

U.S. DEPARTMENT OF EDUCATION  
National Center for Education Statistics

Conducted by:  
U.S. DEPARTMENT OF COMMERCE  
Economics and Statistics Administration  
U.S. CENSUS BUREAU

**PRINCIPAL QUESTIONNAIRE  
SCHOOLS AND STAFFING SURVEY  
2011-12 SCHOOL YEAR**

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

**THIS SURVEY HAS BEEN ENDORSED BY:**

TO BE DETERMINED

**NOTICE> This survey is authorized by the Education Sciences Reform Act of 2002, 20 U.S.C . §9541(b) and §9543(a).**

**DEAR PRINCIPAL:**

The Schools and Staffing Survey is the largest sample survey of America's elementary and secondary schools. Your participation is important. Below are answers to some general questions.

**WHAT IS THE PURPOSE OF THIS SURVEY?**

The purpose of this survey is to obtain information about principals, such as principals' experience and training, hours worked, and instructional priorities.

**WHO IS CONDUCTING THIS SURVEY?**

The U.S. Census Bureau is conducting this survey for the National Center for Education Statistics (NCES) of the U.S. Department of Education.

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

Policymakers and educational leaders rely on data from this survey to inform their decisions concerning K-12 schools. Because it is a sample survey, your responses represent the responses of many. Higher response rates give us confidence that the findings are accurate.

**WILL YOUR RESPONSES BE KEPT CONFIDENTIAL?**

Your responses are protected from disclosure by federal statute (20 U.S.C., § 9573). All responses that relate to or describe identifiable characteristics of individuals may be used only for statistical purposes and may not be disclosed, or used, in identifiable form for any other purpose, unless otherwise compelled by law.

**HOW WILL YOUR INFORMATION BE REPORTED?**

The information you provide will be combined with the information provided by others in statistical reports. No individually-identifiable data will be included in the statistical reports.

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

Please return your completed questionnaire in the enclosed pre-addressed, postage-paid envelope or mail it to:

**U.S. CENSUS BUREAU  
ATTN: DCB 60A  
1201 E. 10th STREET  
JEFFERSONVILLE, IN 47132-0001**

**WE HOPE YOU WILL PARTICIPATE IN THIS VOLUNTARY SURVEY.**

**SINCERELY,**

**JACK BUCKLEY  
COMMISSIONER FOR EDUCATION STATISTICS  
NATIONAL CENTER FOR 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 45 minutes per response, including the time spent 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, DC 20202-4537. If you have comments or concerns about the contents of this questionnaire, e-mail: [d.s.d.sass@census.gov](mailto:d.s.d.sass@census.gov), or write directly to: Schools and Staffing Survey, National Center for Education Statistics, 1990 K Street, N.W., #9018, Washington, DC 20006.

## INSTRUCTIONS

The data you enter on this form will be captured through the use of imaging technology. Please print all information clearly in ordinary characters, using a black ballpoint pen.

<b>Correct</b> marking example – ( <i>Use care to keep characters in their designated spaces.</i> )	<b>Incorrect</b> marking example –
--	---------------------------------------

- a. It is important that this questionnaire be completed by the school PRINCIPAL, not by anyone else.
- b. Please do not write any comments by the answer boxes.
- c. If you are unsure about how to answer a question, please give the best answer you can rather than leaving it blank.
- d. If you have any questions, call the U.S. 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). The U.S. Census Bureau is also available to answer your questions via e-mail at: [dsd.sass@census.gov](mailto:dsd.sass@census.gov).

## YOUR COMMENTS

\_\_\_\_\_ *Write In* \_\_\_\_\_

## I PRINCIPAL EXPERIENCE AND TRAINING

**1. PRIOR to this school year, how many years did you serve as the principal of THIS OR ANY OTHER school?**

*Count part of a year as 1 year.*

*If none, please mark (X) the box.*

None **or**   Year(s) as principal of this or any other school

**2. PRIOR to this school year, how many years did you serve as the principal of THIS school?**

*Count part of a year as 1 year.*

*If none, please mark (X) the box.*

None **or**   Year(s) as principal of this school

**3. Before you became a principal, how many years of elementary or secondary teaching experience did you have?**

*Count part of a year as 1 year.*

*If none, please mark (X) the box.*

None **or**   Year(s) of teaching before becoming a principal

**4. SINCE becoming a principal, how many years of elementary or secondary teaching experience have you had?**

*Count part of a year as 1 year.*

*If none, please mark (X) the box.*

None → *GO TO item 6 below.*

Year(s) of teaching since becoming a principal

**5. In addition to serving as principal, are you currently teaching in this school?**

Yes

No

**6. BEFORE you became a principal, did you hold the following school positions?**

*Include temporary positions.*

**a. Department head**

Yes

No

**b. Curriculum specialist or coordinator**

Yes

No

**c. Assistant principal or program director**

Yes

No

**d. Guidance counselor**

Yes

No

**6. Continued – BEFORE you became a principal, did you hold the following school**

**positions?**

**e. Library media specialist/Librarian**

Yes

No

**f. Athletic coach/Athletic director**

Yes

No

**g. Sponsor for student clubs, debate teams**

Yes

No

**7. Before you became a principal, did you participate in any district or school training or development program for ASPIRING school principals?**

Yes

No

**8. Do you currently hold a license/certificate in “school administration”?**

Yes

No

**9. Before you became a principal, did you have any management experience outside of the field of education?**

Yes

No

## For Questions 10c, 10e, and 11c

### General Education

#### Elementary Education

- 101 Early childhood or pre-K, general
- 102 Elementary grades, general

#### Secondary Education

- 103 Middle grades, general
- 104 Secondary grades, general

#### Special Education

- 110 Special education, any

#### Other Education

- 131 Administration
- 132 Counseling and guidance
- 133 Educational psychology
- 134 Policy studies
- 135 School psychology
- 136 Other non-subject-matter-specific education

### Subject-matter Specific

#### Arts and Music

- 141 Art or arts and crafts
- 142 Art history
- 143 Dance
- 144 Drama or theater
- 145 Music

#### English and Language Arts

- 151 Communications
- 152 Composition
- 153 English
- 154 Journalism
- 155 Language arts
- 156 Linguistics
- 157 Literature or literary criticism
- 158 Reading
- 159 Speech

#### English as a Second Language (ESL)

- 160 ESL or bilingual education: General
- 161 ESL or bilingual education: Spanish
- 162 ESL or bilingual education: Other languages

#### Foreign Languages

- 171 French
- 172 German
- 173 Latin
- 174 Spanish
- 175 Other foreign language

#### Health Education

- 181 Health education
- 182 Physical education

#### Mathematics and Computer Science

- 190 Mathematics
- 197 Computer science

#### Natural Sciences

- 211 Biology or life sciences
- 212 Chemistry
- 213 Earth sciences
- 214 Engineering
- 217 Physics
- 218 Other natural sciences

#### Social Sciences

- 220 Social studies, general
- 221 Anthropology
- 222 Area or ethnic studies (excluding Native American Studies)
- 223 Criminal justice
- 224 Cultural studies
- 225 Economics
- 226 Geography
- 227 Government or civics
- 228 History
- 229 International studies
- 230 Law
- 231 Native American studies
- 232 Political science
- 233 Psychology
- 234 Sociology
- 235 Other social sciences

#### Career or Technical Education

- 241 Agriculture and natural resources
- 242 Business management
- 243 Business support
- 244 Marketing and distribution
- 245 Healthcare occupations
- 246 Construction trades, engineering, or science technologies (including CADD and drafting)
- 247 Mechanics and repair
- 249 Manufacturing or precision production (electronics, metalwork, textiles, etc.)
- 250 Communications and related technologies (including design, graphics, or printing; not including computer science)
- 253 Personal and public services (including culinary arts, cosmetology, child care, social work, protective services, custodial services, and interior design)
- 254 Family and consumer sciences education
- 255 Industrial arts or technology education
- 256 Other career or technical education

#### Miscellaneous

- 261 Architecture
- 263 Humanities or liberal studies
- 264 Library or information science
- 265 Military science or ROTC
- 266 Philosophy
- 267 Religious studies, theology, or divinity

#### Other

- 268 Other

## II PRINCIPAL EDUCATION AND PROFESSIONAL DEVELOPMENT

**10a. Do you have a bachelor's degree?**

Yes

No → GO TO item 12 below.

**b. Was this degree awarded by a university's Department or College of Education, or a college's Department or School of Education?**

Yes

No

**c. What was your major field of study?**

*Record the field of study code and the field name from Table 1 on page 6.*

\_\_\_ \_\_\_ Code \_\_\_\_\_ (Write In) \_\_\_\_\_ Major

**d. Did you have a second major field of study?**

*Do not report academic minors or concentrations.*

Yes

No → GO TO item 11a below.

**e. What was your second major field of study?**

*Record the field of study code and the field name from Table 1 on page 6.*

*Do not report academic minors or concentrations.*

\_\_\_ \_\_\_ Code \_\_\_\_\_ (Write In) \_\_\_\_\_ Major

**11a. Do you have a master's degree?**

Yes

No → GO TO item 12 below.

**b. Was this degree awarded by a university's Department or College of Education, or a college's Department or School of Education?**

Yes

No

**c. What was your major field of study?**

*Record the field of study code and the field name from Table 1 on page 6.*

\_\_\_ \_\_\_ Code \_\_\_\_\_ (Write In) \_\_\_\_\_ Major

**12. What is the highest degree you have earned?**

*Mark (X) only one box.*

Do not have a degree

Associate degree

Bachelor's degree (B.A., B.S., etc.)

Master's degree (M.A., M.A.T., M.B.A., M.Ed., M.S., etc.)

Educational specialist or professional diploma (at least one year beyond master's level)

Doctorate or first professional degree (Ph.D., Ed.D., M.D., L.L.B., J.D., D.D.S.)

**13. In the past 12 months, have you participated in any professional development activities related to your role as a principal?**

- Yes
- No

**14. In the past 12 months, have YOU participated in the following kinds of professional development?**

**a. University course(s) related to your role as principal**

- Yes
- No

**b. Visits to other schools designed to improve your own work as principal**

- Yes
- No

**c. Individual or collaborative research on a topic of interest to you professionally**

- Yes
- No

**d. Mentoring and/or peer observation and coaching of principals, as part of a formal arrangement that is recognized or supported by the school or district?**

- Yes
- No

**e. Participating in a principal network (e.g., a group of principals organized by an outside agency or through the Internet)**

- Yes
- No

**f. Workshops, conferences, or training in which you were a presenter**

- Yes
- No

**g. Other workshops or conferences in which you were not a presenter**

- Yes
- No

**YOUR COMMENTS**

\_\_\_\_\_ *Write In* \_\_\_\_\_



### III GOALS AND DECISION MAKING

**15. We are interested in the importance you place on various educational goals. From the following ten goals, which do you consider the most important, the second most important, and the third most important?**

- 1- Building basic literacy skills (reading, math, writing, speaking)
  - 2- Encouraging academic excellence
  - 3- Preparing students for postsecondary education
  - 4- Promoting occupational or vocational skills
  - 5- Promoting good work habits and self-discipline
  - 6- Promoting personal growth (self-esteem, self-knowledge, etc.)
  - 7- Promoting human relations skills
  - 8- Promoting specific moral values
  - 9- Promoting multicultural awareness or understanding
  - 10- Fostering religious or spiritual development
- Most important  
  Second most important  
  Third most important

**16. How much ACTUAL influence do you think you have as a principal on decisions concerning the following activities?**

	<i>Mark (X) one box on each line.</i>				
	No influence	Minor influence	Moderate influence	Major influence	Not applicable
<b>a. Setting performance standards for students of this school</b>	—	—	—	—	—
<b>b. Establishing curriculum at this school</b>	—	—	—	—	—
<b>c. Determining the content of in-service professional development programs for teachers of this school</b>	—	—	—	—	—
<b>d. Evaluating teachers of this school</b>	—	—	—	—	—
<b>e. Hiring new full-time teachers of this school</b>	—	—	—	—	—
<b>f. Setting discipline policy at this school</b>	—	—	—	—	—
<b>g. Deciding how your school budget will be spent</b>	—	—	—	—	—

#### IV TEACHER AND AIDE PROFESSIONAL DEVELOPMENT

**17. Does this school provide TEACHERS with time for professional development during regular contract hours?**

Yes

No → *GO TO item 19 on page 11.*

**18. Are the following used to provide teachers in this school with time for professional development during regular contract hours?**

**a. Substitute teachers to cover teachers' classes**

Yes

No

**b. Early dismissal or late start for students**

Yes

No

**c. Professional days built in before the beginning of the students' school year**

Yes

No

**d. Professional days built in during the students' school year**

Yes

No

**e. Professional days built in after the students' school year**

Yes

No

**f. Common planning time for teachers for professional development**

Yes

No

**g. Reduced teacher work loads (less time in the classroom with students or less time on assigned non-instructional duties) for professional development**

Yes

No

**19. How often is professional development for teachers at this school –**

	<i>Mark (X) one box on each line.</i>				
	Never	Rarely	Sometimes	Frequently	Always
<b>a. Designed or chosen to support the school's improvement goals?</b>	—	—	—	—	—
<b>b. Designed or chosen to support the district's improvement goals?</b>	—	—	—	—	—
<b>c. Designed or chosen to support the implementation of state or local standards?</b>	—	—	—	—	—
<b>d. Evaluated for evidence of improvement in student achievement?</b>	—	—	—	—	—
<b>e. Considered part of teachers' regular work?</b>	—	—	—	—	—
<b>f. Planned by teachers in this school or district?</b>	—	—	—	—	—
<b>g. Presented by teachers in this school or district?</b>	—	—	—	—	—
<b>h. Accompanied by the resources that teachers need (e.g., time and materials) to make changes in the classroom?</b>	—	—	—	—	—

**20. Does this school provide INSTRUCTIONAL AIDES with time for professional development during regular contract hours?**

(Instructional aides assist teachers in the classroom and are sometimes called paraprofessionals.)

Yes

No

No instructional aides in this school

**YOUR COMMENTS**

\_\_\_\_\_ *Write In* \_\_\_\_\_

## V SCHOOL CLIMATE AND SAFETY

**21. LAST school year (2010-11), how many students were expelled from this school, that is, removed or transferred for at least the remainder of the school year?**

*If none, please mark (X) the box.*

None **or**    Students

**22. What was the total number of suspensions during the LAST school year (2010-11)?**

(Out-of-school suspensions include student removal from the school for disciplinary purposes temporarily, for the remainder of the school year, or longer according to policy.)

*Include in-school and out-of-school suspensions.*

*If none, please mark (X) the box.*

None **or** ,    Suspensions

**23. THIS school year (2011-12), is it the practice of this school to do the following?**

**a. Control access to school buildings during school hours (e.g., locked or monitored doors)**

Yes

No

**b. Control access to school grounds during school hours (e.g., locked or monitored gates)**

Yes

No

**c. Require students to pass through metal detectors each day**

Yes

No

**d. Perform one or more random metal detector checks on students**

Yes

No

**e. Close the campus for most or all students during lunch**

Yes

No

**f. Use one or more random dog sniffs to check for drugs**

Yes

No

**g. Perform one or more random sweeps for contraband (e.g., drugs or weapons), but not including dog sniffs**

Yes

No

**h. Require students to wear uniforms**

Yes

No

**23. Continued – THIS school year (2011-12), is it the practice of this school to do the following?**

**i. Enforce a strict dress code**

- Yes  
 No

**j. Require clear book bags or ban book bags on school grounds**

- Yes  
 No

**k. Require students to wear badges or picture IDs**

- Yes  
 No

**l. Use one or more security cameras to monitor the school**

- Yes  
 No

**m. Maintain a daily presence of police or security personnel**

- Yes  
 No

**24. THIS school year (2011-12), does this school have any of the following?**

**a. Programs or activities where students participate in the community during or after normal school hours (e.g., service learning and community service projects)**

- Yes  
 No

**b. Programs to acknowledge student achievement (e.g., assemblies, principal list/honor roll, or student of the week/month)**

- Yes  
 No

**c. An incentive/reward program that encourages students' academic success (e.g., pizza parties, cash for grades)**

- Yes  
 No

**d. A program designed to help students prepare for the next grade or college**

- Yes  
 No

**25. To the best of your knowledge, how often do the following types of problems occur at this school?**

*Mark (X) one box on each line.*

	Happens daily	Happens at least once a week	Happens at least once a month	Happens on occasion	Never happens
<b>a. Physical conflicts among students</b>	—	—	—	—	—
<b>b. Robbery or theft</b>	—	—	—	—	—
<b>c. Vandalism</b>	—	—	—	—	—
<b>d. Student use of alcohol</b>	—	—	—	—	—
<b>e. Student use of illegal drugs</b>	—	—	—	—	—
<b>f. Student possession of weapons</b>	—	—	—	—	—
<b>g. Physical abuse of teachers</b>	—	—	—	—	—
<b>h. Student racial tensions</b>	—	—	—	—	—
<b>i. Student bullying</b>	—	—	—	—	—
<b>j. Student verbal abuse of teachers</b>	—	—	—	—	—
<b>k. Widespread disorder in classrooms</b>	—	—	—	—	—
<b>l. Student acts of disrespect for teachers</b>	—	—	—	—	—
<b>m. Gang activities</b>	—	—	—	—	—

**26. LAST SCHOOL YEAR (2010-11), what percentage of students had at least one parent or guardian participating in the following events?**

	<i>Mark (X) one box on each line.</i>				
	0-25%	26-50%	51-75%	76-100%	Not applicable
<b>a. Open house or back-to-school night</b>	—	—	—	—	—
<b>b. All regularly scheduled schoolwide parent-teacher conferences</b>	—	—	—	—	—
<b>c. Special subject-area events (e.g., science fair, concerts)</b>	—	—	—	—	—
<b>d. Parent education workshops or courses</b>	—	—	—	—	—
<b>e. Signing of a school-parent compact</b> (This is an agreement between school community members [e.g., parents, principals, teachers, and students] that acknowledges the shared responsibility for student learning and/or the school's policies)	—	—	—	—	—
<b>f. Volunteer in the school as needed or on a regular basis</b>	—	—	—	—	—
<b>g. Involvement in school instructional issues (e.g., planning classroom learning activities, providing feedback on curriculum)</b>	—	—	—	—	—
<b>h. Involvement in governance (e.g., PTA or PTO meetings, school board, parent booster clubs)</b>	—	—	—	—	—
<b>i. Involvement in budget decisions</b>	—	—	—	—	—

**27. THIS school year (2011-12), does this school have the following?**

**a. A staff member assigned to work on parent involvement**

Yes

No

**b. Workshops or courses for parents or guardians**

Yes

No

**c. Services to support parent participation, such as providing child care or transportation**

Yes

No

27. *Continued* – **THIS** school year (2011-12), does this school have the following?

**d. A parent drop-in center or lounge**

Yes

No

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## VI INSTRUCTIONAL TIME

**28. Does this school have students enrolled in the THIRD GRADE?**

Yes

No → GO TO item 31 on page 18.

**29. How long is the TYPICAL FULL WEEK of school for THIRD GRADE students?**

Report BOTH hours and minutes, e.g., 30 hours and 0 minutes, 32 hours and 54 minutes, etc.

Hours per week AND  Minutes per week

**30. During a TYPICAL FULL WEEK of school, approximately how many minutes do most THIRD GRADE students spend on the following activities at this school?**

Please use your best estimate for the planned time spent for most regular students in the typical third grade classroom.

If most third grade students have courses taught on a rotational schedule, calculate typical course time based on the following example: For a course taught 60 minutes a week for half the year, respond with 30 minutes per week.

Do not include time spent on additional tutoring or remedial instruction for students receiving special services.

Total should not exceed the number of minutes calculated from your response to question 29. For example, if the typical school week is 35 hours, the total should not exceed 2100 minutes (35 hours x 60 minutes).

If your school does not offer a particular activity for third grade students during the typical week, mark (X) the "None" box.

**a. Combined TOTAL of English, reading, or language arts**

None or  Minutes per week → **1. Of these minutes, how many were designated for reading instruction?**

Record response, then GO TO item 30b below.

None or  Minutes per week

**b. Arithmetic or mathematics**

None or  Minutes per week

**c. Social studies or history**

None or  Minutes per week

**d. Science**

None or  Minutes per week

**e. Foreign language (Not English as a Second Language [ESL])**

None or  Minutes per week

**f. Physical education**

None or  Minutes per week

**g. Music**

None or  Minutes per week

**30. Continued – During a TYPICAL FULL WEEK of school, approximately how many minutes do most THIRD GRADE students spend on the following activities at this school?**

**h. Art**

\_\_ None or \_\_, \_\_ \_\_ \_\_ Minutes per week

**i. Recess**

*Do not include time allocated for lunch.*

\_\_ None or \_\_, \_\_ \_\_ \_\_ Minutes per week

**31. Does this school have students enrolled in the EIGHTH GRADE?**

\_\_ Yes

\_\_ No → GO TO section VII on page 19.

**32. How long is the TYPICAL FULL WEEK of school for EIGHTH GRADE students?**

*Report BOTH hours and minutes, e.g., 30 hours and 0 minutes, 32 hours and 54 minutes, etc.*

\_\_ \_\_ Hours per week AND \_\_ \_\_ Minutes per week

**33. During a TYPICAL FULL WEEK of school, approximately how many minutes do most EIGHTH GRADE students spend on the following activities at this school?**

*Please use your best estimate for the planned time spent for most regular students in the typical eighth grade classroom.*

*If most eighth grade students have courses taught on a rotational schedule, calculate typical course time based on the following example: For a course taught 60 minutes a week for half the year, respond with 30 minutes per week.*

*Do not include time spent on additional tutoring or remedial instruction for students receiving special services.*

*Total should not exceed the number of minutes calculated from your response to question 32. For example, if the typical school week is 35 hours, the total should not exceed 2100 minutes (35 hours x 60 minutes).*

*If your school does not offer a particular activity for eighth grade students during the typical week, mark (X) the "None" box.*

**a. Combined TOTAL of English, reading, or language arts**

\_\_ None or \_\_, \_\_ \_\_ \_\_ Minutes per week → **1. Of these minutes, how many were designated for reading instruction only?**

*Record response, then GO TO item 33b below.*

\_\_ None or \_\_, \_\_ \_\_ \_\_ Minutes per week

**b. Arithmetic or mathematics**

\_\_ None or \_\_, \_\_ \_\_ \_\_ Minutes per week

**c. Social studies or history**

\_\_ None or \_\_, \_\_ \_\_ \_\_ Minutes per week

**d. Science**

\_\_ None or \_\_, \_\_ \_\_ \_\_ Minutes per week

## VII. WORKING CONDITIONS AND PRINCIPAL PERCEPTIONS

**34. Including hours spent during the school day, before and after school, and on the weekends, how many hours do you spend on ALL school-related activities during a typical FULL WEEK at THIS school?**

\_\_ \_\_ \_\_ Total WEEKLY hours spent on school-related activities

**35. How many total hours do you spend interacting with students during a typical FULL WEEK at this school?**

*Include both formal and informal interactions.*

\_\_ \_\_ \_\_ Total WEEKLY hours

**36. On average throughout the school year, what percentage of time do you estimate that you spend on the following tasks in this school?**

*Rough estimates are sufficient.*

*Please write a percentage in each row. Write 0 if none.*

*Responses should add up to 100%.*

- a. \_\_ \_\_ \_\_ % Internal administrative tasks, including human resource/personnel issues, regulations, reports, school budget
- b. \_\_ \_\_ \_\_ % Curriculum and teaching-related tasks, including teaching, lesson preparation, classroom observations, mentoring teachers
- c. \_\_ \_\_ \_\_ % Student interactions, including discipline and academic guidance
- d. \_\_ \_\_ \_\_ % Parent interactions, including formal and informal interactions
- f. \_\_ \_\_ \_\_ % Other → *please specify* \_\_\_\_\_

---

**100% Total**

**37. How many days per year are you required to work under your current contract?**

*Include professional development, student contact days, and any other days covered by your contract.*

\_\_ \_\_ \_\_ Days per contract year

**38. Are you represented under a meet-and-confer agreement or a collective bargaining agreement?** ("Meet-and-confer" discussions are for the purpose of reaching non-legally-binding agreements. Collective bargaining agreements are legally-binding agreements.)

*Mark (X) only one box.*

- Yes, meet-and-confer
- Yes, collective bargaining
- No

**39. How long do you plan to remain a principal?**

*Mark (X) only one box.*

- As long as I am able
- Until I am eligible for retirement benefits from this job
- Until I am eligible for retirement benefits from a previous job
- Until I am eligible for Social Security benefits
- Until a specific life event occurs (e.g., children graduate from college, relocation)
- Until a more desirable job opportunity comes along
- Definitely plan to leave as soon as I can
- Undecided at this time

- 40a. Were you, or are you going to be, rated in a formal evaluation this school year?  
Yes -- GO TO 40b  
No -- GO TO 41
- 40b. Are student test scores or test score growth included in your formal evaluation?  
Yes  
No
41. How often are you evaluated formally?  
Twice or more times per year  
Once a year  
Once every 2 years  
Once every 3 or more years

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## VIII TEACHER AND SCHOOL PERFORMANCE

**42. In your opinion, are the following considered barriers to the dismissal of poor-performing or incompetent teachers in this school?**

**a. Personnel policies**

- Yes  
 No

**b. Termination decisions not upheld**

- Yes  
 No

**c. Length of time required for termination process**

- Yes  
 No

**d. Effort required for documentation**

- Yes  
 No

**e. Tight deadlines for completing documentation**

- Yes  
 No

**f. Tenure**

- Yes  
 No

**g. Teacher associations or unions**

- Yes  
 No

**h. Dismissal is too stressful and/or uncomfortable for you**

- Yes  
 No

**i. Difficulty in obtaining suitable replacements**

- Yes  
 No

**j. Resistance from parents**

- Yes  
 No

**43a. How frequently are INFORMAL classroom observations typically conducted on tenured or experienced teachers of grades K-12 or comparable ungraded levels?**

*Mark (X) only one box.*

- At least once a week
- Once or twice a month
- A few times a year
- No informal observations are typically conducted

**b. How frequently are INFORMAL classroom observations typically conducted on non-tenured or new teachers of grades K-12 or comparable ungraded levels?**

*Mark (X) only one box.*

- At least once a week
- Once or twice a month
- A few times a year
- No informal observations are typically conducted

**44a. How many FORMAL classroom observations are typically conducted prior to completing an evaluation on a tenured or experienced teacher of grades K-12 or comparable ungraded levels?**

*If none, please mark (X) the box.*

- None **or**   Total observations

**b. How many FORMAL classroom observations are typically conducted prior to completing an evaluation on a non-tenured or new teacher of grades K-12 or comparable ungraded levels?**

*If none, please mark (X) the box.*

- None **or**   Total observations

**45a. How long is the typical FORMAL classroom observation that occurs prior to completing an evaluation on a tenured or experienced teacher of grades K-12 or comparable ungraded levels?**

*If none, please mark (X) the box.*

- None **or**    Minutes per classroom observation

**b. How long is the typical FORMAL classroom observation that occurs prior to completing an evaluation on a non-tenured or new teacher of grades K-12 or comparable ungraded levels?**

*If none, please mark (X) the box.*

- None **or**    Minutes per classroom observation

**46a. For tenured or experienced K-12 teachers, how frequently are teachers rated in FORMAL evaluations?**

*Consider only formal evaluations in your answer to this question, not informal evaluations or number of times observations are conducted. If tenured or experienced K-12 teachers in your school do not receive formal evaluations, select "No formal evaluations are required."*

*Mark (X) only one box.*

- Twice or more per year
- Once a year
- Once every 2 years
- Once every 3 – 4 years
- Once every 5 or more years
- No formal evaluations are required

**b. For non-tenured or new K-12 teachers, how frequently are teachers rated in FORMAL evaluations?**  
*Consider only formal evaluations in your answer to this question, not informal evaluations or number of times observations are conducted. If non-tenured K-12 teachers in your school do not receive formal evaluations, select “No formal evaluations are required.”*

Mark (X) only one box.

- Twice or more per year
- Once a year
- Once every 2 years
- Once every 3 or more years
- No formal evaluations are required

**47. Did you answer “No formal evaluations are required” to both item 44a AND 44b?**

- Yes → GO TO item 50 on page 24.
- No → GO TO item 48 below.

**48. Are any of the following types of information included in the formal evaluation of any regular classroom teachers of grades K-12 and comparable ungraded levels?**

**a. Evaluation by the principal**

- Yes → **(1) Which best describes the type of evaluation:**
  - Checklist evaluation (Evaluation is based on satisfactory or unsatisfactory ratings of teacher competencies and behaviors.)
  - Standards-based evaluation (Evaluation is based on a certain standard that is established by district or school policy-makers as being essential to effective teaching.)
  - Both
- No → GO TO item 48b below.

**b. Evaluation by peers**

- Yes → **(1) Which best describes the type of evaluation:**
  - Checklist evaluation (Evaluation is based on satisfactory or unsatisfactory ratings of teacher competencies and behaviors.)
  - Standards-based evaluation (Evaluation is based on a certain standard that is established by district or school policy-makers as being essential to effective teaching.)
  - Both
- No → GO TO item 48c below.

**c. Evaluation by the vice principal or assistant principal**

- Yes
- No

**d. Evaluation by an outside group (e.g., consultant)**

- Yes
- No

**48. Continued – Are any of the following types of information included in the formal evaluation of any regular classroom teachers of grades K-12 and comparable ungraded levels?**

**e. Conference with the principal**

- Yes  
 No

**f. Teacher self-evaluation**

- Yes  
 No

**g. Students' test scores or test score growth**

- Yes  
 No

**h. Student ratings of the teacher**

- Yes  
 No

**i. Teacher's portfolio of examples of student learning (e.g., student essays, lab reports)**

- Yes  
 No

**j. Completion of professional development activities**

- Yes  
 No

**k. Other → please specify \_\_\_\_\_**

**49. Are teachers' evaluations used, at least in part, to determine a teacher's compensation?**

- Yes  
 No

**50. At the end of the LAST school year (2010-11), did this school make Adequate Yearly Progress (AYP)?**

(Adequate Yearly Progress is your state's measure of yearly progress toward achieving state academic standards.)

- Yes → GO TO item 52 on page 25.  
 No

**51. At the end of the LAST school year (2010-11), was this school identified for improvement due to Adequate Yearly Progress (AYP) requirements?**

(A school is identified for improvement if it does not make Adequate Yearly Progress for two consecutive years or more in the same content area.)

- Yes  
 No



## IX DEMOGRAPHIC INFORMATION

### 52. Are you male or female?

- Male  
 Female

### 53. Are you of Hispanic or Latino origin?

- Yes  
 No

### 54a. What is your race?

*Mark (X) one or more races to indicate what you consider yourself to be.*

- White → GO TO item 55 below.  
 Black or African-American → GO TO item 55 below.  
 Asian → GO TO item 55 below.  
 Native Hawaiian or Other Pacific Islander → GO TO item 55 below.  
 American Indian or Alaska Native → GO TO item 54b below.

### b. Are you enrolled in a state- or federally-recognized tribe?

- Yes  
 No

### 55. What is your year of birth?

19 \_\_ \_\_

### 56. What is your current ANNUAL salary for your position in this school before taxes and deductions?

*If your position includes multiple duties (e.g., you teach a class and serve as principal at this school), please include your entire salary before taxes and deductions.*

*Please report in whole dollars.*

\$ \_\_ \_\_ \_\_, \_\_ \_\_ \_\_.00 per year

**X CONTACT INFORMATION**

**57. The survey you have completed may involve a brief follow-up next school year in order to gain information on principals' movements in the labor force. The following information would assist us in contacting you if you have moved or changed jobs. Please keep in mind that all information provided here is strictly confidential and will only be used in the event that we need to contact you for follow-up. Your responses are protected from disclosure by federal statute (P.L. 107-279, Title I, Part C, Sec. 183). All responses that relate to or describe identifiable characteristics of individuals may be used only for statistical purposes and may not be disclosed, or used, in identifiable form for any other purpose, unless otherwise compelled by law.**

**Please PRINT your name, your home address, your telephone number, the most convenient time to reach you, and your work and home e-mail addresses.**

**a. First Name**

-----

Middle Name

-----

Last Name

Suffix

-----

**b. Street address**

-----

**c. City**

-----

**d. State**

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**e. ZIP Code + 4**

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**f. Work telephone**

AREA CODE TELEPHONE NUMBER

-----

**g. Mobile telephone**

AREA CODE TELEPHONE NUMBER

-----

**h. Home telephone**

AREA CODE TELEPHONE NUMBER

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**57. Continued –**

**i.** Work e-mail address

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**j.** Home e-mail address

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**58. Please enter the date you completed this questionnaire.**

*Report month as a number, that is, 01 for January, 02 for February, etc.*

Month	Day	Year
__	__	201__

DRAFT

Thank you very much for your participation in this survey. If you have any questions, please contact us, toll-free, at: 1-800-221-1204 or by e-mail at: [dsd.sass@census.gov](mailto:dsd.sass@census.gov).

To learn more about this survey and to access reports from earlier collections, see the Schools and Staffing Survey (SASS) website at: <http://nces.ed.gov/surveys/sass>

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' website at: <http://nces.ed.gov>

For additional data collected by various Federal agencies, including the Department of Education, visit the Federal Statistics clearinghouse at: <http://www.fedstats.gov>