrators promote the School Leadership Program, serve as mentor principals and help with campus screenings (admission). Higher administrative placement also means that the program has a greater pool to draw from for these types of alumni support for the program.

Placement for 2021-2023 Cohorts by Cohort Year

Year Graduated	Teaching or Other	Coach or TSA	AP	Principal
2025	54%	21%	20%	5%
2024	52%	14%	31%	3%
2023	46%	40%	14%	4%

School Leadership Completer Compensation

Recently the School Leadership Program was recognized by [Grad Reports](#) as one of the top 25 programs in the country (#19) when considering median starting salary, median student debt, and annual tuition, when compared with other programs nationwide. The average salary for those appointed to administrative positions as assistant principals in surrounding districts is approximately \$114,664.

Average Salaries of Assistant Principals in Surrounding Districts

School District	Elementary Assistant Principal Starting Salary	Secondary Assistant Principal Starting Salary	Average
Alpine School District	\$102,399	\$109,399	\$105,899
Provo School District	\$100,130	\$107,630	\$103,880
Jordan School District	\$114,715	\$124,465	\$119,590
Granite School District	\$125,421	\$139,485	\$139,485
Canyons School District	\$116,530	\$123,318	\$119,924
Tooele School District	\$107,903	\$110,903	\$109,403
Overall	\$112,217	\$117,111	\$114,664

School Psychology

During the 2024-2025 academic year, ten candidates completed the program. This included one candidate from the prior year's cohort who extended for family reasons and is included in the completer counts for 2024-2025. These data reflect a consistent pattern of completers who are eligible for license and who gain employment. Among 2024-2025 graduates, nine are working in Utah schools, one is working in Alaska. All 2025 graduates are working as school psychologists. Of completers 2018 - 2025, 63 (95%) are working in schools, one is a licensed psychologist in a university counseling clinic, one is a public servant, and one is in a doctoral program. For the past year, 100 % of graduates seeking employment are employed.