



TLCI: Teaching and Learning Conditions Initiative

Principal Survey

Introduction

How many total years have you been employed as a principal?

- First Year
- 2 - 3 Years
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

How many total years have you been a principal in the school in which you are currently working?

- First Year
- 2 - 3 Years
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

How many total years have you been a principal in the district in which you are currently working?

- First Year
- 2 - 3 Years
- 4 - 6 Years
- 7 - 10 Years
- 11 - 20 Years
- 20+ Years

Time

Q1.1 Please rate how strongly you agree or disagree with the following statements about the use of time in your school and district.

Strongly disagree Disagree Agree Strongly agree Don't know

- | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Central office has streamlined procedures to minimize principals' time on non-instructional tasks. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Principals are provided time to collaborate with other principals and district leaders. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Principals are provided time for networking and collaboration outside of the district. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Principals have sufficient time to focus on instructional leadership issues (i.e., data analysis, professional development, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**Principals means a majority of principals in your school district.

Q1.2 In an AVERAGE WEEK, how many hours do you spend on school-related activities?

- Less than 40
- 40-45 hours
- 46-50 hours
- 51-55 hours
- 56-60 hours
- 61-65 hours
- 66-70 hours
- More than 70 hours

Facilities and Resources

Q2 Please rate how strongly you agree or disagree with the following statements about your school facilities and resources.

- | | Strongly disagree | Disagree | Agree | Strongly agree | Don't know |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. My school has a sufficient number of licensed staff provided by the district to meet the educational needs of our students. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. My district HR department provides highly qualified applicants for open faculty positions in this school. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My school has a sufficient number of non-licensed staff to operate efficiently and effectively. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. My school is provided sufficient data and information to make informed decisions. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. My school receives instructional resources commensurate with other schools in the district. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. My school receives instructional resources commensurate with student needs. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Teacher Leadership

Q3.1 Please indicate the role you and your leadership team have in each of the following areas in your school.

- | | No role at all | Small role | Moderate role | Large role | Don't Know |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Selecting instructional materials and resources | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Devising teaching techniques | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

c. Setting grading and student assessment practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Determining the content of in-service professional development programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Implementing mentoring programs for new teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The selection of teachers new to this school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Evaluating teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Removing teachers/teacher transfer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Establishing student discipline procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Establishing the school schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Establishing DISTRICT budget priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Establishing SCHOOL budget priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. School improvement planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Establishing the school mission and vision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q3.2 Please rate how strongly you agree or disagree with the following statements about decision making in your district.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Principals are actively involved in district decision making about educational issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Principals are trusted to make sound professional decisions about instruction in this district.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In this district we take steps to solve problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The district has an effective process for making group decisions and solving problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The district involves principals in decisions that directly impact the operations of my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

School Leadership

Q4 Please rate how strongly you agree or disagree with the following statements about leadership in your district.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Central office supports appropriate school improvement decisions when challenged by parents and the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The district clearly defines expectations for schools.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The district provides constructive feedback to principals toward improving performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. There is an atmosphere of trust and mutual respect within this district.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Central office provides principals support when they need it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The district has a clearly defined mission and vision for all students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The district encourages cooperation among schools.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Professional Development

Q5 In which of the following areas (if any) do you need additional support to lead your school more effectively?

	Yes	No			
a. Instructional leadership	<input type="checkbox"/>	<input type="checkbox"/>			
b. Student assessment	<input type="checkbox"/>	<input type="checkbox"/>			
c. Creating positive learning environments	<input type="checkbox"/>	<input type="checkbox"/>			
d. School improvement planning	<input type="checkbox"/>	<input type="checkbox"/>			
e. Budgeting	<input type="checkbox"/>	<input type="checkbox"/>			
f. School scheduling	<input type="checkbox"/>	<input type="checkbox"/>			
g. Staffing (hiring, etc.)	<input type="checkbox"/>	<input type="checkbox"/>			
h. Teacher evaluation	<input type="checkbox"/>	<input type="checkbox"/>			
i. Teacher remediation/coaching	<input type="checkbox"/>	<input type="checkbox"/>			
j. Data-driven decision making	<input type="checkbox"/>	<input type="checkbox"/>			
k. Working with parents and the community	<input type="checkbox"/>	<input type="checkbox"/>			
	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
Principal professional development is a priority in this district.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sufficient resources are available to principals to participate in professional development opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Overall

Q6.1 Which of the following best describes your immediate professional plans? *(Select one.)*

- Continue as a principal at my current school
- Continue as a principal in this district but leave this school
- Continue as a principal in this state but leave this district
- Leave the principalship for another administrative position or teaching position
- Leave the principalship for personal reasons (e.g., health, family, etc.)
- Retire from the principalship
- Leave the principalship for another reason

Q6.2 Which aspect of your leading conditions most affects your willingness to remain as principal in your school? *(Select one.)*

- Time during the work day
- Facilities and resources
- Community support and involvement
- Managing student conduct

- Teacher leadership
- School leadership
- Professional development
- Instructional practices and support

Principal Mentoring

Q7.1 Have you been formally assigned a mentor in the past three years? Yes No

**Formally means assigned by the superintendent or other central office staff to a mentor (another principal, administrator, etc.) to provide induction and additional support.

Q7.2 My mentor was effective in providing support in the following areas:

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
a. Instructional leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. School improvement planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Budgeting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Scheduling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Staffing (hiring, firing, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Teacher evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Teacher remediation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Data-driven decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Working with parents and the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q7.3 Please indicate whether each of the following were true for you and your mentor Yes No

- a. My mentor and I work in schools at the same level.
- b. My mentor and I work in the same district.
- c. My mentor and I work in schools within 50 miles of each other

Q7.4 On average, how often did you engage in each of the following activities with your mentor?

	Never	Less than once per month	Once per month	Several times per month	Once per week	Almost daily
a. Coaching conversations with my mentor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Being observed in my school by my mentor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Observing my mentor's school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. School improvement planning with my mentor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Having discussions with my mentor about leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q7.5 Overall, my mentoring experience has been important in my decision to remain as principal in this school.

- Strongly disagree
- Disagree
- Agree

- Strongly agree
- Don't know

Q7.6

My mentoring experience has been important in my effectiveness as a school leader.

- Strongly disagree
- Disagree
- Agree
- Strongly agree
- Don't know

2-10-15

Thank you for your time. Please submit your responses.

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