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|  | **Principal Survey** |
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|  | **Introduction** |

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|  | **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 |

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|  | **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 |

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|  | **Time** |

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| **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. |  |  |  |  |  |  |  |  |  |
|  | b. Principals are provided time to collaborate with other principals and district leaders. |  |  |  |  |  |  |  |  |  |
|  | c. Principals are provided time for networking and collaboration outside of the district. |  |  |  |  |  |  |  |  |  |
|  | d. Principals have sufficient time to focus on instructional leadership issues (i.e., data analysis, professional development, etc.) |  |  |  |  |  |  |  |  |  |

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|  | \*\*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 |

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|  | **Facilities and Resources** |

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| **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. |  |  |  |  |  |  |  |  |  |
|  | | b. My district HR department provides highly qualified applicants for open faculty positions in this school. |  |  |  |  |  |  |  |  |  |
|  | | c. My school has a sufficient number of non-licensed staff to operate efficiently and effectively. |  |  |  |  |  |  |  |  |  |
|  | | d. My school is provided sufficient data and information to make informed decisions. |  |  |  |  |  |  |  |  |  |
|  | | e. My school receives instructional resources commensurate with other schools in the district. |  |  |  |  |  |  |  |  |  |
|  | | f. My school receives instructional resources commensurate with student needs. |  |  |  |  |  |  |  |  |  |
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|  | **Teacher Leadership** | | | | | | | | | | | |

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| **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 |  |  |  |  |  |  |  |  |  |
|  | | b. Devising teaching techniques |  |  |  |  |  |  |  |  |  |
|  | | c. Setting grading and student assessment practices |  |  |  |  |  |  |  |  |  |
|  | | d. Determining the content of in-service professional development programs |  |  |  |  |  |  |  |  |  |
|  | | e Implementing mentoring programs for new teachers |  |  |  |  |  |  |  |  |  |
|  | | f The selection of teachers new to this school |  |  |  |  |  |  |  |  |  |
|  | | g. Evaluating teachers |  |  |  |  |  |  |  |  |  |
|  | | h. Removing teachers/teacher transfer |  |  |  |  |  |  |  |  |  |
|  | | i. Establishing student discipline procedures |  |  |  |  |  |  |  |  |  |
|  | | j. Establishing the school schedule |  |  |  |  |  |  |  |  |  |
|  | | k. Establishing DISTRICT budget priorities |  |  |  |  |  |  |  |  |  |
|  | | l. Establishing SCHOOL budget priorities |  |  |  |  |  |  |  |  |  |
|  | | m. School improvement planning |  |  |  |  |  |  |  |  |  |
|  | | n. Establishing the school mission and vision |  |  |  |  |  |  |  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **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. |  |  |  |  |  |  |  |  |  | |  | b. Principals are trusted to make sound professional decisions about instruction in this district. |  |  |  |  |  |  |  |  |  | |  | c. In this district we take steps to solve problems. |  |  |  |  |  |  |  |  |  | |  | d. The district has an effective process for making group decisions and solving problems. |  |  |  |  |  |  |  |  |  | |  | e. The district involves principals in decisions that directly impact the operations of my school. |  |  |  |  |  |  |  |  |  | | | | | | | | | | | | |
|  | **School Leadership** | | | | | | | | | | | |

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| **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. |  |  |  |  |  |  |  |  |  |
|  | b. The district clearly defines expectations for schools. |  |  |  |  |  |  |  |  |  |
|  | c. The district provides constructive feedback to principals toward improving performance. |  |  |  |  |  |  |  |  |  |
|  | d. There is an atmosphere of trust and mutual respect within this district. |  |  |  |  |  |  |  |  |  |
|  | e. Central office provides principals support when they need it. |  |  |  |  |  |  |  |  |  |
|  | f. The district has a clearly defined mission and vision for all students. |  |  |  |  |  |  |  |  |  |
|  | g. The district encourages cooperation among schools. |  |  |  |  |  |  |  |  |  |

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|  | **Professional Development** |

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| **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 |  | | | | |  |  | | | | |
|  | b. Student assessment |  | | | | |  |  | | | | |
|  | c. Creating positive learning environments |  | | | | |  |  | | | | |
|  | d. School improvement planning |  | | | | |  |  | | | | |
|  | e. Budgeting |  | | | | |  |  | | | | |
|  | f. School scheduling |  | | | | |  |  | | | | |
|  | g. Staffing (hiring, etc.) |  | | | | |  |  | | | | |
|  | h. Teacher evaluation |  | | | | |  |  | | | | |
|  | i. Teacher remediation/coaching |  | | | | |  |  | | | | |
|  | j. Data-driven decision making |  | | | | |  |  | | | | |
|  | k. Working with parents and the community |  | | | | |  |  | | | | |
|  |  | Strongly disagree |  | Disagree |  | Agree | | |  | Strongly agree |  | Don't know |
|  | **Principal professional development is a priority in this district.** |  |  |  |  |  | | |  |  |  |  |
|  | **Sufficient resources are available to principals to participate in professional development opportunities.** |  |  |  |  |  | | |  |  |  |  |

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|  | **Overall** |

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| **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 |

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|  | **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 |  |  |  |  |  | | |  |  |  |  |
|  | | b. School improvement planning |  |  |  |  |  | | |  |  |  |  |
|  | | c. Budgeting |  |  |  |  |  | | |  |  |  |  |
|  | | d. Scheduling |  |  |  |  |  | | |  |  |  |  |
|  | | e. Staffing (hiring, firing, etc.) |  |  |  |  |  | | |  |  |  |  |
|  | | f. Teacher evaluation |  |  |  |  |  | | |  |  |  |  |
|  | | g. Teacher remediation |  |  |  |  |  | | |  |  |  |  |
|  | | h. Data-driven decision making |  |  |  |  |  | | |  |  |  |  |
|  | | i. Working with parents and the community |  |  |  |  |  | | |  |  |  |  |
|  | |  | | | | | | | | | | | |
| **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 |  | | | | |  |  | | | | |

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| **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 |  |  |  |  |  |  |  |  |  |  |  |
|  | b. Being observed in my school by my mentor |  |  |  |  |  |  |  |  |  |  |  |
|  | c. Observing my mentor's school |  |  |  |  |  |  |  |  |  |  |  |
|  | d. School improvement planning with my mentor |  |  |  |  |  |  |  |  |  |  |  |
|  | e. Having discussions with my mentor about leadership |  |  |  |  |  |  |  |  |  |  |  |

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| **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 |

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| **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

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|  | **Thank you for your time. Please submit your responses.** |

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