U.S. DEPARTMENT OF EDUCATION NATIONAL CENTER FOR EDUCATION STATISTICS Conducted by: U.S. DEPARTMENT OF COMMERCE U.S. CENSUS BUREAU

# PRIVATE SCHOOL PRINCIPAL QUESTIONNAIRE SCHOOLS AND STAFFING SURVEY 1999-2000



(Please correct any errors in name, address, and ZIP Code.)

#### THIS SURVEY HAS BEEN ENDORSED BY:

American Montessori Society American Muslim Council Association of Christian Schools International Association of Christian Teachers and Schools Association of Waldorf Schools of North America Christian Schools International Council for American Private Education Evangelical Lutheran Church in America Friends Council on Education Jesuit Secondary Education Association Lutheran Church-Missouri Synod National Association of Independent Schools National Association of Private Schools for Exceptional Children National Catholic Educational Association National Christian School Association National Coalition of Girls' Schools National Independent Private Schools Association North American Division of Seventh-Day Adventists Oral Roberts University Educational Fellowship Torah Umesorah – National Society for Hebrew Day Schools United States Catholic Conference Wisconsin Evangelical Lutheran Synod

NOTICE

This report is authorized by law (20 U.S. Code 1221e). Results of this survey will appear in summary or statistical form only.

FORM **SASS-2B** (8-16-99)

## DEAR PRINCIPAL/SCHOOL HEAD:

### WHO IS CONDUCTING THIS SURVEY?

The National Center for Education Statistics (NCES) of the U.S. Department of Education requests your participation in this survey. The U.S. Census Bureau is conducting this survey by the authority of Sections 406(b) and (c) of the General Education Provisions Act, as amended (20 USC 1221e).

## WHAT IS THE PURPOSE OF THIS SURVEY?

The purpose of this survey is to obtain information about the training, experience, professional background and characteristics of school principals/school heads. We will report the data only in statistical summaries.

#### WHY SHOULD YOU PARTICIPATE IN THIS SURVEY?

We are conducting this survey with only a sample of school principals/school heads. Therefore, the value of your individual contribution is greatly increased because it represents many other school principals/school heads. We encourage you to participate in this voluntary survey.

#### WHERE SHOULD YOU MAIL YOUR COMPLETED QUESTIONNAIRE?

Please return your completed questionnaire in the enclosed envelope. If you do not have the return envelope, call 1–800–221–1204, or mail your questionnaire to:

U.S. Census Bureau Current Projects Branch 1201 E. 10th Street Jeffersonville, IN 47132-0001

## THANK YOU FOR YOUR COOPERATION IN THIS IMPORTANT EFFORT.

SINCERELY,

GARY W. PHILLIPS ACTING COMMISSIONER OF EDUCATION STATISTICS

#### Paperwork Burden Statement

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. The valid OMB control number for this information collection is 1850-0598. The time required to complete this information collection is estimated to average 30 minutes per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: U.S. Department of Education, Washington, D.C. 20202-4651. If you have comments or concerns about the contents of this questionnaire, write directly to: Schools and Staffing Survey, National Center for Education Statistics, 555 New Jersey Avenue, N.W., Washington, D.C. 20208.

	INSTRUCTIONS
1a.	It is important that this questionnaire be completed by the school PRINCIPAL/SCHOOL HEAD, not by anyone else.
b.	We suggest using a pencil or ball point pen to answer this questionnaire.
	If you have any questions, please call the Census Bureau at 1–800–221–1204. Someone will be available to take your call Monday through Friday, between 8:30 a.m. and 5:00 p.m. (Eastern Time).
d.	
2a.	
50	1 Ves
	<sup>2</sup> No $\rightarrow$ Please enter the year when the school closed, and then GO TO item 3.
	0051 19
b.	Does this school have a principal/school head?
0052	1 Yes
	2 🗌 No
3.	If you marked "No" for either item 2a or 2b above, do not complete this ques- tionnaire. Return it in the enclosed envelope. If you do not have the return enve lope, call 1-800-221-1204, or mail the questionnaire to:
	U.S. Census Bureau Current Projects Branch 1201 E. 10th Street Jeffersonville, IN 47132-0001
	If you did NOT mark "No" for either item 2a or 2b above, continue with item 4.
4.	At the end of this questionnaire, you are asked to record the amount of time required to complete this form, not counting interruptions. Please record the time you begin.
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	<b>EXPERIENCE AND TRAINING:</b> Items 5-7 This section asks about your work experience as a principal/school head, previous positions you have held, and training you have had for your principalship.
5.	PRIOR to this school year, how many years were you employed in each of the following positions?
	Count part of a year as 1 year. If none, mark (X) the box.
a.	As the principal/school head of THIS school
)53	Year(s)
	0 🗌 None
b.	As the principal/school head of other schools
054	Year(s)
	0 🛄 None
6a.	PRIOR to becoming a principal/school head, how many years of elementary or
6a.	PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have?
6a.	PRIOR to becoming a principal/school head, how many years of elementary or
	PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have?
	<ul> <li>PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have?</li> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> </ul>
055	<ul> <li>PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have?</li> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> <li>Year(s) of teaching</li> </ul>
055	<ul> <li>PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have?</li> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> <li>Year(s) of teaching</li> <li>None</li> </ul> SINCE becoming a principal/school head, how many years of elementary or
055	<ul> <li>PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have?</li> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> <li>Year(s) of teaching</li> <li>None</li> <li>SINCE becoming a principal/school head, how many years of elementary or secondary teaching experience have you had?</li> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> </ul>
)55 <b>b</b> .	PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have?            • Count part of a year as 1 year. If none, mark (X) the box.         • Year(s) of teaching         • Year(s) of teaching         • None         SINCE becoming a principal/school head, how many years of elementary or secondary teaching experience have you had?
<sup>055</sup> <b>b.</b>	PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have? <ul> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> <li>Year(s) of teaching</li> <li>None</li> </ul> SINCE becoming a principal/school head, how many years of elementary or secondary teaching experience have you had? <ul> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> </ul> <ul> <li>Year(s) of teaching</li> <li>Year(s) of teaching experience have you had?</li> <li>Year(s) of teaching</li> </ul>
<sup>955</sup> <b>b.</b>	PRIOR to becoming a principal/school head, how many years of elementary or secondary teaching experience did you have? <ul> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> <li>Year(s) of teaching</li> <li>None</li> </ul> SINCE becoming a principal/school head, how many years of elementary or secondary teaching experience have you had? <ul> <li>Count part of a year as 1 year. If none, mark (X) the box.</li> </ul> <ul> <li>None</li> </ul> <ul> <li>Go To item 6d on page 5.</li> </ul> Are you currently teaching in this school in which you are now serving

(	1) Department head
	1 🗌 Yes
	2 🗌 No
(	2) Curriculum specialist or coordinator
	1 🗌 Yes
	2 🗌 No
(	3) Assistant principal/school head or program director
	1 Yes
	2 🗌 No
(	4) Guidance counselor
	1 🗌 Yes
	2 🗌 No
(	5) Library media specialist/Librarian
	1 🗌 Yes
	2 🗌 No
(	6) Athletic coach/Athletic director
	1 Yes
	2 🗌 No
(	7) Sponsor for student clubs, debate teams
	1 Yes
	2 🗌 No
F	Prior to becoming a principal/school head, did you participate in any school trainin
C	Prior to becoming a principal/school head, did you participate in any school trainin or development program for ASPIRING school principals/school heads?
1	Yes
2	No

	ATTITUDES AND OPINIONS ABOUT EDUC This section asks for your views about education information about school governance.					
8.	We are interested in the importance you plac the following eight goals, which do you cons most important, and the third most importan	ider the m	us educ nost imp	cational portant,	goals. I the sec	From cond
	1 - Building basic literacy skills (reading, mat	h, writing	, speak	ing)		
	2 - Encouraging academic excellence					
	3 - Promoting occupational or vocational ski	lls				
	4 - Promoting good work habits and self-disc	ipline				
	5 - Promoting personal growth (self-esteem,	self-know	ledge, e	etc.)		
	6 - Promoting human relations skills					
	7 - Promoting specific moral values					
	8 - Fostering religious or spiritual developme	nt				
0067	Most important					
0068	Second most important					
0069	Third most important					
9.	Please indicate how far along you think your	M	1	ne box on	each line	
	school is in -	Just beginning	Long way to go	Almost there	We've reached our goal	Not applicable
а.	Implementing educational goals. 0070	1	2	3	4	5
ь						
b.	Implementing organizational/governance goals. 0071	1	2	3	4	5
					_	
C.	Establishing a secure financial base. 0072		2	3	4	5
d.	Attracting and retaining students. 0073	1	2	3	4	5
e.	Developing a student assessment system. 0074	1	2	3	4	5
f.	Involving parents in the school. 0075	1	2	3	4	5

					Mar	<sup>-</sup> k (X) оі	ne box c	n each	line.
а.		TING PERFORMANCE STANDARDS			No	4		<b>&gt;</b>	A great deal of
	FOR	STUDENTS OF THIS SCHOOL		infl	uenco		-	i	nfluence
				<u> </u>	1	2	3	4	5
	(1)	Governing/Diocesan board	0077	1		2	3	4	5
	(2)	Principal/School head	0079	1		2	3	4	5
	(3)	Curriculum specialists	0080	1		2	3	4	5
	(4)	Teachers	0081	1		2	3	4	5
	(5)	Parent association	0083	1		2	3	4	5
b.	EST	ABLISHING CURRICULUM AT THIS SCH	IOOL						
	(1)	Governing/Diocesan board	0085	1		2	3	4	5
	(2)	Principal/School head	0087	1		2	3	4	5
	(3)	Curriculum specialists	0088	1		2	3	4	5
	(4)	Teachers	0089	1		2	3	4	5
	(5)	Parent association	0091	1		2	3	4	5
YOUR	COM	IMENTS							

10.	Continued -						
	Using the scale 1-5, where 1 is "No influen how much ACTUAL influence do you think concerning the following activities?	nce" ar k each	nd 5 is "/ group c	A great or perso	deal of on has c	f influe on decis	nce," sions
			N	lark (X)	one box	on eac	h line.
_			No				A great deal of
C.	DETERMINING THE CONTENT OF IN-SERV PROFESSIONAL DEVELOPMENT PROGRAM		influenc	ce ← 2	3	4	influence 5
	FOR TEACHERS IN THIS SCHOOL		-	2	3	4	<u> </u>
	(1) Governing/Diocesan board	0093	1	2	3	4	5
	(2) Principal/School head	0095	1	2	3	4	5
	(3) Curriculum specialists	0096	1	2	3	4	5
	(4) Teachers	0097	1	2	3	4	5
	(5) College and university partners	0098	1	2	3	4	5
	(6) Parent association	0100	1	2	3	4	5
d.	EVALUATING TEACHERS IN THIS SCHOOL	-					
	(1) Governing/Diocesan board	0102	1	2	3	4	5
	(2) Principal/School head	0104	1	2	3	4	5
	(3) Teachers	0105	1	2	3	4	5
	(4) Parent association	0107	1	2	3	4	5
YOUR	COMMENTS						

10.	Continued –						
	Using the scale 1-5, where 1 is "No influence" a	and	Mark	(X) on	e box o	n each	line.
	5 is "A great deal of influence," how much ACT influence do you think each group or person ha	as	No				A great
	on decisions concerning the following activitie	es?	influen	ce◀		→ ( in	deal of fluence
e.	HIRING NEW FULL-TIME TEACHERS AT THIS SC	HOOL	1	2	3	4	5
	(1) Governing/Diocesan board	0109	1	2	3	4	5
	(2) Principal/School head	0111	1	2	3	4	5
	(3) Teachers	0112	1	2	3	4	5
	(4) Parent association	0114	1	2	3	4	5
f.	SETTING DISCIPLINE POLICY AT THIS SCHOOL	-					
	(1) Governing/Diocesan board	0116	1	2	3	4	5
	(2) Principal/School head	0118	1	2	3	4	5
	(3) Teachers	0119	1	2	3	4	5
	(4) Parent association	0121	1	2	3	4	5
g.	DECIDING HOW YOUR SCHOOL BUDGET WILL BE	SPENT					
	(1) Governing/Diocesan board	0123	1	2	3	4	5
	(2) Principal/School head	0125	1	2	3	4	5
	(3) Curriculum specialists	0126	1	2	3	4	5
	(4) Teachers	0127	1	2	3	4	5
	(5) Parent association	0129	1	2	3	4	5
YOU	R COMMENTS						

11.	To what extent is each of the following matters a problem in this school? Indicat	e	Ма	rk (X) one bo.	x on each li	ine.
	whether each is a SERIOUS problem, a MODERATE problem, a MINOR problem, or NOT a problem in this school.		SERIOUS problem in this school	MODERATE problem in this school	MINOR problem in this school	NOT a problem in this school
a.	Student tardiness	0130	1	2	3	4
b.	Student absenteeism	0131	1	2	3	4
C.	Teacher absenteeism	0132	1	2	3	4
d.	Students cutting class	0133	1	2	3	4
e.	Physical conflicts among students	0134	1	2	3	4
f.	Robbery or theft	0135	1	2	3	4
g.	Vandalism of school property	0136	1	2	3	4
h.	Student pregnancy	0137	1	2	3	4
i.	Student use of alcohol	0138	1	2	3	4
j.	Student drug abuse	0139	1	2	3	4
k.	Student possession of weapons	0140	1	2	3	4
I.	Student disrespect for teachers	0141	1	2	3	4
m.	Students dropping out	0142	1	2	3	4
n.	Student apathy	0143	1	2	3	4
о.	Lack of parent involvement	0144	1	2	3	4
p.	Poverty	0145	1	2	3	4
q.	Students coming to school unprepared to learn	0146	1	2	3	4
r.	Poor student health	0147	1	2	3	4

П		<b>TEACHER PROFESSIONAL DEVELO</b> This section asks about professional de teachers.				and act	ivities fo	r	
12.	Usin	g the scale 1-5, where 1 is "Not impor	rtant	Ma	nrk (X) or	ne box ol	n each li	ne.	
	at all	at all <sup>®</sup> and 5 is "Very important," how important is each of the following in determining the in-service professional development activities		No	-		Very		
	in-se				important <del>&lt;</del> at all				
	of te	achers in this school?		1	2	3	4	5	
а.	Initia asso	itives of your private school ciation or organization	0149	1	2	3	4	5	
b.	Scho	ool improvement plan	0150	1	2	3	4	5	
c.	Imple	ementation of academic standards	0151	1	2	3	4	5	
d.	Теас	her preferences	0153	1	2	3	4	5	
4.0				Ma	rk (X) or	ne box o	n each li	ne.	
13.		often is professional development eachers at this school -		Never	Rarely	Some- times	Fre- quently	Always	
а.	Desig scho	gned or chosen to support the ol's improvement goals?	0154	1	2	3	4	5	
b.	Desig imple	gned or chosen to support the ementation of academic standards?	0156	1	2	3	4	5	
C.	Evalu in tea	uated for evidence of improvement acher classroom practice?	0157	1	2	3	4	5	
d.		uated for evidence of effects sudent achievement?	0158	1	2	3	4	5	
e.		idered part of teachers' lar work?	0159	1	2	3	4	5	
f.	Plan	ned by teachers in this school?	0160	1	2	3	4	5	
g.	Pres	ented by teachers in this school?	0161	1	2	3	4	5	
h.	teacl	ompanied by the resources that hers need (e.g., time and materials) ake changes in the classroom?	0162	1	2	3	4	5	
YOUR	COM	MENTS							

14.	In the last 12 months, how often have you participated in professional development activities with teachers from YOUR school?
0163	1 Never
0100	2 Once or twice
	3 🔲 3–5 times
	4 🗌 6 or more times
15a.	Does this school provide teachers with time for professional development during regular working hours?
0164	-1 Yes
↓ ↓	$_2$ No $\rightarrow$ GO TO Section IV on page 13.
b.	Are the following used to provide teachers in this school with time for professional development during regular working hours?
	(1) Substitute teachers to cover teachers' classes
0165	1 Ves
	2 No
	(2) Early dismissal or late start for students
0166	1 Ves
	2 No
	(3) Professional days built in before the beginning of the school year
0167	1 Yes
	2 No
	(4) Professional days built in during the school year
0168	1 Ves
	2 🗌 No
	(5) Professional days built in after the school year
0169	1 Yes
	2 No
	(6) Common planning time for teachers
0170	1 Ves
	2 No
	(7) Reduced teacher work loads (less time in the classroom with students or less time on assigned non-instructional duties)
0171	1 Ves
	2 🗌 No

1	o high academic standards?
	Percent
i	Are the following considerations barriers to the dismissal of poor or ncompetent teachers in this school?
I	Personnel policies
	Yes
	No
-	Fermination decisions not upheld by third party adjudicators
	Yes
2	No
Ī	nadequate teacher assessment documentation
	Yes
2	No
-	Tenure
	Yes
	No
	Feacher associations and organizations
	Yes
2	No
Ī	Dismissal is too stressful and uncomfortable for those involved
	Yes
	No

b. \	No
b. \	
0181 1	Visits to other schools designed to improve your own work as principal/school head
	Yes
2	No No
с. I	Individual or collaborative research on a topic of interest to you professionally
0182 1	Yes
2	No
d. i	Mentoring and/or peer observation and coaching of principals/school heads, as part of a formal arrangement that is recognized or supported by the school
0183 1	Yes
2	No No
	Participating in a principal/school head network (e.g., organized by an outside agency or through the Internet)
0184 1	Yes
2	No
f. \	Workshops or conferences related to your role as principal/school head
0185 1	Yes
2	No
g. \	Workshops or training in which you were the presenter
0186 1	Yes
2	No No
h. /	Attending professional association meetings
0187 1	Yes
2	No

	2	<ul> <li>Yes</li> <li>No → GO TO item 20 on page 16.</li> </ul>
• .	Δre	the following persons part of this decision-making body?
D.	è If	this school has more than one such body, respond for the one that has the most fullence in decision-making.
		School principal/school head
9	(-)	1 Yes
		2 🗌 No
	(2)	School vice principal or assistant principal/school head
0		1 Ves
		2 🗌 No
	(3)	Teachers
91		1 Yes
		2 🛄 No
	(4)	Department heads
92		1 Ves
		2 No
	(5)	Students
93		1 Ves
		2 No
	(6)	Parents
94		1 Ves 2 No
	(7)	
	(/)	Community representatives 1 Ves
5		2 🗌 No
	(0)	
	(0)	Diocesan or other governing institution representative
6		

20.	IN THE LAST MONTH, approximately how often did you engage in the following activities in your	r Mark (X) one box on each line.				
	role as principal/head of this school?		Never	Once or twice a month	Once or twice a week	Every day
а.	Facilitate achievement of the school's mission through such activities as consensus building, planning, obtaining resources, monitoring progress, etc.	0197	1	2	3	4
b.	Supervise and evaluate faculty and other staff	0198	1	2	3	4
C.	Guide the development and evaluation of curriculum and instruction	0199	1	2	3	4
d.	Facilitate student learning (e.g., eliminate barriers to student learning, establish high expectations for students)	0200	1	2	3	4
e.	Provide and engage staff in professional development activities	0201	1	2	3	4
f.	Build professional community among faculty and other staff	0202	1	2	3	4
g.	Develop public relations (e.g., relationships with parents, community leaders, and the larger community)	0203	1	2	3	4
h.	Maintain the physical security of students, faculty, and other staff	0204	1	2	3	4
	Manage school facilities, resources, procedures (e.g., maintenance, budget, schedule)	0205	1	2	3	4
YOUR	COMMENTS					

21.	What is the highest degree you have earned?
	è Mark (X) only one box.
0225	<sup>1</sup> Associate degree
	<sup>2</sup> Bachelor's degree (B.A., B.S., B.E., etc.)
	3 🔲 Master's degree (M.A., M.A.T., M.B.A., M.Ed., M.S., etc.)
	4 Education specialist or professional diploma (at least one year beyond master's level)
	5 🔲 Doctorate or first professional degree (Ph.D., Ed.D., M.D., L.L.B., J.D., D.D.S.)
	6 Do not have a degree
22.	What is your current ANNUAL salary for your position in this school before taxes and deductions?
0226	\$
	0 Position unpaid
23.	Are you male or female?
0227	1 🔲 Male
	2 Female
24a.	What is your race?
	• Mark (X) only one box.
0228	1 🗌 American Indian or Alaska Native (Aleut, Alaska Indian, Yupik, Inupiat)
	Asian or Pacific Islander (Japanese, Chinese, Filipino, Korean, Asian Indian, Vietnamese, Hawaiian, Guamanian, Samoan, other Asian)
	3 Black
	4 White
▼ b.	Are you enrolled in a state or federally recognized tribe?
0229	$_1 \square$ Yes
	2 🗌 No
25.	Are you of Hispanic origin?
0230	1 🗌 Yes
	$2 \square No$
26.	What is your year of birth?
0231	1   9   Year of birth
27.	How much time did it take you to complete this form, not counting interruptions?

3						
	Thank you very much for your participation					
	in this survey.					
	Please return this survey in the enclosed envelope. If you do not have the return envelope, call 1–800–221–1204, or mail your questionnaire to: U.S. Census Bureau Current Projects Branch 1201 E. 10th Street Jeffersonville, IN 47132-0001					
	Find out more about the Schools and Staffing Survey (SASS) and information about private schools and principals/school heads that was collected in the last survey. See SASS on the World Wide Web at:					
	http://nces.ed.gov/surveys/sass					
	Under Publications, look for the reports "Private Schools in the United States: A Statistical Profile, 1993-94" (NCES 97-459) and "Public and Private School Principals in the United States: A Statistical Profile, 1987-88 to 1993-94" (NCES 97-455).					
	Additional data collected by the National Center for Education Statistics (NCES) on a variety of topics in elementary, secondary, postsecondary, and international education are available from NCES's Web site at:					
	http://nces.ed.gov					
	For additional data collected by various Federal agencies, including the Department of Education, visit the FedStats site at:					