2016 ED.M. GRADUATE PLANS REPORT

Overview and Highlights

The overall US economy is strong and HGSE student employment prospects for 2016 are similarly positive. The number of job openings in the US jumped to a record 5.871 million in July, according to the Bureau of Labor Statistics. The number of job openings throughout 2016 has been high, continuing the steady job growth since the economic recovery began in 2010. In September the unemployment rate went up slightly from 4.9% to 5% due in part to larger numbers of candidates returning to the job market to search for work, an indication of strength and optimism in the overall job market.

HGSE graduates continue to find jobs in traditional K12 education sectors and increasingly in sectors showing strong growth, such as technology and consulting. Seventy six percent of master’s graduates have reported information on their post-HGSE plans. The length of graduates’ job search is within expectations of sector standards. Time to hire for the top 3 sectors (higher education, k12 schools and non-profit organizations) typically lies between 60-120 days. Nearly three quarters of students with new jobs indicated their searches lasted four months or less, with the majority lasting 2-3 months. Search length is influenced by several hidden variables such as the time graduates actively began the job search, the level of sustained focus throughout the search, and personal situations that may have imposed limits on the job search.

The chart below summarizes the status of students three months after graduation. Student response rate was 88%.

The total number of graduating masters students were:
Certificate of Advanced Study (C.A.S.): 12
Master of Education (Ed.M.): 664
Total: 676
Total Responses: 593

Our 3 largest master of education programs:
Education Policy and Management
Human Development and Psychology
International Education Policy

Class of 2016 Status as of September 2016

76% of reporting students have finalized post graduate plans, which is the same as last year’s figure. We do not know the status of 12% of the class.
HGSE students find jobs in a variety of sectors that impact education, many of which are among the fastest growing sectors according to the Bureau of Labor Statistics. These fast growing sectors include management consulting, private higher education and software publishers.

In looking at HGSE graduates over the past 5 years, we see that there has been an increase in or steady employment rates in these sectors. Consulting shows a slight upward trend while higher education shows growth after a dip from 2012-2014. Employment in the media/technology sector shows a pronounced increase. The nonprofit sector is another area where growth is reported; this may relate to the reported growth in the consulting sector as many nonprofits provide services to education organizations that are similar to consulting or technical assistance.
Educational technology is growing due to the increasing use of blended learning and data analytic tools to track student engagement and outcomes and personalize learning. There have been increases in spending on education technology products in K12 and higher education, and venture capitalists have been increasing investments in education technology companies that had been underfunded in the past compared to consumer technology.

The higher education job outlook is expected to grow at a faster rate than other occupations due to increased enrollments. Instructional design roles are also increasing. According to HigherEdJobs.com in its Q1 2016 Higher Education Employment Report, higher education employment increased 0.68 percent, or about 12,500 jobs, in Q1 2016. This is the largest first quarter growth since Q1 2013 when the number of higher education jobs grew 0.84 percent, or about 15,200 jobs.

The K12 sector shows a downward trend among HGSE graduates after an uptick in this sector and teaching roles in the 2012-2013 timeframe. This may reflect national trends of teacher shortages. Not as many students are entering teacher preparation programs. Many teachers are leaving the profession and districts have hiring needs but not enough candidates in some areas.

In at least 31 states, there have been cuts to state budgets in education since the recession which has hindered schools’ ability to implement reform initiatives, attract teachers with high salaries and invest in capital and technology upgrades. This can be seen primarily in states across the south, southwest, Midwest and mountain regions.

Additionally, as the economy expands, job seekers tend to seek jobs outside of schools as opportunities open in other sectors.
Many functions that HGSE students enter map to occupations with higher than average growth, and their salaries align to national occupational wage data in their chosen function. By showing actual functions and salaries from the Bureau of Labor Statistics, we can show students how an HGSE degree aligns to the world of work and real careers. It is important for students to understand where and how the work of their academic and professional interests and issues (e.g. teacher effectiveness) are performed.

Over the past 5 years, we have seen a slight increase in students taking analyst/researcher positions, which might be driven by the growth in roles within the consulting sector or non-profits that provide research and technical assistance. Unsurprisingly, the number of students entering technology functions has increased to correspond with the increase in employment in the technology sector. Student interest in entrepreneurship, which has grown significantly over the past five years, may also contribute to the increase in employment in the technology sector as many startups are technology-oriented. Employment in administrative/management roles has remained strong. Teaching roles have been on a downward trend after the jump in 2012-2013.

For a list of partial organizations by sector (and previous years’ lists) as well as a list of sample functional titles, please see addendums 1 and 2 at the end of this report.
Occupations with faster than average growth according to the Bureau of Labor Statistics:

- Social and Community Service Managers: Average salary: $69,430
- Fundraisers: Average salary: $57,170
- Survey Researchers - Average salary: $59,340
- Management Analysts – Average salary: $91,770
- Clinical, Counseling, and School Psychologists – Average salary: $76,040
- Post-Secondary Education Administrators – Average salary: $102,610 *Includes Dean and Director level; most HGSE graduates would start in the range of $50,000-65,000.

Other BLS occupations of interest:

- Training and Development Specialists – Average salary: $62,460
- Education Administrators, Elementary and Secondary School: Average salary: $92,940
- Counselors, Social Workers, and Other Community and Social Service Specialists: Average salary: $46,170
- Public Relations Specialists: Average salary: $65,830
- Social Science Research Assistants: Average salary: $45,760
- Educational, Guidance, School, and Vocational Counselors: Average salary: $56,490
- Instructional Coordinators/Curriculum Developer/Instructional Designer: Average salary: $64,870
- Teachers, Elementary/Middle/Secondary School: Average salary: $57,730 - $60,440
- Training and Development Managers – Average salary: $111,680
Salaries Data

The data below represents information provided by 241 respondents reporting full time, US-based salary data, which is 68% of those reporting US-based employment offers. The mean full time, US-based salary was $64,991 with salaries ranging from a low of $10,000 to a high of $249,750. Eighty three percent of the class has 0-10 years of experience, with 61% falling in the entry- to early-career level (3-10 years). HGSE average salaries are within normal ranges for candidates in the early career stage. Our 25-75 percentile range was $48,500-$75,000 N.B. – Salaries for positions outside of the U.S. as well as salaries of students starting their own organizations are not reflected. Some positions may include in-kind compensation such as room and board.
**Geographic Data**

The geographic areas where students got jobs reflect their geographic interests according to our fall 2015 Student Interest Survey and the tendency of employers to seek candidates at schools within their geographic area. This geographic pattern also reflects the education landscape across the country. A large percentage of students tended to get jobs in the Northeast, mainly in Massachusetts although a large group relocated to the New York/New Jersey/Pennsylvania area. Many students also relocated to the West Coast (namely California) and the Washington DC area. A large percentage sought work internationally.

Massachusetts and the Northeast in general have strong K12 and higher education sectors, and strong overall economies. The Massachusetts economy enjoys low unemployment, strong consumer spending and a steady pace of employers adding jobs. The state is outperforming the national economy due in large part to our high tech and knowledge-based economy.

*Education Week* ranks Massachusetts as number one overall in its Quality Counts report, which tracks key indicators and grades states on their performance and outcomes. Massachusetts was number one in categories such as Chance for Success and Academic Achievement; other New England or MidAtlantic states also received high rankings. California typically ranked in the bottom portion as did many states from the south, southwest or Midwest.

![QUALITY COUNTS 2016 GRADING SUMMARY](image)

Within the higher education sector, the Northeast region (including New England and the Mid Atlantic) experienced the largest increase in advertised job postings during the first quarter of 2016, increasing 21.6 percent from the same period last year. Conversely, the South region experienced the weakest growth of all the regions, increasing only 2.5 percent due to two of its three divisions suffering declines in job postings. Job postings in the West South Central division declined by 8.1 percent and the East South Central declined by 3.3 percent.

However, Massachusetts is predicting a budget shortfall for the coming year. This plus unexpected state expenses may divert money from education. Boston Public Schools faces a budget gap and will need to make cuts in the 2017 fiscal year, which may impact hiring in the district. If a ballot question is passed by voters in November to raise the charter school cap in the state, charter organizations might hire more students than public schools in the coming years.

California’s unemployment rate has dropped to 5.3% and the state has been adding jobs at a rate faster than the nation, although there has been a slight slowdown in the pace of hiring recently verses the past few years. In California’s tech sector, there has been growth in the creation of startups and employment levels seen in the dot-com boom of the early 2000s. There are signs of a slight slowdown in the Bay Area economy such as increased layoffs among smaller companies, although the large companies like Apple and Google are expanding.

The CA Governor’s new budget increases funding for schools and the state university system. The governor is also charter school friendly and has placed $20 million in startup funds for new charters in the budget, fueling the continued clash between charters and reformers with the education establishment. LAUSD has seen many students move to charters which teachers cite as the reason for the district’s financial problems. Oakland is also facing clashes between charters and a charter-friendly superintendent and the teacher’s union. Major districts like San Francisco Unified continue to face teacher shortages due to retirements, decreased
interest in the profession, and housing costs too high for stagnating teacher salaries.

In New York state, the job market for 2016, particularly in the New York City area, is strong. Growing fields in this area include management consulting and startups/tech firms. The education and healthcare industries are also predicted to expand. The state unemployment rate dropped since late 2014-early 2015.

Fewer students secure jobs in other geographic areas such as the south, southwest, and MidWest. This could be due to student interest levels but also to regional education spending cuts, rising enrollments, larger class sizes and costs.

According to a ranking by WalletHub of the best and worst metropolitan areas to find jobs, many cities in Texas and California are in the top 50 out of 150, outscoring Boston and New York. However, Manpower Group reports positive employment outlooks in all 100 of the largest Metropolitan Statistical Areas (MSAs) in the United States. While some cities in states popular among HGSE grads show strong outlooks (Washington DC: 28%; Dallas: 25%; Austin 23%; San Francisco 19%; San Jose 15%; Boston 13%), other show much weaker growth (Chicago: 2%).
Geographic areas of interest fall 2015

Northeast (MA, ME, NH, VT, CT, RI, NY) 31%
Midatlantic (DC, MD, DE, VA, WV, NJ, PA) 16%
West (CA, NV, WA, OR, AK, HI) 18%
Southeast (NC, SC, GA, FL, MS, AL, TN, AR, LA, KY) 12%
Midwest (OH, IN, MI, IL, MO, KS, NE, IA) 9%
Mountain (UT, CO, MT, WY, ID) 6%
Southwest (NM, AZ, TX, OK) 5%
Upper Midwest (WI, ND, SD, MN) 3%
Other 14%
Key Factors Influencing Selection of Position

Consistently the top considerations for career choice are the **mission of the organization**, the **ability to grow** in their career, financial considerations and organizational culture. Demonstrably lower considerations include **autonomy**, **lifestyle** and the **prestige of the organization**.

Internship Information

Nearly three quarters of graduating students indicated that they undertook work-related experiences while at HGSE such as for credit and non-credit internships, part-time jobs, volunteer experiences, independent consulting, course projects with outside organizations, research and practicums for licensure granting programs. The top ways that students found these experiences were by conducting self‐directed search, a faculty member and CSO’s Hired job/internship database. Students had experiences in a wide variety of organizations and sectors including*:

- Arts Connect International
- Boston Children’s Hospital, Center on Media and Child Health
- Boston Children’s Hospital
- Boston Public Schools
- Boston Public Schools, Office of Human Capital Transformation
- Brain Experience Education Lab
- Brandeis University
- Buckingham Browne & Nichols School
- Cambridge Public Schools
- Center for Education Policy Research
- Citizen Schools
- Conservatory Lab Charter School
- Educo
- Ellevation Education
- FableVision Studios
- Goldin Foundation for Excellence in Education
- Goodman Research Group
- Harvard Art Museums
- Harvard College Office of Student Life
- Harvard Divinity School Admissions Office
- Harvard Education Redesign Lab
- Harvard Family Research Project
- Harvard Graduate School of Design Career Services
- HarvardX
- International Commission on Financing Global Education Opportunity
- Jumpstart
- Learn Launch
- MA Department of Early Education and Care
- Malden High School, Pathways Program
- Massachusetts General Hospital
- Massachusetts Joint Committee on Education
- Neighborhood House Charter School
- St. Mark’s School
- Teach Plus
- The Right Question Institute
- Tobin Montessori Elementary School
- UNESCO Bangkok
- UNICEF
- WGBH
- Year Up

*Represents a partial list. This does not guarantee future internship hiring.

Career Services Recruitment Programs

During the 2016 academic year, 200 organizations participated in on-campus recruiting activities, 88% as a result of CSO’s direct outreach. In particular, employer participation in our PreK-12 Expo was our highest ever with 90 organizations represented. Employer participation in our Social Impact Expo held steady with the previous year, and various sectors were represented including nonprofit, media/technology, consulting/research, and higher education. **Nearly 80% of students attending recruiting events became interested or very interested in applying to the organizations.** Of CSO events, Expos are cited as one of the most helpful resources for students getting jobs. Of the students who have a job with a new employer, 27% of those jobs are with employers that participated in the Periods of Employers Recruiting on Campus (PERC) or Expos.

We pursued a proactive outreach strategy starting over the summer and continued throughout the year to encourage employers to participate in both PERC and Expos. Our strategy focused on specific organizations that were selected due to a number of factors: their affiliation with key HGSE initiatives such as the EdLD program or the Strategic Data Project, their size, scope and impact in the education field, faculty relationships and student interest survey results. The chart in Addendum 3 shows CSO’s strategic
organizations that participated in on-campus recruiting events and whether the organizations are affiliated with EdLD, SDP or other HGSE programs.

**Teacher Certification**

HGSE has 4 licensure-granting programs: Language and Literacy, Prevention Science and Practice/CAS in Counseling, School Leadership, Teacher Education (graduate and undergraduate programs). In total, 85 primary licenses were granted. The primary licenses were as follows:

<table>
<thead>
<tr>
<th>License</th>
<th>Completers</th>
<th>Focus Area</th>
<th>Breakdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading Specialists</td>
<td>6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School guidance counselors</td>
<td>8</td>
<td></td>
<td></td>
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<tr>
<td>School Social Worker/School Adjustment Counselors</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers (middle and high school license)</td>
<td>34</td>
<td>Biology</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Chemistry</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>English</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Gen. Science</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>History</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Math</td>
<td>5</td>
</tr>
<tr>
<td>School Principals</td>
<td>34</td>
<td>PreK to 6</td>
<td>11</td>
</tr>
<tr>
<td>(most add grade levels to have k-12 license)</td>
<td>5 to 8</td>
<td></td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>9 to 12</td>
<td></td>
<td>9</td>
</tr>
</tbody>
</table>
Addendum 1: Sample Functional Titles of This Year’s Class

**Administration/Management**
- Associate Director of Admissions
- Assistant Principal
- Professional Services Manager
- Director of Institutional Research
- Director of Intervention
- Director of School Operations
- Associate Director, Talent
- Associate Head of Lower School

**Advocacy/Communications**
- Associate Director of Student and Family Outreach/Digital Marketing
- Media and Community Developer
- Assistant Director / Culture Designer, Network Relations and Communications
- Media and Community Developer
- Research and Communications Manager

**Analyst/Researcher**
- Research Assistant
- Senior Associate Consultant
- Analyst
- Clinical Research Assistant
- Associate Consultant
- Research Associate
- Policy Analyst
- Program Data Analyst
- Strategic Planning Analyst
- Human Capital Strategy and Policy Analyst
- Strategic Data Facilitator

**Counseling/Human Services**
- International Education Counselor
- Social Emotional Education Teacher/School Counselor
- Academic Counselor
- Career Counselor
- Academic Advisor
- Guidance Counselor

**Development/Fundraising**
- Director, University Development Strategy
- Account Executive
- Associate Director of Development
- Development Coordinator
- Sales Development Representative
- Director, University Development Strategy

**Teaching/Training**
- Lead Teacher
- Training Solutions Manager
- Founding English Teacher
- Literacy Specialist
- ELA Teacher
- Music Teacher
- Math Teacher

**Technology/Production**
- Online Learning Specialist
- User Retention Manager
- Software Product Manager
- Instructional Designer
- User Experience Designer
- Learning Experience Designer
- Associate Content Producer
- User Experience Researcher
- Design Project Manager
Addendum 2: Sample organizations where students found positions in 2016

Charter Schools
Rocketship Education
RePublic Schools
Yes Prep
Uplift Education
Achievement First
IDEA Public Schools
Uncommon Schools
KIPP
Summit Public Schools

Consulting/Research Firms
Bain & Company
Gallup
Education Resource Strategies
Isaacson, Miller
Global Strategy Group
Creative Associates
Education Advisory Board
Education Development Center
American Institutes for Research
SRI International

Government/Public Administration
Ministry of Education, Singapore
Department of State
US Senate Committee on Health, Education, Labor and Pensions
Ministry of Education, Senegal
Massachusetts Executive Office of Education
US Senate
Ministry of Education, Peru
Massachusetts Department of Elementary and Secondary Education

Healthcare/Human Services
Boston Children’s Hospital
McLean Hospital
Kaiser Permanente
Massachusetts General Hospital
Beth Israel Deaconess Medical Center

Higher Education
Princeton University
Harvard University
The University of Chicago
Emory University
Tufts University
Colorado College
University of Michigan
UCLA
University of California, Berkeley
University of Florida

International PreK-12 School
Nord Anglia International School of Shanghai

CREE Colegio
YK Pao School
Mavericks International School
American School of Quito
Soong Ching Ling School

Media/Publishing/Technology
Ellevation Education
Pearson
Lexia Learning – A Rosetta Stone Company
Panorama Education
Woobo
Peer 2 Peer University
Coursera
Microsoft
Google
Chalk Talk Solutions
WGBH

NonProfit/Philanthropy/NGO
American Repertory Theater
Kids4Peace International
Teach for America
World Learning
UNESCO
Save the Children
FHI360
Abdul Jameel Latif Poverty Action Lab
Center for Collaborative Education
Urban Teachers
New Visions for Public Schools
Youth Villages
Detroit Institute of Arts
City Year
Brooklyn Autism Center
Art Resource Collaborative
Boys & Girls Clubs of America

Private/Independent PreK-12 School
Newton Country Day School
Severn School
St. Paul’s School
The Nueva School
Greenhill School
Hannah Senesh Community Day School
St. Andrew’s Episcopal School
The Baylor School
The Heschel School
The Fay School

Public PreK-12 School
Atlanta Public Schools
Boston Public Schools
Madison Metropolitan School District
New York City Department of Education
Newton Public Schools
For additional context, included below is a partial list of where students were hired in the past few years:

Charter Schools
- Achievement First
- Boston Collegiate Charter School
- DC Prep
- KIPP Bay Area Schools
- KIPP New Orleans Schools
- Noble Network of Charter Schools
- Uncommon Schools
- Uplift Education

Consulting/Research Firms
- Abt Associates
- American Institutes for Research
- Education Development Center
- Eduventures
- McKinsey
- MDRC
- Monitor Deloitte
- RAND Corporation
- SRI International
- Creative Associates

Government/Public Administration
- City of Cambridge
- CT State Department of Education
- Louisiana Department of Education
- Massachusetts Department of Elementary & Secondary Education
- Massachusetts Department of Early Education & Care
- Office of the State Superintendent of Education
- Smithsonian Institution
- US Department of Education
- US Senate - Office of Senator Warren
- USAID

Healthcare/Human Services
- Boston Children’s Hospital
- Massachusetts General Hospital
- McLean Hospital
- North Suffolk Mental Health Association

Higher Education
- Arizona State University
- Duke University
- Harvard University
- LSU College of Engineering
- Northwestern University
- Pennsylvania State University
- University of Oregon
- Wellesley College
- Massachusetts Institute of Technology

International PreK-12 School
- Avenues: The World School
- Beijing Keystone Academy
- Bridge International Academies
- Casablanca American School
- City Language School at Amicita
- Shanghai American School

Media/Publishing/Technology
- edX
- Google
- Pearson
- PBS
- Scholastic
- Sesame Workshop
- Six Red Marbles
- Curriculum Associates
- IXL Learning
- Udemy
- WGBH

NonProfit/Philanthropy/NGO
- Children’s Aid Society
- Citizen Schools
- City Year
- FHI 360
- Harlem Children’s Zone
- McKnight Foundation
- Save the Children
- Teach for America
- Teach for Ghana
- UNICEF
- World Bank

Private/Independent PreK-12 School
- Beauvoir: The National Cathedral Elementary School
- Connelly School of the Holy Child
- Deerfield Academy
- Greenhill School
- Hathaway Brown School
- Phillips Exeter Academy
- The Eton School
- Ventana School
- Verde Valley School

Public PreK-12 School
- Baltimore City Public Schools
- Boston Public Schools
- Chicago Public Schools
- Denver Public Schools
DC Public Schools
San Francisco Unified School District
Orleans Parish School Board/New Orleans Public Schools
Cambridge Public Schools
Miami-Dade Public Schools

Minneapolis Public Schools
New York City Department of Education
Addendum 3: CSO’s Strategic Organization List

This chart shows CSO’s strategic organizations that participated in on-campus recruiting events and whether the organizations are affiliated with EdLD, SDP or other HGSE programs. The fourth column shows whether the organization was of high interest to students on our fall survey.

<table>
<thead>
<tr>
<th>Organization</th>
<th>On CSOs Priority Outreach List?</th>
<th>From CSOs Expo outreach list?</th>
<th>EdLD/ SDP/ other HGSE partner?</th>
<th>Student Interest Organization?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abt Associates</td>
<td>x</td>
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<tr>
<td><strong>Achievement Network</strong></td>
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<tr>
<td>American Institutes for Research</td>
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<tr>
<td>BELL (Building Educated Leaders For Life)</td>
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<td><strong>Boston Public Schools</strong></td>
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<tr>
<td>Broad Residency</td>
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<td>C2 Technologies</td>
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<tr>
<td><strong>Cambridge Public Schools</strong></td>
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<td>Carney Sandoe</td>
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<td><strong>Chelsea Public Schools</strong></td>
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<td>Citizen Schools</td>
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<tr>
<td>City Year</td>
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<tr>
<td>Cleveland Metropolitan School District</td>
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<td>Curriculum Associates</td>
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<tr>
<td>Dallas Independent School District</td>
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<td><strong>Denver Public Schools</strong></td>
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<td>Education Pioneers</td>
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<tr>
<td>Education Resource Strategies</td>
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<td>Eduventures, Inc.</td>
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<td>edX</td>
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<tr>
<td>EF Education First</td>
<td>x</td>
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<tr>
<td>Families for Excellent Schools</td>
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<tr>
<td>Hartford Public Schools</td>
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<tr>
<td>Harvard Graduate School of Education</td>
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<td><strong>Harvard T. H. Chan School of Public Health</strong></td>
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<td>Harvard University</td>
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<td>Heidrick &amp; Struggles</td>
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<td>IBM Design</td>
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<td>iMentor</td>
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<td>InGenius Prep</td>
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<td>Lawrence Public Schools</td>
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<td>Lexington Public Schools</td>
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