

2011 Superintendent Management Survey Result

Update: 03/27/2012

- Total response rate for public districts =54.2%

I. Career Information

average

Highest Degree Received

Year

School Attended

How long have you been employed by this district? 9.97 years

How long have you been the superintendent in this district? 5.31 years

How long have you been the superintendent in any district? 9.09 years

II. Budget Issues

In regard to the budget for the 2011-12 academic year:

Budget cuts have led to teacher layoffs in my district.

__33.2%__strongly agree __18.6%__tend to agree __21.6%__tend to disagree __25.2%__strongly disagree

Budget cuts have led to staff layoffs in my district.

__36.5%__strongly agree __21.2%__tend to agree __19.7%__tend to disagree __20.9%__strongly disagree

Budget cuts have led to increased class sizes in my district.

__38.4%__strongly agree __36.8%__tend to agree __17.1%__tend to disagree __5.8%__strongly disagree

Budget cuts have reduced my district's number of fine arts and other specialty courses.

__16.8%__strongly agree __21.1%__tend to agree __34.9%__tend to disagree __25.2%__strongly disagree

Budget cuts have reduced the number of extracurricular activities my district can offer.

__8.0%__strongly agree __24.0%__tend to agree __38.4%__tend to disagree __28.1%__strongly disagree

Budget cuts have reduced the number of courses, activities, or organizations for gifted and talented/advanced students.

__9.8%__strongly agree __22.9%__tend to agree __37.5%__tend to disagree __28.1%__strongly disagree

Even with the current financial crisis in education, I am optimistic that my district can continue to do well.

__30.5%__strongly agree __48.3%__tend to agree __14.4%__tend to disagree __4.5%__strongly disagree

How many teaching positions are being left vacant or were subject to layoffs in your district?

__mean=11.23, std=32.91 (missing 47)__

What is the percentage increase (+) or reduction (-) in your operating budget for 2011-12?

__mean=-1.11, std=8.51 (missing 88)__

III. Priorities

What is the most important problem facing your district? Please rank your choices: 1) as most important to 7) as least important.

average

_4.6___Bilingual education

_2.6___College preparation

_2.9___Compliance with No Child Left Behind

_2.0___Student performance on the TAKS

_4.4___Vocational Education

_5.9___Physical Education

_5.6___Nutrition Issues

IV. District Resources

How would you rate the following in your district?

Quality of teachers	46.2%	49.5%	2.4%	0.2%
Parental involvement	14.9%	43.5%	36.1%	3.8%
Professional development	29.8%	58.7%	9.4%	0.3%
Community support	33.7%	48.4%	14.0%	1.9%
Principals' management skills	33.7%	56.8%	7.4%	0.5%
School board support	56.2%	36.0%	5.3%	0.7%
	Excellent	Above Average	Below Average	Inadequate

V. Leadership/Management Practices

Our district continually adjusts our internal activities and structures in response to stakeholder initiatives and activities.

__23.1%__strongly agree __64.2%__tend to agree __9.2%__tend to disagree __0.5%__strongly disagree

I give my principals a great deal of discretion in making decisions.

__49.3%__strongly agree __45.7%__tend to agree __2.9%__tend to disagree __0%__strongly disagree

I try to instill a "can do" attitude in administrators and teachers in my district

__70.7%__strongly agree __27.1%__tend to agree __0.3%__tend to disagree __0%__strongly disagree

I always try to limit the influence of external events on my principals and teachers.

__32.4%__strongly agree __59.2%__tend to agree __5.8%__tend to disagree __0.5%__strongly disagree

Our district emphasizes the importance of learning from the experiences of others.

__30.1%__strongly agree __64.4%__tend to agree __3.4%__tend to disagree __0%__strongly disagree

I strive to control those factors outside the school district that could have an effect on my organization.

__33.0%__strongly agree __54.3%__tend to agree __9.2%__tend to disagree __1.2%__strongly disagree

With the people I have in this district, we can make virtually any program work.

__32.0%__strongly agree __56.0%__tend to agree __9.9%__tend to disagree __0%__strongly disagree

I am quite likely to recommend a subordinate for a superintendent position in another district.

39.6% strongly agree 43.5% tend to agree 13.2% tend to disagree 1.7% strongly disagree

We continually search for new opportunities to provide services to our community.

32.5% strongly agree 55.5% tend to agree 9.9% tend to disagree 0% strongly disagree

I rely on advice from a senior management team to help make important decisions.

41.6% strongly agree 39.9% tend to agree 12.5% tend to disagree 3.4% strongly disagree

Our district resolves conflicts by taking all interests into account.

47.8% strongly agree 48.3% tend to agree 1.5% tend to disagree 0.3% strongly disagree

Our district is always among the first to adopt new ideas and practices.

15.8% strongly agree 46.9% tend to agree 32.9% tend to disagree 1.9% strongly disagree

Our district works to build a common identity and culture among district employees.

44.5% strongly agree 50.2% tend to agree 2.9% tend to disagree 0.2% strongly disagree

Our district concentrates on making use of what we already know how to do.

29.3% strongly agree 60.4% tend to agree 7.9% tend to disagree 0% strongly disagree

I prefer that community groups, service agencies, local businesses make their contact with me first rather than with principals and teachers.

13.9% strongly agree 38.4% tend to agree 39.4% tend to disagree 6.5% strongly disagree

I prefer that parents make their contact with me first rather than with principals and teachers.

0.7% strongly agree 1.4% tend to agree 30.3% tend to disagree 65.2% strongly disagree

VI. The Environment

My district's environment – the political, social, and economic factors – is relatively stable.

24.0% strongly agree 55.3% tend to agree 16.8% tend to disagree 1.5% strongly disagree

I would characterize my district's environment as relatively complex.

11.8% strongly agree 35.8% tend to agree 45.7% tend to disagree 4.5% strongly disagree

There is a great deal of uncertainty in the environment in which my district operates.

5.3% strongly agree 19.2% tend to agree 55.5% tend to disagree 17.8% strongly disagree

My district relies upon partnerships with others in order to accomplish policy goals.

9.9% strongly agree 49.5% tend to agree 33.4% tend to disagree 4.6% strongly disagree

VII. Human Resources Management

Even if a school teacher is a poor performer, formal rules make it hard to remove him or her from the district.

16.1% strongly agree 41.4% tend to agree 31.0% tend to disagree 9.1% strongly disagree

The rules governing promotion make it hard for a good teacher to move up faster than a poor one.

5.5% strongly agree 18.5% tend to agree 54.8% tend to disagree 17.3% strongly disagree

Due to rules, pay raises for teachers are based more on seniority than performance.

30.5% strongly agree 46.2% tend to agree 12.8% tend to disagree 7.4% strongly disagree

The formal pay structures and rules make it hard to reward a good administrator with higher pay here.

19.0% strongly agree 41.4% tend to agree 30.8% tend to disagree 5.8% strongly disagree

The personnel rules and procedures that govern education in Texas make it easier for me to reward employees for good performance.

2.4% strongly agree 13.5% tend to agree 56.7% tend to disagree 23.8% strongly

disagree

If a teaching vacancy occurred in the middle of the school year and you had the funds to hire, how many working days would it take to hire a permanent replacement? _____mean=15.30 std=14.12 (missing 129)_____

VIII. District Performance

Compared to similar districts, my assessment of our TAKS performance is:

22.3%Excellent 41.6% Above Average 23.8% Average 8.4%___Below Average 1.2%___Inadequate

Compared to similar districts, my assessment of our college bound performance is:

14.2%Excellent 34.8% Above Average ___34.8%___Average ___11.8%___Below Average 1.0%___Inadequate

Compared to similar districts, my assessment of the overall quality of education in my district is:

28.1%Excellent 46.7% Above Average ___18.2%___Average ___4.1%___Below Average _0.3%___Inadequate

Compared to similar districts, my assessment our performance in managing school nutrition plans is:

20.0%Excellent 42.6%Above Average ___32.0%Average ___2.7%Below Average ___0.2% Inadequate

Compared to similar districts, my assessment of our performance in managing childhood obesity is:

5.3%Excellent 30.1%Above Average ___55.5%Average ___5.5%Below Average ___0.3%_Inadequate

IX. Managing Principals

Which of the following items do you discuss at least monthly with your principals?

YES =

- 95.7% Student performance
- 63.2% Disciplinary problems
- 26.2% Dress codes
- 79.1% School finances
- 17.0% Racial/ethnic diversity
- 17.0% Performance of others schools
- 61.3% Concerns from parents/parent organizations
- 55.8% Issues in the community where my district is located
- 38.9% Classroom policies
- 11.0% Nutrition programs

X. Community Social Capital

In general, citizens and other people in the communities served by my school district:

Exhibit a very high level of social trust towards others.

___14.9%___strongly agree ___61.3%___tend to agree ___17.8%___tend to disagree ___3.4%___strongly disagree

Make charitable contributions, give blood, do volunteer work, etc.

___21.4%___strongly agree ___56.5%___tend to agree ___16.8%___tend to disagree ___2.4%___strongly disagree

Are very active in civic and community affairs.

__17.8%__strongly agree __50.2%__tend to agree __26.9%__tend to disagree __2.4%__strongly disagree

Participate in a wide range of community organizations (e.g. film societies, sports clubs, etc).

__12.3%__strongly agree __47.1%__tend to agree __33.4%__tend to disagree __4.3%__strongly disagree

XI. Network Management -- Time Allocation

Indicate how frequently you interact with individuals in the following groups by placing a checkmark in the appropriate column:

School board members	11.0%	33.0%	40.8%	12.7%	0.0%	0.0%
Teachers' associations	0.2%	0.2%	1.4%	23.1%	41.1%	27.4%
Parent groups, e.g. PTA	0.7%	2.7%	7.9%	55.0%	25.3%	5.0%
Local business leaders	3.3%	13.2%	32.9%	36.6%	8.2%	2.9%
Other superintendents	5.5%	20.9%	33.2%	36.5%	0.9%	0.5%
Federal education officials	0.2%	0.3%	0.9%	8.9%	41.4%	44.5%
State legislators	0.0%	0.3%	2.9%	29.1%	56.3%	7.4%
Texas Education Agency	0.5%	3.1%	12.2%	52.9%	26.9%	1.0%
City/County Government	0.7%	5.0%	21.2%	49.3%	17.1%	3.1%
Local Police/ Fire Depts	1.5%	6.5%	19.0%	45.4%	20.9%	3.3%
Non-profit organizations	0.5%	2.6%	10.8%	35.4%	36.1%	10.3%
Health-related organizations	0.0%	0.9%	4.5%	28.9%	50.7%	11.1%
Education consulting firms	0.0%	1.9%	5.7%	24.0%	39.6%	25.3%
	Daily	More than once a week	Weekly	Monthly	Yearly	Never

Working with the following people/organizations contributes to improving my school district.

School board members	81.8%	13.4%	1.7%	0.5%
Teachers' associations	12.5%	37.0%	30.1%	14.9%
Parent groups, e.g. PTA	42.1%	45.2%	7.9%	1.4%
Local business leaders	36.0%	49.3%	10.1%	1.2%
Other superintendents	58.0%	34.4%	4.6%	0.2%
Federal education officials	4.6%	25.7%	38.5%	27.2%
State legislators	9.2%	35.8%	32.5%	19.2%
Texas Education Agency	18.0%	52.4%	21.6%	5.1%
City/County Government	19.5%	54.6%	17.6%	4.6%
Local Police/ Fire Depts	23.1%	53.3%	16.4%	2.9%

Non-profit organizations	15.9%	48.5%	24.5%	6.8%
Health-related organizations	12.8%	51.7%	24.7%	5.8%
Education consulting firms	13.7%	42.0%	27.2%	12.7%
	strongly agree	somewhat agree	somewhat disagree	strongly disagree

If red tape is defined as “burdensome administrative rules and procedures that have negative effects on school performance” how would you assess the level of red tape in your organization on a scale of 1 to 10 with 1 indicating “Almost no red tape” and 10 indicating a “great deal of red tape”?

Almost no red tape :____:____:____:____:____:____:____:____:____:____: A Great Deal of red tape
1 2 3 4 5 6 7 8 9 10

mean=5.41 std=4.83 (missing 24)

If you were asked to predict your districts overall pass rate for all students on the STAAR in 2011-12 (from the accountability subset) what percentage would you pick? _____

mean=53.15 std=332.13 (missing 51)