

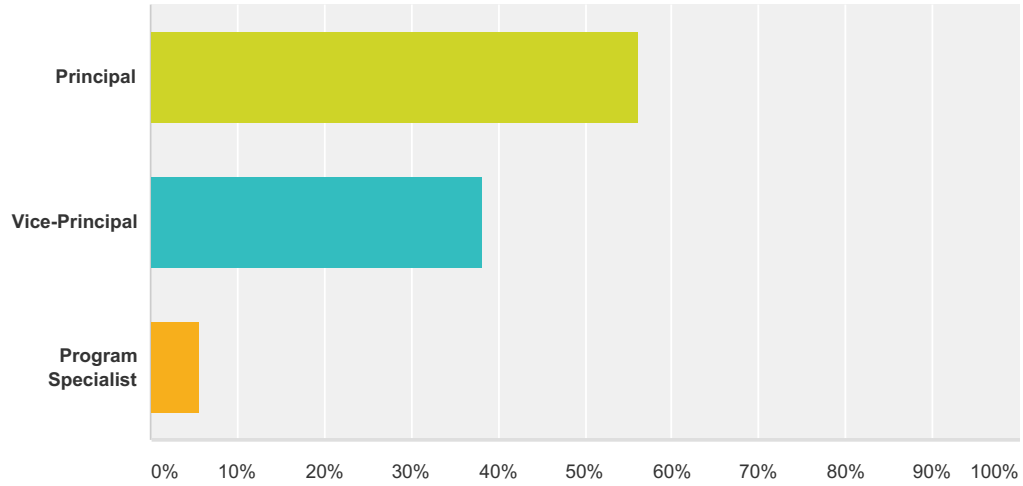


**School Administrators Survey 2013-14**



**Q1 Which of the following title best describes your current administrative position?**

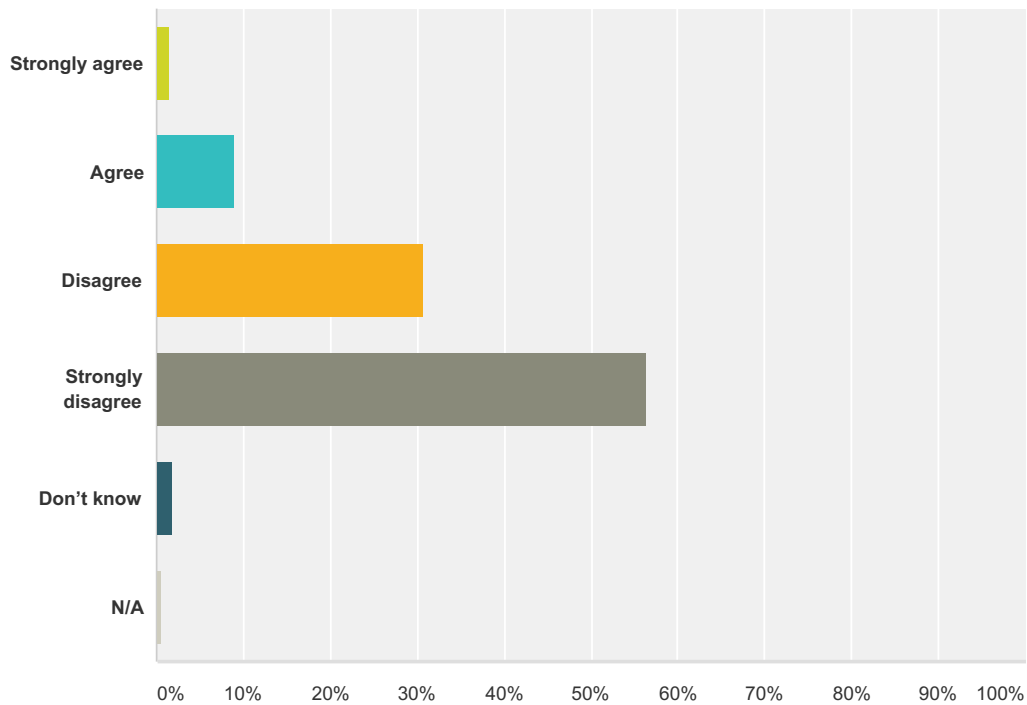
Answered: 425 Skipped: 8



Answer Choices	Responses	
Principal	56.24%	239
Vice-Principal	38.12%	162
Program Specialist	5.65%	24
<b>Total</b>		<b>425</b>

## Q2 The current administrative bonus reflects the responsibilities/work I do.

Answered: 425 Skipped: 8



Answer Choices	Responses	
Strongly agree	1.41%	6
Agree	8.94%	38
Disagree	30.59%	130
Strongly disagree	56.47%	240
Don't know	1.88%	8
N/A	0.71%	3
<b>Total</b>		<b>425</b>

#	Comments	Date
1	The duties of an administrator in a large school goes beyond the renal school day. This workload is completed in the evenings and weekends as the days are too busy to complete many tasks. The task of calling substitutes in itself can often take hours from personal time. A staff of 40 with strict guidelines around calling Student Assistants and Support staff often consumes an extraordinary amount of personal time!	2/15/2014 2:03 PM
2	The bonus isn't what reflects what I do; it's my passion that does that	2/15/2014 10:24 AM
3	The bonus is an insult for the responsibilities assumed and the time needed to complete them.	2/14/2014 9:27 PM
4	My job could be a 24/7 job if I let it be. The demands on administrators have steadily been increasing but remuneration has not. Now with all the added duties as a result of the new school board, something has to give since can't keep doing what we used to do and all the additional work.	2/14/2014 2:01 PM
5	It is a joke compared to the amount of work and stress involved in this job.	2/13/2014 1:25 PM

## Administrators Survey 2013

6	we do everything ,,min 60 hour weeks	2/13/2014 10:06 AM
7	I am in an unusual position as District School Principal	2/13/2014 9:06 AM
8	Not consistently, some days yes, many days no	2/12/2014 9:37 PM
9	The responsibility and the extra days of work in the summer especially when lots of hiring	2/12/2014 8:11 PM
10	The responsibilities seem to grow by the day; there doesn't seem to be a time when I am not at work. Even at home or on a sick day, I am answering email, calling substitutes etc. I feel like I don't have any protected personal or family time anymore.	2/12/2014 7:15 PM
11	I strongly feel that a bonus based on enrollment alone belittles the tasks we all take on as administrators. As a principal in a k-12 school I have the responsibility/paperwork of 4 divisions. In addition there is the added role of CDLI support. The bonus in no way reflects my workload and In my humble opinion is discriminatory because I don't have a high enrolment.	2/12/2014 1:28 PM
12	The bonus is not much and does not come close to the amount of work that is expected of administrators. In comparison to regular teachers the pay is only a small difference.	2/12/2014 1:03 PM
13	25% Administrator - accounts for 75% of my responsibilities	2/12/2014 12:03 PM
14	I spent alot of hours in this building after hours and during the summer.	2/12/2014 11:55 AM
15	If I were to calculate the time spent at calling subs for Student Assistants it would not equate with a reasonable rate of pay let alone all the other responsibilitites I have	2/12/2014 11:31 AM
16	Very difficult when I only see my Vice Principal for one period a day. Also even more difficult when I can not get a replacement secretary and told neither one available. Very hard to conduct any parent meetings when you have to constantly open the electronic door system and answer the phone.	2/12/2014 11:15 AM
17	I think the bonus should be increased and based on 25 students per class. I also feel that we should be entitled to some days that can be used during the school year due to number of extra days worked over summer, etc	2/12/2014 10:24 AM
18	The amount of work done outside the school day is increasing exponetially every year as policies, guidelines, and protocols become more pervasive requiring a detailed checks and balance with one's school community.	2/12/2014 9:59 AM
19	There are more and more tasks being downloaded so bonus should be reviewed. Gov. claims class size are less than 25, so at minimum this should be what is used for bonus not 35.	2/12/2014 9:59 AM
20	Our school has less than 300 children, thus the position is only 1/4 time now. I am working as hard at this position as I did when it was 1/2 time.	2/12/2014 9:51 AM
21	Small school, small bonus, Large Admin responsibilities.	2/12/2014 9:43 AM
22	my level of responsibilty far out weighs the small bonus I receive.	2/12/2014 9:26 AM
23	I am cafe worker, bus duty, nurse, mediator etcc	2/12/2014 9:25 AM
24	Between summer days, days without pay for family vacation and weekends/evenings the bonus is inadequate.	2/12/2014 9:04 AM
25	Not enough admin time to dedicate to student needs. Finding myself leaving important situations to go to class!	2/11/2014 10:07 PM
26	Given that I lost .25 of my assistant principal time and had a significant increase in enrollment, I'm feeling very challenged with my time.	2/11/2014 8:34 PM
27	Teach 75% yet have the same admin resonsibilities as VP's who teach 0% and have a much higher bonus	2/11/2014 7:18 PM
28	A teaching vice principal works much harder in juggling curriculum planning for the teaching component and then having hands in all of the other administrative duties as well as extra curricular activities and intervention supports.	2/11/2014 5:57 PM
29	The bonus does not relate to the degree of work and responsibility I need to provide a work environment for teachers or students or the safety concerns I have to keep in mind	2/11/2014 3:59 PM
30	Duties exceeds remuneration.	2/11/2014 12:28 PM
31	Full time teaching plus administration=two jobs	2/11/2014 11:24 AM
32	More work downloaded to administration since the formation of the NLESD.	2/11/2014 11:22 AM
33	Not nearly enough for all we do and the hours consumed	2/11/2014 9:58 AM
34	The time and stress does not compare to the amount paid.	2/10/2014 2:48 PM

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35	Current allocation formula sees me responsible for .75 admin and .25 instruction. Reality is you still have the responsibilities of 100% admin with added 25% responsibility for classroom. Due to responsibilities/demands of the admin side you end up taking no assigned prep time for the instructional side. In addition with the sharing of admin responsibilities I am involved in all aspects of the school from scheduling to hiring in addition to those things typically assigned to VPs	2/10/2014 12:26 PM
36	Not only are you an administrator, you are also a psychologists, security guard, negotiator, curriculum specialists.....to name a few.	2/10/2014 9:42 AM
37	I'm a new administrator and ofcourse am not doing it for the money. The VP bonus really doesn't cover my extra vehicle expenses. I feel I have taken a cut in pay by accepting a VP position.	2/9/2014 11:59 AM
38	My duties are so broad from being an instructional leader to maintaining the well being of the physical building as well as discipline and parental issues/concerns. Technically, I am on call 24/7!	2/9/2014 10:06 AM
39	It amounts to \$20 per day above my regular salary-very low	2/7/2014 1:24 PM
40	Where do one begin - I am principal of a K-12 school with pop. of 135 students. My bonus is 269.98 per pay. When you "do the math" I am potentially making \$26.99 more per day than a teacher whom I "supervise." Given my additional responsibilities of overseeing a school in ALL areas (K-12 curriculum, 4 support staff, 14 teaching staff, all the long term planning and scheduling that approx. 150 staff and students depend on), the numbers simply do not add up. Is this model/formula the same in other jurisdictions???	2/7/2014 10:53 AM
41	This year has been much more stressful. I am not getting paid enough for the responsibility and the things I have on my plate. It is impossible to do my job, let alone do it well	2/7/2014 10:01 AM
42	For the additional duties, responsibilities, and overall workload, the remuneration is simply not enough to attract the best of our profession to administration. I found that I had a lot less stress being a teacher than being a principal and for that reason would consider moving back to the classroom full time.	2/7/2014 9:43 AM
43	The current bonus structure is outdated.	2/7/2014 7:52 AM
44	VP's in small schools teach practically full time but still have to complete administrative duties.	2/6/2014 11:30 PM
45	Principals in small schools have similar responsibilities as those in larger schools. The bonus should be higher	2/6/2014 7:43 PM
46	The admin bonus, based on enrollment alone, does not reflect the admin responsibilities. This approach is antiquated and inequitable and it is surprising that not enough emphasis has been placed on correcting this inequity. Whether large school or small school, the bonus structure does not reflect the responsibilities and liabilities inherent to the position. Why is this never a priority?	2/6/2014 3:08 PM
47	Most issues, conflicts, and decisions flow through the office. This makes for an intense work day. I start my day by calling sub. teachers at 6:30 am and even had parents show to my house at 9:00 PM in the evening.	2/6/2014 1:36 PM
48	The additional work and responsibility that is associated with this position is certainly not reflected in the bonus that we receive. Administrators often start the year 2-3 weeks early to ensure that effective planning is in place and start the year organized so both students and teachers have a strong transition back to school. The same also is true at the end of the year. In addition, the number of managerial tasks that is expected of us continue to grow exponentially with cuts to admin time. Our normal work week entails long days and most weekends so the bonus certainly does not reflect the responsibilities that I have.	2/6/2014 1:27 PM
49	I would never take on this responsibility and work load for the small bonus - would never be worth it.	2/6/2014 9:57 AM
50	The amount of work afterschool hours does not justify the amount of pay, abuse and responsibility that this position takes on.	2/6/2014 9:52 AM
51	The increase in work being put on principals has not been met with a increase in administrative bonus.	2/6/2014 9:48 AM
52	I work between 11-12 hrs/day (with most days not enough time to eat lunch) + the 2-3 weeks every summer. As well, I am often called during other holidays and work days to address building issues. My salary doesn't match the hours worked.	2/6/2014 9:28 AM
53	Are you Kidding?	2/6/2014 8:33 AM
54	I can't comment because I'm laughing so much. I am a TEACHING administrator--it's two jobs for the price of one.	2/5/2014 11:48 PM
55	The administrative bonus structure in NL is the lowest in all of Atlantic Canada	2/5/2014 11:24 PM
56	I work 4 full weeks in the summer: One week after school closes for mark uploads, staffing and cum file records, power school, one week when the transcripts come out for errors and corrections, transcript review, calls home on supplementary exams, and the last two weeks of August for return to school including placement of grade 10, supplementary exams, cummm and confidential file management, PD and opening day planning, drop and add, incomplet time tables etc. etc	2/5/2014 5:15 PM

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57	my bonus works out to 2.00 per hour if I punched a 40 hour work week. I could only wish my work week was 40 hrs. Much longer than 40 hrs.	2/5/2014 4:56 PM
58	I decided long ago that I was not doing this job for the bonus.	2/5/2014 4:15 PM
59	A fellow admin told me once that a principal makes ~\$20 extra a day on their cheque when compared to a teacher. For the extra work and responsibility the remuneration is not sufficient.	2/5/2014 2:59 PM
60	I make a few thousand dollars more than teachers with their masters teaching in a regular classroom setting.	2/5/2014 2:52 PM
61	I am a principal, guidance councillor, data analyst, police officer, facilitator/coordinator of 40 staff members, policy maker, social worker, curriculum coordinator and primary care giver to all my students.	2/5/2014 1:49 PM
62	My workload has doubles, I am stretched beyond what's possible and everyday there is something added to my plate!!	2/5/2014 1:32 PM
63	It is based on an outdated structure with class sizes of 35, with the cap on class size we have more teachers and homerooms. The bonus should be based on the actual number of homeroom groups.	2/5/2014 1:30 PM
64	Don't know what to compare it to	2/5/2014 1:29 PM
65	I am finding it difficult to do my job with less staff and more duties.	2/5/2014 1:16 PM
66	While the bonus is appreciated it does not reflect the level of responsibility that principals have.	2/5/2014 1:14 PM
67	The bonus is much lower compared to the responsibilities and work that we as administrators do.	2/5/2014 12:43 PM
68	I work throughout the summer .....and very late into the evening...	2/5/2014 12:09 PM
69	I feel as a school principal that I am forever at the beckoning call of the school district, including summer time.	2/5/2014 11:51 AM
70	The amount of extra time expected outside of the normal school days hours I feel are not adequately compensated. This extra work would include, booking student assistants, booking substitutes, hiring, etc...	2/5/2014 11:23 AM
71	Ridiculously inadequate. I know that for the responsible execution of this role as Assistant Principal, I believe the Treasury board to be Financially Milking Administrators. Insulting - Demoralizing - and Non-Progressive. THIS BONUS IS SUCCEEDING AT NOT ATTRACTING OR INSPIRING GREAT MINDS - LEADERS TO ENTER THE PROFESSION. We attract sheep in comparison to other professions; financial remuneration plays a big role.	2/5/2014 10:50 AM
72	The degree of responsibility associated with this position is not reflected in the remuneration. I calculated last year that I received 12 dollars per day for being on call for substitutes/ Student assistants from 6 am-10 pm at night.	2/5/2014 10:45 AM
73	While I appreciate the bonus, if you were to analyze the hours of extra work in relation to the bonus, it would be work remunerated at a rate less than minimum wage.	2/5/2014 10:43 AM
74	In my opinion, any administrator who is in this position is not doing so because of the bonus since my bonus as V.P. does not equate to the extra responsibilities that I have to do as an administrator.	2/5/2014 10:14 AM
75	Having previously being an administrator in Alberta, the bonus is about half here for a like sized school, as a vp I clear little more than a department head here at my school. The level of responsibility and managerial tasks match and in many cases exceed expectations in Alberta.	2/5/2014 10:09 AM
76	Actually insulting. I have children's lives in my hands everyday - literally - when it comes to weather and closing or dealing with deadly allergies. The principal bonus is really insulting.	2/5/2014 10:03 AM
77	As Program Specialists across one provincial school district, there are differences in our role and the numbers of schools (teachers / administrators) for whom we are responsible for supporting. Unlike Administrators, our bonus is not associated with school population. There is an inequity in work yet the exact same PS bonus is applied.	2/5/2014 9:52 AM
78	With both time and responsibilities, I go above what my admin bonus reflects.	2/5/2014 9:38 AM
79	previous to last year the work required was huge. now with the new requirements downloaded the increase is dramatic. In fact, the number of dealings with parents that are not happy should be considered. Finally, the vp/p bonus structure (1/2vs 1/1) is outdated in this time of partnerships. Our administration works as a team and should be reimbursed as one.	2/5/2014 9:35 AM
80	The workload has increased although the population is declining.	2/5/2014 8:59 AM
81	My normal work day starts at 6:30 am, calling substitutes. On snow days my work day starts at 5:30 AM	2/5/2014 8:57 AM
82	I teach 5 courses at the high school level including a public exam course . I am the only teacher able to teach this course. I have 10 periods of administration time, which I am not on paper really entitled too, and my teaching prep periods are going to administration as well. I work in a high needs school so the administrative workload is huge. I do all this for \$16 a dollars a day before taxes extra than teachers on staff. Ultimately, I don't do this job for the pay, but to be honestly on rough days in the office, I do question why anyone would take on this position.	2/5/2014 8:55 AM

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83	Way above tasks expectations	2/5/2014 8:50 AM
84	administrative bonuses certainly do not reflect the work administrators due, especially when you take in the extra hours spent after school, evening meetings, functions, and summer hiring and preparation. Also, the added expenses related to travel	2/5/2014 8:35 AM
85	With less admin. time, I have 1/2 time VP for 410 students. With the increased number of mental health and social issues in schools, I am tasked with aiding with those issues.	2/5/2014 7:46 AM
86	As a teaching Principal, I have class responsibilities as well as administrative responsibilities. A day cannot be planned because many unplanned things can and do occur in the run of a day. Add to that the various meetings that occur outside of the school day. I work a minimum of 9 hours each day, then add in several hours of work per week at home, then meetings that occur on a regular basis.	2/5/2014 7:35 AM
87	The re is considerable more administrative responsibilities at the school level now than ever in my 10 years as an administrator.	2/5/2014 7:24 AM
88	has not increased relative to the responsibilities	2/4/2014 10:01 PM
89	Administrative have similar duties whether you are in a small school or a larger school, yet those in small schools have less of a bonus	2/4/2014 9:21 PM
90	I am sole charge and must do all my admin. duties after I plan lessons for three grades	2/4/2014 8:18 PM
91	Work evenings, weekends and a couple of weeks over the summer	2/4/2014 8:08 PM
92	I teach .75 time and I share administrative duties with the principal. Besides the normal day to day duties, I deal with duty schedules, student discipline, develop school schedules for students and teachers, leadership responsibilities, etc. in addition to the daily responsibilities, I work an extra week or two during the summer as there are always a turnover staff!	2/4/2014 8:05 PM
93	Duties have continued to increase. The recent reduction in administrative allocations has only increased the workload	2/4/2014 8:00 PM
94	the bonus does not reflect the number of hours required to carry out the responsibilities	2/4/2014 7:49 PM
95	The expectations on the position are not reflected in the compensation. My allocation was cut from 50% to 25% with no reduction in my responsibilities. Actually more is expected!	2/4/2014 7:44 PM
96	Weeks of summer work is taken for granted with no compensation	2/4/2014 7:42 PM
97	The same bonus applied when I had a full time VP, no more full time it is now 1/4	2/4/2014 7:32 PM
98	In the past 9 years as an administrator I have seen a huge shift in increased expectations, responsibility and workload as more and more is downloaded to us.	2/4/2014 7:09 PM
99	Responsibilities have increased.	2/4/2014 6:32 PM
100	Not even close!	2/4/2014 6:31 PM
101	grossly deficient	2/4/2014 6:16 PM
102	This is my first year in the role of administrator of a k-12 school with 78 students. Admin time is 50%. After 5 months I am questioning whether the workload, and stress is worth the small bonus that comes along with it. The bonus does not compare to the current expectations in this role or the expectations that are to come.	2/4/2014 5:57 PM
103	The bonus would have to increase drastically to reflect all I do and it appears the work will continue to increase with items such as the safe and caring policy etc.....powerschool, the time to change schedules, check schedules...change classes from LFI back to regular English stream is very time consuming.....The demands increase admin. time decreases...how can one be so out of touch	2/4/2014 5:54 PM
104	Admin bonus is inadequate for the amount of work required.	2/4/2014 5:52 PM
105	I am a teaching administrator with no VP.	2/4/2014 5:29 PM
106	The administrative responsibilities are enormous. You can only truly appreciate the responsibilities that is placed on administrators today. The increasing global issues that affect our youth are managed and dealt with on a daily basis, As administrators we take the brunt of public criticisms, We have to be top notch with public communications, manage the ever growing population of medical and behavioural difficulties all while we keep in mind that we are the leaders who must be experts in teaching and learning ensuring that student achievement always comes first. We have to be the best on all fronts. The demands placed on us are tremendous. The cuts to administration were ridiculous. I work everyday from 7:30 am to 6:00 pm and sometimes later. I work weekends, during christmas, Easter and at least a month of my summer holidays because i have standards that are necessary to run a school effectively and efficiently.	2/4/2014 5:28 PM
107	Who does not want more money.	2/4/2014 5:23 PM

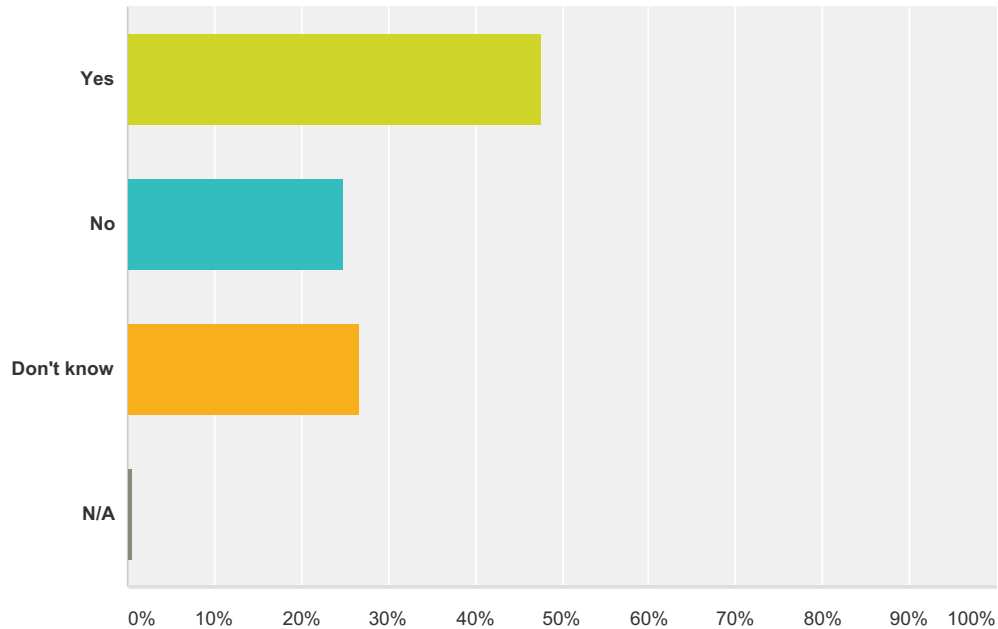


## Administrators Survey 2013

108	many administartors who teach feel they would be better off as classroom teachers with a more defined set of responsibilites compared to the vast amount of duties they have as administrators for the extra few dollars	2/4/2014 4:56 PM
109	My workload has increased since amalgamation	2/4/2014 4:51 PM
110	I feel I need to be in my school lost afternoons long after 4:30 and I often am. There are many evening events and community responsibilities. Add in summer vacancy responsibilities and more..... NO. Underpaid.	2/4/2014 4:50 PM
111	It's the responsibility that it definitely does not reflect. The paperwork, stress from dealing with parents, lack of support when being verbally abused and treated inappropriately by parents and public that is just unbearable. Lack of support in carrying out duties; lack of autonomy.	2/4/2014 4:45 PM
112	Doesn't cover the gas for the comute	2/4/2014 4:40 PM
113	I work until approximately 5 every day. In addition, I work approximately 2 hours most evenings, as well as on weekends. Summers are spent with hiring, and there is no "true" summer holiday.	2/4/2014 4:32 PM
114	In light of the responsibilities and work that this position involves I think the bonus should be increased and tied less to enrollment because a school of 200 still has many of the same tasks /responsibilities as a school of 400 .	2/4/2014 4:30 PM
115	not close to reimbursing for the hours extra expected	2/4/2014 4:30 PM
116	I am now responsible for PowerSchool, school webpage in addition to other responsibilities and i am teaching more than 50%.	2/4/2014 4:28 PM
117	The level of responsibility coupled with the extensive number of additional hours spent at work makes the bonus meaningless in terms of seeming like appropriate or fair compensation for those additional duties.	2/4/2014 4:22 PM
118	If you counted the extra hours, and divided by my bonus, I'd make about 5 dollars an hour for the overtime	2/4/2014 4:22 PM
119	amazing number of hours worked after school, weekends and during the summer.	2/4/2014 4:20 PM
120	I work many hours in the evenings and throughout the summer that the bonus does not cover.	2/4/2014 4:19 PM
121	For the work and responsibility an administrator has it doesn't come close	2/4/2014 4:18 PM

### Q3 Given your current professional circumstance and knowing what you know today, would you still have decided on a career as a school administrator?

Answered: 414 Skipped: 19



Answer Choices	Responses	
Yes	47.58%	197
No	24.88%	103
Don't know	26.81%	111
N/A	0.72%	3
<b>Total</b>		<b>414</b>

#	Comments	Date
1	The demands placed on an administrator to be more of a plant manager rather than a curriculum and professional leader has increased substantially. We now complete an an increased amount of clerical and financial work as part of daily responsibilities.	2/15/2014 2:07 PM
2	I thoroughly enjoy the challenge and the variety of the work.... for the time required to do justice to the position, I question my decision with respect to financial compensation and the sacrifice to my family.	2/14/2014 9:34 PM
3	More and more I question my career path. I love what I do, but the added stresses make it difficult.	2/14/2014 2:01 PM
4	expectations are endless from all parties ...a challenge but big sacrifices	2/13/2014 10:12 AM
5	Probably not but I can't be certain	2/12/2014 9:38 PM
6	I love my job but am very concernred about where education is headed in regards to the extreme negative influence parents and advocacy groups can have on education	2/12/2014 8:14 PM
7	Given the cutbacks with vp's I am finding my workload increasing as is the vps!	2/12/2014 5:40 PM

## Administrators Survey 2013

8	I accepted this position because I wanted to effect change and use my leadership skills to the benefit of my students. I am not afraid of hard work but truly did not anticipate the ever increasing expectations placed upon us.	2/12/2014 1:33 PM
9	I am undecided there are aspects that I enjoy about the position and I feel I am meant for it but it gets overwhelming. There are not enough hours in the day to complete tasks.	2/12/2014 1:04 PM
10	I enjoy my job and my work however I often think of the other opportunities that I could avail of and have a major wage increase.	2/12/2014 11:57 AM
11	I am in this because I feel I can make a difference. Despite the challenges, I am committed to doing just that.	2/12/2014 10:30 AM
12	I don't feel the position is respected. The principal communicates with the district office and I feel that I am not as respected (i.e. I am not involved when our EO comes to talk)	2/12/2014 9:53 AM
13	Love my job despite challenges	2/12/2014 9:26 AM
14	I still believe I am valued in my role!!	2/11/2014 10:08 PM
15	However, I would think long and hard about recommending it to upcoming young professionals	2/11/2014 8:38 PM
16	it is a lot of extra stress for an extra 15 dollars a day and it is an injustice to classes of students when a substitute is in their room so often since a a VP, i am often in the office which is disruptive.	2/11/2014 8:33 PM
17	Yes, only in the higher bonus schools to make it worthwhile	2/11/2014 7:20 PM
18	Most days :)	2/11/2014 5:04 PM
19	I have always wanted to be a principal and to provide students with a safe place to get an education, I work very hard to do this	2/11/2014 4:01 PM
20	Yes. Personally rewarding but extremely stressful at times.	2/11/2014 12:29 PM
21	It's very hard to get away from the work.	2/11/2014 11:28 AM
22	Difficult to say, I know with my morals or right and wrong that the increase of expectations, duties, tasks it is simply not right ...as I look at other professions and trades, I clearly see that others are compensated for increased work loads	2/11/2014 10:10 AM
23	Or an Education Degree	2/11/2014 9:53 AM
24	Often we accept new roles without a true picture of the responsibilities, however it does seem that the administrators roles has seen increasing responsibilities in terms of policies, protocols, and often left to introduce new provincial initiatives such as Service delivery Model & upcoming DOE policy on Safe & Caring school without support at the school level from DOE & District leaders for these initiatives.	2/11/2014 7:44 AM
25	while many aspects of the job remain enjoyable aspects of remuneration, sense of importance of the role within the District itself, increased work load expectation make it more difficult as a career choice	2/10/2014 12:33 PM
26	I love my position but I am not sure if I can keep it up for the rest of my career.	2/9/2014 12:01 PM
27	I am not sure, I do for sure that my responsibilities continue to grow - including banking concerns for the school, submitting staff time claims. responsibilities seem to ahve grown to new heights. I am not sure I would recommend the profession to others.	2/9/2014 10:08 AM
28	Responsibilities are too great and growing daily.	2/7/2014 1:24 PM
29	I enjoy working with students	2/7/2014 12:10 PM
30	Now it is too much of how the board thinks your school should be just by looking at numbers. There is more work and less time. While I do enjoy my job, there are many days that I feel that classroom teaching would be much more enjoyable.	2/7/2014 7:57 AM
31	...no personal life, no family life.....work work work - would you?	2/6/2014 3:09 PM
32	School Administration has changed since the past several years let alone the past 20 years	2/6/2014 1:57 PM
33	It certainly is a career that I had envisioned but I had expected more support. Administrative cuts have crippled internal support structures, resulting in less time for leadership initiatives as we are forced to tackle the ever increasing managerial duties.	2/6/2014 1:37 PM
34	Probably not, considering the amount of download and accountability on administrators today.	2/6/2014 10:16 AM
35	I have been asked to apply for Principal positions however, I refuse to do so because of the lack of support and the downloading of responsibilities to the principal. I am now back in the class 25% more and no responsibilities have been lessened. I don't feel appreciated by government, only from my principal, staff, students and communiity.	2/6/2014 9:54 AM

## Administrators Survey 2013

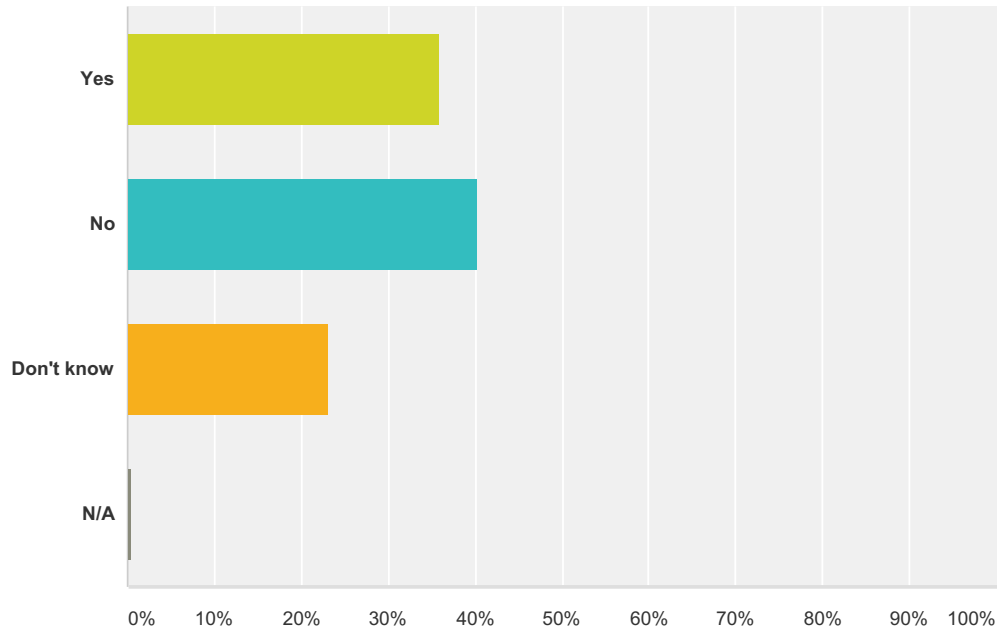
36	In a small school setting.	2/6/2014 9:50 AM
37	in school administration 20 of my 23 years	2/6/2014 9:21 AM
38	I have really enjoyed school administration but the past 5-6 yrs have seen increasing levels of stress that have negatively impacted my health and the clincher for not recommending school administration is the reduction in administrative allocation this past year.	2/5/2014 11:28 PM
39	The role is constantly evolving and the demands are steadily increasing. However, I still value my career.	2/5/2014 8:34 PM
40	I enjoy many aspects of my job but the price my family has paid from taking sub calls in the morning, so no one sleeps, to my 6 days a week in school, to missing my child;s Xmas concert for a school dance, to the grwoing expectations of constant communication. Twitter, website, email, school announcements. The level of accountability to parents on all matters... huge	2/5/2014 5:15 PM
41	I do love my job and enjoy the role of the Principal. However, with each year it grows increasingly demanding.	2/5/2014 4:17 PM
42	Yes money puts food on the table and pays the bills but it isn't the main motivation for me doing this job.	2/5/2014 2:59 PM
43	I believe that I make decisions that are in the best interest of children. Despite the lack of support both financially and in terms of District support and resources, I would still like to be in a position to advocate for children.	2/5/2014 2:53 PM
44	At the time when I started in admin I was very young and it was security...now ....	2/5/2014 1:59 PM
45	But I am not adept to encourage colleagues into the role in the future.	2/5/2014 1:31 PM
46	There are days when I wonder why I do what I do especially when you don't feel supported at times both from the District and your staff and then there are days that I'm glad that I've made my decision to be a principal. I'm happy that I have more positive days than negative ones.	2/5/2014 1:21 PM
47	This is what always wanted to do.	2/5/2014 1:17 PM
48	I love coming to wotk each day!	2/5/2014 12:09 PM
49	The loss of time from 0.75 to 0.50 has had a negative imact.	2/5/2014 11:25 AM
50	Bonus is not worth the the extra work.	2/5/2014 11:16 AM
51	As you know, these are very difficult jobs and no one really knows how much so. The level of care and responsibility required is beyond measure in most instances.	2/5/2014 10:48 AM
52	I am passionate about school leadership.	2/5/2014 10:45 AM
53	My comments are in reference to my career as Program Specialist.	2/5/2014 10:18 AM
54	Yes even though the job has been increasingly more demanding	2/5/2014 10:17 AM
55	In Fact, I am considering applying for teaching positions to move back into the classroom and away from administartion.	2/5/2014 10:13 AM
56	Probably would not have moved back home.	2/5/2014 10:11 AM
57	Absolutely not. Will not be returning to Admin in Fall 2014	2/5/2014 10:04 AM
58	Even though the amount of work is unfair, I love my job. That is the only reason I continue under these conditions.	2/5/2014 9:40 AM
59	I thoroughly miss my teaching career. If the downloading continues then I will be re-evaluating my choice. It is too much!	2/5/2014 9:37 AM
60	Mixed Emotions	2/5/2014 8:59 AM
61	Probably not	2/5/2014 8:55 AM
62	Job has become too complex and demanding. Fewer resources to do things that need to be done. I now need to be more of a jack of all trades.	2/5/2014 7:47 AM
63	Too much of a time committment with little remuneration, thanks or acknowledgement.	2/5/2014 7:36 AM
64	There is no comparison between the stress in the classroom and that in the office. As the principal of the school sometimes it feels like everyones problem is mine to solve.	2/5/2014 7:26 AM
65	Definitely not!	2/4/2014 9:27 PM
66	A trade would be less stressful with more pay	2/4/2014 8:10 PM
67	I thoroughly enjoy my job and the challenges that come with it!	2/4/2014 8:07 PM

## Administrators Survey 2013

68	I love my work and the challenge, it not about the money	2/4/2014 7:50 PM
69	While I love what I do and know I am effective, there are many days I question if it is all worth it, very little District support	2/4/2014 7:46 PM
70	Too much work for too little pay!	2/4/2014 7:40 PM
71	Did it for job security; afer being "bumped".	2/4/2014 6:38 PM
72	I like the job but the responsibilities are endless. I look at some of my friends who make the same or better money for a lot less responsibilities.	2/4/2014 6:33 PM
73	I made this career decision to be in a position to affect change, definitely not for the remuneration .	2/4/2014 6:21 PM
74	Second thoughts on many days given the huge and increasing demands, lack of family time	2/4/2014 6:05 PM
75	If I was admin in a k-6 school the workload would be different. K-12 demands that the administrator be more focused on Intermediate and Senior High. The structure of the school should be considered in the admin allocation, not the school size.	2/4/2014 5:59 PM
76	My issue is with the additional demands and the decrease in Admin. units.....over 700 in my school it worked fine with three but with 2 it is crazy busy just not enough time to get it all done....	2/4/2014 5:57 PM
77	It's a challenging job, but important to connect with students and parents.	2/4/2014 5:53 PM
78	I love Education	2/4/2014 5:28 PM
79	I like doing what I do. However the work load does seem to be on the increase.	2/4/2014 5:25 PM
80	I love my job	2/4/2014 5:02 PM
81	I want to be an administrator. But, it is much too difficult to be in an assignment that is part admin, part classroom. I do not feel like I am doing justice to either position.	2/4/2014 4:50 PM
82	After almost a decade as an administrator in small to mid sized schools, I question my decision every day. And I am highly regarded with strong references from the regional office; not disgruntled.	2/4/2014 4:46 PM
83	Absolutely	2/4/2014 4:43 PM
84	Because I love the school and the students	2/4/2014 4:43 PM
85	Not unless the administrative time increases for schools. With only 1 full administrator and a part administrator, it is nearly impossible to keep up with the day to day "administrivia". My time for management versus my time for leadership is very unbalanced. In fact, most of the extra time outside is spent on management, just so I can do some leadership. And, I like to think that I am an organized person with a number of skills that help make the management easier. I cannot imagine how administrators without those same skills are working through things.	2/4/2014 4:35 PM
86	Yes... I didn't enter the teaching profession because it was a high-paying and prestigious job. I considered it my calling. It was likewise with my career as an administrator. I took on that role because I love my profession and felt I could offer something to that role.	2/4/2014 4:26 PM
87	the demands are high and the rewards are few	2/4/2014 4:21 PM

### Q4 Given your current professional circumstance and knowing what you know today, would you recommend school administration as a career choice?

Answered: 414 Skipped: 19



Answer Choices	Responses	
Yes	35.99%	149
No	40.34%	167
Don't know	23.19%	96
N/A	0.48%	2
<b>Total</b>		<b>414</b>

#	Comments	Date
1	If you are not planning on having a family and you are willing to put in very long hours..... administration MAY be for you..... very few people fall into such a category.	2/14/2014 9:34 PM
2	Very stressful. Not sure worth it.	2/14/2014 2:01 PM
3	With the stipulation that the person have knowledge of waht the position involves and that you must have the correct personality for it.	2/13/2014 2:01 PM
4	if so for short periods of time ..more pd necessary for admin	2/13/2014 10:12 AM
5	For the right fit person	2/13/2014 9:24 AM
6	It would depend on the individual teacher. It is quite a challenging position to take on. Your responsibilities follow you constantly and many situations can be stressful.	2/12/2014 10:11 PM
7	It depends on the person and location/school	2/12/2014 9:38 PM
8	It would really depend on the person. I hesitate, between workload and social media I do not necessarily jump to recommend it.	2/12/2014 5:40 PM

## Administrators Survey 2013

9	I feel the situation/expectations are getting worse..not better. I'm not sure I would be able to encourage someone to take on this role. At the very least I would have to be candid in terms of what they are about to undertake	2/12/2014 1:33 PM
10	Not VP. The circumstances around the allocation of VP time are laughable. The way teaching assignments are assigned prevent VPs from being instructional leaders.	2/12/2014 10:30 AM
11	Need to know up front what is in store for them.	2/12/2014 9:59 AM
12	To certain individuals. It is not for everyone.	2/12/2014 9:44 AM
13	Not to just anybody!	2/11/2014 10:08 PM
14	But I would have recommendations on how to cope.	2/11/2014 8:38 PM
15	I do beleive we need our strongest leaders in admininstrtion and it should be enticing enough to get strong candidates to apply.	2/11/2014 8:33 PM
16	only if you have very little teaching duties.	2/11/2014 7:20 PM
17	Teaching principal in multi age schools are expected to be experts in everything.	2/11/2014 6:41 PM
18	If the person demonstrated leadership skills for such a position.	2/11/2014 5:04 PM
19	I would, but only to a select few who occult handle the stress	2/11/2014 4:01 PM
20	It depends on the person!	2/11/2014 12:55 PM
21	As long as individuals understand the sacrifices one needs to make in order to be successful.	2/11/2014 12:29 PM
22	Being an administrator is a job I love, but I would have to be honest to younger individuals regarding the demands and the continuous increase...and of course the decrease in administrative time....somebody needs to address this...it is sooo sad.... disappointing.	2/11/2014 10:10 AM
23	with the caveat that the VP role is under supported/under appreciated and you typically spend the majority of your time trying to stick handle your way through difficult situations where there are a myriad of problems from social anxieties, to substance use/abuse, to other mental health issues and at the end of the day you often are spending a lot of time with the public not happy with your decisions.	2/10/2014 12:33 PM
24	Please see above comment.	2/9/2014 10:08 AM
25	You need a certain personality to survive and get through this job	2/7/2014 12:10 PM
26	Teaching yes, admin not necessarily.	2/7/2014 11:01 AM
27	the remuneration is not enough to warrant the extra work and responsibility	2/7/2014 9:44 AM
28	Not unless the person is willing to stand up to middle management in the board.	2/7/2014 7:57 AM
29	It would all depend on the person that was interested in the position	2/6/2014 3:33 PM
30	Yes but only for individuals with the skill set	2/6/2014 1:57 PM
31	Heavy workload, tremendous responsibility, no financial benefit, and difficult career to find a balance between work and home which is essential for one's personal health and well-being	2/6/2014 1:37 PM
32	I feel that the system has changed too much and it is not for the better in my opinion.	2/6/2014 11:41 AM
33	This would be difficult as resources are limited for the expectations of teaching in the diversified but inclusionary manner that is expected	2/6/2014 10:16 AM
34	For certain people; it is not for everyone.	2/6/2014 9:21 AM
35	Yes...but only for the right sort of person.	2/5/2014 11:50 PM
36	Remuneration is inadequate and the impact of professional responsibilities on personal life is unacceptable	2/5/2014 11:28 PM
37	But eyes wide open re working in HS. The social medai, mental health and ongoing intensive communications are all consuming, Instructional leadership is very challenging in the face of the humand and social needs	2/5/2014 5:15 PM
38	But only to people whio I know would be dedicated to the job.	2/5/2014 4:57 PM
39	Yes, BUT, only if you have a flexible personality type. It is a lot of pressure a lot of the time.	2/5/2014 4:17 PM
40	Absolutely would recommend it. My level of job satisfaction is very high. For people who feel that the salary level is the defining factor of their career choice educational leadership would not be the profession for them.	2/5/2014 2:59 PM

## Administrators Survey 2013

41	For those people who really have strong beliefs and who do what they do because it is right, despite the lacking supports.	2/5/2014 2:53 PM
42	n ot worth the headache and hassles!!!!	2/5/2014 1:59 PM
43	Depending on the character of the individual.	2/5/2014 1:49 PM
44	It would depend on the peson asking. Yes, for some.	2/5/2014 1:30 PM
45	While saying yes, I would also strongly advise a person that they would need to be very strong and be able to deal with some very difficult situations.	2/5/2014 1:21 PM
46	Unsure about this. There is a lot of responsibility, multi-tasking and duties.	2/5/2014 12:43 PM
47	Rewarding at times but also very challenging.	2/5/2014 11:31 AM
48	Stay in the classroom. Admin becoming too stressful.	2/5/2014 11:16 AM
49	keeping in mind the personality of the person to whom I am speaking and if that job would be a good fit for them	2/5/2014 11:07 AM
50	The demands are growing and the daily pressures are beyond what they have ever been.	2/5/2014 10:48 AM
51	I would recommend a career as Program Specialist, but with the precautionary note that it is important for those entering the profession to be very aware of the inherent demands of the job.	2/5/2014 10:18 AM
52	And the bonuis does not create much of an incentive for new administrators	2/5/2014 10:11 AM
53	Definitely not. Expectations are ridiculous from board and department, there is no respect for the education field anymore from parents/community and the bonus is horrible.	2/5/2014 10:04 AM
54	You would have to be willing to make the extra sacrifices. Not everyone is.	2/5/2014 9:40 AM
55	I would hesitate to recommend - I would provide the interested person with both sides of the coin. I am not sure if I would recommend teaching in the first place, given the evolution of needs and responsibilities.	2/5/2014 9:37 AM
56	Mixed Opinions	2/5/2014 8:59 AM
57	Not in a rural school	2/5/2014 8:55 AM
58	too many demands, never feel like work is done	2/5/2014 8:35 AM
59	The added responsibilities and little admin time is not a good choice for many. It is very important to find a balance between work life and personal life.	2/4/2014 10:47 PM
60	It would all depend on the individual	2/4/2014 9:31 PM
61	Absolutely not!!!	2/4/2014 9:27 PM
62	Get a trade	2/4/2014 8:10 PM
63	It would depend on the person and the amount of passion that person had for teaching and leading other colleagues professionally!	2/4/2014 8:07 PM
64	I would ask any interested parties to make well informed decision and understand their full roles and responsibilites	2/4/2014 8:01 PM
65	Very demanding workload. Not for a 30 year career.	2/4/2014 7:50 PM
66	Especially if they have school aged children	2/4/2014 7:46 PM
67	VERY difficult dealing with parents and the public today.	2/4/2014 7:40 PM
68	Yes, but with the caution of the heavy work load	2/4/2014 7:33 PM
69	While I enjoy my job the current amalgation resulted in downloading duties as well as difficulty in finding support.	2/4/2014 6:41 PM
70	It is only going to get harder as more work gets downloaded.	2/4/2014 6:33 PM
71	The person would need to be suited for this position and want it for the right reasons.	2/4/2014 6:21 PM
72	Rewarding yet extremely demanding.	2/4/2014 6:05 PM
73	Would certainly not encourage people with a young family. It is difficult to commit the time needed if you have family obligations, etc.	2/4/2014 6:04 PM
74	the increased demands and decrease in admin. units knowing this it would seem unfair to suggest people take this on.....	2/4/2014 5:57 PM
75	For some people with the right qualities, yes... others should run.	2/4/2014 5:30 PM

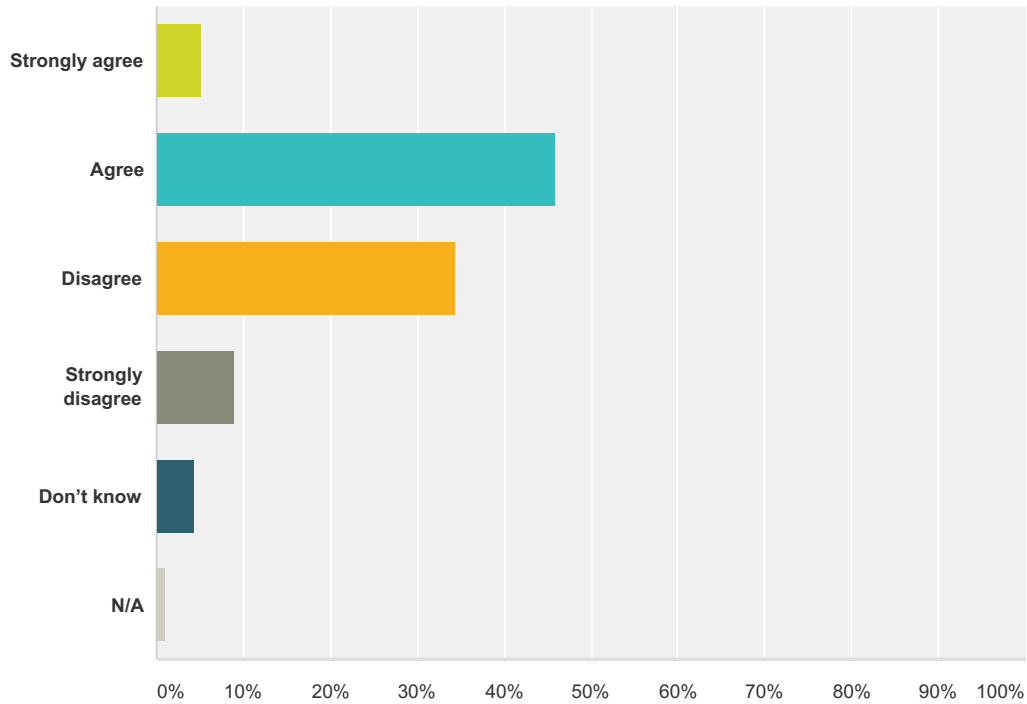


## Administrators Survey 2013

76	If someone shows the committment necessary	2/4/2014 5:28 PM
77	It would depend on who I was recommending it to. This job is not for everyone.	2/4/2014 5:25 PM
78	If we were able to spend more time as instructional leaders and working with staff and students, yes. With all of the management requirements that have become the majority of our workload, no.	2/4/2014 4:50 PM
79	Absolutely	2/4/2014 4:43 PM
80	See previous question comments.	2/4/2014 4:35 PM
81	People need to be aware of the huge committment in time, energy, stress level it entails. Money simply cannot be the motivator or reward.	2/4/2014 4:34 PM
82	If it is suited for the right person, many teachers want it for the wrong reasons...	2/4/2014 4:31 PM
83	The benefits do not outweigh the personal cost of time and stress.	2/4/2014 4:26 PM
84	The level of commitment is unreasonable	2/4/2014 4:24 PM
85	this is a horrible time to get into administration	2/4/2014 4:21 PM
86	Your work ethic and committment would have to be great.	2/4/2014 4:20 PM
87	The pay does not reflect the amount of work	2/4/2014 4:19 PM

**Q5 Indicate the degree to which you agree with the following statement: My school district recognizes and is supportive of the diverse challenges facing School Administrators.**

Answered: 409 Skipped: 24



Answer Choices	Responses	
Strongly agree	5.13%	21
Agree	45.97%	188
Disagree	34.47%	141
Strongly disagree	9.05%	37
Don't know	4.40%	18
N/A	0.98%	4
<b>Total</b>		<b>409</b>

#	Comments	Date
1	To a certain extent, however a lot has been downloaded to administrators without the proper Professional Development required to do an effective job.	2/15/2014 2:09 PM
2	We have some fantastic people at our District. The problem is that most of them are like school administrators... overburdened. Our District is sympathetic to the plight of administrators but, in many cases, do not have the time that is required to support administrations.	2/14/2014 9:40 PM
3	Not sure school district personnel fully recognize the added stresses that the new school district have created. Much has been downloaded to office staff...i.e. administrators and secretaries.	2/14/2014 2:06 PM

## Administrators Survey 2013

4	they often pass down what is passed down to them...this increases every year	2/13/2014 10:20 AM
5	Admin support should not be based on numbers but the needs in your school.	2/12/2014 9:49 PM
6	While the SEO may be supportive when talking, the machine still demands work without respect for individuals. Principals will make it work so it does not matter what you send them	2/12/2014 5:42 PM
7	I don't think the district is supportive of assistant principals and the roles we play in school.	2/12/2014 1:44 PM
8	Perhaps recognizes but continues to expect more with less. I don't feel a strong level of support except from fellow administrators.	2/12/2014 1:37 PM
9	limited by resources, sometimes not sure that they understand what is expected and what really happens during the school day.	2/12/2014 1:06 PM
10	Agree slightly but they continue to send endless duties to us	2/12/2014 12:17 PM
11	I feel there is alot put on the desk of the administrators that has to be completed during non paid times.	2/12/2014 11:59 AM
12	Teaching Vice-Principals often do not have enough time to deal with administrative duties during the day and are pulled from class to deal with situations that arise on a daily basis.	2/12/2014 10:20 AM
13	...to a point. It seems though that personnel at district level forget what life at school is actually like...with interruptions, crises, special evens, etc....because they expect deadlines to be met and your availability, etc.	2/11/2014 10:30 PM
14	Recognizes, but somewhat powerless to provide the assistance needed.	2/11/2014 10:10 PM
15	Where we have only been with the new district for a short while, it is too soon to tell. We still have the support of the few remaining personnel at satellite offices, however, there seems to be a disconnect between the larger board and schools. As well, the personal connections and familiarity with schools has been lost.	2/11/2014 8:45 PM
16	I feel we need the district to be more visible in our schools	2/11/2014 8:34 PM
17	Some members of the district are more aware than others	2/11/2014 8:17 PM
18	There has not been enough time yet to tell	2/11/2014 6:43 PM
19	If supportive, I would be provided with sufficient secretarial hours.	2/11/2014 12:31 PM
20	It's hard to determine as the demands continue to increase but support decreases...everyone's need is urgent and never is it acknowledged that there are other demands..... with amalgamation, this year Principals were responsible for organizing the Regional Closeout...right down to the meals and breaks! No SEOs or Program Specialists all on Administrators	2/11/2014 10:55 AM
21	There is recognition & support in terms of providing sounding boards, however as society seems to be dealing with ore complex issues we don't seem to have answers. Policies provide some direction however sometimes i feel there is a disconnect between devloment of policy & school level interpretation.	2/11/2014 7:51 AM
22	Not for smaller school with limited admin time.	2/10/2014 1:39 PM
23	They are aware of the situations we face each day but more resources would be greatly appreciated. i.e. more guidance time.	2/10/2014 9:27 AM
24	I do feel they are aware of some duties and challenges and how overwhelming some days can be - but I have not seen any changes. We are continually expected to add to our duties and spend time completing forms, documents, profiles, birds eyes, school reports, surveys, teacher appraisals, as well as trying to be an instructional leader - not much timeleft over for this in bigger schools. The district needs to know that the latest cuts to adminisstrative units have drastically affected our schools!	2/9/2014 10:17 AM
25	Rules are changing, and we are learning on the fly.	2/7/2014 11:08 AM
26	cutting back on assistant principal time does not demonstrate the district's recognition of administrative challenges	2/7/2014 9:31 AM
27	Perhaps on a provincial level, but not at the regional level.	2/7/2014 8:00 AM
28	I agree, but the downloading to schools is increasing	2/6/2014 7:46 PM
29	...just more and more work heaped on the pile, more e-mails, more urgency, just more of everything.....like being on a treadmill without any break.	2/6/2014 3:11 PM

## Administrators Survey 2013

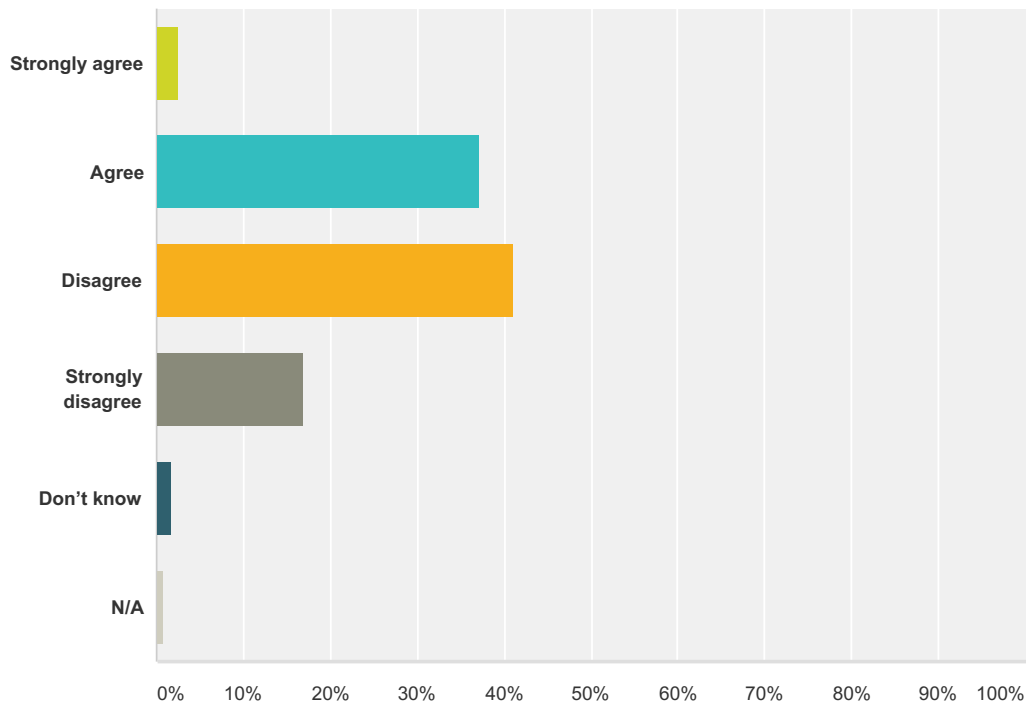
30	I have found my district to be very supportive with all issues that I have addressed but they are limited as to the amount of assistance they can provide. Our school currently faces tremendous need in the area of student support but there are just no extra units or allocations that can be provided to help. I feel that the board realizes this but they are powerless to help without financial assistance from government. We currently have to reallocate IRT units in areas where a SA would be more beneficial. Every new transfer of needy children and all schools that are in growth areas are experiencing this trend, results in the total rescheduling of IRT and SA duties. We robbing from Peter to pay Paul internally and Peter I can tell you is not well off himself.	2/6/2014 1:48 PM
31	no admin time assigned to small school principals	2/6/2014 11:16 AM
32	Verbally yes but not in practice. Staffing and supports being reduced on formula	2/6/2014 10:05 AM
33	Resources being stretched with new board.	2/6/2014 9:51 AM
34	Expectations are not changing even with reduction in Admin Allocation.	2/5/2014 11:32 PM
35	I fell there is an acknowledgement of it. There is an expection that we can manage it and be visionary if the face of reduced Guidance time and admin time. WE have spent too much time this last term redoing douments becaus ethe letter head has changed or the policy has.I struggle with them being able to truly advocate for our children's needs for SA support, guidance support and inclusion support when they are faced with these larger urban schools. It is different than you small rural k- 12	2/5/2014 5:15 PM
36	the amount of responsibility that lands on the shouldres of the school administrators is constantly increasing while the admin time is being cut in schools.	2/5/2014 5:00 PM
37	We basically only have one school district so I don't know how to answer this question. Our board personnel have very challenging jobs to know people on an individual basis.	2/5/2014 4:18 PM
38	*Most* of the people at district have worked as administrators and show great respect for the position and the challenges it presents. Again *most* are very supportive and do what they can. However there are certain departments of the district that are not supportive. For example the whole of the Operations	2/5/2014 2:59 PM
39	The District is very top down.	2/5/2014 2:53 PM
40	more and more keeps coming!!!!	2/5/2014 2:00 PM
41	Supportive but not necessarily visionary	2/5/2014 1:39 PM
42	It seems the message is,"that's the way it is"!	2/5/2014 1:36 PM
43	Yes, I think most are aware of the challenges that we face but not necessarily the degree of diversity nor what we face on a given day.	2/5/2014 1:27 PM
44	I beleive that it is hard to know new challenges without being in the position	2/5/2014 1:07 PM
45	I feel support from some of the divisions	2/5/2014 12:10 PM
46	The district recognizes but support is needed via resources which are not provided to district in most cases.	2/5/2014 11:28 AM
47	School District is a Big Part of the Problem! No Leadership!!	2/5/2014 11:09 AM
48	Most support is token.	2/5/2014 10:49 AM
49	District contact has been minimum since amalgamation of districts. Feel like we are on our own for the most part until a parent goes to the district.	2/5/2014 10:47 AM
50	I believe the district recognizes the challenges facing Program Specialists, however the demand to continue providing the same level of service (or more) with less PS in the field, is on-going. The demands from school administrators, educators within each school in regions of the district continues, along with expectations from Central office, Department of Education, parents, various interagecy stakeholders, etc. Although I personally feel there is a recognition of challenges, I also feel that it is often a passing thought while continuing to demand high performance / job accountability.	2/5/2014 10:46 AM
51	I think that they are aware of the overwhelming responsibilities and demands on administrators but are unable to provide the necessary resources due to fiscal restraint.	2/5/2014 10:34 AM
52	The size and resultant red tape prevents a collaborative relationship.	2/5/2014 10:26 AM
53	SEO support, although number of positions was reduced	2/5/2014 10:19 AM
54	Continue to put more work on administration - both district and NLTA are not very supportive	2/5/2014 10:07 AM
55	While the say they recognize it, the support is not readily apparent. No PD, no replacement for short-term leave. We take the brunt of the negativity and are always expected to step up to the plate. Our input in decision making is not sought. Yet we have to carry the flag on every item.	2/5/2014 9:40 AM

## Administrators Survey 2013

56	This is based on previous experience with prior board. I am not sure that a larger board will be as supportive. My EO continues to be a great support.	2/5/2014 9:15 AM
57	Maybe the english school district, but not my region which is western.	2/5/2014 9:00 AM
58	Somewhat Agree	2/4/2014 9:57 PM
59	My SEO is well aware and most district personnel.	2/4/2014 8:04 PM
60	Allocations and expectations are not inline with the challenges that students are exhibiting, the diverse challenges are becoming more pronounced each year.	2/4/2014 7:51 PM
61	My SEO has never had a conversation with me!!	2/4/2014 7:41 PM
62	They are dealing with their own challenges, we are not considered	2/4/2014 7:34 PM
63	The do not demonstrate any appreciation or awareness.	2/4/2014 6:46 PM
64	On times yet other times it seems the demands just increase and many items are urgent of course as if it is the only request you have	2/4/2014 6:03 PM
65	Very challenging role, not a lot of PD and support, especially for Assistant Principals.	2/4/2014 6:02 PM
66	Overall I think the district tries to be supportive. That said some people at the district are more supportive than others.	2/4/2014 5:32 PM
67	The level of support is highly varied depending upon who you are dealing with. There seems to be little consistency in distribution of support.	2/4/2014 5:02 PM
68	They recognize the challenges, but given the allocations, what can they do?	2/4/2014 4:52 PM
69	Depends on who your SEO is! And.... what's the role of the SEO? We are the principals and administrators responsible to make decisions...	2/4/2014 4:48 PM
70	District staff is aware of the challenges but can do little to alleviate the intense pressure and workload that is the reality of our daily work.	2/4/2014 4:37 PM
71	The district is divided into various disciplines so each feels their work is of most importance, more urgent, etc. We get all those disciplines making demands on us all at once. They don't coordinate their demands so often much is expected of us all at once. This causes stress.	2/4/2014 4:34 PM
72	they don't understand the effect of a quarter cut in admin time.	2/4/2014 4:33 PM
73	In the run of the day, we are sometimes expected to respond to as many as 100 emails, and some of them ask for action by the end of the day. Specialists focus on one area of education, but we have to focus on them all, respond to all, and know it all.	2/4/2014 4:28 PM

### Q6 I am satisfied with my current access to quality professional development.

Answered: 409 Skipped: 24



Answer Choices	Responses	
Strongly agree	2.44%	10
Agree	37.16%	152
Disagree	41.08%	168
Strongly disagree	16.87%	69
Don't know	1.71%	7
N/A	0.73%	3
<b>Total</b>		<b>409</b>

#	Comments	Date
1	While the District has made a noble effort at supporting PD, I feel like I'm too busy putting out fires to do justice to personal professional development.	2/14/2014 9:40 PM
2	Fewer PD opportunities seem to be available.	2/14/2014 2:06 PM
3	Very few funds are provided for administrators to do PD. Even less with the new configuration.	2/14/2014 1:33 PM
4	regional meetings about accountability and tracking procedures is not pd	2/13/2014 10:20 AM
5	More opportunities for principals than vice principals.	2/12/2014 10:12 PM
6	Very little direction or PD on personnel matters when there are concerns regarding teachers	2/12/2014 8:16 PM
7	"Principals Meetings" Do not include VP's. These meetings are information download and this information isn't always passed on - and the VP's do not get this first hand information.	2/12/2014 12:05 PM

## Administrators Survey 2013

8	I have not had any PD in the area of administration in YEARS!!	2/12/2014 11:59 AM
9	Too much paper work need to go into this now	2/12/2014 10:07 AM
10	Vice Principals are a major part of the team at the school yet they are being left out from valuable PD	2/12/2014 9:50 AM
11	Somewhat satisfied, but would like to have further PD.	2/11/2014 10:30 PM
12	There has not been any meetings or PD for Vice Principals and most staff/specialists in general.	2/11/2014 8:45 PM
13	This is my first time as an administrator and was not at one meeting with the district personnel. i am fortunate i have a great principal. there is no PD for new administrators. We are set up to feel inadequate or overwhelmed. how can you be an administrator and be a full time teacher? .	2/11/2014 8:34 PM
14	we need less pd sometimes and more TIME to develop our skills as a staff.	2/11/2014 5:39 PM
15	Definitely with the Western District and hoping Vps will be at least included in Leadership Meetings as in the past.	2/11/2014 5:04 PM
16	Well, there is no time.....too busy in school dealing with issues, with decrease in admin. time there is little time to think of anything else....but I try my best and work above and beyond to make up time	2/11/2014 10:55 AM
17	Only PD is SAC	2/11/2014 9:54 AM
18	There has been very little opportunity for me as a vp to get any PD. Under the new district they now have Principal meetings not Leadership meetings.	2/10/2014 9:27 AM
19	There has been very little PD this year for administrators or anyone else in our school.	2/9/2014 10:17 AM
20	what qualified pd?	2/7/2014 11:08 AM
21	When I am out of the office, my VP has to be out of her class and she is teaching full time. PD for me is difficult to attend during the school year as it impacts on the students.	2/7/2014 8:00 AM
22	rural schools are not able to afford to send teachers and administrators to quality PD, even SAC is unaffordable for us	2/6/2014 7:46 PM
23	not much "quality PD" and meaningful PD for admin. What little bit of PD that does occur is often rushed. I think PD is confused with just relaying information to admin. Then again, admin are so busy with the day to day affairs of the school who has time for anything else?	2/6/2014 3:11 PM
24	Professional Development opportunities for administrators have been excellent .	2/6/2014 1:48 PM
25	Sometimes the PD administrators feel is important has to take a back burner to more pressing agenda items.	2/5/2014 8:37 PM
26	RAC meeting and FOS are meetings and not PD. This is disappointing. We need time to talk in a safe environment to brainstorm, take risks and collaborate. Look forward to SAC in the spring. Miss some of the great lunch experts that came in years ago.	2/5/2014 5:15 PM
27	the availability of PD for my staff is great not so great for me as an administrator.	2/5/2014 5:00 PM
28	I do believe that there is a good effort in trying to provide quality PD for administrators. Especially through the ACCC	2/5/2014 2:59 PM
29	Very few meaningful opportunities. Swamped all of the time anyway so time for professional development is stressful in the sense that the work piles up and waits in my absence.	2/5/2014 2:53 PM
30	I wish there was more cluster school PD	2/5/2014 2:20 PM
31	VP's don't attend district meetings much and aren't encouraged to "grow" unless they are after a principalship. They are treated as "fillers" maybe to keep things running when principal is out. You have to be self motivated. Whether or not their leadership is valued depends on the particular school and VP/P/Staff relationships, I imagine. The district pays lip service to the VP role. Again, depends on who the CEO is.	2/5/2014 1:39 PM
32	There is none! I feel as though I am stagnating, no budget for PD...but at the same time asked by schools to provide PD in areas we haven't been in-serviced on!	2/5/2014 1:36 PM
33	I feel good with the amount of PD that is offered to administrators from various sources such as NLTA, ACCC, SAC, District.	2/5/2014 1:27 PM
34	As a vice-principal I am now excluded from the leadership meetings that were once for principals and vice-principals	2/5/2014 12:44 PM
35	Its absence is part of the current demoralizing problem.	2/5/2014 11:09 AM
36	Professional development is what I actively find and do myself.	2/5/2014 10:49 AM
37	Assistant Principals are left out of much professional development	2/5/2014 10:47 AM

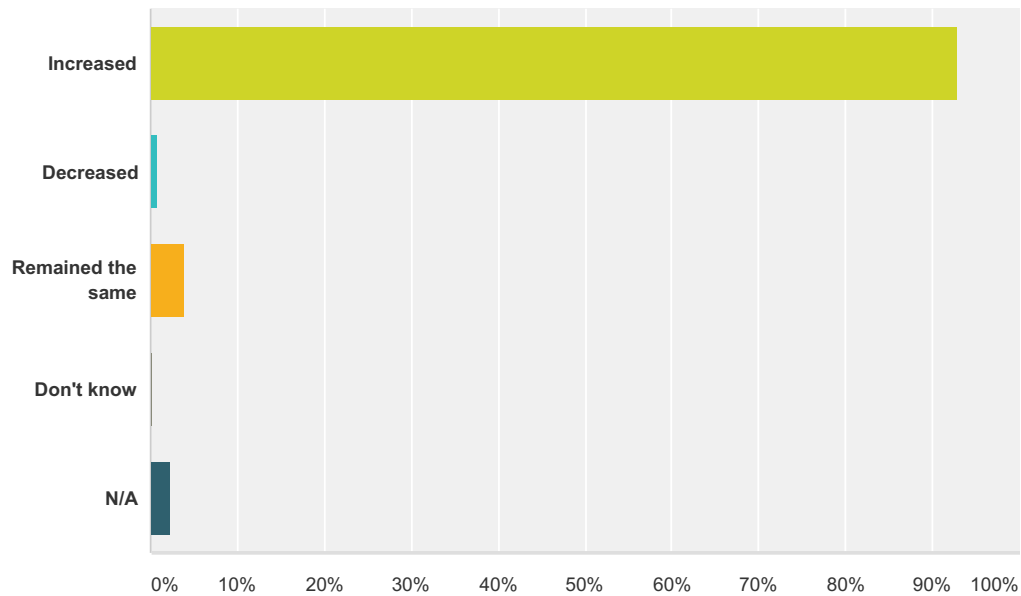
## Administrators Survey 2013

38	The professional development focus has shifted to on-line, individually driven professional learning. Although there is great benefit in seeking out and arranging one's own PL via technology (webinars, etc.), there is also value in being able to access conferences / facilitators and opportunities to network / collaborate with other professionals in the field. There really needs to be some combination of PL opportunities. However, with the uncertainty of current financial budgets for PL as a provincial district, it seems that accessing PL outside of what one might seek out on line themselves, is not a current reality. PL comes in many forms. As one large district, even opportunities to collaborate with other PS would be helpful. I recognize that there are attempts to do this (via Lync sessions), however on a go-forward basis, the district will have to determine how they can financially sustain collaborative opportunities (some face to face) for Program Specialists. Similarly, there is a need to sustain PL opportunities beyond individually driven on line/ local learning.	2/5/2014 10:46 AM
39	Never has been available for administrators here.	2/5/2014 10:26 AM
40	Most quality leadership inservice is out of province and out of pocket expense	2/5/2014 10:19 AM
41	Seems like PD is being done for PD sake.	2/5/2014 10:07 AM
42	There is no access of my own choosing. It is offered by regional office or I have no ability to partake. Even if I do, I am not replaced.	2/5/2014 9:40 AM
43	Again this is based on the relationship with our regional team and not the Main office in St. John's.	2/5/2014 9:15 AM
44	Too often Assistant Principals are excluded from collaboration, information sharing sessions and admin pd	2/5/2014 9:01 AM
45	I haven't see quality/practical PD in years	2/5/2014 9:00 AM
46	I often opt out of Professional development because I have a commitment to my students. I miss enough time out of my classroom because my principal is outside the building more and more due to expectations being placed on him to outside the building for principal meetings, cluster meetings, regional meetings. etc. On those days, I have a substitute but often an unqualified substitute in my discipline. So for the sake of my students, I forgo PD so that I can be in class.	2/5/2014 9:00 AM
47	this year vp are not included in leadership meetings pd	2/4/2014 9:13 PM
48	No financial training- yet responsible for \$10,000's	2/4/2014 8:14 PM
49	In the past access to PD was there, not so sure this year, certainly not as it was previous to the amalgamation	2/4/2014 7:53 PM
50	None is ever provided by the District and it is extremely difficult to get approval to go to effective PD	2/4/2014 7:51 PM
51	There is never any funding from the school district to attend quality PD outside the province.	2/4/2014 7:41 PM
52	many of the meetings where pd occurs is specifically for principals, or assistant principals are invited but with two administrators, it is suggested that one remain in the building...usually assist. Principal.	2/4/2014 6:07 PM
53	No opportunities for Assistant Principals. Include us in RAC meetings or Family of schools meetings.	2/4/2014 6:02 PM
54	Most days for my PD has to come from discretionary days assigned to school. Of the 21 assigned, I have to use 1/3 of those to attend PD such as SAC.	2/4/2014 5:45 PM
55	Some of it is good and some is a waste of time. It seems strongly linked to the district agenda. If that helps individuals good, if not so be it.	2/4/2014 5:32 PM
56	No info being shared, no pd for our admin, only top-down managerial tasks. Where is LAW?	2/4/2014 4:55 PM
57	Losing leadership at work was a big loss.	2/4/2014 4:43 PM
58	The only PD available to assistant principals is the professional development I plan for our group of administrators.	2/4/2014 4:37 PM
59	Much effort is made to ensure we get quality professional development	2/4/2014 4:34 PM
60	very little outside of province travel/ terrible planning for admin PD during district closeouts	2/4/2014 4:22 PM



### Q7 My work responsibilities over time have:

Answered: 409 Skipped: 24



Answer Choices	Responses
Increased	92.91% 380
Decreased	0.73% 3
Remained the same	3.91% 16
Don't know	0.24% 1
N/A	2.20% 9
<b>Total</b>	<b>409</b>

#	Comments	Date
1	I'm in my second year of the profession so there's no true measurement of "over time"	2/15/2014 10:26 AM
2	.....exponentially!!	2/14/2014 9:40 PM
3	it is very difficult to balance with personal life ...we are like mini MHAs	2/13/2014 10:20 AM
4	Teaching 75% and still an Assistant Principal so many items are completed at home.	2/12/2014 9:49 PM
5	My personal situation is I work with a Principal who is extremely dedicated and probably does more than her share which does lessen my load.	2/12/2014 8:16 PM
6	my admin duties went from 50%to 25%	2/12/2014 4:09 PM
7	First year in Administration.	2/12/2014 2:33 PM
8	I have no VP so that is instantly an increased workload. More and more seems to land in our lap.	2/12/2014 1:37 PM
9	considerably. Very difficult to get things done. Decrease in VP time has had dramatic effects on the system as a whole. I have actually been the busiest I have ever been	2/12/2014 10:26 AM
10	I have far more responsibilities with far less authority	2/12/2014 9:27 AM
11	It is amazing the increase.... with powerschool and the many other additional demands and of course we now have the new safe and caring	2/11/2014 10:55 AM

## Administrators Survey 2013

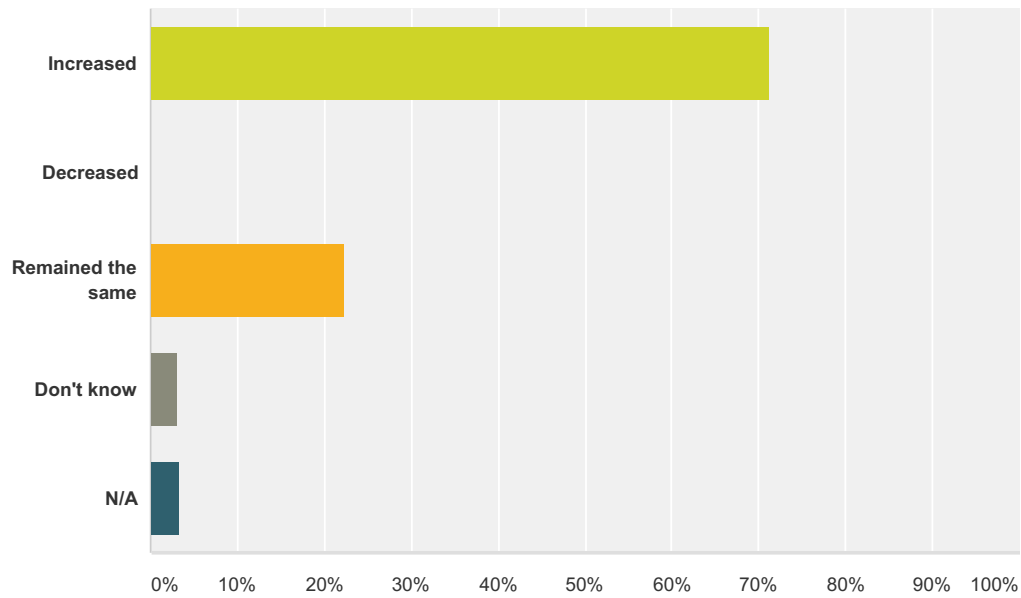
12	As mentioned in the previous answers.	2/9/2014 10:17 AM
13	And this comment is in light of the fact that I am a principal in a school with a strong teaching staff and very few student behaviour issues.	2/7/2014 11:08 AM
14	I have lost admin time, Guidance time and IRT support. Yes, classroom allocatinos have not been cut; however, that is only part of the story. It is completely wrong unfair how gov't portrays the situation in the media	2/7/2014 10:03 AM
15	I am always working or accessible via email/phone. My work responsibilities do not end at a scheduled time. Summer time hours have increased tremendously with staffing, scheduling and human resources tasks. I do not have July and August "off." I start preparing for Sept opening in March/April and am expected to be accessible and available throughout the summer months for the district to meet staffing needs	2/7/2014 9:31 AM
16	Just had to take on finding a cafeteria provider!	2/7/2014 9:20 AM
17	MORE downloading, more students with exceptionalities, cutbacks in IRTs	2/6/2014 7:46 PM
18	Especially since board amalgamation	2/6/2014 2:00 PM
19	Teaching duties are becoming overwhelming.	2/6/2014 9:22 AM
20	200% in 5 years	2/6/2014 9:22 AM
21	in the past 5 years there seems to have been an exponential increase and my infringement on summers	2/5/2014 11:32 PM
22	The growht of social media has increased the work of educators. Gone are the days of one mail drop from board office (ironically we still have that allocation formula), Now it is 100 email a day plus dealing with student issues arising from social media and its misuse. Oh, to have a fight about hats again. BYOD implementation has lead to obsessive texting of parents and students, conflicts on use and time of taks at school work at home and school.	2/5/2014 5:15 PM
23	Many days I have commented that it is not humanly possible to do this job properly with the resources that we have.	2/5/2014 2:59 PM
24	In my 12 years of administration nothing has been taken from my plate except the power to make decisions that I am most informed to make.	2/5/2014 2:53 PM
25	teaching 75% in a school with 394 kids (K-7)	2/5/2014 2:00 PM
26	Without question! When I first came to district office, some recognized that the responsibilities I had were too much for one person district wide and hired another PS and divided the portfolio...4 years later, someone, in their infinite wisdom, decided that one person could do it all and cut the PS hired 4 yrs ago, eventhough, need for support has increased in our schools.	2/5/2014 1:36 PM
27	It's as if we are expected to be available 24/7, especially when emails and other communications are sent at all hours and days.	2/5/2014 1:27 PM
28	Less time to do the same job with an increasing student enrollment have impacted the responsibilites.	2/5/2014 11:28 AM
29	Increasing each year. Responsibilities are being downloaded from Disrtict personnel to Administrators. Always afraid that I am going to miss something.	2/5/2014 11:18 AM
30	Summer staffing and scheduling and PD ..... Milking of the System	2/5/2014 11:09 AM
31	They have increased significantly.	2/5/2014 10:49 AM
32	A few years ago our former district (current region) made internal decisions to reconfigure PS duties. This left two PS for my area vs the former three. As a result, my workload increased drastically as I assumed responsibility for ten additional schools (reassignments also completed such that I was assigned 33 schools...20 for which I was unfamiliar). These changes are expected as the needs in the district change. The former PS assigned to our area was assigned to a curriculum area. The dilemma that both the other PS and I (same role) were left in however, was a definite increase in work responsibilities. With the most recent amalgamation, our roles have not changed drastically. However, the district and department expectations for engaging in committee work (on-line) and moving forward initiatives as part of regional professional learning communities has increased. This has definitely increased the work load since amalgamation.	2/5/2014 10:46 AM
33	Began as extreme and are now doubled. Have lost one of two VPs	2/5/2014 10:34 AM
34	To the point where I do not have time to thoroughly deal with school/student issues.	2/5/2014 10:34 AM
35	More layers of rationalizing my job keep creeping in. Again red tape and pandering to the media has bogged us down.	2/5/2014 10:26 AM
36	Less time allotted, more work expected.	2/5/2014 9:41 AM
37	Staggering the increase.	2/5/2014 9:40 AM
38	increased dramatically	2/5/2014 8:36 AM

## Administrators Survey 2013

39	Increased DRAMATICALLY!	2/5/2014 7:37 AM
40	Exponentially! I am a highly organized and efficient individual, or at least that's how I used to perceive myself. Most days I go home feeling ineffective, inadequate and under qualified!	2/4/2014 9:31 PM
41	I have only been in admin since Sept. of this year so I can not make fair comment	2/4/2014 9:06 PM
42	Sunervice calls, newsletters, stories of interest, breakfast clubs, recycling, differentiated instruction requirements and accountability	2/4/2014 8:14 PM
43	Number of schools have increased as well as travel	2/4/2014 7:52 PM
44	Each day there is another expectation with little support	2/4/2014 7:51 PM
45	This is my first year as an administrator	2/4/2014 7:07 PM
46	Increased dramatically	2/4/2014 6:06 PM
47	BIG TIME! During school day, afterschool hours, weekends and summer.....most administrators interview throughout summer, are being called to do online references for others and of course go back a week or two early to get things ready for opening.....our hands are tied no time is given and the expectation is you must be ready....Do you know other professionals or tradespeople to offer to work for free.....	2/4/2014 6:03 PM
48	A lot of duties downloaded to administrators.	2/4/2014 6:02 PM
49	Increased to an extent that in order to keep up I do a great deal at home. I consider myself to be very dedicated to my role and want to follow through on things, and it can't be done in the day while I'm there, 7:30-5:00 most days.	2/4/2014 6:01 PM
50	There is more to do now than in past years, however that did not start with the new district it has been ongoing over several years.	2/4/2014 5:32 PM
51	Absolutely	2/4/2014 4:46 PM
52	Manyfold, due to the loss of administrative time.	2/4/2014 4:36 PM
53	There is considerable downloading to our level.	2/4/2014 4:34 PM
54	With cutbacks, 2 administrators do the work of 3 now. Upping the cap means something's had to go, but what, it's all important. Sometimes I wear myself out so the students won't suffer.	2/4/2014 4:28 PM

### Q8 My work responsibilities since the amalgamation of the school districts have:

Answered: 409 Skipped: 24



Answer Choices	Responses	Count
Increased	71.15%	291
Decreased	0.00%	0
Remained the same	22.25%	91
Don't know	3.18%	13
N/A	3.42%	14
<b>Total</b>		<b>409</b>

#	Comments	Date
1	Spend way more time dealing with janitorial; time sheets a lot more work; finance is a complete mess; just paying bills seems to be an issue from HQ; seem to spend a lot more time following up on items; takes much longer to get response; in some cases no response	2/14/2014 2:06 PM
2	Takes more of an effort and red tape to get things done.	2/14/2014 1:33 PM
3	the quality of life and,wellness has been compromised significantlly	2/13/2014 10:20 AM
4	This year we (principal and I) have out of necessity become focussed on budget issues, trying to reach people at the district and dept level who do not respond to our calls. We feel we have been immobilized; caught between a rock and a hard place. Not having the authority to make some decisions without consent from others but those same people do not respond to repeated calls/emails due to increased demands & reponsibilities on their end. Very frustrating vicious cycle.	2/12/2014 7:20 PM
5	New in the position 2013-2014	2/12/2014 2:33 PM
6	Many times I feel I am doing twice the paperwork as the growing pains of almagamation surfaces. Add PowerSchool to the mix....a huge chuck of work. Loss of guidance with the cuts results in more on the administrative desk	2/12/2014 1:37 PM
7	It is sometimes difficult to know who to contact for different items. School board staff have changed duties and some are overlapping,etc. Adds time to finding answers to questions	2/12/2014 12:05 PM

## Administrators Survey 2013

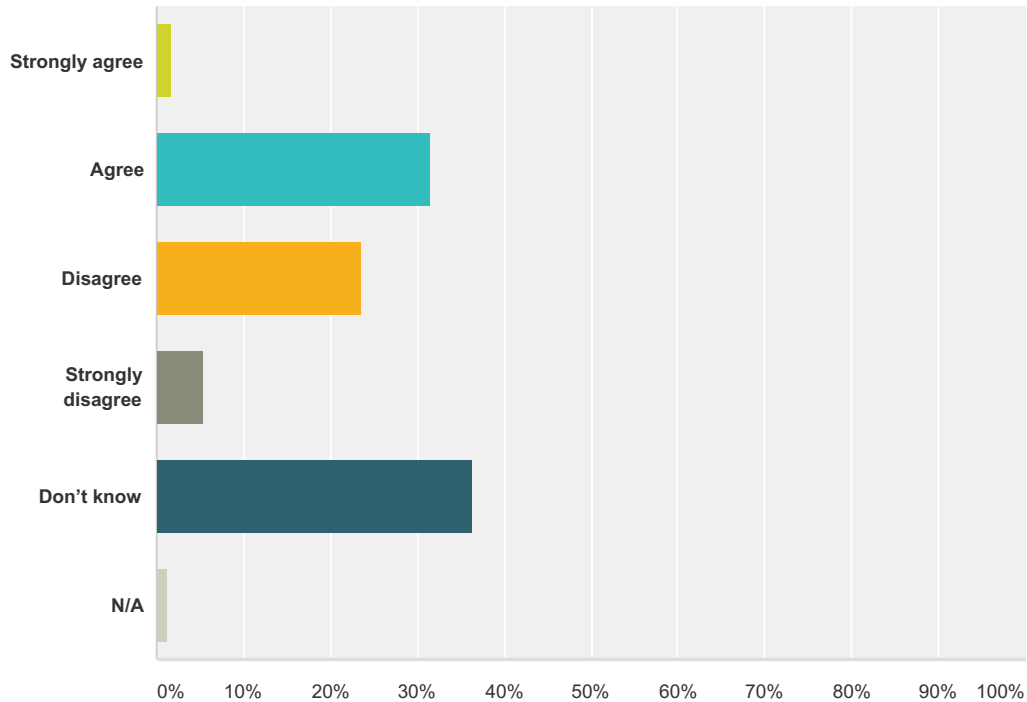
8	Going from a half time to a quarter time VP means someone has to pick up the pace. Hard to understand a cut in admin when they are pushing so hard toward anti-bullying. Administrators are the lead people to deal with these issues.	2/12/2014 11:18 AM
9	I am now an acting vp. I quit the vp position 3 years ago. Our Principal fell ill a few weeks ago and I am back in the position, probably for the rest of the year.	2/12/2014 9:55 AM
10	I was asked to organize district pd during the fall for 1	2/11/2014 7:57 PM
11	E.g. recent District Wide PD of teachers was co-ordinated and planned by principals instead of District Staff.	2/11/2014 12:31 PM
12	It is unreasonable to expect the increase of duties to be carried it as it continues to increase but admin time was decrease?? It's not reasonable....I am not a negative person but I follow logic and can't seem to see it in this situation	2/11/2014 10:55 AM
13	It is too early to determine at this point, there have been fewer meetings with cohorts, a great source of information & support - this may change as we move forward.	2/11/2014 7:51 AM
14	Our local office has closed, some of their work has been offloaded to schools.	2/9/2014 12:03 PM
15	We now have new financing responsibilities - much of which was assumed we knew how to do. A new accounting system and purchasing system of which secretaries were never brought together to learn how to do. There has been a new website of which we are not using yet and new email that will come. All of this takes time to learn and transfer over to (for the other districts not eastern!) There have been new policies to read, new/extra support needed to give to the secretary, I lost 25% admin unit, and we are a larger school.	2/9/2014 10:17 AM
16	Just trying to keep ahead of new rules, practices. We are told our primary responsibilities are students and curriculum implementation but more and more of my time is being spent managing.	2/7/2014 11:08 AM
17	Cuts to IRT & Admin have increased my workload. Students are still there and someone has to fill the gaps.	2/7/2014 8:00 AM
18	One hand does not seem to know what the other is doing. They request the same information over and over again!	2/6/2014 7:46 PM
19	Longer days, weekends, .25 cut in VP allocation has added to principal responsibilities.	2/6/2014 1:48 PM
20	However, the response for resources is always "for this year" it will remain the same, leaving me concerned for future budgets and staffing in the future.	2/6/2014 10:05 AM
21	Increased dramatically. It is to the point where mistakes are made that were not made before. Very difficult to keep up!!	2/6/2014 9:32 AM
22	significantly; time in classrooms cut	2/6/2014 9:22 AM
23	the transition has brought about new work requirements and increasing levels by virtue of more teaching time for my VP	2/5/2014 11:32 PM
24	Although the responsibilities have remained about the same, there have been more demands on my time to keep abreast of changes in practice, policy and procedures.	2/5/2014 8:37 PM
25	More teaching time means more planning, assessing, and homeroom duties, while my administrative duties have remained the same (or slightly increased this year).	2/5/2014 7:05 PM
26	It will remain to be seen if this continues. There has been duplication of work because forms have changed and we have to do things again. The same can be said for some policies and documents. There were 3 templates for school development and the last one asked us to track items that we have not been doing in the past. But this may settle down as the change over is complete	2/5/2014 5:15 PM
27	I truly feel like the captain of my own ship now. It is not that people don't want to help, it is just mind-boggling to figure out how to help!	2/5/2014 4:18 PM
28	All of a sudden we need to spend huge amounts of time reporting on our actions. It can be interpreted as either accountability that sometimes means distrust, or micro-management.	2/5/2014 2:53 PM
29	As stated above, I have assumed the responsibilities of another PS.	2/5/2014 1:36 PM
30	Overall, there are more expectations put on administrators and at times reaching our SEO may take days given their workload increase.	2/5/2014 1:27 PM
31	Lost an administrative unit in this school .... used to be 3 for 2 years now back to 2! Non progressive, faint by number, creativity! Today's leaders are viewed broad scale to be nepotistically placed.... THERE'S NO SWORD IN THE STONE! There is a vast difference between leaders and programmers.... We have half decent programmers.	2/5/2014 11:09 AM
32	To a large degree, and it takes much longer to get answers and resolve issues with District	2/5/2014 11:08 AM
33	No change	2/5/2014 10:49 AM

## Administrators Survey 2013

34	Please reference comments above. It is the overall expectation to do more with less that has heightened the workload. The impact of district level cuts (support staff; PS positions; Increased responsibility at the school level for administrators, etc. have had a drastic impact on my work responsibilities since the amalgamation. Many processes have also been centralized at the district office in St. John's (finance; Human Resources, etc.) This has all created extra layers for many processes which in turn often increases work responsibilities as we navigate through 'red tape' for either ourselves or for educators in the school system.	2/5/2014 10:46 AM
35	Not has much as it will yet, there has been a slight lull as the district tries to re-establish	2/5/2014 10:26 AM
36	Amalgamation has been a horror. Nothing was ready and prepared. Payroll is a mess, purchase ordering is a mess - all they are worried about is having their website looking fancy. also have gotten ridiculous requests like bus drivers marking down the times and physical address of every stop. Not important considering people have not been paid, ROE's were not done and T4's are not completed. Priorities are not very prioritized.	2/5/2014 10:07 AM
37	Dramatically!!!!	2/5/2014 9:42 AM
38	Dramatic increase!!!	2/5/2014 9:40 AM
39	I spend a considerable amount of time either on the phone trying to get answers to questions that no one seems to have the answer to or trying to track down who might have the answers. In particular, finance has been a nightmare and that is one of my areas of responsibility.	2/5/2014 9:00 AM
40	Changes in secretaries, retraining on certain online tasks, lack of knowledge of who to call for assistance, cut in my VP time have all snowballed into a near impossible job.	2/4/2014 9:31 PM
41	Organizing professional development in the Fall and facilitating in some cases	2/4/2014 8:14 PM
42	Communication is not a strong point with the new amalgamation, even trying to find who to contact is extremely difficult, thus making it more difficult to get work done in a reasonable amount of time.	2/4/2014 7:51 PM
43	Expected to do tasks that were never expected before and no training or PD.	2/4/2014 7:12 PM
44	Based on the time allotment last year, my responsibilities have increased a lot.	2/4/2014 7:07 PM
45	Yes more to do since disappearance of boards ie Having a Regional Closeout and Principals planning and Organizing entire event not SEOs or Program Specialists	2/4/2014 6:03 PM
46	First year in administrative role	2/4/2014 6:01 PM
47	Just keeping up with new policies, new people etc. increases the workload.	2/4/2014 5:32 PM
48	I don't think it was the amalgamation that caused the cuts to administration. I am supported by my Board Office	2/4/2014 5:30 PM
49	Need to know all the nuances to things like on-line management tools like e-serve and such, yet no pd offered here in these areas either.	2/4/2014 4:55 PM
50	Because my admin time was cut, I have additional teaching responsibilities added.	2/4/2014 4:52 PM
51	Tremendously	2/4/2014 4:48 PM
52	This is not necessarily due to the amalgamation, as the decrease in admin time happened at the same time. However, the amalgamation certainly slowed the hiring process last summer, and created much extra work in hiring and rehiring due to switching.	2/4/2014 4:36 PM
53	The loss of an administrative half unit is significantly impacting me in a negative way. My job responsibilities have increased to include all the tasks previous shared with my administrative colleague. My pay has not increased but my workload has nearly doubled. This causes a feeling of frustration, helplessness and utter stress. We all want to do the job we used to do and because of these restraints, we can't. When we can't perform as well as we used to we begin to feel like we are not doing a good job. This is depressing.	2/4/2014 4:34 PM
54	A lot of my duties are done late into the evening and on weekends.	2/4/2014 4:29 PM
55	I am with the French district	2/4/2014 4:24 PM
56	Due to the reduction of administrative allocation mostly	2/4/2014 4:21 PM

**Q9 Indicate the degree to which you agree with the following statement: The needs of SAC members are being met by NLTA (services).**

Answered: 402 Skipped: 31



Answer Choices	Responses
Strongly agree	1.74% 7
Agree	31.59% 127
Disagree	23.63% 95
Strongly disagree	5.47% 22
Don't know	36.32% 146
N/A	1.24% 5
<b>Total</b>	<b>402</b>

#	Comments	Date
1	Need to strongly communicate the increased workload that has been placed on the backs of administrators; hopefully this survey is a step in the right direction	2/14/2014 2:11 PM
2	Besides some PD opportunities I do not know what the NLTA does for administrators. I know what they do for staff.	2/12/2014 5:44 PM
3	I have found them to be supportive in my personal experience.	2/12/2014 1:39 PM
4	More PD is needed. We pay our SAC fees and then we still pay to attend provincial SAC conference.	2/12/2014 12:00 PM
5	I don't feel that SAC has the power to meet our needs in terms of work overload	2/12/2014 11:34 AM
6	More of a focus during negotiations	2/12/2014 10:27 AM

## Administrators Survey 2013

7	Very poorly promoted	2/12/2014 9:51 AM
8	No support to letter that was leaked	2/11/2014 7:57 PM
9	It's not a given that VP's get to attend SAC PD.	2/11/2014 5:16 PM
10	Somewhat.....we need a louder voice regarding the decrease in admin time.... what can be done...how can this be fair....we need support....something needs to be done....either job action...cutting out after school activities. ..push for a return of the admin. time lost would be the best.....if we still had the Admin. time that was lost all would be fine....it would be busy but could be done.....	2/11/2014 11:00 AM
11	it seems that addressing Admin issues directly are taboo. Why? At least conducting this survey is a step in the right direction. About time!	2/6/2014 3:12 PM
12	NLTA has been very supportive but administrators and SAC regions province wide need to ensure that they remain involved and consult with NLTA on a regular basis.	2/6/2014 1:50 PM
13	I feel as though the NLTA has forgotten about administrator workload or places that on a lower priority list. There is much hype about teacher workload, but not much about administrator workload.	2/6/2014 9:36 AM
14	This survey is a good first step but again our bonus is the lowest in Atlantic Canada. More visible lobby efforts for SA required	2/5/2014 11:34 PM
15	I don't know how to answer here. I really feel that NLTA needs to advocate for a principals advisory council that meets directly with the Director.	2/5/2014 2:53 PM
16	I don't feel that administrators have a voice when it comes to contract talks or if there is a voice I don't necessarily know about what is being discussed on behalf of administrators.	2/5/2014 1:29 PM
17	New administrators need increased communication from SAC on their role as new administrators	2/5/2014 1:09 PM
18	I am in a quandry right now about where Program Specialists fit within SAC. Although I serve on our regional branch of SAC (and have expressed my concerns there) and remain supportive of SAC, I feel that PS in this province have a very limited voice within the NLTA. Although we are paid members of SAC, the main voice is that of administrators. When our district amalgamated last year, a letter was sent from SAC to government expressing their collective concerns. Although program specialists were mentioned in the initial portion of the letter (as members of SAC) the entire letter was focused on the issues of school administrators. The plight of PS was not mentioned, nor was the fact that our position was drastically cut. This was very discouraging. I realize that when initial discussions were had around whether to accept Program Specialists into SAC, there was opposition by many. This speaks to where PS find themselves. There is a perception by our organization that we are 'management' given the nature of the role (working so closely with SEO and District Administration). Unfortunately, the nature of the role has always been similar to school administrators (assuming supervisory / management type roles, given the district duties and perception of educators in the field as board employees). This is further aggravated by the perception of our own SAC members (that somehow we are part of the board management or so closely associated that we are like 'moles in the organization'. This is the way that many PS feel they are perceived. Our small numbers makes the situation all the worse and I feel that often our voice is not heard or represented via NLTA (SAC). This is apparent during contract negotiations and certainly in correspondence to the Government during recent amalgamation.	2/5/2014 11:02 AM
19	Good supports	2/5/2014 10:51 AM
20	School Administrators are not fairly compensated for the liability and responsibility that goes with being a school administrator.	2/5/2014 10:36 AM
21	Dedicated members have worked hard to support!	2/5/2014 10:30 AM
22	Silent until conference time	2/5/2014 10:20 AM
23	SAC has no power of a binding nature. Suggestions are great but nothing has changed.	2/5/2014 9:42 AM
24	I am not really involved in this group.	2/5/2014 8:07 AM
25	I am a first year administrator and therefore unable to quantify a response.	2/4/2014 10:49 PM
26	I feel administrators are often caught in between running the school and teachers. Often I feel that as an administrator my decisions impact teachers, subs, other individuals in some way. Then the NLTA supports the teacher, but not the admin, even when there is no other procedural option.	2/4/2014 7:58 PM
27	There was a lack of comment on how the reduction of admin time was a reduction in front line workers.	2/4/2014 6:44 PM
28	Somewhat but we need to hear your voice on topics like the return of admin units lost and compensation for hours above and beyond what is reasonable	2/4/2014 6:06 PM

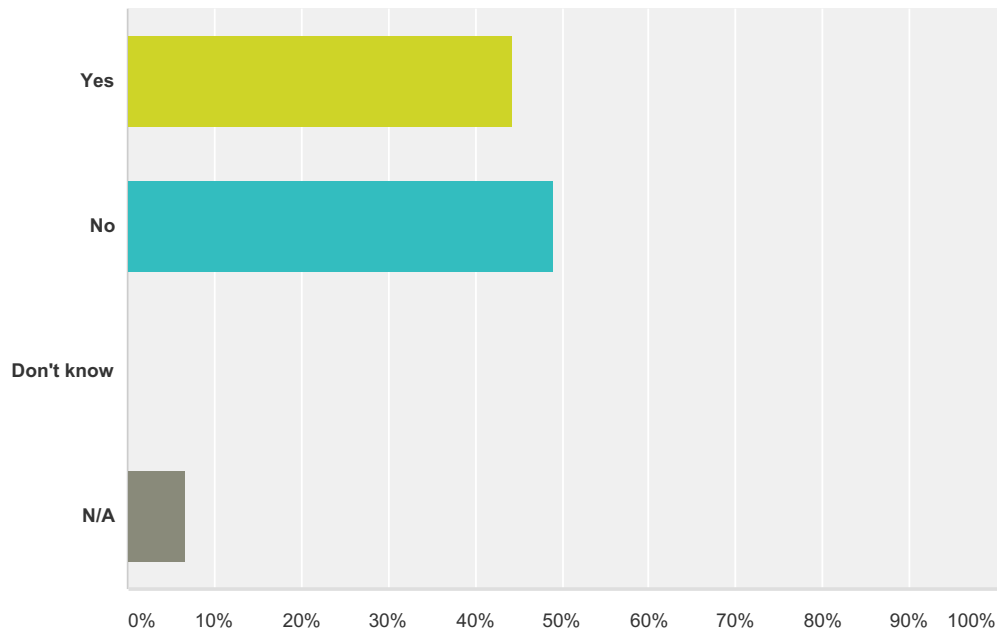


## Administrators Survey 2013

29	We need to be represented in the collective agreement, the code of ethics, and in all NLTA areas as having a role that can put us in positions of having to deal with teachers as their direct supervisors.	2/4/2014 4:57 PM
30	I would like to see more pd for assistant principals.	2/4/2014 4:39 PM
31	Being part of the same bargaining unit as teachers can be somewhat difficult. The needs of administrators seem to be overshadowed by the needs of teachers in the general bargaining procedures.	2/4/2014 4:36 PM

### Q10 Are you using PowerSchool for reporting?

Answered: 402 Skipped: 31



Answer Choices	Responses	Count
Yes	44.28%	178
No	49.00%	197
Don't know	0.00%	0
N/A	6.72%	27
<b>Total</b>		<b>402</b>

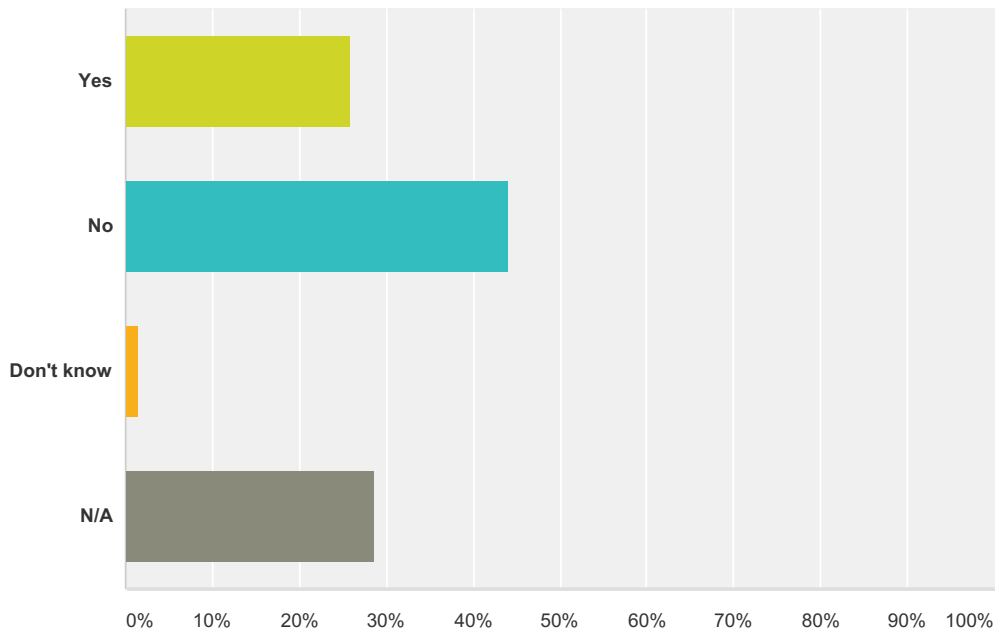
#	Comments	Date
1	For reporting attendance only	2/14/2014 2:11 PM
2	We will be trained in the next couple of months.	2/12/2014 7:21 PM
3	We were supposed to be transitioned to Power School this year - that seems to be put on hold	2/12/2014 12:08 PM
4	Will receive training in March 2014	2/12/2014 10:23 AM
5	In the process	2/12/2014 10:07 AM
6	Will be in the near future	2/12/2014 6:42 AM
7	Training this year	2/11/2014 7:09 PM
8	I was slated to but not trained in the Spring. Board office personnel has agreed to train me this spring with the next group.	2/11/2014 6:46 PM
9	We have asked for PowerSchool but are still waiting	2/11/2014 4:53 PM
10	This is demanding as well.....if a child changes from French Immersion back to English stream this causes a great deal of time.....	2/11/2014 11:00 AM

## Administrators Survey 2013

11	Yes, and not to the full degree! We are an elementary school so we are only using the demographics and attendance pieces of this expensive program. It has been extremely slow this year unlike ever before and this has been frustrating when trying to enter attendance. Powerschool is a demanding program and now administrators have had to have this piece added to their workload!	2/9/2014 10:22 AM
12	In process of starting powerschool.	2/7/2014 8:03 AM
13	For the high school courses that I teach but not the Elementary.	2/6/2014 11:38 AM
14	Being implemented now.	2/6/2014 9:52 AM
15	Currently being trained	2/5/2014 9:19 PM
16	due to attend training this year	2/5/2014 5:11 PM
17	I LOVE PowerSchool. It has made my life so much easier as an administrator. Glen Williams and Thomas Sheppard are superb.	2/5/2014 4:20 PM
18	Just monthly returns	2/5/2014 2:32 PM
19	next year!	2/5/2014 2:01 PM
20	Used it previously	2/5/2014 1:09 PM
21	Not yet	2/5/2014 12:11 PM
22	We need this upgrade asap. Winschool needs replaced.	2/5/2014 11:29 AM
23	Its like being placed in the Indy 500 car race - expected to drive - and become surprised when a crash occurs! This Office Management Structure should have never happened! WHERE IS THE NLTA'S VOICE - REPRESENTATION... IN THE NAME OF GOD AND ALL THAT'S HOLY. THE FLEAS ARE WAGGING THE DOG!!	2/5/2014 11:18 AM
24	Seems to be a good system.	2/5/2014 10:51 AM
25	absenteeism yes; if this question means grades (report cards) then no.	2/5/2014 9:42 AM
26	No we are just getting ready to start that process.	2/5/2014 9:03 AM
27	Planning on using it starting school year 2014-2015	2/5/2014 8:50 AM
28	Teachers need more access	2/5/2014 8:01 AM
29	Do not have this program.	2/4/2014 10:52 PM
30	e -reporting	2/4/2014 8:25 PM
31	Our school uses PowerSchool for attendance and enrolment but not reporting	2/4/2014 7:55 PM
32	Will be installed soon	2/4/2014 7:29 PM
33	Not for report cards but for all other components	2/4/2014 7:24 PM
34	Currently using PowerSchool for attendance only but huge issues with it!!	2/4/2014 7:13 PM
35	busy busy a learning curve	2/4/2014 6:06 PM
36	I wish!!!!	2/4/2014 5:51 PM
37	We are currently being trained with Powerschool on March 14. Grades 7/8 will begin reporting in April but trainer unsure how K-6 will fit in.	2/4/2014 5:48 PM
38	Will be next year.	2/4/2014 5:36 PM
39	Wondering how much longer we have to wait	2/4/2014 5:06 PM
40	We are just starting to implement.	2/4/2014 4:45 PM
41	very little training. Learn as you go	2/4/2014 4:34 PM
42	Working toward it.	2/4/2014 4:33 PM
43	We are using PowerSchool for attendance right now with the likelihood of using it for reporting in the next school year.	2/4/2014 4:33 PM
44	Would love to have it!	2/4/2014 4:21 PM

### Q11 Have you received adequate training in PowerSchool?

Answered: 402 Skipped: 31



Answer Choices	Responses	Count
Yes	25.87%	104
No	44.03%	177
Don't know	1.49%	6
N/A	28.61%	115
<b>Total</b>		<b>402</b>

#	Comments	Date
1	Definitely not; PowerSchool is a source of much stress; often not working; glitches; the idea of powerschool was sold to teachers because supposed to eliminate registers...due to lack of dependability teachers still need to keep paper copy since attendance has been lost or can't access it.	2/14/2014 2:11 PM
2	Administrators and teachers have not been given adequate training.	2/14/2014 1:35 PM
3	none	2/13/2014 10:24 AM
4	Used it regularly in another district.	2/13/2014 8:20 AM
5	This is coming in the near future.	2/12/2014 8:11 PM
6	Somewhat...not enough	2/12/2014 3:19 PM
7	This is the one area where I feel supported. The PS team are phenomenal in my opinion.	2/12/2014 1:39 PM
8	Training starting soon	2/12/2014 12:17 PM
9	Will begin training in March 2014	2/12/2014 10:23 AM
10	We have not yet been set up for Power School.	2/12/2014 9:43 AM
11	Have received one day of training thus far but will receive one additional day.	2/12/2014 9:34 AM

## Administrators Survey 2013

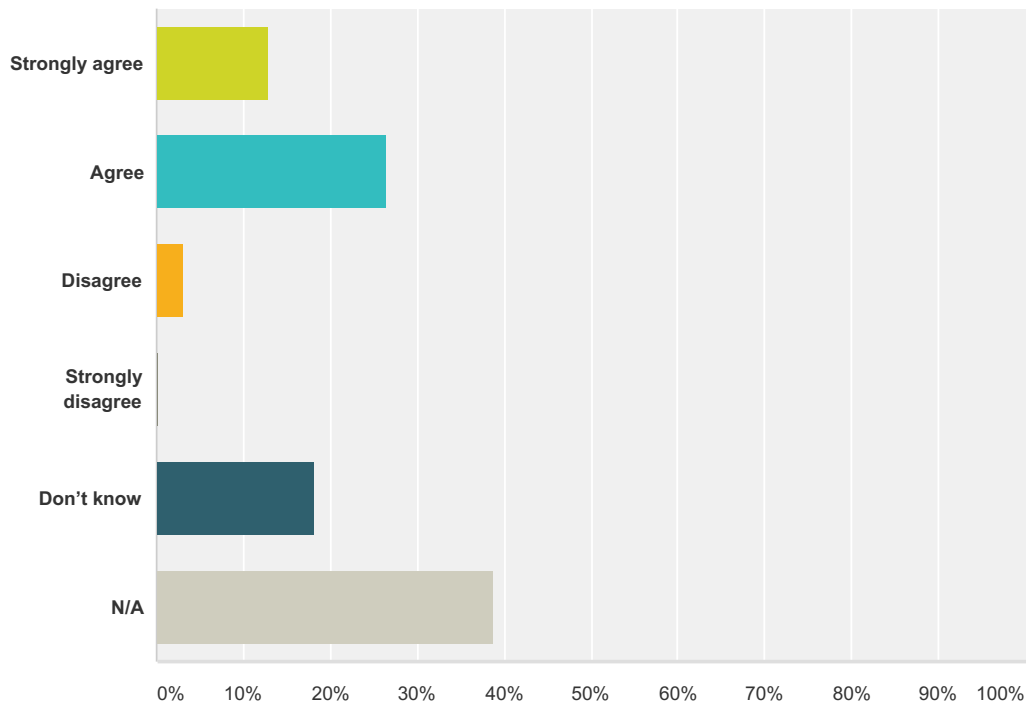
12	One session which consisted of only a few features of PowerSchool.	2/11/2014 8:47 PM
13	There can never really be enough. The program has endless options	2/11/2014 7:36 PM
14	Self taught and took online training	2/11/2014 5:23 PM
15	There is still so much to learn about it though!	2/11/2014 12:57 PM
16	Would rather not be expected to learn program on my own time. Would be nice if we were given a few more training days.	2/11/2014 12:33 PM
17	I personally feel more time needed....same amount of time given to a school of over 700 versus a school of 90 ...can you imagine the difference in data entry alone.....	2/11/2014 11:00 AM
18	enough to get along - support team has been most accommodating and helpful!	2/10/2014 12:36 PM
19	I have had some but I am not proficient by any means - you really do need to know a lot about technology to feel secure using this or exporting files etc. I do not. I do call the board often when I have difficulty and they have been great.	2/9/2014 10:22 AM
20	I'm getting it in stages....very powerful piece of software	2/7/2014 9:46 AM
21	Still in training	2/7/2014 8:03 AM
22	While I have only received a few hours of formal training I do feel that district has been supportive by having an "expert" on hand.	2/6/2014 2:02 PM
23	Ongoing.	2/6/2014 9:52 AM
24	sessions offered (not required) in summer	2/5/2014 11:34 PM
25	Not yet	2/5/2014 9:19 PM
26	There is great support for Powerschool.	2/5/2014 2:59 PM
27	Difficult to keep on top of it. Information overload and not enough opportunity learn/train before putting into practice.	2/5/2014 1:37 PM
28	Not yet	2/5/2014 12:11 PM
29	We do not have it in our school yet.	2/5/2014 11:29 AM
30	Nothing zilch .... when WIN SCHOOL was in, it was common expectation to learn it yoneself ... with a friend!! Bullshit	2/5/2014 11:18 AM
31	Given my role and the information that I will need regarding students, access toPowerSchool will be beneficial). I will need training eventually.	2/5/2014 11:02 AM
32	Yes, received a full 5 days of training.	2/5/2014 10:51 AM
33	No training	2/5/2014 10:08 AM
34	we were provided great support initially- however, over time, things need to be refreshed. i would say no because it is not clear if i can access updated refreshers from HQ??	2/5/2014 9:42 AM
35	In service should have been staggered to cover 2 or 3 main functions followed by implementation at school and then another day for other functions. Complete chaos trying to compact all functions in 2 days back to back.	2/5/2014 9:28 AM
36	While Teaching In Nova Scotia	2/5/2014 9:20 AM
37	There was a session last week during exams that I could not attend as I was at school tutoring for exams. Due to the time missed this school year, Approxiamtely 9.5 days due to weather and the island wide power issue, I am behind and so are the students and I needed to be here at the school on that particular day.	2/5/2014 9:03 AM
38	Still experiencing difficulty with power school	2/5/2014 9:01 AM
39	I feel confident in using it because I have taken the time to become comfortable with it on my own. It's a great program!	2/5/2014 7:38 AM
40	Just starting training	2/5/2014 7:13 AM
41	There are other aspects of PowerSchool that we need training on. It is not the same following a manual.	2/4/2014 11:35 PM
42	Only 1 day so far	2/4/2014 9:56 PM
43	Most training was from peers or self taught.	2/4/2014 8:06 PM
44	I have received a number of sessions but a lot of learning still needs to occur.	2/4/2014 7:55 PM

## Administrators Survey 2013

45	I have requested more training however when some was offered about a year ago, my principal decided to take the technology teacher instead of me but now his rights are limited while mine are not as limited but I have no training but am expected to do some of the reports such as Month End Reports.	2/4/2014 7:55 PM
46	more needed and more support when in place	2/4/2014 6:06 PM
47	Soooo much more Inservicing needed!	2/4/2014 6:04 PM
48	We are just in the beginning stages.	2/4/2014 5:36 PM
49	but, much of it is learning by doing--yet another demand on our time	2/4/2014 4:58 PM
50	Hmmm.. using powerschool but hasn't received training.... my name is on a list somewhere!!!! I'll pass on this one.	2/4/2014 4:49 PM
51	More training might be needed.	2/4/2014 4:33 PM
52	A lot of what I learned has been trial and error. I have received excellent help from Glen Williams when I hit a stumbling block.	2/4/2014 4:33 PM
53	But I'd like refreshers on things we only do once a year, and I want more to go further	2/4/2014 4:30 PM

### Q12 I feel parents find value in PowerSchool.

Answered: 402 Skipped: 31



Answer Choices	Responses	
Strongly agree	12.94%	52
Agree	26.62%	107
Disagree	3.23%	13
Strongly disagree	0.25%	1
Don't know	18.16%	73
N/A	38.81%	156
<b>Total</b>		<b>402</b>

#	Comments	Date
1	Parents do not yet have access.	2/14/2014 1:35 PM
2	Many still don't use it unfortunately	2/13/2014 1:29 PM
3	I use it as a parent but not as an administrator.	2/12/2014 8:17 PM
4	My parents are slow to use the Parent Portal. The majority of the school community are not there yet.	2/12/2014 1:39 PM
5	From talking with others	2/12/2014 12:08 PM
6	We are have just gone live.	2/12/2014 10:40 AM
7	Will not be able to comment on this until next year	2/12/2014 10:23 AM
8	Some do...those who want to be connected more than previous methods allowed.	2/11/2014 10:34 PM

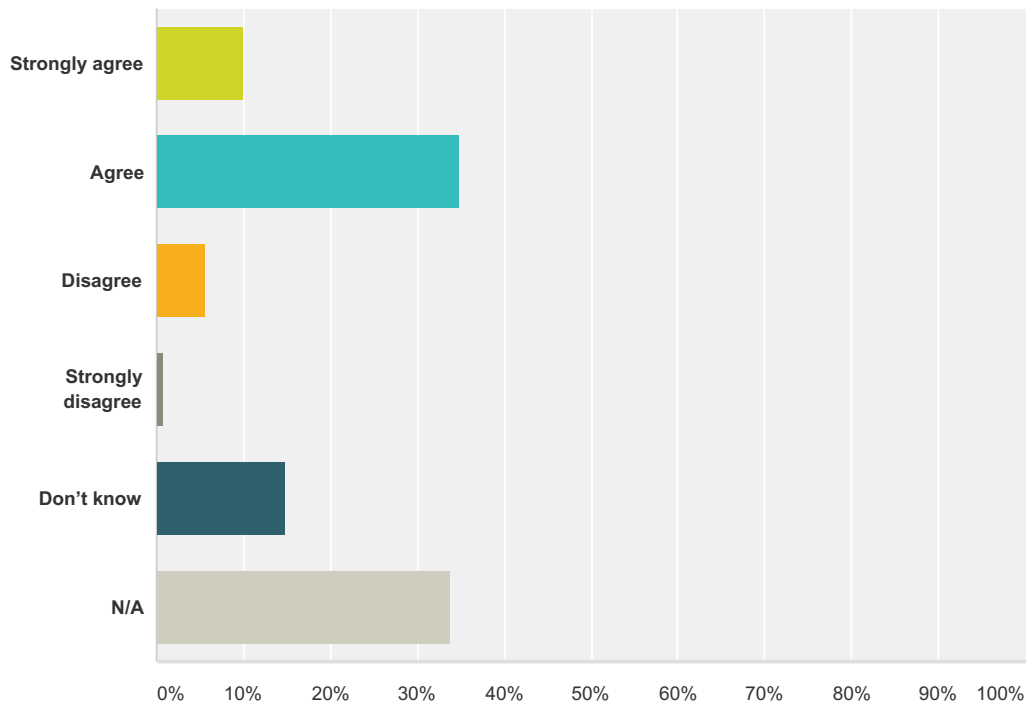
## Administrators Survey 2013

9	Too early to tell...	2/11/2014 10:10 PM
10	Too soon to tell. Have not received much feedback	2/11/2014 8:18 PM
11	However, no way for parents to view homework assigned so now teachers need to develop their own websites.	2/11/2014 12:33 PM
12	Somewhat, but they are frustrated with the time it takes for changes etc..... more admin time could fix these things	2/11/2014 11:00 AM
13	We had a siimilar system prior to Power School, each had their strengths so I would say it has remained the same.	2/11/2014 7:53 AM
14	at the moment we have few parents using it but it is our first year with parent access.	2/10/2014 12:36 PM
15	We need to make the APP available to parents.	2/9/2014 12:04 PM
16	I agree as a parent who has had a child in the higher grades - right now our teachers are not using powergrade as we are in elementary and the grading system does not match our report card key of MUSR. This new district does not have a common report card.	2/9/2014 10:22 AM
17	We are not live with parents yet.	2/7/2014 10:04 AM
18	As a parent using powerschool, it can be a valuable tool.	2/7/2014 8:03 AM
19	as a parent who uses the Power School to track my child's performance i like what the system offers	2/5/2014 5:11 PM
20	school usues ranking system therefore grade book is of no vale .Parents don't use	2/5/2014 2:32 PM
21	There is not much available for parents of Elementary students, so I don't believe they see a lot of value. No grades being reported.	2/5/2014 1:37 PM
22	I know this as a parent	2/5/2014 11:32 AM
23	PARENTS FEEL VALUE IN A SCHOOL WITH HIGH MORALE - NOT WITH A SYSTEM BENT ON SYSTEMIC CATASTROPHIC LEADERSHIP. EMBARASSING!! BLUE COLLAR LEADERSHIP IN A WHITE COLLAR ORGANIZATION.	2/5/2014 11:18 AM
24	I am a parent myself and find access to powerschool very beneficial.	2/5/2014 11:02 AM
25	Yes, lots of positive feedback from parents.	2/5/2014 10:51 AM
26	We don't use it - yet another unnecessary program for us to learn when there are so many other district issues not address - fix my heat, my ceiling, my windows.	2/5/2014 10:08 AM
27	at an elementary level our parents see no value - mostly the headache of phone calls home in error for absenteeism	2/5/2014 9:42 AM
28	For those that access it...only a 50% parent participation rate.	2/5/2014 9:28 AM
29	Excellent Response during my use.	2/5/2014 9:20 AM
30	I have never used Power School	2/5/2014 9:07 AM
31	parents like the communication	2/4/2014 7:55 PM
32	Doesn't always work properly however.	2/4/2014 7:42 PM
33	Not enough parents are using it, and teachers feel overworked to keep it current	2/4/2014 7:35 PM
34	lots of growing pains.	2/4/2014 6:34 PM
35	Some parents see the value. Not always the parents we need to engage!	2/4/2014 6:04 PM
36	Most parents are not using it yet.	2/4/2014 6:03 PM
37	For those who have computers and are tech literate, maybe, and interested in their child's education.	2/4/2014 4:49 PM
38	I suspect they will when we get to that stage.	2/4/2014 4:33 PM
39	I use it as a parent	2/4/2014 4:21 PM



### Q13 I feel teachers find value in PowerSchool.

Answered: 402 Skipped: 31



Answer Choices	Responses	
Strongly agree	9.95%	40
Agree	34.83%	140
Disagree	5.72%	23
Strongly disagree	0.75%	3
Don't know	14.93%	60
N/A	33.83%	136
<b>Total</b>		<b>402</b>

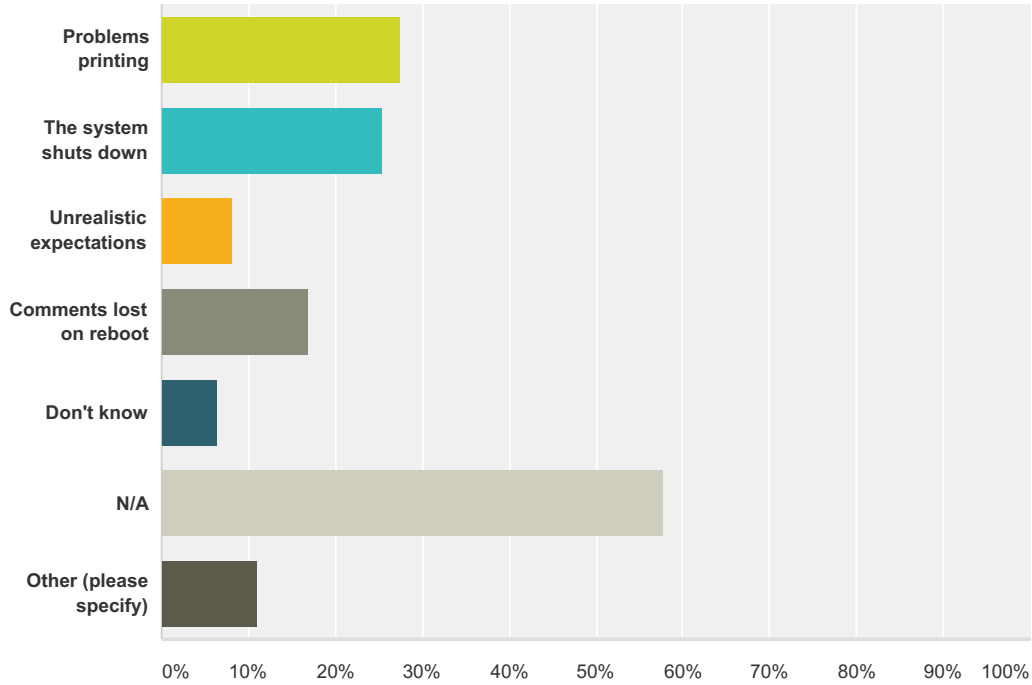
#	Comments	Date
1	see comment above about having to continue to keep paper copy of attendance since not reliable, not working, attendance lost, glitches, etc.	2/14/2014 2:11 PM
2	Too many rights taken away from teachers. A lot of work that teachers could do in WinSchool they can no longer do in PowerSchool. This causes more work for administrators and secretaries.	2/13/2014 1:29 PM
3	However they have not received adequate training	2/12/2014 9:39 PM
4	Teachers find it user friendly and overall have had a positive experience with PS	2/12/2014 1:39 PM
5	from talking with others	2/12/2014 12:08 PM
6	I think we have to wait for the parent feedback to determine the value of powerschool.	2/12/2014 10:40 AM
7	Will be able to comment further next year	2/12/2014 10:23 AM

## Administrators Survey 2013

8	Teachers have not yet been inserviced.	2/12/2014 9:34 AM
9	In some ways. In other ways, it is a pressure, especially to get evaluations posted in the restricted time allowances.	2/11/2014 10:34 PM
10	But it is new and complicated if they move beyond attendance	2/11/2014 7:36 PM
11	However, teachers need to realize that they still need to make personal contact with parents	2/11/2014 4:03 PM
12	Some do and others don't many wish we were still on winschool simply because it is quicker and more user friendly in their opinion	2/11/2014 11:00 AM
13	believe as they become more familiar and comfortable that is the case	2/10/2014 12:36 PM
14	The teachers I have spoken to outside of my own school complain about insufficient training and how they have to learn this on their own.	2/7/2014 8:03 AM
15	Past experience.	2/6/2014 9:52 AM
16	attendance is awful, the closed nature of the system means teachers do not know the whole school. Great for grade book	2/5/2014 5:16 PM
17	They are working through the bugs.	2/5/2014 2:59 PM
18	Poor internet connection. For proper calculation attendance has to be done by the period. Most of them would prefer the red book	2/5/2014 2:32 PM
19	A lot of problems with the taking of attendance.	2/5/2014 1:37 PM
20	They don't like attendance component for tracking as teachers	2/5/2014 1:09 PM
21	I do hear grumblings...	2/5/2014 11:32 AM
22	Teachers are frustrated with this system .... how much support was given or provided to an already strained system?	2/5/2014 11:18 AM
23	Again the lack of knowledge of what that package can help them do is holding them back. Admins don't have a "dummy" copy of Gradebook to become familiar with it and help/support teachers	2/5/2014 11:10 AM
24	As they become more familiar with PowerSchool, they will likely see greater benefits.	2/5/2014 11:02 AM
25	Teachers seem to be enjoying PowerSchool.	2/5/2014 10:51 AM
26	One must realize that Powerschool has the monopoly in North America. There are good people working with powerschool in the district but the district must maintain the level of support to meet the needs of the whole province. There are some issues but there were issues with winschool as well.	2/5/2014 10:30 AM
27	No value - simply increasing their workload requiring recording of absences. They thought it was great to get rid of the register - they want it back	2/5/2014 9:42 AM
28	Mixed reviews	2/5/2014 9:28 AM
29	However there are limitations in the program that impact day to day instruction and attendance tracking.	2/5/2014 7:26 AM
30	Teachers feel they do not have sufficient training.	2/4/2014 7:58 PM
31	Teachers like the program but training is lacking	2/4/2014 7:55 PM
32	Better than Winschool	2/4/2014 7:35 PM
33	ditto.	2/4/2014 6:34 PM
34	However extremely limited in logging of discipline incidents. Frequently unavailable with Internet issues.	2/4/2014 6:07 PM
35	too early to tell , they see many limitations to date	2/4/2014 6:06 PM
36	Teachers are beginning to because it puts more responsibility on the parent .	2/4/2014 6:03 PM
37	Only my lead teacher has been trained and she loves it.	2/4/2014 5:48 PM
38	The attendance module and the overall accessibility to student information is too limited.	2/4/2014 4:39 PM
39	They are finding it very frustrating as we have Kindergarten classes that rotate monthly.	2/4/2014 4:33 PM

**Q14 If you have used or are using K-6 electronic reporting please indicate any issues from the list below. Click all that apply.**

Answered: 398 Skipped: 35



Answer Choices	Responses	
Problems printing	27.64%	110
The system shuts down	25.38%	101
Unrealistic expectations	8.04%	32
Comments lost on reboot	16.83%	67
Don't know	6.53%	26
N/A	57.79%	230
Other (please specify)	11.06%	44
<b>Total Respondents: 398</b>		

#	Other (please specify)	Date
1	extremely long wait time to load and save reports	2/15/2014 1:59 AM
2	teachers would like to be able to prepare report cards from home	2/13/2014 12:02 PM
3	The system is totally inadequate. The district and department of education is very supportive of teachers and educators in general whcih is why I struggle so much their continued use of this system. I feel the continued use of that system causes more anxiety, frustration, stress and absolute bitterness in teachers that it amazes me that the system has not been changed or replaced as of yet.	2/12/2014 8:36 PM
4	Slow and poorly written	2/12/2014 5:45 PM

## Administrators Survey 2013

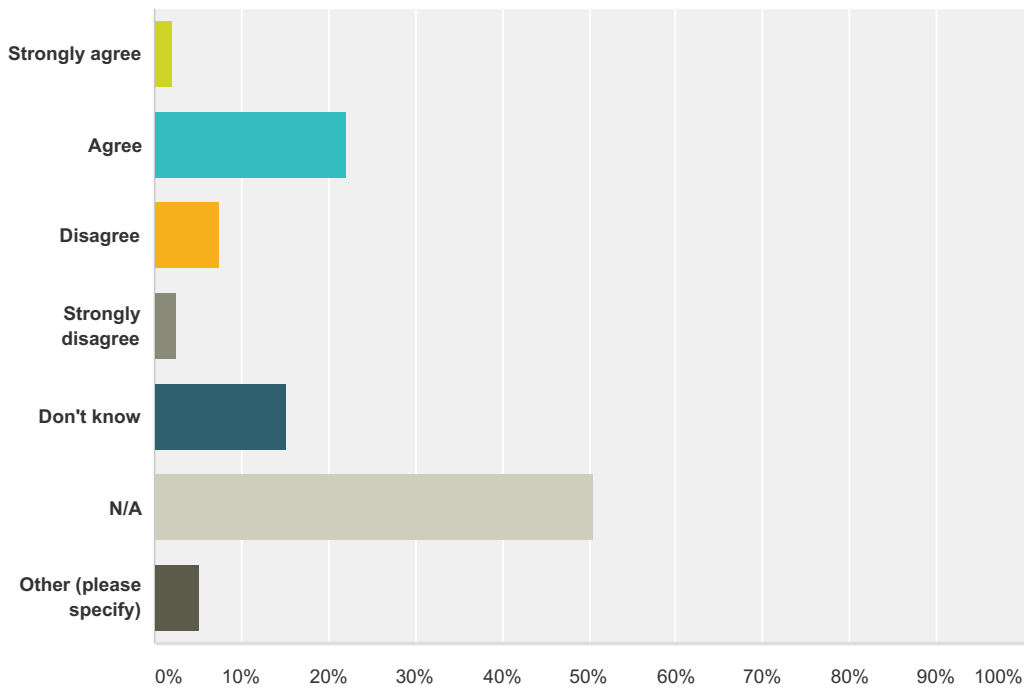
5	Would like to see the scale change to be more consistant and clearly stated.	2/12/2014 2:35 PM
6	Central Report Card- Spelling errors are not picked up in the text boxes. Printing sometimes creates a problem with photocopier drivers	2/12/2014 12:09 PM
7	We do our Report Cards on the computer and print them off to send home!	2/11/2014 12:59 PM
8	Days absent won't accept decimal	2/11/2014 11:29 AM
9	sooo many issues, and never better as time passes	2/11/2014 11:05 AM
10	Teachers spend up to 20hrs completeing report cards. Fact-Teachers have hired babysitters to complete report cards in Nov. 2013!!!	2/11/2014 9:59 AM
11	editing process for admin in reviewing teacher reports is ridiculous. Printed the report, edit the report, hand it back to teacher to correct an edit, re-print the report.	2/10/2014 12:38 PM
12	don't need it....should be able to use powerschool....passwords drive me nuts.	2/7/2014 9:47 AM
13	Some of the wording is difficult for many parents to understand.	2/6/2014 1:54 PM
14	We did try Somac, but had difficulty and gave it up.	2/6/2014 11:43 AM
15	Don't use	2/6/2014 8:35 AM
16	So slow, frequent restarts make system impossible to use	2/5/2014 11:38 PM
17	I find it to be user unfriendly, as you are limited to a certain number of characters, yet the input box allows for more text than will show on actual report. Having to click and wait for a new page (to enter marks for different subject) is time consuming and inefficient.	2/5/2014 7:11 PM
18	THE page will allow you to print far beyond the characters it will actually accept. You would think there is an easy solution, but the problem has always existed.	2/5/2014 2:53 PM
19	System works, per sey, but an awful lot of paper is wasted printing and reprinting reports ...shouldn't electronic reporting be more environmentally friendly	2/5/2014 1:42 PM
20	I feel teachers' pressures when there are continued reports of problems with e-reporting and I feel helpless to support them when I can't fix the problems.	2/5/2014 1:32 PM
21	Lack of help after hours, focus is on tech rather than on reporting of assessment, too much subjectivity with the rating system	2/5/2014 12:14 PM
22	School admin should be able to reset accounts, passwords should not use the letters "L" "I" "O" or the numbers 1 or 0. Passwords get fooled up regularly	2/5/2014 10:50 AM
23	Unable to edit comments using admin login. slight incompatibility copying comments from ms word to report. Too many indicator statements for subjects.	2/5/2014 9:51 AM
24	not sure if you mean our electronic report card or powerschool for parents to access gradebook directly??? our electronic report card is fine, but always problems printing	2/5/2014 9:45 AM
25	Support only available during school hours when teachers are teaching. If a teacher is locked out over a weekend, they must wait until Monday to regain access. This creates undue stress and increases teacher weekday workload.	2/5/2014 9:15 AM
26	Do not have report program installed on my computer.	2/5/2014 8:32 AM
27	Problems saving	2/4/2014 9:57 PM
28	Teachers run out of space when commenting on student progress.	2/4/2014 8:12 PM
29	Reports are stored on District Server, during first term, everything crashed, could not access and were told not to use jump drives,	2/4/2014 7:56 PM
30	Sometimes your comment exceeds the space provided, you have to keep fixing and reloading to go back to check.	2/4/2014 7:45 PM
31	The system must be changed.	2/4/2014 6:48 PM
32	student information is lost, etc...	2/4/2014 6:44 PM
33	Extremely frustrating for staff members. Much time wasted. Often not working.	2/4/2014 6:09 PM
34	Last few reporting periods, many issues with printing and access.	2/4/2014 6:09 PM
35	you pray you get them completed and printed before it crashes	2/4/2014 6:07 PM
36	We complete reports on Sharepoint site.	2/4/2014 6:04 PM

## Administrators Survey 2013

37	Slow to generate when other teachers are logged on	2/4/2014 5:54 PM
38	The levels cover too broad of a spectrum of abilities.	2/4/2014 5:29 PM
39	Students and teachers missing	2/4/2014 5:02 PM
40	Attendance reporting issues	2/4/2014 4:59 PM
41	It takes much more time to up and download	2/4/2014 4:48 PM
42	The report card does not always reflect the changes made in teaching methodology.	2/4/2014 4:39 PM
43	changes need to be made to a very old template. the ayateem is unreliable and causes many frustrations for k-6 teachers and admininstrators	2/4/2014 4:23 PM
44	No problems - this works well	2/4/2014 4:22 PM

### Q15 I believe parents find value in K-6 electronic reporting.

Answered: 398 Skipped: 35



Answer Choices	Responses
Strongly agree	2.01% 8
Agree	22.11% 88
Disagree	7.54% 30
Strongly disagree	2.51% 10
Don't know	15.33% 61
N/A	50.50% 201
Other (please specify)	5.28% 21
<b>Total Respondents: 398</b>	

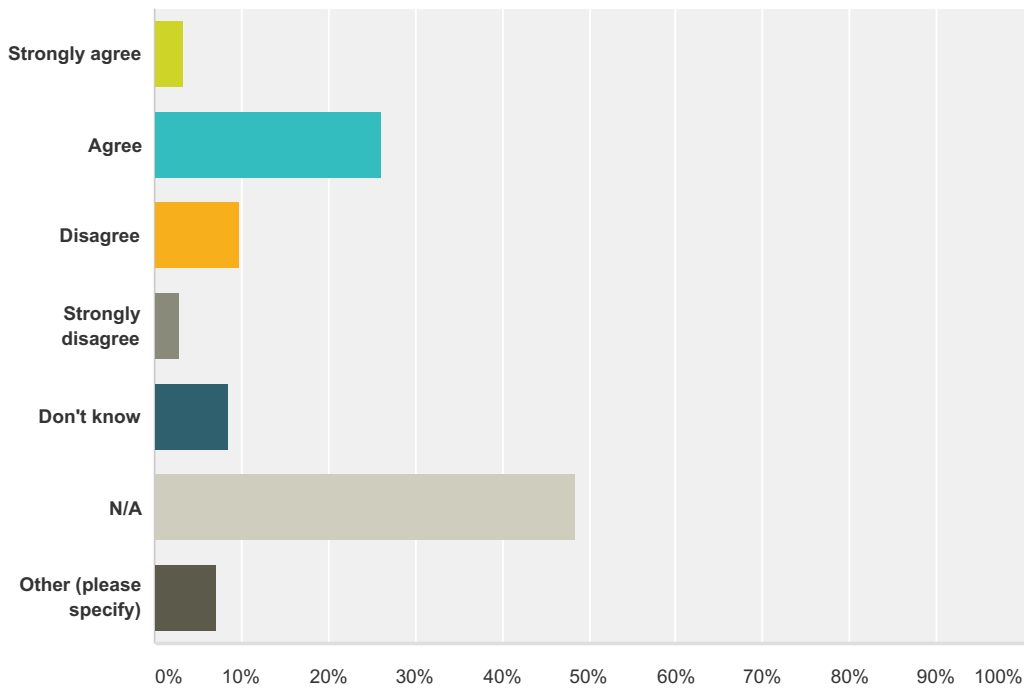
#	Other (please specify)	Date
1	Even though the report is generated electronically parents continue to receive it as a hard copy and have no access to it electronically	2/15/2014 3:12 PM
2	Parents want to know can their child read, write and so arithmetic as well as are they good students. The rest is for educators, not teachers.	2/12/2014 8:36 PM
3	No parent access yet	2/11/2014 7:37 PM
4	really does not apply to them	2/11/2014 7:24 PM
5	Not currently using	2/11/2014 5:24 PM
6	but they ask questions about consistency from teachers with scoring..... it's a busy time for administrators who have very limited hours of support when issues arise	2/11/2014 11:05 AM

## Administrators Survey 2013

7	Our parents to not access electronically; teachers use at school level. We have not moved to this next phase.	2/10/2014 1:32 PM
8	there are still many parents who are not using electronics to communicate. Please see comment above regarding reporting.	2/9/2014 10:25 AM
9	There are problems but I feel they can be addressed successfully	2/6/2014 1:54 PM
10	Don't Use	2/6/2014 8:35 AM
11	Many parents continue to interpret or equate a 3 with 60% ( $3/5 = 6/10$ or 60%). Perhaps a clearer explanation of the rating scale will help.	2/5/2014 7:11 PM
12	they still don't understand the rating scales	2/5/2014 2:03 PM
13	I have never had conversations with parents about the topic.	2/5/2014 1:32 PM
14	Don't think that they understand it	2/5/2014 12:14 PM
15	They find value in reporting, I don't think it matters to them whether it is produced electronically.	2/5/2014 11:08 AM
16	they get a paper copy so they don't know about it	2/5/2014 9:45 AM
17	I don't think parents value electronic reporting outside of the neatness compared to a handwritten report card. I have heard comments that the report card is difficult to understand.	2/5/2014 9:15 AM
18	only the comments section	2/5/2014 9:02 AM
19	They just want a report card that they understand	2/4/2014 8:18 PM
20	The parents do not have a good understanding of the rating scales and pay more attention to the comment from teachers.	2/4/2014 4:39 PM
21	I would think that parents do not have any knowledge of ereporting, as they simply receive a report card.	2/4/2014 4:37 PM

### Q16 I believe teachers find value in K-6 electronic reporting.

Answered: 398 Skipped: 35



Answer Choices	Responses
Strongly agree	3.27% 13
Agree	26.13% 104
Disagree	9.80% 39
Strongly disagree	3.02% 12
Don't know	8.54% 34
N/A	48.49% 193
Other (please specify)	7.04% 28
<b>Total Respondents: 398</b>	

#	Other (please specify)	Date
1	somewhat	2/13/2014 12:02 PM
2	It is a total mismatch as to what the teachers curriculum guides are teaching. We have descriptors that teachers are unsure what it means (Values and belief systems for kindergarten and Grade One students), now being told all students should be at least a 3, so what is the purpose of them.	2/12/2014 8:36 PM
3	they would like it to be friendlier	2/11/2014 8:37 PM
4	Not currently using	2/11/2014 5:24 PM
5	The frustration with technical issues and limited support overshadow the positive, administrators and teachers spend many hours doing work over and over	2/11/2014 11:05 AM
6	It is hard to agree - if this consumes so much time!!	2/11/2014 9:59 AM

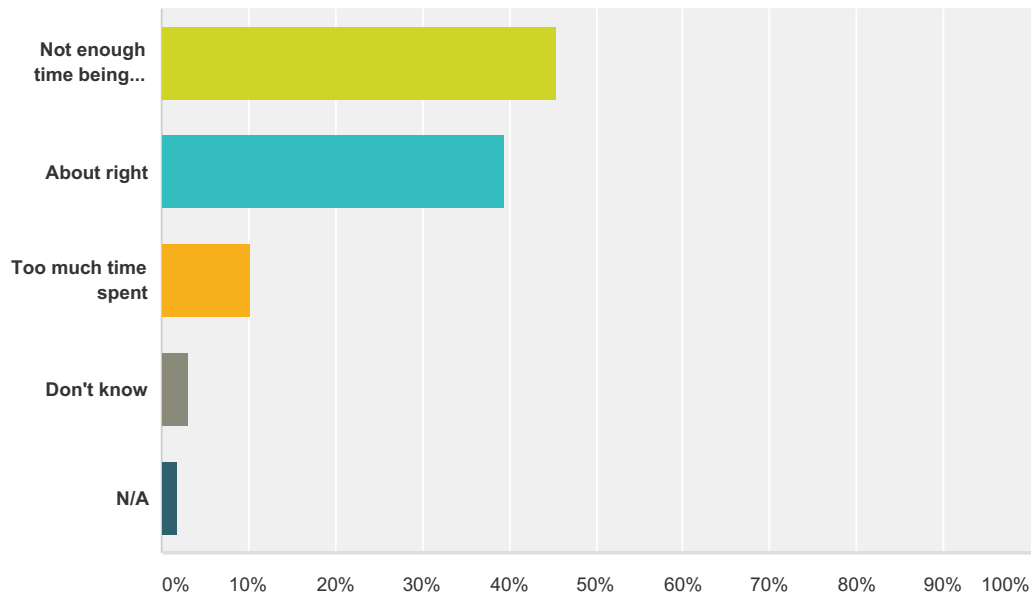


## Administrators Survey 2013

7	Should be able to see written comments written from Term to Term.	2/10/2014 3:26 PM
8	I agree it could be a great support but we need to begin using it in elementary.	2/9/2014 10:25 AM
9	Many like the format but constant problems with printing and system access has created a sour perspective.	2/6/2014 1:54 PM
10	Don't use	2/6/2014 8:35 AM
11	For the same reasons I mentioned above.	2/5/2014 7:11 PM
12	reporting is always a chore for many	2/5/2014 1:42 PM
13	When the system is working properly I think teachers find it very convenient.	2/5/2014 1:32 PM
14	same as previous question	2/5/2014 12:48 PM
15	A lot of frustration	2/5/2014 12:14 PM
16	I find the 1-5 scale needs to be simplified as I have seen from other leading countries in education.	2/5/2014 11:31 AM
17	Do you mean as opposed to producing reports by hand?	2/5/2014 11:08 AM
18	access at home is a plus, having to have technology without it being provided at home is an equity issue. Teachers don't have time to do reports at school.	2/5/2014 10:50 AM
19	i believe they like the input as opposed to writing	2/5/2014 9:45 AM
20	Same reasons as indicated above for discontent	2/4/2014 8:18 PM
21	Too much discrepancy and subjectivity in terms of the rubric grading system used.	2/4/2014 7:45 PM
22	As long as there are no issues with the technology!!	2/4/2014 7:18 PM
23	Some issues regarding reporting periods and key especially for students who are receiving numerous alternate courses. Report card does not represent what strengths the student has.	2/4/2014 6:26 PM
24	if it worked better	2/4/2014 6:07 PM
25	Although the K-6 report card takes a significant amount of time to complete.	2/4/2014 6:04 PM
26	The process is time consuming and when electronics don't work properly it can be frustrating.	2/4/2014 4:39 PM
27	There are many issues that arise, and teachers do feel frustrated with it. However, this is probably the case with any form of electronic reporting. I'm unsure of what the actual "value" is.	2/4/2014 4:37 PM
28	I feel teachers feel the report card is no longer meeting the needs of the curriculum.	2/4/2014 4:23 PM

## Q17 Implementing Safe and Caring Schools policy.

Answered: 392 Skipped: 41



Answer Choices	Responses	
Not enough time being spent	45.41%	178
About right	39.54%	155
Too much time spent	10.20%	40
Don't know	3.06%	12
N/A	1.79%	7
<b>Total</b>		<b>392</b>

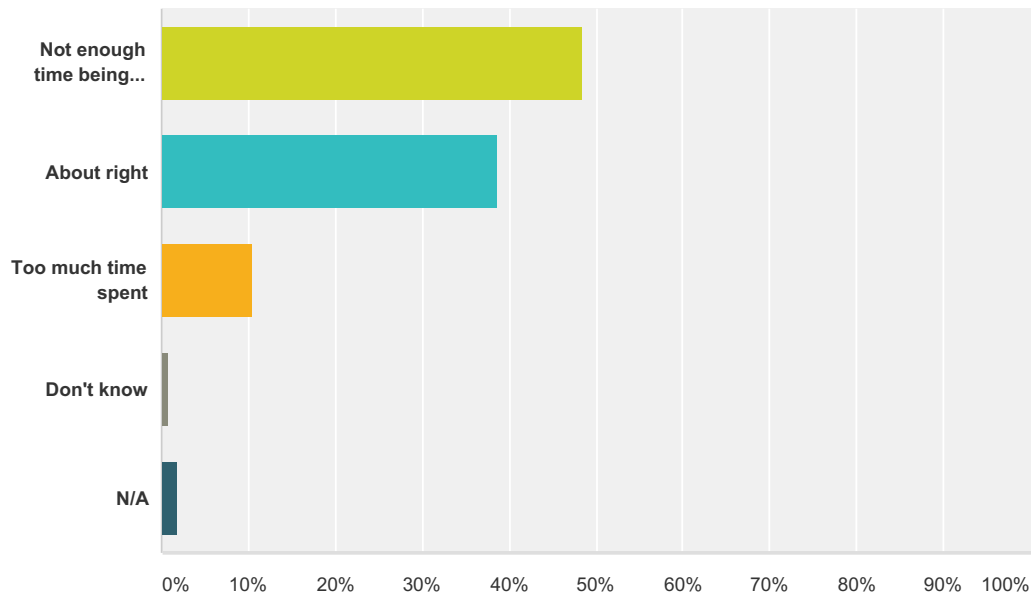
#	Other (please specify)	Date
1	much time is being spent on paperwork, following up on demands for information from DoE or school district; not enough time to spend on doing things that administrators should be doing	2/14/2014 2:14 PM
2	Safety is of the utmost importance and daily discipline issues is all consuming, but there are so many initiatives/plans/goals to attend to that much doesn't get done because we are managers not educational leaders anymore. Feels like there is no time for anything other than student discipline and managerial tasks.	2/13/2014 1:40 PM
3	heightened expectations ...very political :more common sense to come into play	2/13/2014 12:10 PM
4	This is the biggest area impacted by the cuts in admin time in the last budget because there is now less time to follow through on incidents, to contact parents and to provide the same level of direct teaching to students who have made bad choices that resulted in bullying or disrespectful actions towards their peers.	2/12/2014 8:41 PM
5	I'm not sure how to measure this. With the new policy revisions being implemented I think it will result in even more time being spent however.	2/12/2014 1:46 PM
6	Too many items on our plates never have time to dedicate to this task.	2/12/2014 7:58 AM
7	I am only 25% VP. More admin time is required in schools to move initiatives forward effectively.	2/11/2014 8:50 PM
8	We have worked hard to implement Pbis in our school	2/11/2014 7:38 PM

## Administrators Survey 2013

9	simply don't have the time to do it all.....and this is now more demanding	2/11/2014 11:19 AM
10	There will soon be too much time as we will be implementing new DOE initiative, unsure what support we will have for this implementation.	2/11/2014 7:56 AM
11	We teach daily about being respectful of all -so I do spend time with discipline issues and bus related issues dealing with this.	2/9/2014 10:26 AM
12	Too many things to properly take care of. Another item on the Principal's list to do.	2/7/2014 8:06 AM
13	always...silly question...are we always promoting and trying to live by this policy? Everything takes time.	2/6/2014 3:18 PM
14	Like to spend more time but current workload is creating challenges	2/6/2014 1:57 PM
15	We care for our students and we do not need someone else putting their ideas in our school. Share some, but we can take care ourselves.	2/6/2014 11:45 AM
16	More time needed, but responsibilities of the job often pull me away from this area. Much of my time is responding to student discipline.	2/6/2014 9:41 AM
17	Does vary from week to week	2/5/2014 8:41 PM
18	This is an updated document which has been sent out. In a year that they have cut guidance and admin. We have a 2014 needs being addressed with 1975 allocation. There is so much to be done with this policy and in dealing with the mental health issues of students (and most of the on line and in school bullying issues stem from mental health issues, LD around CD and or language processing) These issues take extensive time to investigate, manage, council, etc.	2/5/2014 5:34 PM
19	We have a really great school where a high degree of mutual respect between student/teachers and peers exists.	2/5/2014 4:22 PM
20	This is part of our daily routines, reviewing our Code of Conduct, etc.	2/5/2014 1:35 PM
21	Dealing with what is the priority on that particular day.	2/5/2014 11:21 AM
22	For all areas, there is not enough time in the day to spend adequate time on all areas, with so many diverse responsibilities and so many things being thrown at us daily with short turn around times that daily plans have to be changed from what you would like to be doing	2/5/2014 11:12 AM
23	In my role, I am very involved in the District responsibility for ensuring that all schools are implementing Safe and Caring Schools Policy, as well as overseeing the work of the Itinerant for Safe and Caring Schools.	2/5/2014 11:09 AM
24	Admin paperwork and Discipline is presently 95% of the job.	2/5/2014 10:36 AM
25	There is an expectation that we are not doing a good enough job as schools. That is a fallacy. Much of the policy is again about rationalizing what we do, not actually supporting you in doing it.	2/5/2014 10:34 AM
26	Not often.	2/5/2014 10:10 AM
27	not near enough time for everything	2/5/2014 9:47 AM
28	Everyone has bullying issues whether you have bullies or not!	2/5/2014 9:03 AM
29	No training yet as well	2/4/2014 7:36 PM
30	Not enough time on preventative measures- a lot of it is reactive.	2/4/2014 6:08 PM
31	There is not enough time in the day.	2/4/2014 5:38 PM
32	Many items get addressed informally	2/4/2014 4:53 PM
33	There is little time to fit in what's needed	2/4/2014 4:52 PM
34	Everything we do is related to maintaining a safe and caring school but there is not enough time to be sufficiently pro-active, especially given the needs around students with mental health issues.	2/4/2014 4:42 PM
35	New policy and reduced the amount of admin time. recipe for failure	2/4/2014 4:37 PM
36	we do 3 practices each year and make recommendations but they are not addressed.	2/4/2014 4:29 PM

### Q18 School plans and goals

Answered: 392 Skipped: 41



Answer Choices	Responses	
Not enough time being spent	48.47%	190
About right	38.52%	151
Too much time spent	10.46%	41
Don't know	0.77%	3
N/A	1.79%	7
<b>Total</b>		<b>392</b>

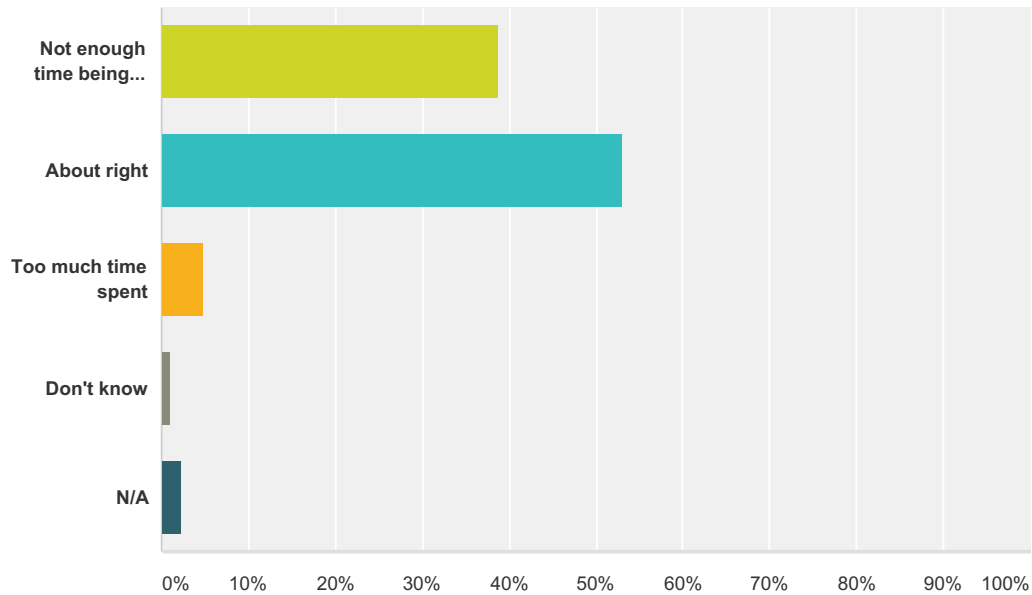
#	Comments	Date
1	see comment above	2/14/2014 2:14 PM
2	School development and planning/goals are very important but we spend all our time doing managerial tasks. Being an educational leader is not possible.	2/13/2014 1:40 PM
3	Very hard to do this with increased demands taking attention away from instructional leadership focus	2/12/2014 11:51 PM
4	This is a constant ongoing process, however it is difficult most weeks to have time for staff to reflect and meet around the SDP.	2/12/2014 1:46 PM
5	Too busy with board directives.	2/12/2014 7:58 AM
6	So busy throughout the day.	2/11/2014 12:34 PM
7	too many duties and tasks with the decrease of admin time	2/11/2014 11:19 AM
8	Dead documents- District uses them to reduce PD opportunities --Do not fit School Dev. Plan	2/11/2014 10:01 AM
9	Teachers are working towards goals however, finding time to meet during regular school day is often a struggle due to demands.	2/10/2014 3:28 PM
10	Not enough time to take care of things. If the board disagrees with your school development plan, teachers no longer take ownership of it. Seems like we are just going in a circle.	2/7/2014 8:06 AM

## Administrators Survey 2013

11	Is the school development process really effective and meaningful when time spent on this would be so much better used elsewhere in the daily operation of the school? There is less admin and more to do. The system needs to prioritize what is truly important to staff and students. The table is too full.	2/6/2014 3:18 PM
12	We know what we need to do. Let us do it. Children are our #1 interest. we focus on that.	2/6/2014 11:45 AM
13	More time needed, but responsibilities of the job often pull me away from this area. Much of my time is responding to student discipline.	2/6/2014 9:41 AM
14	Not always getting th focus it should when the daily demands require additional time.	2/5/2014 8:41 PM
15	We are often driving in the fast lane of urgent. The planning templates of school development are so focused on the templates and the reporting that there is little time for the doing. Two hours spend on an action template does not begin to get the action implemented. If we are not careful this becomes an excellent exercise in report writing and not one in gola implementation and doing.	2/5/2014 5:34 PM
16	We love our SD Plan.	2/5/2014 4:22 PM
17	well, the drafting of goals becomes laborious and the teachers don't necessarily do the follow through other than in a superficial way. The goals aren't "bad" and can be quite good but the implementation and review process is superficial. The process does not serve the purpose of meaningful and lasting change in the direction of student success and well being.	2/5/2014 1:47 PM
18	Committees meet monthly and complete action plans.	2/5/2014 1:35 PM
19	Again, my work responsibilities also include supporting schools as they work through their school development plans / goals, especially as they relate to my area of responsibility. Goals focused on Safe and Caring Schools; Inclusive Education; Literacy and Numeracy focus, etc. all connect to my role	2/5/2014 11:09 AM
20	Admin paperwork and Discipline is presently 95% of the job.	2/5/2014 10:36 AM
21	That depends on perspective.	2/5/2014 10:34 AM
22	Too much time filling out board needs and reading unnecessary emails	2/5/2014 10:10 AM
23	staff is not provided with enough time to adequately develop one year and four year SD plans - becomes a compliance task - not truly valued so not much time spent	2/5/2014 9:47 AM
24	Dust collection	2/5/2014 9:03 AM
25	District plans and goals	2/4/2014 7:54 PM
26	Can be a very time consuming process if trying to stay true to its intent and value without proper support and time given to do it real justice. The annual reports can also be extremely time consuming.	2/4/2014 7:23 PM
27	not enough time in the day on times	2/4/2014 6:09 PM
28	It can be difficult to find the time to do it properly.	2/4/2014 5:38 PM
29	There has been so much mandated PD in recent years and templates to complete, that there is little time left for the creativity around the real work that needs to be done.that it	2/4/2014 4:42 PM
30	We are asked to do this after school, teachers who are in the committee have extra help and little substitute time is given to work on it.	2/4/2014 4:29 PM
31	Need to find a way to reduce the time spent on the school development process	2/4/2014 4:24 PM

### Q19 Internal communication with staff of expectations and encouraging positive interactions

Answered: 392 Skipped: 41



Answer Choices	Responses	
Not enough time being spent	38.78%	152
About right	53.06%	208
Too much time spent	4.85%	19
Don't know	1.02%	4
N/A	2.30%	9
<b>Total</b>		<b>392</b>

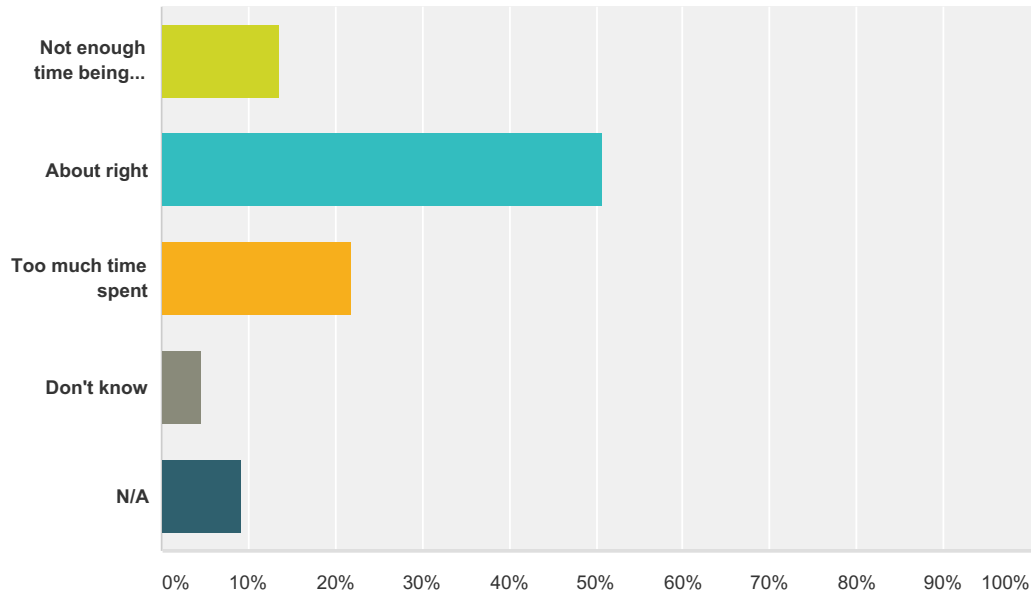
#	Comments	Date
1	see comment above	2/14/2014 2:14 PM
2	more communication these days because of electronics and increasing expectations from all parties	2/13/2014 12:10 PM
3	This is not something I do directly but rather do it when needing to communciate with them about the things to keep the school running	2/12/2014 8:41 PM
4	This seems to be a ongoing process as well and so much a part of routine that it doesn't present itself as extra work.	2/12/2014 1:46 PM
5	This is deemed most important, as directly linked to student interaction, which affects Safe and Caring Schools Policy and School Plans and Goals. Three birds, one stone.	2/11/2014 10:12 PM
6	especially this year and there is so much change.....	2/11/2014 11:19 AM
7	I want more time to do this.	2/9/2014 12:06 PM
8	there is never enough time spent on this topic	2/7/2014 9:33 AM
9	Communication and consistency - needs work.	2/6/2014 2:06 PM
10	Can never spend enough time on this issue.	2/6/2014 1:57 PM

## Administrators Survey 2013

11	More time needed, but responsibilities of the job often pull me away from this area. Much of my time is responding to student discipline.	2/6/2014 9:41 AM
12	my job entails too much time sitting at my laptop and the cost of not doing that in school is taking home even more work in the evenings.	2/5/2014 11:36 PM
13	Always room for improvement, I don't think we can ever encourage enough positive interactions.	2/5/2014 1:35 PM
14	Morale is low	2/5/2014 11:34 AM
15	Dealing with what is the priority on that particular day.	2/5/2014 11:21 AM
16	Again, these questions are specific to school administrators, however my role as PS deals with communication within the school district, within 33 schools specifically assigned (educators / student assistants / administrators) with parents; with the Department of Education; Interagency Stakeholders; Advocacy Groups, etc	2/5/2014 11:09 AM
17	Admin paperwork and Discipline is presently 95% of the job.	2/5/2014 10:36 AM
18	At the district level or within school?	2/5/2014 10:34 AM
19	this is all we do with PBS	2/5/2014 9:47 AM
20	More time for communication is always beneficial	2/4/2014 5:33 PM

## Q20 Transportation concerns

Answered: 392 Skipped: 41



Answer Choices	Responses	
Not enough time being spent	13.52%	53
About right	50.77%	199
Too much time spent	21.94%	86
Don't know	4.59%	18
N/A	9.18%	36
<b>Total</b>		<b>392</b>

#	Comments	Date
1	see comment above	2/14/2014 2:14 PM
2	Bus issues consume a large amount of time. Multiple stories of the same account - often can't determine what happend or discipline.	2/12/2014 12:10 PM
3	Bussing issues are lengthy to resolve	2/11/2014 7:38 PM
4	not enough time to do it all.....such a large school you need the admin support simply put additionally admin. time is needed	2/11/2014 11:19 AM
5	Not sure about having to track bus plate #'s arrival & departure times for a week earlier this year.	2/11/2014 7:56 AM
6	Daily, we deal with bus issues/concerns. we also deal with parking lot concerns.	2/9/2014 10:26 AM
7	Lots of issues in the fall with a lack of buses, but since then everything has been okay.	2/7/2014 8:06 AM
8	My vice-principal takes care of this area.	2/6/2014 9:41 AM
9	A lawsuit waiting to happen. Concerns about driver safety, unofficial stops, kids jumping on different buses all the time, etc	2/5/2014 2:55 PM
10	The 1.6 K rule re. bussing is no longer fair or safe in todays society, a lot of financial burden for parents. Bussing causes great problems throughout the year - depending on the contractor!!!!	2/5/2014 12:17 PM

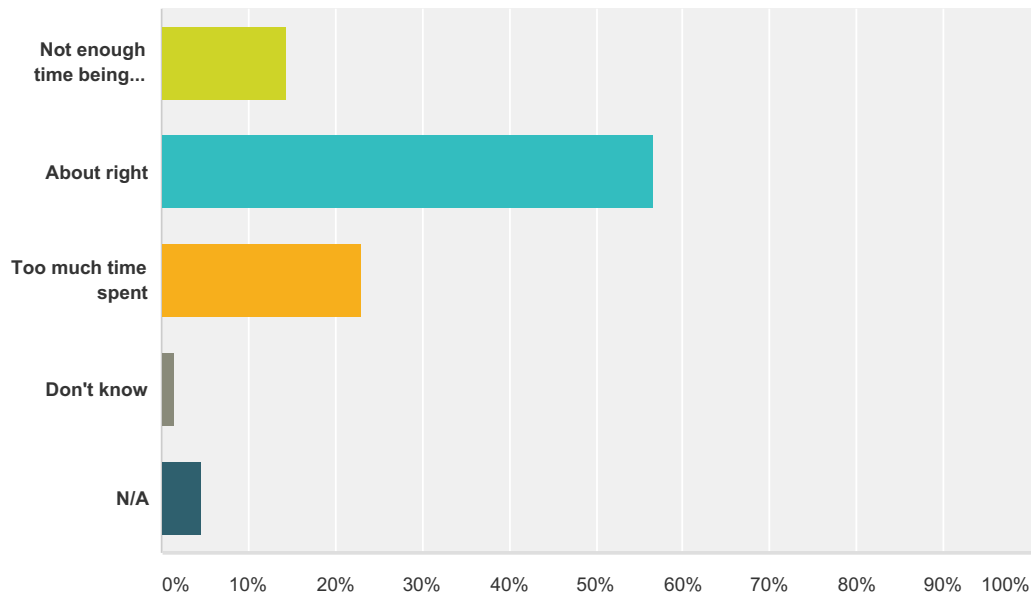


## Administrators Survey 2013

11	School Bussing is hideously challenging. How many student transportation co-ordinators has the school district(s) gone through? Is there not a message in the term EXCESSIVE? Once again, lack of structure, support and the ever present finger of blame - accusation pointed at the wrong source. The law of gravity says problems fall down from above -	2/5/2014 11:23 AM
12	Dealing with what is the priority on that particular day.	2/5/2014 11:21 AM
13	Again, a portion of my time does focus on processing and arranging Alternate Transportation for students with special needs.	2/5/2014 11:09 AM
14	Bussing is a huge issue - who is eligible and who receives courtesy. Different practices across district yet one policy	2/5/2014 10:52 AM
15	Busing issues - no supervision on bus is huge concern	2/5/2014 10:10 AM
16	not sure - if you mean busing then the disc aspect takes a lot of time - required to inform parents multiple ways	2/5/2014 9:47 AM
17	Bussing issues take up about 75-80 % of my day	2/5/2014 9:30 AM
18	Isolated Community	2/5/2014 9:21 AM
19	Bus drivers need more screening and proper PD in how to deal effectively with students and children!	2/4/2014 7:23 PM
20	not enough time to deal with it all...missing extra admin timee	2/4/2014 6:09 PM
21	A lot of bus issues. Difficult dealing with contractors.	2/4/2014 6:08 PM
22	Do not have bussing.	2/4/2014 5:38 PM
23	Bussing consumes far too much of my time in relation to what is actually expected of my job.	2/4/2014 4:40 PM
24	I have no control over busses or contractors, so why is it my responsibility?	2/4/2014 4:31 PM

### Q21 Custodial concerns

Answered: 391 Skipped: 42



Answer Choices	Responses
Not enough time being spent	14.32% 56
About right	56.52% 221
Too much time spent	23.02% 90
Don't know	1.53% 6
N/A	4.60% 18
<b>Total</b>	<b>391</b>

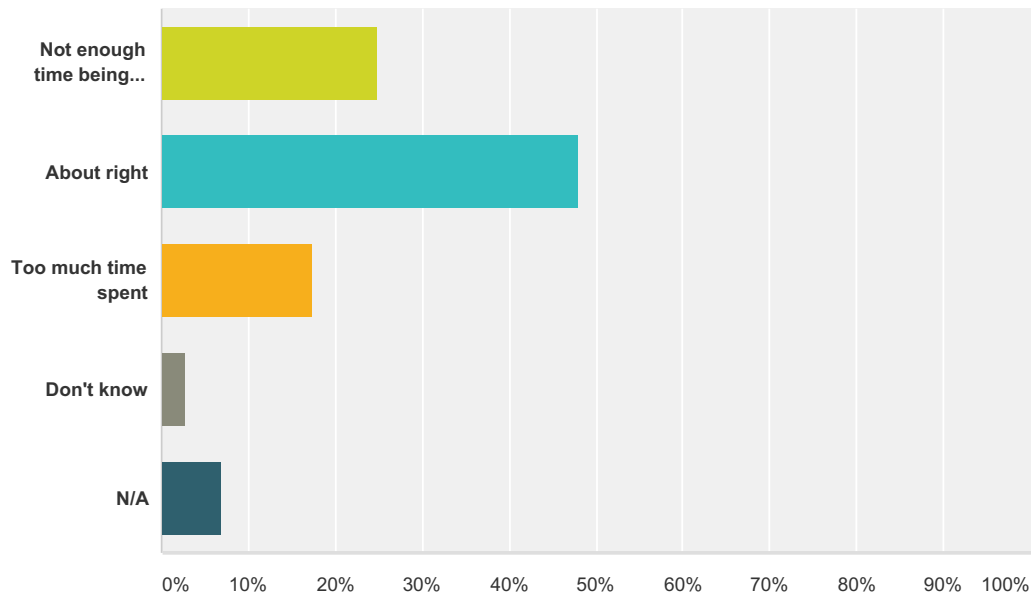
#	Comments	Date
1	We have requested extra 2 hours of custodian support with needs required in a large building with more than 400 primary students.	2/15/2014 2:13 PM
2	this year my involvement with dealing with janitorial has increased significantly; occupying way more time than it should; again find I have to follow up on things since not necessarily being followed up from district end.	2/14/2014 2:21 PM
3	We are very lucky to have a great custodial staff, however, requests gone to the district are very slow in getting completed. In fact, many requests not completed.	2/13/2014 1:59 PM
4	more policy expectations ,shortage of workers	2/13/2014 12:14 PM
5	Lack of adequate service	2/12/2014 9:41 PM
6	often have to follow up on all requests.	2/12/2014 9:29 PM
7	We have excellent custodial staff that requires minimal administration input. However, have had custodial staff where supervising thme was the biggest time consumer in any week.!!! sad to say but very true.	2/12/2014 8:43 PM
8	Custodians need to be completing a work journal daily - also should be using a punch clock to indicate the time they start and finish.	2/12/2014 12:11 PM
9	We have no custodial several days as HR has not completed interviews for the call in list.	2/12/2014 12:02 PM

## Administrators Survey 2013

10	At present, some of our classroom have not been cleaned in almost a week. No night cleaner on Friday, Monday, Tuesday. Terrible state of affairs.	2/12/2014 9:57 AM
11	It depends on the week and the issues as they arise.	2/12/2014 9:45 AM
12	Principal mostly attends to these concerns	2/11/2014 5:08 PM
13	again, missing the additional admin. time it's a large school...one would think it is a no brainer	2/11/2014 11:21 AM
14	More maintenance concerns by district not being completed...have to keep asking	2/6/2014 7:48 PM
15	WAY TOO MUCH TIME SPENT. There is much miscommunication between school and district	2/6/2014 2:08 PM
16	Main issue is summer holiday when janitor take their holidays there is no replacement. This is usually the only time we can get maintenance work done such as painting and with janitors on holidays with no replacements work doesn't get done. Frustrating as board won't use maintenance staff for school painting as they say janitors are qualified to paint but the only time they can paint is when they're on their holidays. Can't blame janitors for taking a holiday but creates stress for administrators in ensuring that physical plant is in good condition.	2/6/2014 2:06 PM
17	I have an awesome team	2/5/2014 5:36 PM
18	This is more contentious than it should be.	2/5/2014 4:22 PM
19	I am also assuming this means maintenance issues.	2/5/2014 2:59 PM
20	Enrollment needs to be looked at as well as the squre footage!!! We need MUCH more staff in this area	2/5/2014 12:20 PM
21	Don't get enough time to go to the bathroom or have lunch .... lets be real?	2/5/2014 11:31 AM
22	The whole custodial "thing" is in disarray around supervision, scheduling, adequate cleaning, supplies, etc.	2/5/2014 10:54 AM
23	the process of replacement is inadequate	2/5/2014 9:53 AM
24	One of the big issues I have to deal with on a daily basis. Union considerations and lack of support from regional maintenance staff in dealing with ineffective and under performing employees leaves me very stressed. I could tackle this issue head on, IF I didn't have a thousand other demands for my already insufficient amount of time.	2/4/2014 9:36 PM
25	Vague job description	2/4/2014 8:21 PM
26	Custodial/janitorial issues downloaded to administrators that should be dealt with by upper management!!	2/4/2014 7:27 PM
27	Terrible conditions in most schools. Why won't operations do something? They are aware of the problems in the schools.	2/4/2014 4:51 PM
28	Sometimes requests for repairs and maintenance that may come to light from occupational health and safety inspections take too long to be rectified. Time is wasted following up on the same issues repeated and over time.	2/4/2014 4:49 PM

## Q22 Financial procedures and budget

Answered: 391 Skipped: 42



Answer Choices	Responses
Not enough time being spent	24.81% 97
About right	48.08% 188
Too much time spent	17.39% 68
Don't know	2.81% 11
N/A	6.91% 27
<b>Total</b>	<b>391</b>

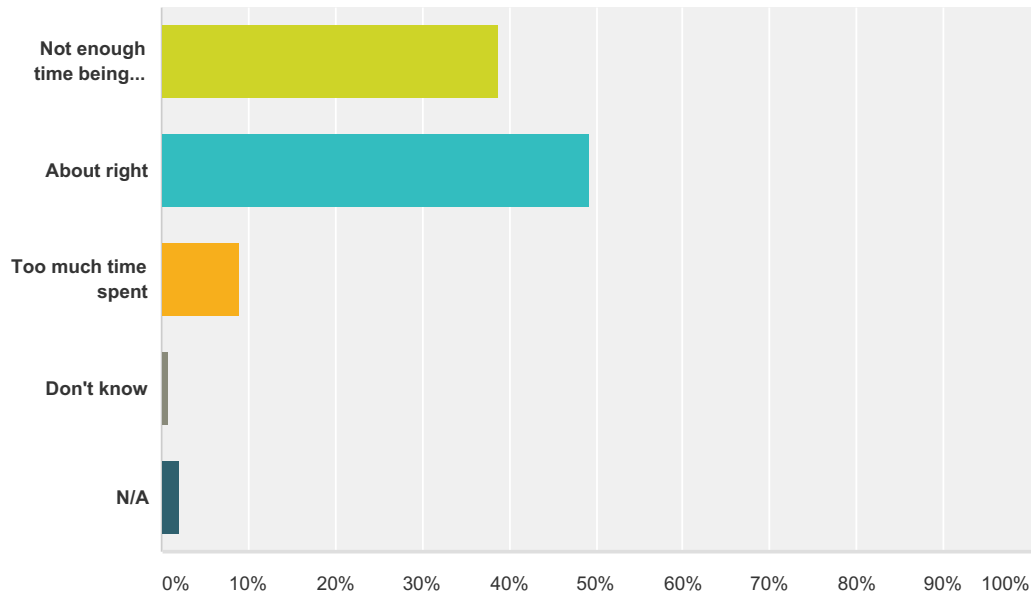
#	Comments	Date
1	Finance is an absolute mess; no PD on new SDS system yet as principal I am responsible; whole budget not even reflected in general ledger; awaiting further clarification; SDS system difficult to use; 3 quotes for over 1000\$ adds much work; must be better system re: having to get approval from St. John's and requisition before can go to store.	2/14/2014 2:21 PM
2	new accounting procedures ,we don't have an accurate picture of balance ,takes longer to process	2/13/2014 12:14 PM
3	I have a fabulous secretary	2/12/2014 9:29 PM
4	Although with the change over we were extremely late getting budgets, which makes planning harder.	2/12/2014 5:47 PM
5	I say Too much time because with suchh a small budget, fundraising is a necessary evil and this is very time consuming.	2/12/2014 1:48 PM
6	WE are educators not accountants	2/12/2014 10:01 AM
7	Principal handles most \$ issues	2/11/2014 7:39 PM
8	Could easily hire a full time book keeper or additional secretary to handle financial matters.	2/11/2014 12:36 PM
9	Purchasing protocol is too slow.	2/11/2014 11:43 AM
10	too much other things to do....of course doing my very best but could do more.....again, the theme is more admin. time needed...even parents ask whats happening and why would this be done!	2/11/2014 11:21 AM

## Administrators Survey 2013

11	How can I be held responsible for the Finance of my school if I have no formal training.	2/11/2014 10:08 AM
12	at times - as we work through new ordering prodedures and trying to locate the right person to talk with at district office	2/9/2014 10:27 AM
13	Another issue that we cannot spend enough time on. Most schools have a lot of money flowing through them and most administrators have little to no training in this area. Creates a lot of stress with ever increasing financial responsibilities.	2/6/2014 2:06 PM
14	No training provided to admin on new system just secretaries	2/5/2014 11:40 PM
15	I have a great 8 hour support staff. Those expection have grow so much that it is half a day's work each day	2/5/2014 5:36 PM
16	This one often gets pushed to the bottom of the long list of priorities.	2/5/2014 2:59 PM
17	Not privy to the budget which shoul be transparent to all staff, I believe	2/5/2014 1:48 PM
18	The inconsistencies with what's acceptable practice changes week ti week. having to book rooms and be reim bursed 8 week slater is not acceptable and would not be in any other organization. it certainly makes the idea of travel to schools unattractive!.	2/5/2014 1:38 PM
19	Losing finance division in regional office was a big loss	2/5/2014 11:49 AM
20	I BELIEVE THE NLTA AND SCHOOL DISTRICT NEED A THOROUGH AUDIT IMMEDIATELY! \$6000.00 bills at Portabellos and nooooooo Reprimand! Unreal Transparency! I feel, and younger staff feel, in the 2'd year of collective bargaining - UNREPRESENTED!!	2/5/2014 11:31 AM
21	My role as PS includes financial procedures and budgeting, as I work with other district staff to plan and support PL initiatives for educators.	2/5/2014 11:11 AM
22	Purchase order system, TCAS always a misery for my secretary, which becomes my misery	2/5/2014 10:11 AM
23	currently we have no idea what our balance is - the financial department is a mess in the new board - the process of ordering challenging - local businesses not happy - this is the only area that is totally off-track and the most challenging	2/5/2014 9:53 AM
24	With no training a blunder waiting to happen	2/4/2014 8:21 PM
25	Lack of training and support at school level for secretaries and therefore gets downloaded to administrators!	2/4/2014 7:27 PM
26	I lose a lot of time here but yet no pd to support my understanding.	2/4/2014 4:58 PM
27	Have to find quotes for items to purchase slows down the process. Also, having to pay more for things just because they are on the government's commodities listing is very frustrating, especiall when we give of our time to raise the funds for spending. We do not have much control over how we spend our money most effectively. It often makes us not want to do any fundraising and to do without the products we would like to add to our school community.	2/4/2014 4:49 PM

### Q23 School climate conducive to learning, positive and orderly atmosphere, safe school

Answered: 391 Skipped: 42



Answer Choices	Responses	
Not enough time being spent	38.87%	152
About right	49.36%	193
Too much time spent	8.95%	35
Don't know	0.77%	3
N/A	2.05%	8
<b>Total</b>		<b>391</b>

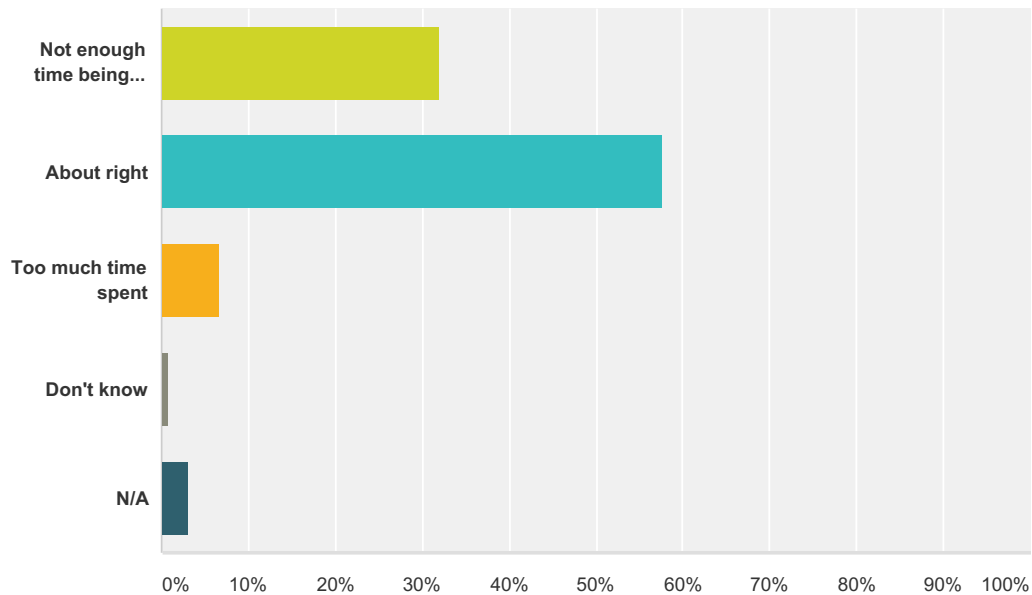
#	Comments	Date
1	spending too much time on managerial issues and not enough time on school climate	2/14/2014 2:21 PM
2	All the time is spent on handling discipline issues as they happen, hoping it will foster the right atmosphere. Getting time to anything else is extremely difficult.	2/13/2014 1:59 PM
3	too many surveys	2/13/2014 12:14 PM
4	There is never enough time in one week	2/12/2014 9:51 PM
5	This year I am not finding time to get out in the school as much as in the past. My VP is only allotted 25% to admin which means she is teaching and therefore more of the shared responsibilities from the past have now fallen to me.	2/12/2014 9:29 PM
6	Effected by cut in admin time. I find I am in the office way more then before.	2/12/2014 8:43 PM
7	This is an area that works well in our school community, it didn't come easy but is not an established practice.	2/12/2014 1:48 PM
8	Too little administrative time.	2/12/2014 10:33 AM
9	Wish i had more time to spend on these things.	2/12/2014 9:36 AM
10	Too busy with other board directive task.	2/12/2014 7:59 AM

## Administrators Survey 2013

11	Never enough here!! Constant change required!	2/11/2014 10:13 PM
12	There could always be more	2/11/2014 7:39 PM
13	that is number one hurdle to learning	2/11/2014 5:42 PM
14	To do a good job, one must be able to leave one's office but demands are so high, that it's difficult to leave office area.	2/11/2014 12:36 PM
15	More needed but doing what is humanly possible.....more admin time needed	2/11/2014 11:21 AM
16	I would note some years this takes up too much time however this has been an exceptionally good year.	2/11/2014 7:57 AM
17	I have a number of violent and volatile students presenting challenges. The paperwork is overwhelming for IRT's and myself. We are trying to follow the guidelines outlined by our District but it is a mountain of paperwork. I am not sure where it will end. It is has not benefitted those students and it is having a huge impact on our school climate.	2/7/2014 10:08 AM
18	Varies throughout the year, especially with staff changes mid year	2/5/2014 8:43 PM
19	I prioritize spending a lot of time on this because this is what I feel is most important in my role; however, the time I spend on this it is not "stress-free". I feel I have to rush through everything I do in this area to accomplish as much as I can.	2/5/2014 7:16 PM
20	Enough time on managing issues; not enough time on student learning	2/5/2014 3:35 PM
21	This one always has to be front and center.	2/5/2014 2:59 PM
22	Mental Health for the primary/elem student is changing - atmosphere becoming unsafe for staff and students.....school environment is difficulty for many children with anxiety, ODD and Conduct Disorder	2/5/2014 12:20 PM
23	Most important dynamic in any organization is CULTURE!! Measuring is one thing; implementing, shaping, improving, building gets destroyed by a very weak leadership!	2/5/2014 11:31 AM
24	Dealing with what is the priority on that particular day.	2/5/2014 11:21 AM
25	Still many challenges to provide for students with behavioural issues. Not enough SA support	2/5/2014 10:52 AM
26	But it is forced into being reactive rather than proactive. Not enough manpower to stay on top of it.	2/5/2014 10:38 AM
27	Tried very hard to implement new code of expectations and PBS. But, hard to get to	2/5/2014 10:11 AM
28	PBS all the time	2/5/2014 9:53 AM
29	It is a priority here, but more time would always be beneficial	2/5/2014 7:39 AM
30	Disciplining students a constant concern - education of most being compromised by a few with a system that accepts too many violations	2/4/2014 8:21 PM
31	Many discipline concerns.	2/4/2014 7:59 PM
32	A lot of behavioural concerns. Disruptive students are impacting the learning if others!	2/4/2014 6:09 PM
33	Always room for improvement	2/4/2014 5:33 PM
34	We are in a good place with a good student population. Would not have time with present admin allocation to VP to deal with any more students in the Major zone.	2/4/2014 4:55 PM
35	The school climate is amazing despite the lack of time.	2/4/2014 4:53 PM
36	There is no such thing as a climate conducive to learning and a positive and orderly atmosphere. Inclusion means that students with exceptionalities are expected to be in the regular school setting. However, some of the more severe behaviorally challenged students often make a frightening impact on other students whereby they do not feel safe. As well, so much time is taken on addressing these concerns that little time is left to work on building a climate of learning for the greater population.	2/4/2014 4:49 PM
37	This needs to be a top priority but we need more resources to do the job properly. Cutbacks in guidance, special services, and admin time come at a critical time when there is more and more concerns and fallout from increased use of electronics and mental health concerns.	2/4/2014 4:45 PM

## Q24 Routines, expectations, collegial and cordial relationships among staff

Answered: 389 Skipped: 44



Answer Choices	Responses	Count
Not enough time being spent	31.88%	124
About right	57.58%	224
Too much time spent	6.68%	26
Don't know	0.77%	3
N/A	3.08%	12
<b>Total</b>		<b>389</b>

#	Comments	Date
1	on going process dealing with stress and wellness issues,	2/13/2014 2:30 PM
2	The school day is full. With a school population of 400+ it is difficult to meet, chat, discuss and build positive relationships. Time is much more office centered....dealing with day to day issues, parent calls, meetings, special services etc	2/12/2014 9:39 PM
3	too much paper work that need addressing	2/12/2014 6:30 PM
4	I do the relationship building largely after school hours.	2/12/2014 10:34 AM
5	Can't get out of the office even at recess time	2/11/2014 7:41 PM
6	Way too much time spent in this area. Major time consumer	2/11/2014 6:16 PM
7	the demands are high....need more admin. time.....	2/11/2014 11:29 AM
8	just a couple unhappy, negative teachers make for a lot of work and time on human resources concerns	2/7/2014 9:35 AM
9	Value this tremendously but time is just not there to address this issue in a manner that I feel is adequate.	2/6/2014 2:18 PM
10	I think this is a very important administrative duty.	2/5/2014 11:55 PM
11	As noted, morale is low. Not being addressed.	2/5/2014 11:50 AM

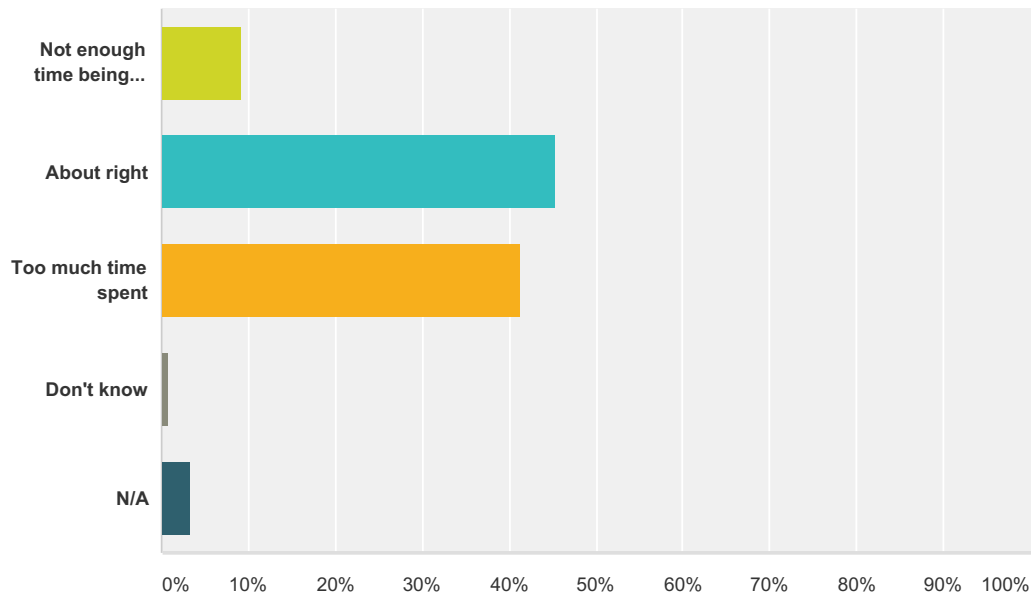


## Administrators Survey 2013

12	Dealing with what is the priority on that particular day.	2/5/2014 11:22 AM
13	NA in the specific school context, however school climate often goal in School Development Plan and as PS my role often involves assisting schools strategize around improving school climate.	2/5/2014 11:15 AM
14	we consistently model this and meet with teachers	2/5/2014 9:56 AM
15	Not enough time or opportunity to build relationships	2/4/2014 9:59 PM
16	Discontent staff members	2/4/2014 8:01 PM
17	There seems to be a lot of interpersonal "issues" with staff members.	2/4/2014 6:11 PM
18	Always room for improvement	2/4/2014 5:35 PM
19	Excellent rapport and great relationships but more time is definitely needed	2/4/2014 4:55 PM
20	There is no time to spend with staff when time is consumed with meeting with parents, dealing with out-of-control students and address all the needs put to us by the district.	2/4/2014 4:51 PM

## Q25 Student supervision, student discipline

Answered: 389 Skipped: 44



Answer Choices	Responses	
Not enough time being spent	9.25%	36
About right	45.24%	176
Too much time spent	41.39%	161
Don't know	0.77%	3
N/A	3.34%	13
<b>Total</b>		<b>389</b>

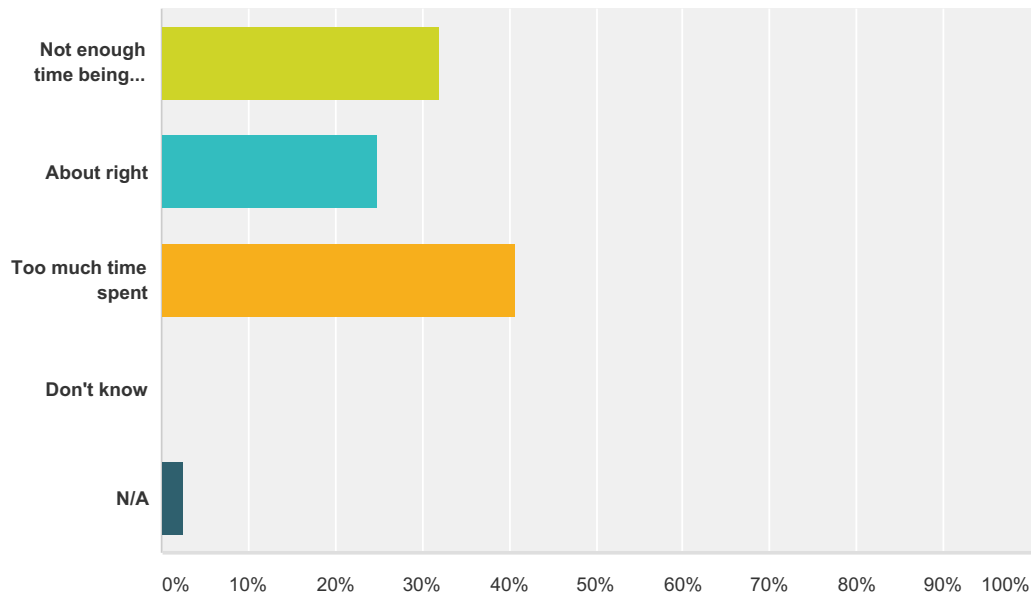
#	Comments	Date
1	VP and I are student assistants since not enough student assistant support in the building for the needs we have.	2/14/2014 2:23 PM
2	challenging to cover all the bases to meet all the political expectations	2/13/2014 2:30 PM
3	Duties are more since my Asst P is now 75% classroom. Much of the student issues fall to me.	2/12/2014 9:39 PM
4	Thankfully, discipline is not a regular ongoing concern. However every teacher is on supervision all but one day a week.	2/12/2014 1:50 PM
5	Sometimes it seems that your day is consumed with these types of concerns	2/12/2014 11:38 AM
6	I have teaching duties.	2/12/2014 10:34 AM
7	There are issues (sometimes major) to deal with on a daily basis with certain students	2/12/2014 10:33 AM
8	Every week brings new challenges. Some are much more demanding than others. One's day can be taken up with this issue alone.	2/12/2014 10:06 AM
9	I prefer student mentoring. Can dedicate an eternity to this. ALWAYS helpful to school culture and climate.	2/11/2014 10:16 PM
10	With smaller staffs and cuts, student supervision duties are continuing to increase.	2/11/2014 8:52 PM
11	need external supervisors	2/11/2014 6:06 PM

## Administrators Survey 2013

12	Extremely high needs of students. More students remaining in school but not meeting expectations. A lot mental health issues that impact behaviour as well.	2/11/2014 12:38 PM
13	need more admin time.....I can't think of another profession or trade that spends the time administrators do...and do for free...I don't know any professional who offers to work 4-5 hours at least extra daily for FREE	2/11/2014 11:29 AM
14	We are not administrators-but- segarent -at-Arms!! Teachers should not be doing supervision!!	2/11/2014 10:10 AM
15	A lot of my day is spent dealing with the top 3% of the student population (the behavioral concerns).	2/9/2014 10:29 AM
16	Administrators should not have supervision duties.	2/6/2014 11:35 PM
17	PBIS was meant to reduce office referrals but not enough PD to get implemented in school. Old misbehavior-consequence model still exists.	2/6/2014 2:11 PM
18	Majority of my time is spent addressing this area.	2/6/2014 10:06 AM
19	I try to get out as much as possible, would like it to be more	2/5/2014 5:38 PM
20	The time here varies and answering this either way would not be valid.	2/5/2014 12:50 PM
21	It's frustrating to know the issues, have the capacity to respond, and no support available. Demoralized ---- "Why Bother?"	2/5/2014 11:35 AM
22	Huge focus of my job is on supporting students presenting with behavioral challenges (Safe and Caring Schools focus); Individual needs of students with emotional, behavioral and mental health needs.	2/5/2014 11:15 AM
23	in today's society, the student behaviours that we observe and increasing and of a more serious nature	2/5/2014 11:13 AM
24	Almost all time	2/5/2014 10:38 AM
25	there are not enough teachers to adequately supervise our school yet still give them the same breaks that other professions enjoy and deserve. paid supervision!!!!!! please.....student discipline is a full time job in itself	2/5/2014 9:56 AM
26	Discipline issues take a long time to resolve and parents often compound the process with unrealistic expectations	2/5/2014 9:31 AM
27	On duty schedule	2/4/2014 9:03 PM
28	Daily	2/4/2014 8:22 PM
29	Many discipline concerns	2/4/2014 8:01 PM
30	Reductions in the teacher allocations are adding to the work of teachers having to do more while our buildings are not getting any smaller	2/4/2014 7:37 PM
31	Over taxed by amount of supervision in a large school.	2/4/2014 7:29 PM
32	I do morning supervision everyday, lunch supervision everyday and dismissal supervision	2/4/2014 6:47 PM
33	and could spend more but don't have it.....	2/4/2014 6:11 PM
34	Same few students monopolize the admin time.	2/4/2014 6:11 PM
35	Only because the present student population are essentially tame and respectful.	2/4/2014 4:56 PM
36	Little discipline	2/4/2014 4:55 PM
37	This is a constant struggle to manage this aspect given limited human resources.	2/4/2014 4:48 PM

## Q26 Supporting high risk and high needs students, disciplines, and interventions.

Answered: 389 Skipped: 44



Answer Choices	Responses	
Not enough time being spent	31.88%	124
About right	24.94%	97
Too much time spent	40.62%	158
Don't know	0.00%	0
N/A	2.57%	10
<b>Total</b>		<b>389</b>

#	Other (please specify)	Date
1	Resources both human and materials are no longer sufficient to meet the extreme mental/ emotional health of our students. In my 23 years of experience this need has increased drastically and we are not equipped to deal with it.	2/15/2014 2:18 PM
2	see comment above	2/14/2014 2:23 PM
3	accommodating the accommodations daily...appropriate but also very time consuming ...need more supporting cast	2/13/2014 2:30 PM
4	Most of these issues arrive at my door. Nothing is ever straight forward. Time, energy, followup, etc is often lengthy and exhausting.	2/12/2014 9:39 PM
5	High risk students need the time spent with them but in our school it leaves minimal amounts of time with all of the others that need your time as well	2/12/2014 11:38 AM
6	There are a couple of students who monopolize administrative time. Protocol is followed and it is very time-consuming dealing with certain discipline issues that arise.	2/12/2014 10:33 AM
7	Too much time is being spent playing the role of a SA	2/12/2014 10:02 AM
8	District is not supportive in dealing with these issues. Have had cases where no response from district.	2/12/2014 8:00 AM
9	High needs students require the majority of admin and guidance time, both of which were cut this year.	2/11/2014 10:16 PM

## Administrators Survey 2013

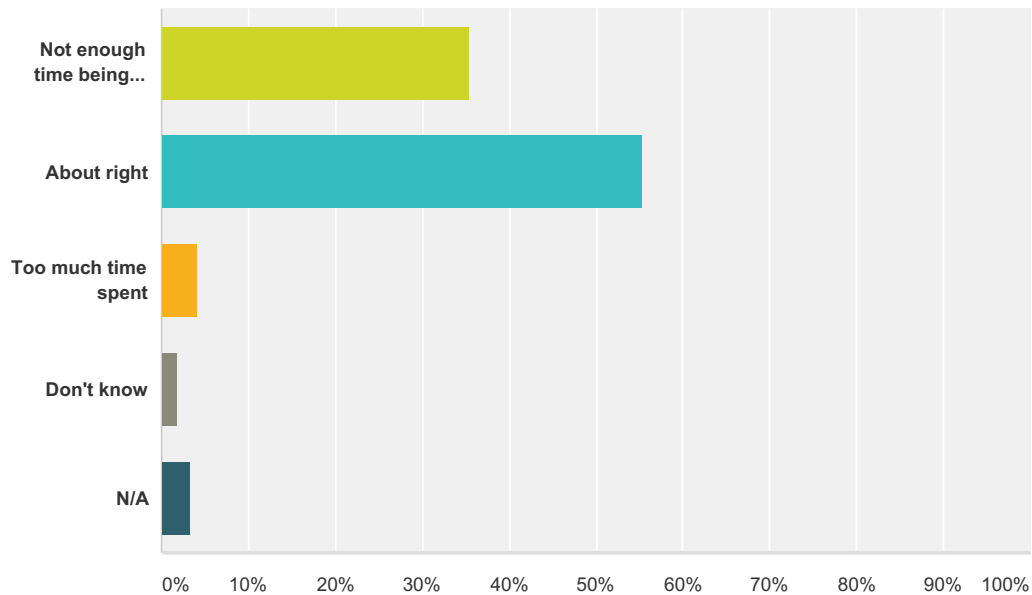
10	They consume most of my admin time	2/11/2014 8:38 PM
11	We could double the supports and resources to really get more proactive	2/11/2014 7:41 PM
12	This is currently occupying the majority of administrative time in my school while the needs of lower risk students are not being met.	2/11/2014 5:08 PM
13	Not that the time is not well used but we do spend an extraordinary amount of time supporting these students.	2/11/2014 12:38 PM
14	Just don't have the time but doing the best we can with limited admin. time.....parents recognize the decrease and are amazed	2/11/2014 11:29 AM
15	A small percentage of students take time away from other duties & students.	2/11/2014 7:58 AM
16	Most administrators will agree that they spend a great percentage of their day dealing with discipline issues.	2/9/2014 10:29 AM
17	Need more IRT supports...so many children are falling through the cracks. When you have one or two students on high priority, all the others on the list get less and less time...who helps them...good teaching practices can only go so far.	2/6/2014 7:50 PM
18	not enough resources, especially teachers, so more work for admin.	2/6/2014 3:23 PM
19	We are just managing to cover programs and need. With an ever increasing number of students with need and no additional manpower, administrative and Student Support responsibilities skyrocket.	2/6/2014 2:18 PM
20	Majority of my time is spent addressing this area.	2/6/2014 10:06 AM
21	more and more students with mental health issues	2/5/2014 11:38 PM
22	Staff is concerned that this is where our energy is going... into the red zone students, but it is very hard not to put the time there as they have such a high impact on classes	2/5/2014 5:38 PM
23	Not enough human resources in place to provide the support needed.	2/5/2014 2:59 PM
24	Definitely not enough time spent here!	2/5/2014 1:39 PM
25	This is our greatest need!	2/5/2014 12:21 PM
26	we fail to engage the best - we're shaping only the lower end. We place all our student support services at the bottom of the curve; we're dumbing down!! Compare Icelandic and Indonesian, Japanese school Organizations and their performance?? How do these countries compare with deployment of funds and personnel? We follow Failure because its easier and cheaper. Disgusting	2/5/2014 11:35 AM
27	Lacking SSS Staff	2/5/2014 11:22 AM
28	Again, large portion of my time assisting schools work through this process.	2/5/2014 11:15 AM
29	Have new plan in place that is working to keep track, but not enough time to actually plan and implement solutions	2/5/2014 10:12 AM
30	support for high risk students gets more than its fair share of resources leaving little for the remainder of the student body. this would include disciplinary actions	2/5/2014 9:56 AM
31	Our school has way more than the average number of high risk students.	2/5/2014 9:05 AM
32	Varies time of year	2/4/2014 9:03 PM
33	Student support services is a constant issue	2/4/2014 8:22 PM
34	these are our most needy, this takes up most of my day. I am mreluctant to say too much time being spent , these students really need us!	2/4/2014 8:02 PM
35	Many discipline concerns	2/4/2014 8:01 PM
36	Major increases in support needed in the area of supporting at risk kids - more emotional issues over last ten years.	2/4/2014 7:47 PM
37	Lack of human resources to properly deal with the ever changing and complex issues.	2/4/2014 7:29 PM
38	as much as possible but other demands , need more admin time	2/4/2014 6:11 PM
39	Focus in school seems to be on those students in these categories,. Teachers are consumed with trying to meet needs of students with accommodations, modified courses while others ate left to fend for themselves. Spend a great deal of time on documentation of what is being done in class to allow those students meet with success. Teacher workload and dissatisfaction in their job is increased substantially and thus administration has to work with staff in this area.	2/4/2014 6:10 PM
40	Never enough time or supports to meet all needs and we are better off than most.	2/4/2014 5:40 PM

## Administrators Survey 2013

41	inclusion model is under-resourced and adds more demands	2/4/2014 5:00 PM
42	Though it sometimes appaears that this comprises most of my day, I am still unable to give these students the intensive support they need.	2/4/2014 4:48 PM
43	Good grief! This is an area of tremendous concern.	2/4/2014 4:27 PM
44	Not enough support in this area	2/4/2014 4:25 PM

## Q27 School and community connections, media

Answered: 389 Skipped: 44



Answer Choices	Responses	Count
Not enough time being spent	35.48%	138
About right	55.27%	215
Too much time spent	4.11%	16
Don't know	1.80%	7
N/A	3.34%	13
<b>Total</b>		<b>389</b>

#	Comments	Date
1	No time for this	2/14/2014 2:23 PM
2	lots of community groups seeking out time	2/13/2014 2:30 PM
3	This must be completed after the school day is over. Usually in the evenings and weekend work.	2/12/2014 9:39 PM
4	just another demand on your time as admin. Expected to do it all with so little time.	2/6/2014 3:23 PM
5	Been sacrificed due to increased teaching duties as a .25 VP	2/6/2014 11:31 AM
6	Who gets time for this?	2/5/2014 2:59 PM
7	Dealing with what is the priority on that particular day.	2/5/2014 11:22 AM
8	Again, from the PS perspective, collaborative structures are necessary with all schools and with community partners.	2/5/2014 11:15 AM
9	can't get much time to partner with community leaders and business	2/5/2014 9:56 AM
10	Our local media is inadequate and does not give our school any time. In fact, we have been asked to write our own articles and submit them to the local paper!! yet another thing for administrators to do because we like to highlight our school achievements!	2/5/2014 7:41 AM
11	Many parental calls	2/4/2014 8:01 PM

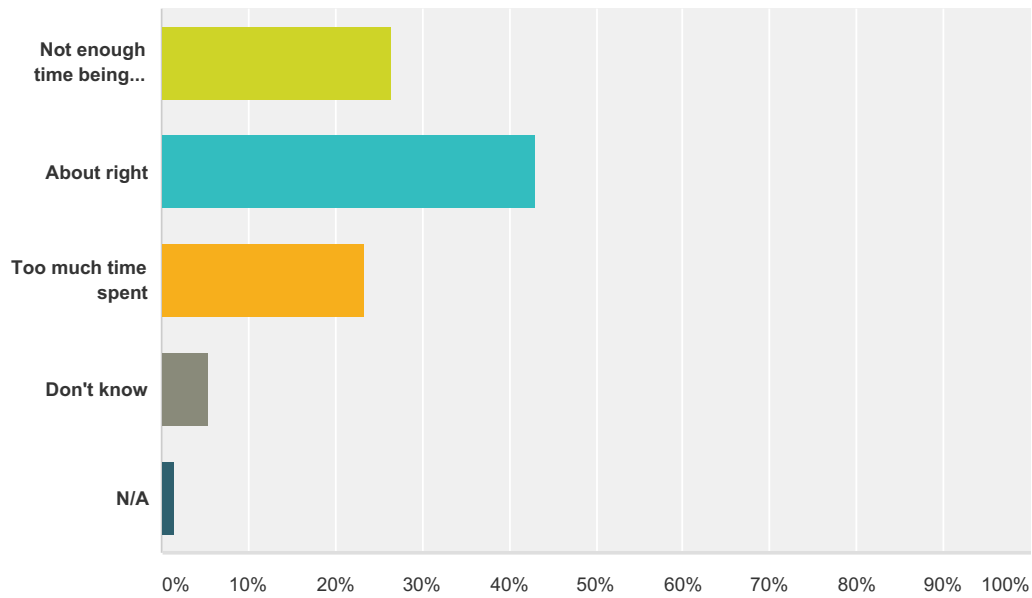
## Administrators Survey 2013

12	Always room for improvement	2/4/2014 5:35 PM
13	Unfortunately, too much time is needed to address, document and remediate the problem areas to find the time to celebrate the positives. That is so sad.	2/4/2014 4:51 PM



### Q28 School and District Office connections, implementation of policy

Answered: 388 Skipped: 45



Answer Choices	Responses	Count
Not enough time being spent	26.55%	103
About right	43.04%	167
Too much time spent	23.45%	91
Don't know	5.41%	21
N/A	1.55%	6
<b>Total</b>		<b>388</b>

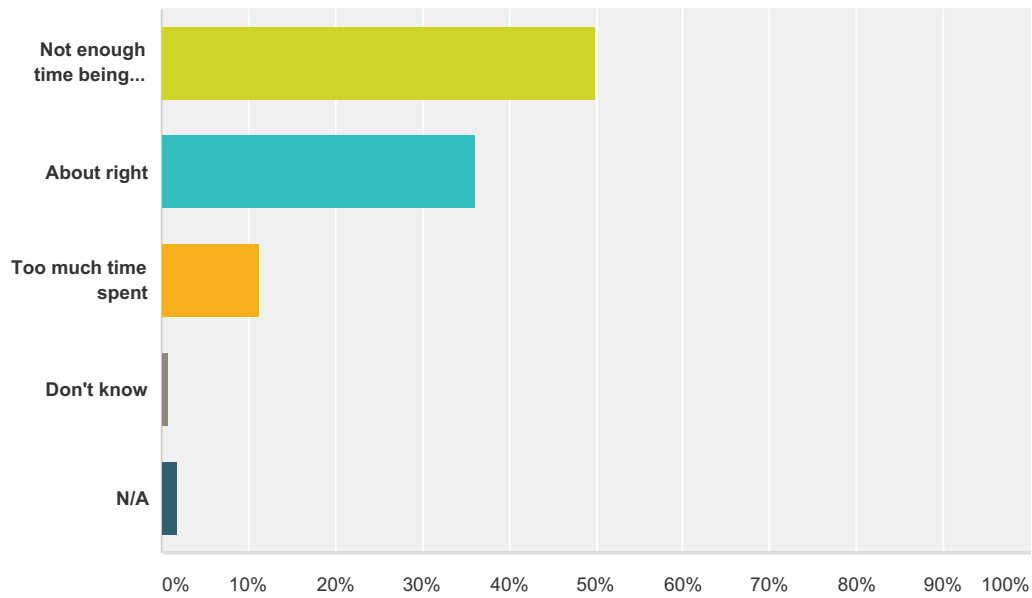
#	Comments	Date
1	given the circumstance of 1 district	2/13/2014 2:32 PM
2	Since amalgamation there is a great deal of time spent	2/11/2014 11:34 AM
3	This is a 2 part question , no issue with being able to communicate with District Office, are always available. Policy implementation for the new District has really yet to start .	2/11/2014 8:02 AM
4	early review of the new Safe and Caring Policy concerns me though in that the documentation and reporting required will be like that of the old IEP/ISSP process as an attempt is made to mandate courses of action into a process that is not typically so cut and dried. Kind of reads as though you have been neglecting your duties in this area so here is what you are going to have to do n ow so that we can fix what you have been avoiding.	2/10/2014 12:45 PM
5	We are in limbo with the new district. We need province wide policy now!	2/10/2014 9:30 AM
6	barely know who to call anymore	2/7/2014 9:40 AM
7	have to know all policies.....very time consuming especially as revamping of policies with amalgation continues.	2/6/2014 3:27 PM
8	When district office needs to get involved too much time is spent	2/5/2014 2:59 PM
9	We certainly need more time to review and get to know District polices/expectations especially now when some are so very new this year.	2/5/2014 1:38 PM

## Administrators Survey 2013

10	Who the hell are these people and where are they? We need extra caretakers not a Jet set. Where's their timelines, schedules, interventions, accomplishments?? Who Knows	2/5/2014 11:38 AM
11	Supporting schools do this.	2/5/2014 11:19 AM
12	very little policy approved yet to comment	2/5/2014 10:53 AM
13	constant - never ending -	2/5/2014 9:57 AM
14	Every other email from my regional office is tagged URGENT. it's to the point that the word urgent means nothing anymore in my inbox of 75 emails a day when half of them are urgent.	2/4/2014 9:41 PM
15	As needed	2/4/2014 8:25 PM
16	It's a routine	2/4/2014 8:23 PM
17	the connections are broken this year	2/4/2014 8:04 PM
18	Often can't get response	2/4/2014 5:05 PM

### Q29 School and program evaluation of school goals and plans

Answered: 388 Skipped: 45



Answer Choices	Responses	Count
Not enough time being spent	50.00%	194
About right	36.08%	140
Too much time spent	11.34%	44
Don't know	0.77%	3
N/A	1.80%	7
<b>Total</b>		<b>388</b>

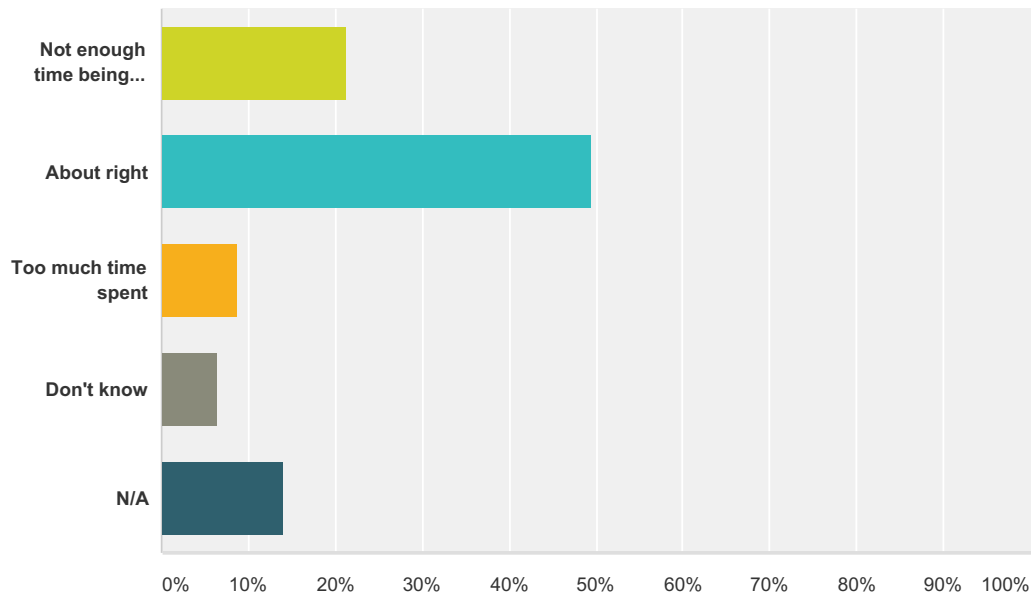
#	Comments	Date
1	plenty of overlap to arrive at what we already know	2/13/2014 2:32 PM
2	I try to make this a priority and have it on my plan everyday. However, it often gets moved from today to tomorrow, as I run out of time	2/12/2014 9:41 PM
3	not enough time in a regular day to get to everything that should be done	2/12/2014 6:31 PM
4	spending too much time at the expense of other areas.....there must be a balance which we had before the decrease in admin. time	2/11/2014 11:34 AM
5	the school improvement process is exactly that - a process that requires a significant investment in time that would be better spent away from the reports and plans and on actually moving forward	2/10/2014 12:45 PM
6	I just don't have time for this!!!	2/5/2014 11:57 PM
7	There's no more group time to do more...we do what we can	2/5/2014 1:50 PM
8	This is a strength for us :-). Our chairs of the committees are fabulous	2/5/2014 12:23 PM
9	Supporting Administrators do this.	2/5/2014 11:19 AM
10	Becomes very repetitive	2/5/2014 10:22 AM

## Administrators Survey 2013

11	School Development Process requires more time than is available	2/5/2014 10:15 AM
12	cannot get to this	2/5/2014 9:57 AM
13	transition year	2/5/2014 9:04 AM
14	Getting the time is an issue.	2/4/2014 5:42 PM

### Q30 Hiring of staff and orientation programs

Answered: 388 Skipped: 45



Answer Choices	Responses
Not enough time being spent	21.39% 83
About right	49.48% 192
Too much time spent	8.76% 34
Don't know	6.44% 25
N/A	13.92% 54
<b>Total</b>	<b>388</b>

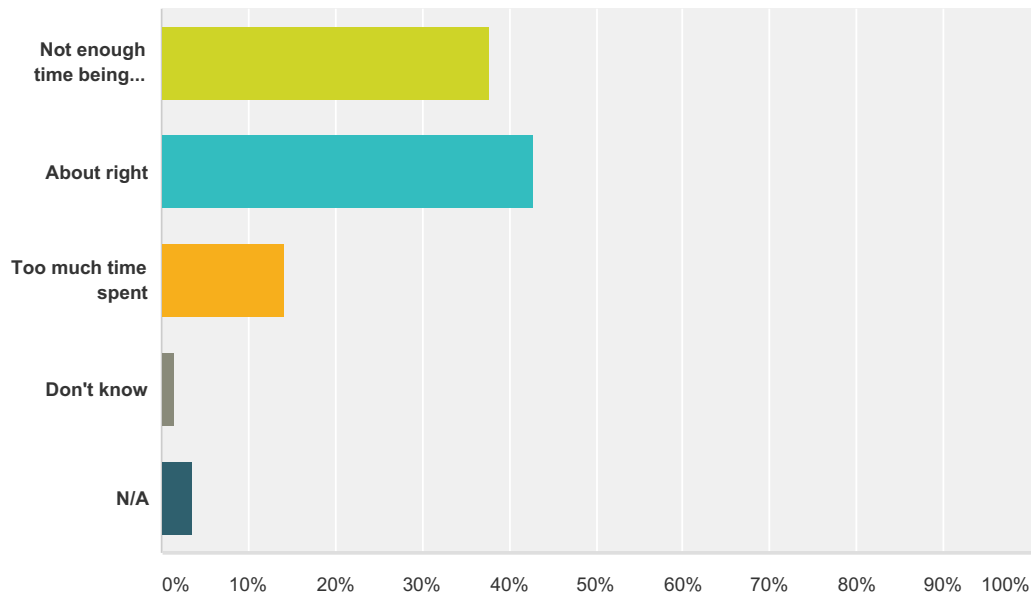
#	Comments	Date
1	difficult to find the time though...concerned about the demands that will be placed on administrators re: new system where we will be responsible to post job ads	2/14/2014 2:27 PM
2	Not enough time for mentoring.	2/12/2014 10:18 PM
3	This summer was unbelievable. I hired people and then they received perm jobs the last week before school and I had to interview again, days before school opened..	2/12/2014 5:49 PM
4	If it's a week where I need to hire substitute student assistants, the amount of time I spend calling is far too much. There should be a central call-in system at the district level (similar to what is used for secretaries) where a limited number of people are responsible for booking these substitutes.	2/12/2014 1:51 PM
5	We have no say in hiring of staff, district use us as puppets to hire their choice.	2/12/2014 8:01 AM
6	Never involved in this part	2/11/2014 1:02 PM
7	very demanding especially in the summer many day spent at this and not paid for I might add, I don't mind going beyond on times, but there comes a point in time when one feels used....and not valued.....	2/11/2014 11:34 AM
8	It seems that this responsibility has grown to include the whole summer, meaning administrators have to be available throughout the summer.	2/11/2014 8:02 AM
9	but too much of that time is outside the work period - ie evenings, weekends, holidays	2/10/2014 12:45 PM

## Administrators Survey 2013

10	Can't comment yet, as I have not really hired anyone new. But I do realize that more responsibility is falling to us to make contact with new hires and that whole process. I am not sure how this will be done during the summer months!	2/9/2014 10:32 AM
11	The hiring of positive, professional teachers is the key to successful team building on a staff. Taking teachers who cannot work elsewhere or are "placed" in your school because they have not been able to work successfully elsewhere is not working. Too many placements of teachers to fill human resources empty spaces for positions. A real fight to get the positive, energetic teachers - too much time spent "placing" the ones who are not working out somewhere else.	2/7/2014 9:40 AM
12	another example of downloading over the years.	2/6/2014 3:27 PM
13	Should be done faster. Too much time wasted.	2/6/2014 11:46 AM
14	IN the summer.....process needs to be backed up - or give us time off!!!!	2/5/2014 12:23 PM
15	We hired staff over the years and district office takes them for whatever??? We want staff to hire and District Office wont place them on the short list .... Too bad District Office made the short list?	2/5/2014 11:38 AM
16	I recognize this question is specific for administrators, however as PS I am often part of the hiring process (sitting on interview panels, preparing interview questions, etc.)	2/5/2014 11:19 AM
17	This runs all summer long and is very invavsive and not good for candidates nor schools.	2/5/2014 10:36 AM
18	Depends on time of year. Gets busier in the Spring and more time spent during summer holidays.	2/5/2014 10:04 AM
19	orientation of new staff not sufficient.....hiring has always been through district office - our school has not yet experienced our role in the new on-line system	2/5/2014 9:57 AM
20	Better able to answer in the spring.	2/5/2014 9:31 AM
21	We rarely have any input into who the board hires at our school	2/5/2014 9:06 AM
22	This depends on the time of year and current needs in the building.	2/5/2014 7:35 AM
23	The expectations around the call in of absent student assistants are unmanageable. It can take an hour a morning, before arriving at school late, and sometimes still can't get a replacement. I've expressed this concern many, many many times to HR and SSS but nothing changes.	2/4/2014 9:41 PM
24	this is not an issue for me this year	2/4/2014 8:04 PM
25	Often left until over the summer	2/4/2014 7:38 PM
26	Summer hiring and staffing really cuts into personal family time	2/4/2014 6:12 PM
27	Time not there for orientation of new staff, only first day at beginning of the year.	2/4/2014 6:11 PM

### Q31 Staff evaluation and supervision

Answered: 388 Skipped: 45



Answer Choices	Responses	
Not enough time being spent	37.89%	147
About right	42.78%	166
Too much time spent	14.18%	55
Don't know	1.55%	6
N/A	3.61%	14
<b>Total</b>		<b>388</b>

#	Comments	Date
1	new staff bring new challenges. graduates are ill-prepared	2/15/2014 10:31 AM
2	difficult to find the time though	2/14/2014 2:27 PM
3	Time not available.	2/14/2014 1:37 PM
4	somewhat time consuming	2/13/2014 2:32 PM
5	Never get to do walkthroughs or drop in to any classrooms.	2/13/2014 2:03 PM
6	What is required is completed but nothing extra.	2/12/2014 10:18 PM
7	Not enough time in the day and now that Asst Pr is 75% teaching I struggle.	2/12/2014 9:41 PM
8	Simply too busy. So important, but not when student needs suffer as a result!	2/11/2014 10:17 PM
9	not always easy to get the time when you are the only admin in the school with time allocated to administration	2/11/2014 8:40 PM
10	We really need more time here	2/11/2014 7:41 PM
11	Principal mostly does formal teacher observations	2/11/2014 5:09 PM
12	again too demanding with a larger school and a decrease in admin. time.....	2/11/2014 11:34 AM

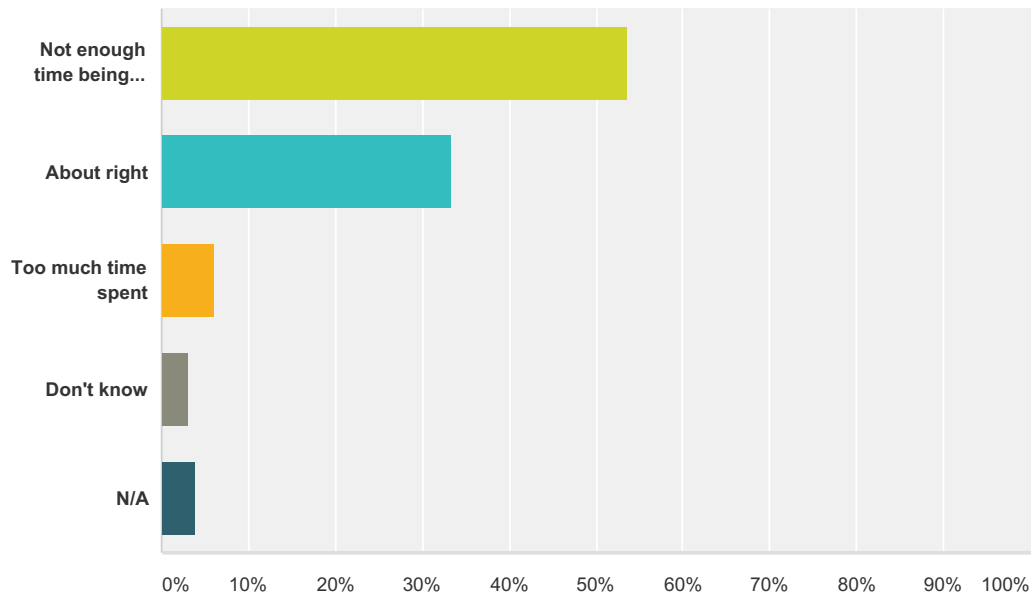
## Administrators Survey 2013

13	Very detailed process for non tenured teachers and also completing the paperwork for each. We are currently rotating our staff through a 5 year evaluation process. So I could have upwards of 6 people each year.	2/9/2014 10:32 AM
14	Need more time in the classrooms!	2/6/2014 7:53 PM
15	yet another example of downloading over the years.	2/6/2014 3:27 PM
16	Challenge to complete Walkthroughs for all staff on an annual basis	2/6/2014 2:19 PM
17	This unfortunately does not take priority over "crisis" management.	2/6/2014 2:12 PM
18	This is quite challenging when both the principal and the VP have teaching duties!	2/5/2014 11:57 PM
19	Love to spend more time on this	2/5/2014 5:39 PM
20	There never seems to be enough time just to chat with staff getting to know people of a more personal level and building meaningful relationships.	2/5/2014 1:38 PM
21	This is such an important area, but never enough time	2/5/2014 12:23 PM
22	As PS for an entire division (Student Support Services), there is an inherent supervision role with all SSS staff. Although the SEO has official responsibility for this, the entire staff within our division look to the PS for guidance, direction, support as they carry out their various roles. There is constant interaction between us and collaborative structures in place.	2/5/2014 11:19 AM
23	Almost impossible to do properly	2/5/2014 10:36 AM
24	PLP process and formal observations for untenured teachers takes up sooooo much time. Very little time in the day to visit classrooms.	2/5/2014 10:15 AM
25	can't get into classrooms enough	2/5/2014 9:57 AM
26	With continuous turnover in staff (10-20% each year) it is time consuming	2/4/2014 8:05 PM
27	not getting out of the office enough to spend important time with teachers in their classrooms	2/4/2014 8:04 PM
28	Often feel the formal evaluation should be done by district office personnel	2/4/2014 7:48 PM
29	large staff causes more demands .....missing lost admin time	2/4/2014 6:12 PM
30	This amount has greatly decreased over the last few years and I'm finding myself less and less in colleagues classrooms.	2/4/2014 4:32 PM



### Q32 Leadership of school's professional development program

Answered: 386 Skipped: 47



Answer Choices	Responses	Count
Not enough time being spent	53.63%	207
About right	33.42%	129
Too much time spent	5.96%	23
Don't know	3.11%	12
N/A	3.89%	15
<b>Total</b>		<b>386</b>

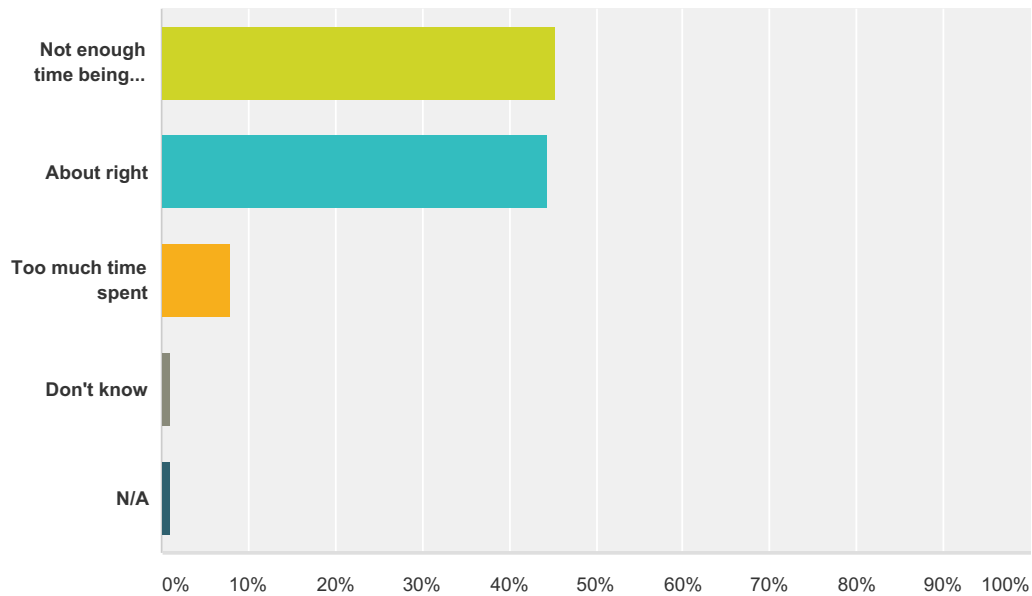
#	Comments	Date
1	does not match the expectations place on educators	2/13/2014 2:41 PM
2	Scheduled after school meetings with team	2/12/2014 9:44 PM
3	Beginning process next year.	2/11/2014 10:19 PM
4	again too demanding....where are the others???	2/11/2014 11:36 AM
5	Many hands make an easier load.	2/11/2014 8:03 AM
6	It varies--sometimes there is too much time wasted on this.	2/6/2014 11:47 AM
7	More pd for schools to deliver	2/5/2014 11:42 PM
8	We have struggled to get more teachers involved. But we have managed to guide a few	2/5/2014 5:41 PM
9	District office has been an impediment to this process. The amount of time spent this current year has been unnecessary.	2/5/2014 2:59 PM
10	At Department of Education, Meetings like staff meetings start at 9:00 am; in the real world, staff is dragged through a full game - maybe overtime period and then asked to play another game adeptly? Wicked	2/5/2014 11:42 AM
11	Again, I work with administrators on arranging PL for their staff (teachers and student assistants)	2/5/2014 11:23 AM

## Administrators Survey 2013

12	None	2/5/2014 10:17 AM
13	can't find the time - farm out to others - but for the amount of PD it does not really matter - there is very little and it is very scripted	2/5/2014 10:00 AM
14	I am not a full time administrator. I feel that I am spending the right amount of time on many things but there does not seem to be enough time for this. I would like to spend more time working with my staff in this area.	2/5/2014 9:21 AM
15	Other than the PLP process, which is cumbersome, contrived and time consuming, I get caught up in so many other issues that this takes a back seat. I do carve out a plan for PD days for the year and arrange those. Otherwise, this is a responsibility that I certainly don't feel I'm adequately fulfilling but I just can't find the time.	2/4/2014 9:46 PM
16	No time	2/4/2014 8:24 PM
17	Not enough time to do it all in the day	2/4/2014 7:38 PM
18	Lack of proper District support forces administrators to assume his role independently and without much support	2/4/2014 7:33 PM
19	very demanding with other demands	2/4/2014 6:12 PM
20	Finding time is an issue.	2/4/2014 5:44 PM

### Q33 Analyzing assessment results

Answered: 386 Skipped: 47



Answer Choices	Responses	
Not enough time being spent	45.34%	175
About right	44.56%	172
Too much time spent	8.03%	31
Don't know	1.04%	4
N/A	1.04%	4
<b>Total</b>		<b>386</b>

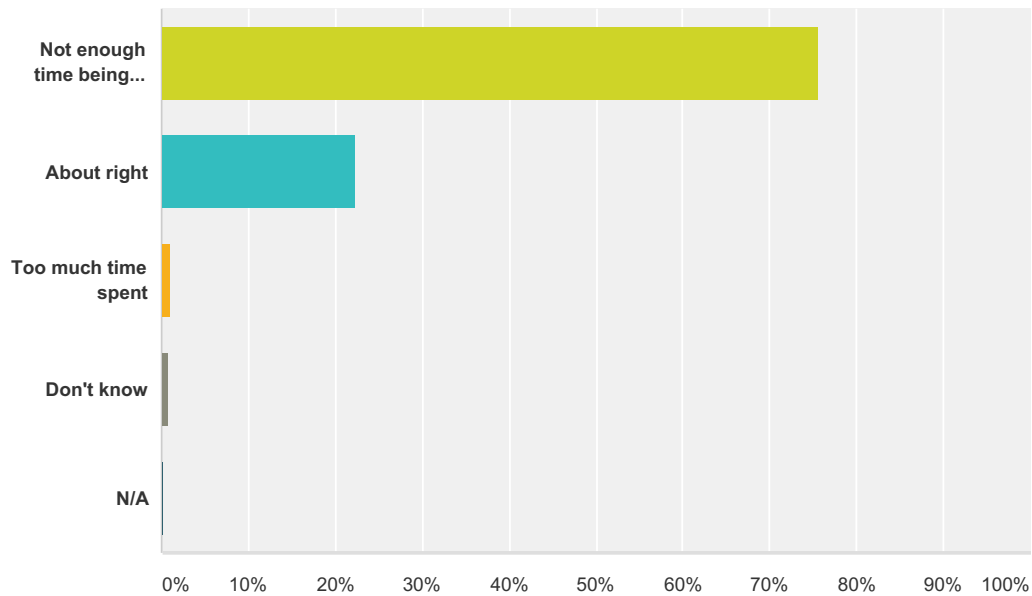
#	Comments	Date
1	but more than previous years	2/13/2014 2:41 PM
2	so many other things to do.....	2/11/2014 11:36 AM
3	Too much time being spent on discipline, maintenance, day to day management. I am a high school administrator. I am here today with no VP (in class), Guidance (because she is only 0.5 and is off today), no caretaker (he called in sick). Just too much on the plate	2/7/2014 10:11 AM
4	just way too much time wasted on this process as the same results are often analyzed several times for different reports.	2/6/2014 3:33 PM
5	I try not to obsess about this sort of thing.	2/5/2014 11:58 PM
6	Trying to focus on this as it is so important but it is a struggle to keep it a top priority.	2/5/2014 2:59 PM
7	In some schools, not enough in others!	2/5/2014 1:40 PM
8	School Districts have School Review reports and it's analysis; nothing happens! Monkey See....Monkey Do!	2/5/2014 11:42 AM
9	My role also involves analysis of assessment results, but at the district level (within all schools) and collaboratively with other PS within all curriculum areas.	2/5/2014 11:23 AM

## Administrators Survey 2013

10	The intervention plan seems reasonable BUT the Do-Over policy is ridiculous - teachers are upset and stressed with it, its so much extra work for everyone that is only teaching children they don't have to be responsible or accountable for anything.	2/5/2014 10:17 AM
11	we do what we can to study, track and implement over time initiatives and pd to help teachers	2/5/2014 10:00 AM
12	no results	2/5/2014 9:04 AM
13	Would love to, recognize the importance and certainly the need but...time!	2/4/2014 9:46 PM
14	Not enough time in the day	2/4/2014 7:38 PM
15	Need more time and support to do this more effectively and then follow through	2/4/2014 7:33 PM
16	This is a focus for me.	2/4/2014 5:44 PM

### Q34 Personal professional development

Answered: 386 Skipped: 47



Answer Choices	Responses
Not enough time being spent	75.65% 292
About right	22.28% 86
Too much time spent	1.04% 4
Don't know	0.78% 3
N/A	0.26% 1
<b>Total</b>	<b>386</b>

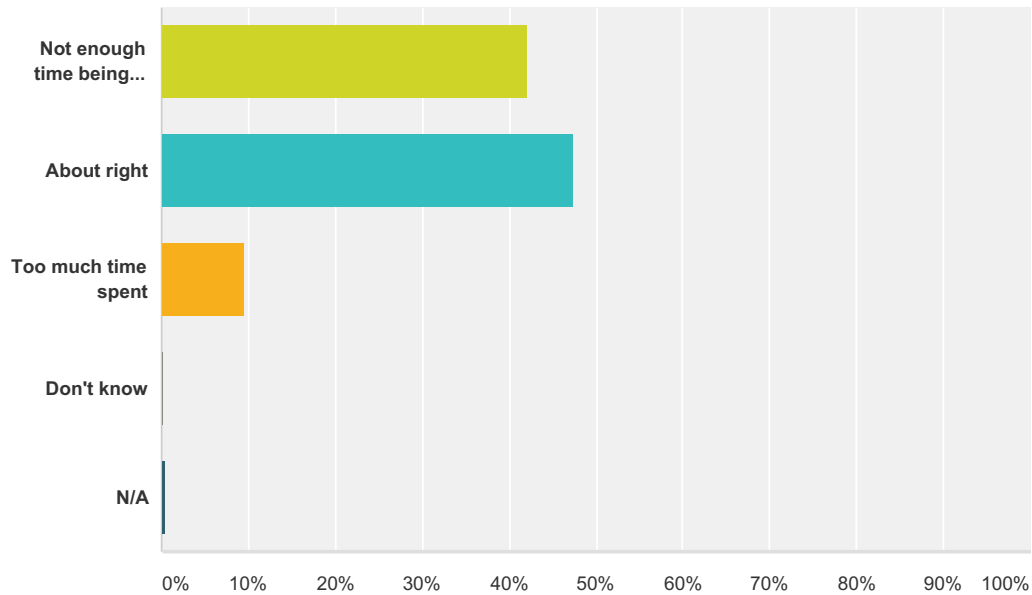
#	Comments	Date
1	limited given increasing expectations	2/13/2014 2:41 PM
2	In regards to myself.	2/12/2014 10:18 PM
3	Lack of time always seems to be a factor here.	2/12/2014 10:36 AM
4	last year it was suggested to only travel to conferences within Canada. There are many wonderful opportunities in the US regarding conferences.	2/12/2014 10:30 AM
5	what I do, I do on my own time, at home.	2/12/2014 9:59 AM
6	managing the school is interfering with my leadership responsibilities.	2/12/2014 9:31 AM
7	not enough PD days allocated to schools to avail of PD	2/11/2014 8:41 PM
8	No time left	2/11/2014 7:42 PM
9	with increasing demands, less administration time, 50% teaching it is very difficult to do personal PD.	2/11/2014 5:11 PM
10	just don't have the time....can't leave my school...who would take care of things....too much to leave to one administrator....we need the third administrator reinstated ASAP	2/11/2014 11:36 AM
11	No District PD for Administrators!!!	2/11/2014 10:15 AM
12	school based PD	2/9/2014 10:32 AM

## Administrators Survey 2013

13	Important to make this a personal priority. Its like eating well or exercising - positive PD for self only makes the job better!	2/7/2014 9:41 AM
14	What PD?	2/6/2014 7:53 PM
15	Who has time for personal PD with everything else to do? Something has to give. We are only human! With so much to do, personal PD is just another add-on to the workload. Shouldn't be that way - shouldn't it?	2/6/2014 3:33 PM
16	principals put the PD of their staff first and leave their own PD for last with very little time to support it due to the plethora of tasks to be done.	2/6/2014 9:26 AM
17	would like PLC time with other school admin to discuss our issues and share in a risk free environment	2/5/2014 5:41 PM
18	except for teachers who pursue teacher inquiry...that works splendidly	2/5/2014 1:52 PM
19	There is no time for this!	2/5/2014 1:40 PM
20	I have a Professional Learning Plan (annual) and continue to work towards meeting my goals, however this is often done after work time, due to the high demands of this position.	2/5/2014 11:23 AM
21	I do a lot of my own PD through professional reading.	2/5/2014 10:54 AM
22	No time for myself.	2/5/2014 10:17 AM
23	scripted - no enough - especially for teachers new to a grade or subject (there is none)	2/5/2014 10:00 AM
24	There is zero room for anything "personal" in my life, at work or otherwise. Any PD days I do plan for staff, I'm facilitating them and troubleshooting and my PD needs go to the back burner.	2/4/2014 9:46 PM
25	Limited budget	2/4/2014 8:24 PM
26	I have not been able to attend PD very mush this year, so much coming at me.	2/4/2014 8:05 PM
27	Absolutely no time for own PD!!	2/4/2014 7:33 PM
28	Finding time is an issue.	2/4/2014 5:44 PM
29	Time???	2/4/2014 5:37 PM

### Q35 Supporting student learning, planning, programming and report of student progress, student records

Answered: 384 Skipped: 49



Answer Choices	Responses	
Not enough time being spent	42.19%	162
About right	47.40%	182
Too much time spent	9.64%	37
Don't know	0.26%	1
N/A	0.52%	2
<b>Total</b>		<b>384</b>

#	Comments	Date
1	but increased ,several layers of communication to meet our audience demands	2/13/2014 3:54 PM
2	Made it a priority and make a daily effort.....there are days it is quite difficult!!!	2/12/2014 9:48 PM
3	Difficult to fit this into my schedule when teaching 75% of the time	2/12/2014 10:38 AM
4	Ridiculous question. Never enough time for this! Not disgruntled! Could never spend enough time helping here!	2/11/2014 10:21 PM
5	that seems to be secondary to discipline and SSP	2/11/2014 8:43 PM
6	Time time time	2/11/2014 7:44 PM
7	There are not enough hours in the day to spend the time I would like supporting student learning.	2/11/2014 6:03 PM
8	Given the admin time I have	2/11/2014 5:13 PM
9	Our emphasis has been on the 'at risk' while the others seem to fall to the way side.	2/11/2014 5:10 PM
10	It varies.....	2/11/2014 11:39 AM
11	Dealing with discipline issues & managerial duties eats greatly into these goals.	2/11/2014 8:06 AM

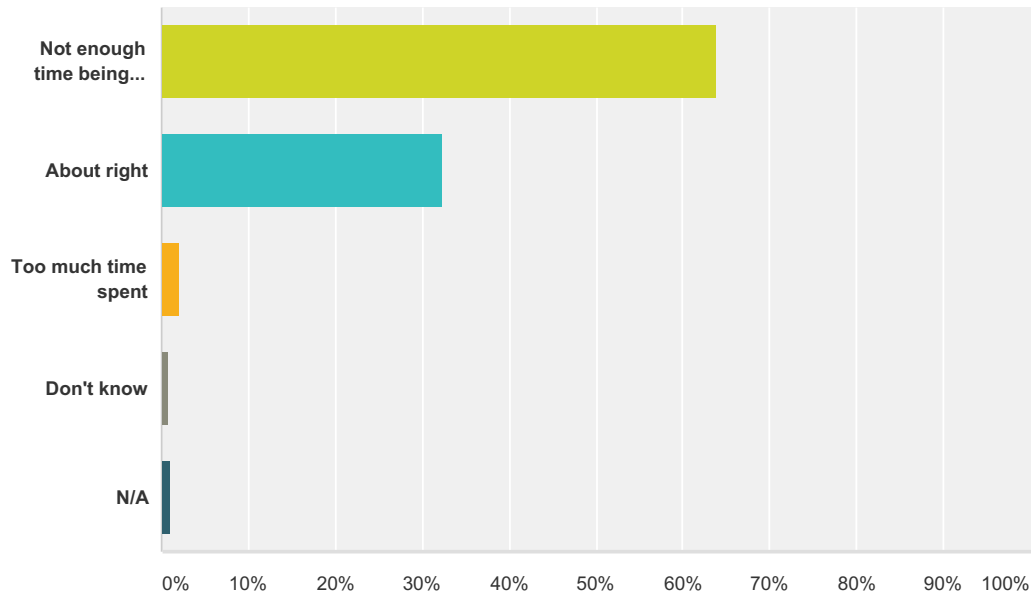
## Administrators Survey 2013

12	As an administrator I track the programming of students - both with or without needs. In a laarge school this takes a great deal of time to update files/birds eyes, track assessments and results etc. Special services and dealing with assessments and parents is a large part of our school demands.	2/9/2014 10:34 AM
13	just doesn't end. day and night.	2/6/2014 3:34 PM
14	With PowerSchool and all marks "live" these 3 block reporting periods are not necessary.	2/6/2014 2:14 PM
15	time does not seem to be there to do all that has to be done	2/5/2014 5:19 PM
16	This item should be a priority for the principal in the school. Unfortunately dealing with maintenance, discipline, at risk students is a constant distraction.	2/5/2014 2:59 PM
17	As PS, much of my time is working with schools to support INDIVIDUAL studnet learning, planning, programming and reporting of studnet progress.	2/5/2014 11:27 AM
18	Would always like to do more	2/5/2014 10:55 AM
19	Special needs students are a constant issue	2/4/2014 8:26 PM
20	Should be our main focus but pulled in so many different directions.	2/4/2014 7:49 PM
21	A lot if time spent on this, but important!!	2/4/2014 6:14 PM
22	you have to make this a priority. Some may find hard to get this balance	2/4/2014 5:39 PM



### Q36 Supporting professional efforts of staff, assisting teachers in the development and utilization of teaching methods

Answered: 384 Skipped: 49



Answer Choices	Responses	
Not enough time being spent	63.80%	245
About right	32.29%	124
Too much time spent	2.08%	8
Don't know	0.78%	3
N/A	1.04%	4
<b>Total</b>		<b>384</b>

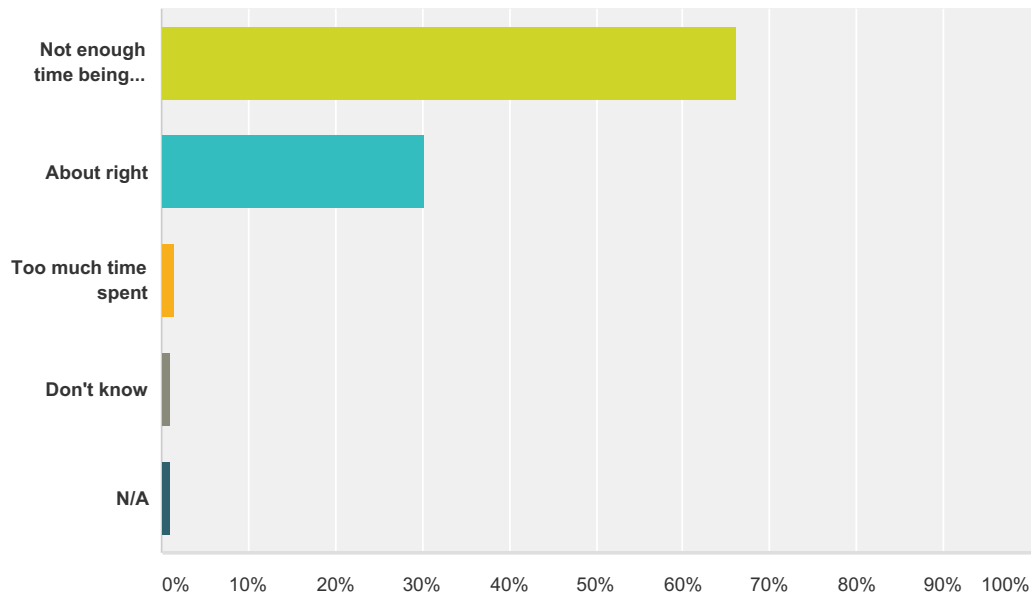
#	Comments	Date
1	considering all the demands	2/13/2014 3:54 PM
2	Would certainly like to be in the classroom much more than what I am this year.	2/12/2014 9:48 PM
3	Difficult to do when teaching 75% of the time	2/12/2014 10:38 AM
4	busy busy!	2/11/2014 10:21 PM
5	Having the desire but not always the time	2/11/2014 8:43 PM
6	Sometimes budget does not really allow for this	2/11/2014 7:44 PM
7	I wish I could spend more hours of the day helping teachers utilize learning strategies and implement curricular practices.	2/11/2014 6:03 PM
8	Given the admin. time allotted	2/11/2014 5:13 PM
9	Because they are too overwhelmed with other tasks	2/11/2014 4:30 PM
10	too much office work on times..... this is so sad..... this survey is great but what will happen how will it be used and most importantly will Government LISTEN	2/11/2014 11:39 AM

## Administrators Survey 2013

11	Dealing with discipline issues & managerial duties eats greatly into these goals.	2/11/2014 8:06 AM
12	not much time left over	2/9/2014 10:34 AM
13	Very challenging to address this issue in a satisfactory manner.	2/6/2014 2:24 PM
14	This item should be a priority for the principal in the school. Unfortunately dealing with maintenance, discipline, at risk students is a constant distraction.	2/5/2014 2:59 PM
15	A great deal of time is spent as PS for Student Support Services supporting the professional learning of teachers (IRTs and classroom) along with Student Assistants. My responsibility lies across grade levels (pre-K through Grades K-12 and as students transition out of our school system).	2/5/2014 11:27 AM
16	Would always like to do more	2/5/2014 10:55 AM
17	Wish to be an instructional leader - but, too many admin duties - I feel like a super up secretary most days, and other days I'm the middle man for the school and board. There to take all the crap and responsible if nothing goes right.	2/5/2014 10:19 AM
18	other than support their requests - we do not have time to get into classrooms	2/5/2014 10:01 AM
19	I would like to do more of this.	2/5/2014 9:22 AM
20	I do what I can but I would really like to be able to do more.	2/4/2014 9:47 PM
21	Not a lot of time for that - they are in class	2/4/2014 8:26 PM
22	Again, too much time spent as building managers	2/4/2014 7:49 PM
23	Finding time is an issue.	2/4/2014 5:45 PM
24	I make this a priority. We need to have access to more professional development days.	2/4/2014 5:39 PM

### Q37 Classroom visitations, talking with individual students and teachers

Answered: 384 Skipped: 49



Answer Choices	Responses
Not enough time being spent	66.15% 254
About right	30.21% 116
Too much time spent	1.56% 6
Don't know	1.04% 4
N/A	1.04% 4
<b>Total</b>	<b>384</b>

#	Comments	Date
1	I am teaching 75% of my time.	2/14/2014 1:38 PM
2	always work to done here	2/13/2014 3:54 PM
3	Prioritize visits.....on my daily planner....however some days are better than others!!And with VP not in office I am often summoned back to deal with issue!!!	2/12/2014 9:48 PM
4	Being a teaching administrator, I spend 50% of my week in the classromm as well so this make classroom visitations often difficult. It does however afford me the opportunity to be in regular contact with the students.	2/12/2014 1:52 PM
5	Would like to have more time to visit classrooms. Spend a fair bit of time conversing with students each day	2/12/2014 10:38 AM
6	very difficult to get meaningful time	2/12/2014 10:31 AM
7	Wish I could get into the classrooms more. This year I can't seem to get out of my office dealing with emails, student issues and board stuff. Emails from everyone wanting it asap!	2/12/2014 9:21 AM
8	when things are calm in the school, the school visitations are excellent means for a professional conversations	2/11/2014 8:43 PM
9	I strive to make student connections every day though	2/11/2014 7:44 PM

## Administrators Survey 2013

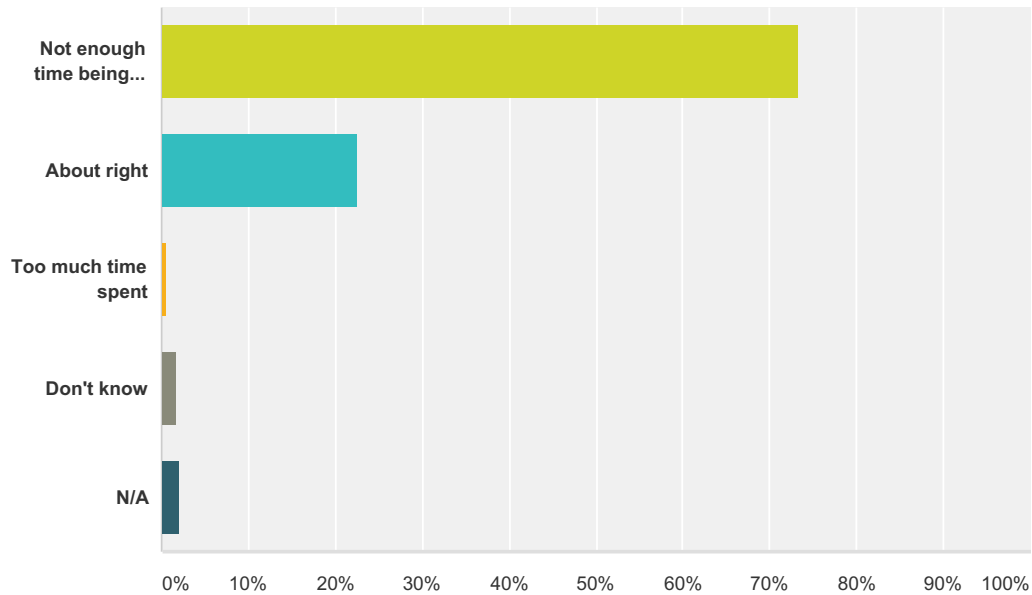
10	Again given the increased class size, new curriculum in subjects being taught it is becoming more difficult to do as many visitations as one one would to or need to.	2/11/2014 5:13 PM
11	Sooo difficult to get out of the office....so many things to get done, so many people competing for administrators attention and time.....that third administraor in a school of over 700 is needed.....	2/11/2014 11:39 AM
12	We are site managers- not educational leaders	2/11/2014 10:35 AM
13	I am just trying to keep the building afloat	2/7/2014 10:11 AM
14	This is such an important area, but paperwork, telephone calls, emails take precedent	2/6/2014 7:54 PM
15	where do you get the admin time to do this? Would be nice!	2/6/2014 3:34 PM
16	Place high importance on this but I don't get around as much as I would like. Time occupied in the office is often overwhelming.	2/6/2014 2:24 PM
17	This is classroom visitation	2/6/2014 11:50 AM
18	I would love to be able to do more of this.	2/6/2014 9:28 AM
19	more managerial work this current school year!!	2/6/2014 9:27 AM
20	I do a walk around two times a day but rarely have time to spend in class with teachers/students. I have my own teaching increased as well this year.	2/5/2014 4:25 PM
21	This item should be a priority for the principal in the school. Unfortunately dealing with maintenance, discipline, at risk students is a constant distraction.	2/5/2014 2:59 PM
22	I should be a instructional leader in my position as principal but often that's the last thing that I get to do.	2/5/2014 1:40 PM
23	Often can not make it out of the office with issues that are sent to the office. If I do make it to the halls I am often consumed with students that I encounter in the halls. So rarely make it as far as the classroom	2/5/2014 1:02 PM
24	Do a lot of talking with individual students and teachers but not during classroom visits.	2/5/2014 12:52 PM
25	Never enough time for this	2/5/2014 12:24 PM
26	One of the most dynamic and effective interventions not being done due to overcrowding of work assignment!	2/5/2014 11:43 AM
27	Classroom visits are also part of the PS role (as part of the problem solving and comprehensive assessment process). This is necessary to become familiar with the needs of individual children and to put recommendations for programming into context.	2/5/2014 11:27 AM
28	I make this an absolute priority in my attempts to remain student centered-very difficult to do	2/5/2014 11:14 AM
29	Would like to do more	2/5/2014 10:55 AM
30	Don't get to teacher visits at all unless its formal observations for PLP	2/5/2014 10:19 AM
31	can't get into classrooms - talking with students and teachers at lunch and recess	2/5/2014 10:01 AM
32	I would like to to more.	2/5/2014 9:22 AM
33	Something I always want and plan to do but in most cases, something needing my immediate attention comes up.	2/5/2014 7:42 AM
34	Need much more time!	2/4/2014 9:32 PM
35	Would like to be in class more	2/4/2014 9:04 PM
36	Again students and teachers are in class	2/4/2014 8:26 PM
37	got to be able to get out of the office to do this	2/4/2014 8:06 PM
38	There are just too many other things that come up and get in the way	2/4/2014 7:40 PM
39	As my favourite part of the job, no matter how much time I spend on this I still would like to do more.	2/4/2014 6:48 PM
40	Need to make time to do this.	2/4/2014 6:14 PM
41	hard to get out of office due to lost admin time and additional demands	2/4/2014 6:13 PM
42	I make an effort to do this.	2/4/2014 5:45 PM
43	Got to make this a priority	2/4/2014 5:39 PM
44	this and others above I would prefer to spend more time doing, but cannot	2/4/2014 5:02 PM
45	How I wish I had the time to do this more ef fectively.	2/4/2014 4:49 PM

## Administrators Survey 2013

46	very little time available outside those who are on formal performance appraisal	2/4/2014 4:39 PM
47	Rarely get to do this.	2/4/2014 4:28 PM

### Q38 Encouraging and supporting teacher learning through reading, reflections, peer observation

Answered: 383 Skipped: 50



Answer Choices	Responses	Count
Not enough time being spent	73.37%	281
About right	22.45%	86
Too much time spent	0.52%	2
Don't know	1.57%	6
N/A	2.09%	8
<b>Total</b>		<b>383</b>

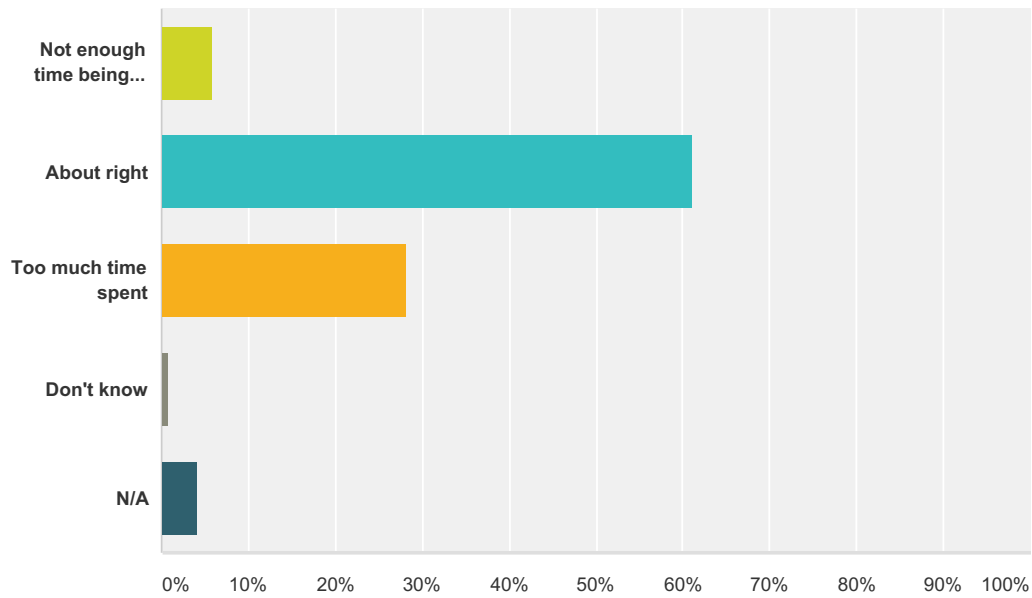
#	Comments	Date
1	on going	2/13/2014 4:00 PM
2	time is an issue in making it meaningful	2/12/2014 10:31 AM
3	staff meetings and divisional meetings	2/11/2014 8:45 PM
4	Again, while it is an area of importance there is simply not enough time to get it all done .....	2/11/2014 11:43 AM
5	Discipline & managerial duties require great amounts of time.	2/11/2014 8:10 AM
6	would like to have adequate admin time to do this! This would be fantastic!	2/6/2014 3:37 PM
7	This item should be a priority for the principal in the school. Unfortunately dealing with maintenance, discipline, at risk students is a constant distraction.	2/5/2014 2:59 PM
8	not consistently encouraged!	2/5/2014 1:41 PM
9	This is all part of the support provided to teachers.	2/5/2014 11:47 AM
10	Would like to do more	2/5/2014 10:57 AM

## Administrators Survey 2013

11	Teachers are too busy for that	2/4/2014 8:28 PM
12	Not a focus for me.	2/4/2014 5:46 PM
13	Definitely not enough time here	2/4/2014 5:01 PM

### Q39 Developing and implementing schedules and timetables

Answered: 383 Skipped: 50



Answer Choices	Responses
Not enough time being spent	5.74% 22
About right	61.10% 234
Too much time spent	28.20% 108
Don't know	0.78% 3
N/A	4.18% 16
<b>Total</b>	<b>383</b>

#	Comments	Date
1	Especially Student Assistants	2/14/2014 10:19 AM
2	standard	2/13/2014 4:00 PM
3	Much time spent on this at the beginning of the year	2/13/2014 2:20 PM
4	this is	2/12/2014 8:46 PM
5	This is a nightmare with current allocations.	2/12/2014 1:53 PM
6	This doesn't happen during the school day.	2/11/2014 10:23 PM
7	often this is during the summer months when we are not paid	2/11/2014 8:45 PM
8	Adjusting special education schedules is continual	2/11/2014 7:48 PM
9	very demanding with the new powerschool program which was brought in at the time that the Admin. time was cut...unusually timing!	2/11/2014 11:43 AM
10	This duty peaks prior to school , first report & midterm .	2/11/2014 8:10 AM
11	especially during certain times of the year	2/9/2014 10:35 AM

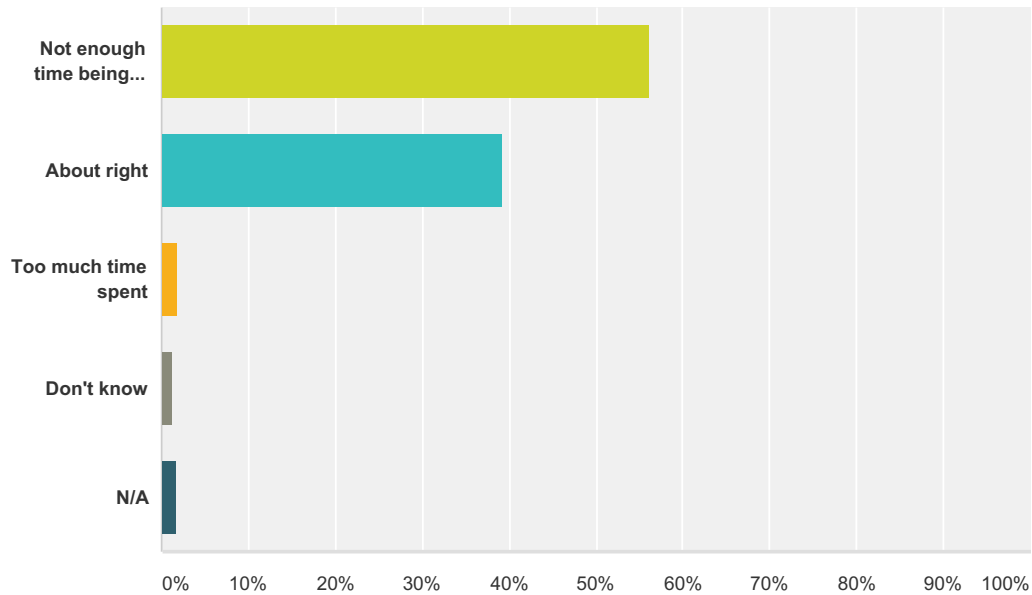


## Administrators Survey 2013

12	Can be all consuming if you let it	2/7/2014 9:42 AM
13	Very time consuming aspect of leadership. Duty, teacher, SA, IRT scheduling often needs to be readjusted numerous times yearly to ensure smooth operations. Places a strain on administration.	2/6/2014 2:34 PM
14	This has to be done. However the amount of time spent implementing the schedule for alternate assessments has increased exponentially in the past five years.	2/5/2014 2:59 PM
15	This is done prior to the year starting and other than making a few changes it usually stays the same except for constant changes with IRT and student assistant schedules that need changing regularly.	2/5/2014 1:42 PM
16	This job gets done simply because it must. So I guess enough time is spent on this	2/5/2014 1:04 PM
17	This is a must in order for the school to be run effectively and efficiently	2/5/2014 12:25 PM
18	There are times that my role includes supporting schools as they work through the process of IRT deployment / SA deployment (supporting them work out how to prioritize student need; determine placement options for students as they program for meeting individual needs). This all involves developing and implementing schedules and timetables.	2/5/2014 11:47 AM
19	This is a farce! It gets done if one works outside the work day on their own time - Charity Work!! I wish what we gave was tax deductible!	2/5/2014 11:46 AM
20	This consumes a significant amount of inschool time and out of school time. I will spend multiple evenings and weekends working on this.	2/5/2014 10:56 AM
21	Scheduling is always changing with IRT and inclusion. Spend way too much time focused on this.	2/5/2014 10:19 AM
22	Not on a weekly basis	2/4/2014 8:28 PM
23	Management activities take up too much time.	2/4/2014 6:16 PM

### Q40 Providing necessary curriculum support, familiarizing staff with program of studies

Answered: 383 Skipped: 50



Answer Choices	Responses	
Not enough time being spent	56.14%	215
About right	39.16%	150
Too much time spent	1.83%	7
Don't know	1.31%	5
N/A	1.57%	6
<b>Total</b>		<b>383</b>

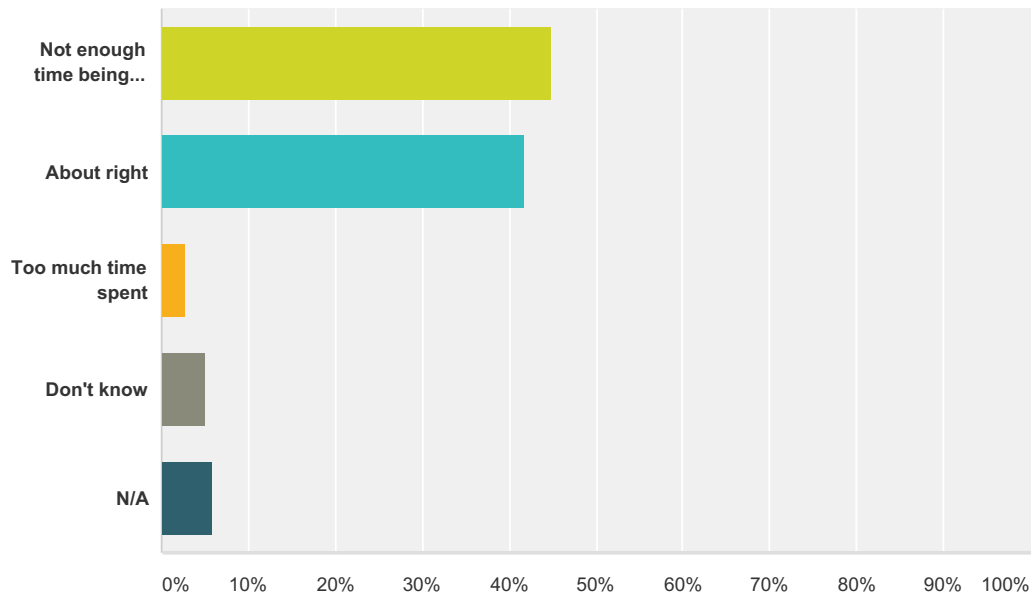
#	Comments	Date
1	staff need to take ownership	2/15/2014 10:35 AM
2	more needs to be done but getting harder to get at given downloading	2/13/2014 4:00 PM
3	Could be emphasized more if time permitted.	2/12/2014 10:20 PM
4	time	2/12/2014 10:31 AM
5	Not done during the school day.	2/11/2014 10:23 PM
6	depending on how nmany new staff and new programs, it can be overwhelming	2/11/2014 8:45 PM
7	More time is not there	2/11/2014 7:48 PM
8	too many other deamnds....sometimes I am caretaker because there is simply not enough coverage, or I am secretary because they aren't replaced first day.....somebody has to do it..... so you see we don't get many breaks....also I am nurse, peacekeeper, etc.	2/11/2014 11:43 AM
9	Cuts to Admin-Time	2/11/2014 10:36 AM
10	Staff consistency & continuity is a great advantage of keeping this manageable.	2/11/2014 8:10 AM

## Administrators Survey 2013

11	teaching full time and principal no time to help staff.	2/6/2014 11:20 AM
12	mOST ADMINISTRATORS DON'T KNOW IT.	2/5/2014 1:41 PM
13	Teachers are mostly expected to do this entirely on their own.	2/5/2014 1:04 PM
14	Although I dont have curriculum responsibility, my work is connected to all aspects of curriculum (modifications, accommodations, alternate curriculum programs and courses, etc.). I am heavily involved in providing necessary curriculum support for teachers. As well, there is a collaborative process that occurs with PS (Curriculum and Student Support Services ) within a district level PLC and also during in-service sessions, etc.	2/5/2014 11:47 AM
15	We need the PD to support our teachers	2/5/2014 10:57 AM
16	Again not weekly	2/4/2014 8:28 PM

### Q41 Coordination of programs between grades and schools

Answered: 383 Skipped: 50



Answer Choices	Responses
Not enough time being spent	44.91% 172
About right	41.78% 160
Too much time spent	2.61% 10
Don't know	4.96% 19
N/A	5.74% 22
<b>Total</b>	<b>383</b>

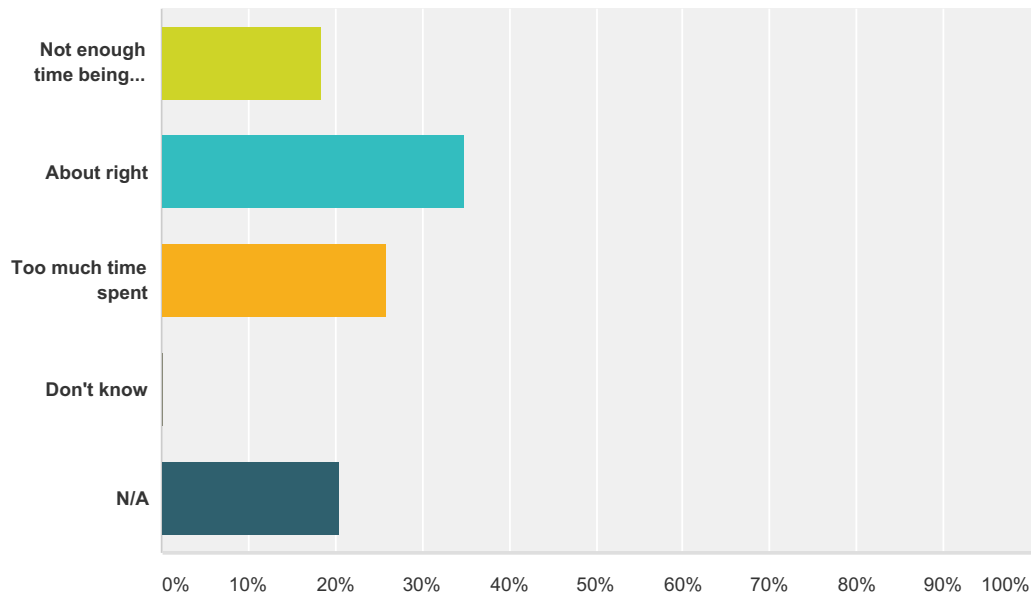
#	Comments	Date
1	would like to have opportunity to do this more often	2/14/2014 2:29 PM
2	diverse instruction sensitive to all the learning styles is very work demanding work ..the students deserve thi and the teachers need adequate time to do it .we are constanly exploring ways	2/13/2014 4:00 PM
3	Need more time to meet with both ends!!	2/11/2014 10:23 PM
4	we try our best and succeed on times but maybe we need support here from district	2/11/2014 11:43 AM
5	Do NOT have enough time--	2/11/2014 10:36 AM
6	Provision of Student Support Services information for next year planning can sometimes be difficult in meeting turnaround times for District deadlines.	2/11/2014 8:10 AM
7	more time needs to be spend chatting with feeder schools and their teachers	2/9/2014 10:35 AM
8	Some work done here. Would be nice to do more.	2/5/2014 2:59 PM
9	Meetings with our feeder schools are held as well as student and parent presentations.	2/5/2014 1:04 PM
10	Again, supporting this type of focus at schools is the responsibility of PS.	2/5/2014 11:47 AM
11	Would like to have more time	2/5/2014 10:57 AM

# Administrators Survey 2013

12	A lot of effort is put on this. Pays off in the long run.	2/4/2014 6:16 PM
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### Q42 Teaching, classroom instruction

Answered: 381 Skipped: 52



Answer Choices	Responses
Not enough time being spent	18.37% 70
About right	34.91% 133
Too much time spent	25.98% 99
Don't know	0.26% 1
N/A	20.47% 78
<b>Total</b>	<b>381</b>

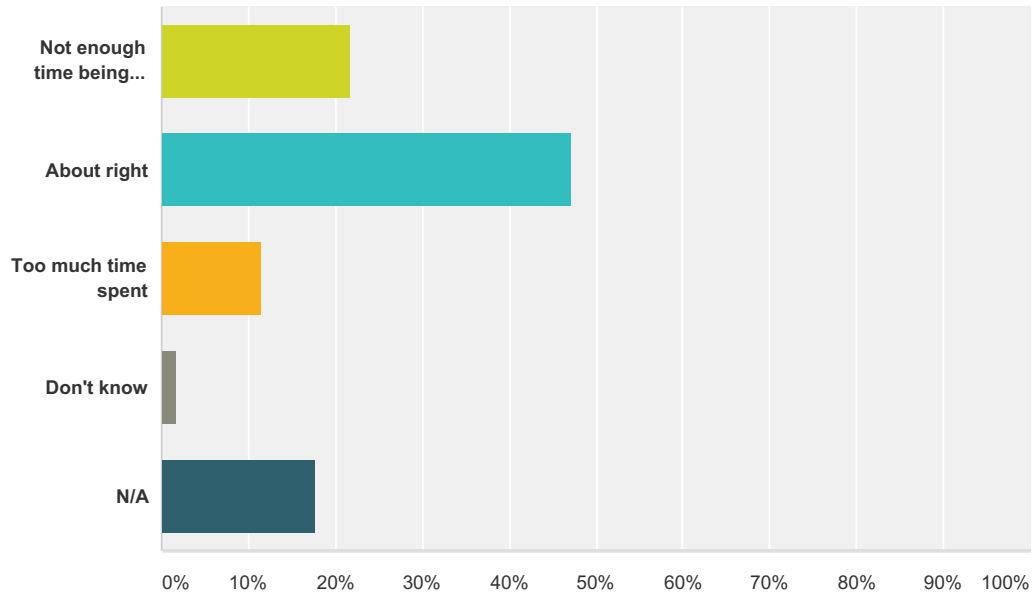
#	Comments	Date
1	As an administrator I would like to have the time to get into more classrooms more regularly to support teachers and students. However with the increased paperwork etc. the time is no longer there!	2/15/2014 2:31 PM
2	Do more covering of classes/students since not enough resources in school such as IRTs for needs in school	2/14/2014 2:31 PM
3	Teaching 50% as an administrator in a k-12 school is overwhelming most weeks.	2/12/2014 1:57 PM
4	I am answering this question in view of having 75% teaching and it is too much in conjunction with all of the other duties as administrator	2/12/2014 11:41 AM
5	I love teaching, but doing justice to administrative duties is very difficult when teaching 75% of the time.	2/12/2014 10:55 AM
6	I am also a homeroom teacher and I teach language 4,5,6 Math 4, Religion 4,5,6 Art 4,5,6	2/12/2014 10:46 AM
7	Love teaching, but difficult to do justice to both roles.	2/11/2014 10:24 PM
8	I am 50 percent in the classroom as an assistant principal	2/11/2014 9:51 PM
9	I am teaching pretty much 100% of the time despite needs in our school	2/11/2014 8:46 PM
10	Balance of home life severely affected by work	2/11/2014 7:49 PM
11	100% teaching duties	2/11/2014 6:59 PM

## Administrators Survey 2013

12	Teaching 50% with little planning time due to high demands of the 50% administration allotted in a school of a student population of 419 students.	2/11/2014 5:16 PM
13	In of the administrative demands in my school it is challenging to provide office assistance and teach 50%.	2/11/2014 5:11 PM
14	Full time teaching duties	2/11/2014 11:51 AM
15	I don't have teaching duties but I do try my best to get in the classrooms	2/11/2014 11:46 AM
16	75% teaching in a K-12 school with 254 students	2/11/2014 10:36 AM
17	I teach 5 courses, leaving me very little time for other admin duties.	2/6/2014 9:30 AM
18	For many years I have been teaching 5 or more courses every year, with 75% or more of my time in the classroom.	2/6/2014 12:03 AM
19	Not sure how to answer this one, as I teach 75% classroom, so while the time spent teaching is about right, the time spent planning is not enough.	2/5/2014 7:23 PM
20	I do not teach a course	2/5/2014 5:44 PM
21	Consumed with bussing and discipline and supervision	2/5/2014 10:58 AM
22	Full Time Multi-grade Teacher, Full Time Administrator - No Prep Time	2/5/2014 9:25 AM
23	I teach 75% and still have loads of Admin duties.	2/5/2014 9:08 AM
24	Varies - depends if I'm assuming Principal duties	2/4/2014 9:06 PM
25	With a school of 338 students, I am expected to effectively teach 75% and also be effective as an administrator	2/4/2014 8:03 PM
26	I teach 75% of the day.	2/4/2014 7:11 PM
27	Teach 50% and expectations of classroom teaching, organization, planning special activities interferes with admin time.	2/4/2014 6:16 PM
28	I teach 25%.	2/4/2014 5:47 PM

### Q43 Extracurricular coaching, clubs

Answered: 381 Skipped: 52



Answer Choices	Responses
Not enough time being spent	21.78% 83
About right	47.24% 180
Too much time spent	11.55% 44
Don't know	1.57% 6
N/A	17.85% 68
<b>Total</b>	<b>381</b>

#	Comments	Date
1	would love to have time to do it, but just don't have it	2/14/2014 2:31 PM
2	Attending / supervising (monthly)	2/12/2014 9:51 PM
3	small staff, everyone takes on more than their fair share if students are to have a well rounded schoolk experience.	2/12/2014 1:57 PM
4	Cooking class for k - 6, badminton for 7 - 12	2/12/2014 10:46 AM
5	Too much time spent running extracurriculars because teachers are increasingly stepping down from extracurricular activities	2/11/2014 6:19 PM
6	Never have much time, I spend my time working to get things done.....can't walk away at 6:00 and say Ok done for the day.....	2/11/2014 11:46 AM
7	Since admin time cut this year I do not have any extra time to spend on extracurricular including Toturing	2/11/2014 10:36 AM
8	Does not fit into current demands/responsibilities	2/10/2014 12:50 PM
9	Unfortunately, I do not have the energy to spend the extra time with the students. I know that this is an important part of a positive school culture and I am missing out on it.	2/10/2014 9:40 AM
10	Because I don't get home till 5:30, it is difficult to come back to school in the nighttime to coach or supervise students who want to be there.	2/6/2014 7:56 PM

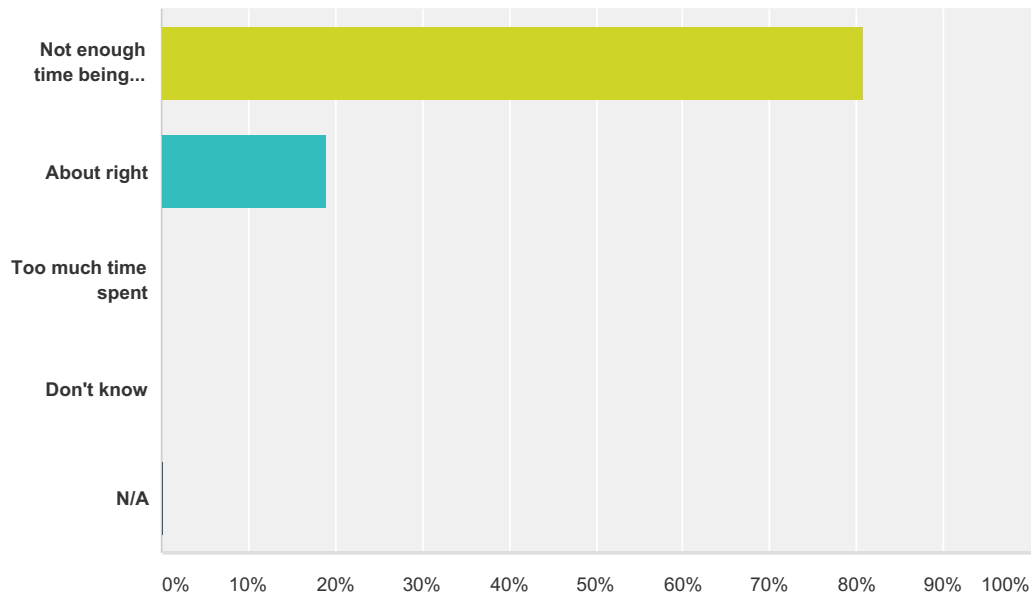


## Administrators Survey 2013

11	just no time for this. Would enjoy this immensely!	2/6/2014 3:41 PM
12	I have two co-curricular involvements	2/5/2014 5:44 PM
13	I take care of the Breakfast Program, member of School Council and The Parent Support Group	2/5/2014 5:23 PM
14	Coaching two teams.	2/5/2014 3:39 PM
15	Each year I try to sponsor a team/club, however each year I constantly feel guilty for having to skip meeting and practices due to admin duties that come up.	2/5/2014 3:01 PM
16	I don't coach.	2/5/2014 2:00 PM
17	Cannot commit to being a head coach but am present for most extracurricular events such as movie nights, dinners, fundraisers, some sporting events.	2/5/2014 1:06 PM
18	Too busy with after school meetings, however, many staff members offer extra curr.	2/5/2014 12:28 PM
19	Not involved	2/5/2014 10:58 AM
20	Too much time dealing with parents, teachers and coaches around issues from athletics that has an impact by taking away from precious time that should be dedicated to teaching and learning activities.	2/5/2014 10:58 AM
21	I use to be an avid coach/mentor for programs - 3 or 4 programs/activities a year. Now, I can't wait to get home at the end of the day.	2/5/2014 10:21 AM
22	I typically spent 4-6 hours a week with extra-curricular programs.	2/5/2014 9:23 AM
23	I don't feel the options for these questions are the correct wording...I spend a lot of time doing extra curricular activities but I'd never feel like it's too much of my time.	2/4/2014 10:05 PM
24	I can't do this! No time!!	2/4/2014 9:32 PM
25	Overseeing and coaching myself - for what?	2/4/2014 8:29 PM
26	I choose to coach because it provides an opportunity for positive interaction with students.	2/4/2014 8:10 PM
27	With long distance bussing issues the extra curricular options are limited.	2/4/2014 5:54 PM
28	I used to coach basketball but do not have time over the last few years	2/4/2014 5:02 PM
29	I coach three teams, all of whom have a couple of practices each week and games throughout the season.	2/4/2014 4:34 PM

### Q44 Personal physical activity

Answered: 381 Skipped: 52



Answer Choices	Responses	
Not enough time being spent	80.84%	308
About right	18.90%	72
Too much time spent	0.00%	0
Don't know	0.00%	0
N/A	0.26%	1
<b>Total</b>		<b>381</b>

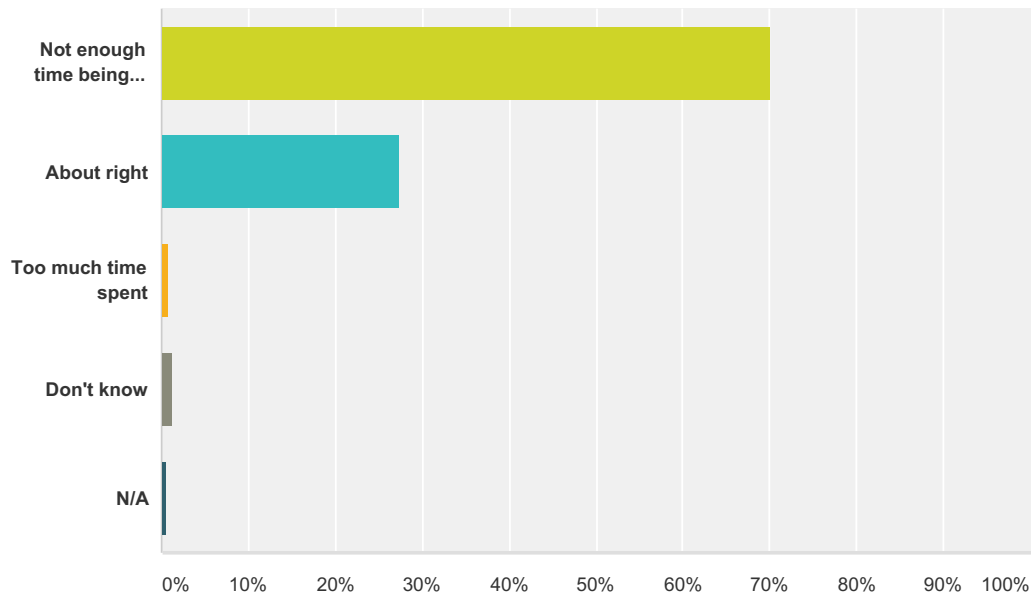
#	Comments	Date
1	work can be all consuming; have to carve out exercise time	2/14/2014 2:31 PM
2	Too exhausted at the end of the day!!!	2/12/2014 9:51 PM
3	I've learned to make the time for these things as there has to be an outlet from my professional life.	2/12/2014 1:57 PM
4	I try to exercise at least an hour a day.	2/12/2014 1:53 PM
5	Too tired by the time work and home duties completed	2/11/2014 7:49 PM
6	Job much too time consuming. Often not home until after 6 pm with work to be done at home	2/11/2014 6:19 PM
7	too exhausted at the end of the day and too busy with work still to be done...it is really sad....I had a retired administrator share with me how disappointed he was to see where things have gone....what could I say ;(	2/11/2014 11:46 AM
8	Exhausted!!!	2/11/2014 10:36 AM
9	not much left in the tank at the end of the day. Early to bed	2/10/2014 12:50 PM
10	Are you kidding? So exhausted most times!	2/6/2014 3:41 PM

## Administrators Survey 2013

11	Personal fitness is a huge issue as time to maintain a healthy body is challenged with heavy work load. Has resulted in a profession where many are overworked, stressed, with little to no exercise. Be interesting to see the statistics for administrator longevity. Bet we wouldn't be shocked to see that we(administrators) have among the shortest longevity of all professional occupations.	2/6/2014 2:40 PM
12	I have no time for this.	2/6/2014 9:30 AM
13	would like to spend more but not available due to work demands	2/5/2014 11:45 PM
14	I am planning to change that aspect of my life very soon. Once I get Term #2 report cards out. ;)	2/5/2014 4:27 PM
15	Sometimes cannot fit this into the schedule.	2/5/2014 1:06 PM
16	I make this a priority:-)	2/5/2014 12:28 PM
17	The hours of a PS fall well beyond the 8:30 - 4:30 work day. Our region is geographically diverse and travel to schools often takes hours. I leave home at 6 AM to reach many schools in time for an 8:30 start or am involved in afterschool meetings (IEP; ISSP; Service Delivery Meeting; Problem Solving, etc). This results in work days ending at 7:30 at night. This leaves little time for personal physical activity / leisure time.	2/5/2014 11:53 AM
18	I exercise at home 4 times per week faithfully	2/5/2014 10:58 AM
19	Exhausted when I get home - mentally and physically - the emotional drain is hardest.	2/5/2014 10:21 AM
20	Last year as a result of my stress level and high blood prerssure issues and an unhealthy lifestyle, which my job contributes too. I began an exersise and healthy eating plan and this is a priority in my life. So I make time for this above all else. I had no other choice.	2/5/2014 9:07 AM
21	Where will the time come from?	2/5/2014 7:43 AM
22	Rat race	2/4/2014 8:29 PM
23	nothing left for me	2/4/2014 8:07 PM
24	Gyms should be accessible to district staffs	2/4/2014 7:58 PM
25	My own health is suffering	2/4/2014 7:41 PM
26	Not enough energy at the end of each day.	2/4/2014 6:43 PM
27	I have gone from running and exercising 5 days a week to simply trying to squeeze in two days a week.	2/4/2014 6:16 PM
28	Walk every day, good for mind and body.	2/4/2014 5:47 PM
29	my own choosing. I have to take responsibility for that one	2/4/2014 4:54 PM

### Q45 Leisure reading, hobbies, watching television

Answered: 381 Skipped: 52



Answer Choices	Responses
Not enough time being spent	70.08% 267
About right	27.30% 104
Too much time spent	0.79% 3
Don't know	1.31% 5
N/A	0.52% 2
<b>Total</b>	<b>381</b>

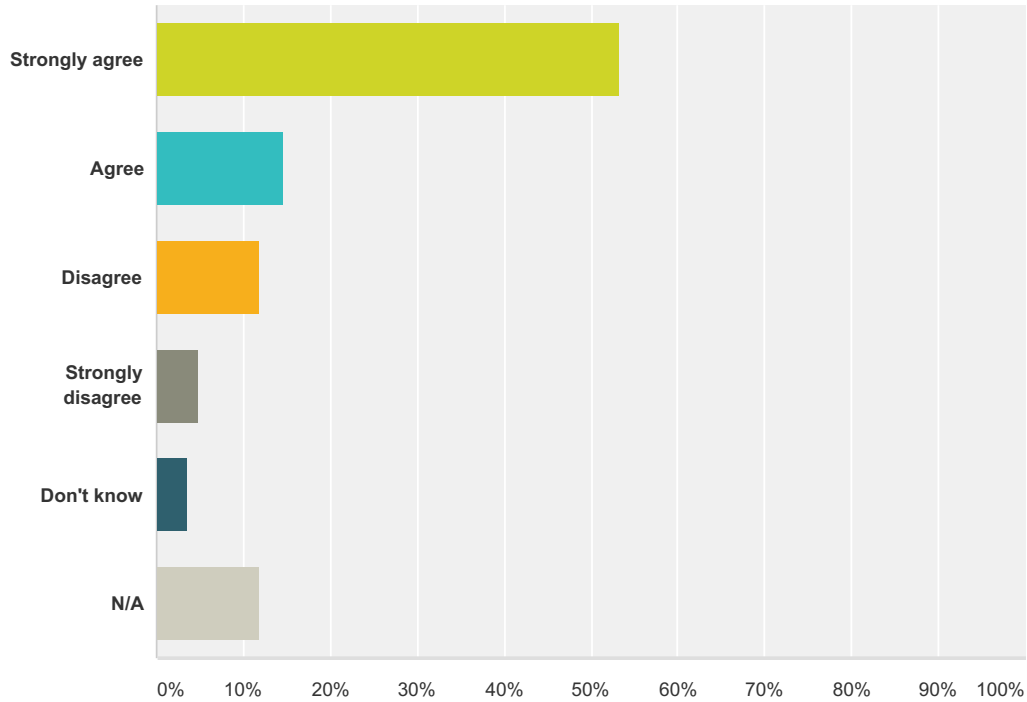
#	Comments	Date
1	again very difficult finding balance; nowhere near achieving it this year	2/14/2014 2:31 PM
2	Elderly aging parents are top priority out of school besides my family.	2/12/2014 9:51 PM
3	There isn't time for everything	2/12/2014 1:57 PM
4	Who has the time?	2/12/2014 10:36 AM
5	Not sure that reading and watching television can/should be in same category here	2/12/2014 10:03 AM
6	simply don't have the time	2/11/2014 11:46 AM
7	That is a JOKE!!!!	2/11/2014 10:36 AM
8	not much left in the tank at the end of the day. Early to bed	2/10/2014 12:50 PM
9	In July and August...haaaa	2/7/2014 9:43 AM
10	No time for these luxuries!	2/6/2014 3:41 PM
11	Love to spend more time doing the fun things in life but proffession restricts this for sure.	2/6/2014 2:40 PM
12	Recently has improved, big rock classification prioritized	2/6/2014 11:36 AM

## Administrators Survey 2013

13	I have no time for this.	2/6/2014 9:30 AM
14	This depends on the day or time of year. Most days I am able to balance.	2/5/2014 3:01 PM
15	This does not exist.	2/5/2014 1:06 PM
16	Reference comments above. There is little balance of life with the demands of this position. Beyond regular work days, when travel to St. John's is required (we often travel on personal time...no compensation or time in lieu). Leaving after work hours or on Sunday is not a rare circumstance.	2/5/2014 11:53 AM
17	TV watching - mindless matter - don't want to discuss or talk to other people when I leave here - too many people needing things all day long	2/5/2014 10:21 AM
18	Who has time?	2/5/2014 7:43 AM
19	Rat race and not enough money - should have taken a trade	2/4/2014 8:29 PM
20	There is no time for leisure	2/4/2014 7:41 PM
21	Very little to no personal time.	2/4/2014 6:43 PM
22	TV at times while doing work.	2/4/2014 6:16 PM
23	Make time for this.	2/4/2014 5:47 PM
24	I have close to zero relaxation time.	2/4/2014 4:37 PM

**Q46 The most recent provincial budget (2013) reduced school administrator allocations in 100 schools. Indicate the degree to which you agree with the following statements: The cuts to administrator units have directly affected my position**

Answered: 377 Skipped: 56



Answer Choices	Responses	
Strongly agree	53.32%	201
Agree	14.59%	55
Disagree	11.94%	45
Strongly disagree	4.77%	18
Don't know	3.45%	13
N/A	11.94%	45
<b>Total</b>		<b>377</b>

#	Comments	Date
1	I did maintain my current allocation, however I know that many other schools have been negatively impacted.	2/15/2014 2:33 PM
2	since the VP is teaching much more I am left dealing with the issues that arise during those times	2/14/2014 2:34 PM
3	I assist other schools and the support required by other schols have increased	2/13/2014 9:12 AM

## Administrators Survey 2013

4	I went from 50% to 25% yet the school population was the same, it is almost impossible to effectively manage the school with such limited support	2/12/2014 9:44 PM
5	I wasn't affected in my school with this recent cut	2/12/2014 2:01 PM
6	in all areas	2/12/2014 10:36 AM
7	My allocation was not cut but will likely affect this position in the future	2/12/2014 10:16 AM
8	never had a VP	2/12/2014 9:37 AM
9	Not enough time to completed administrative tasks	2/12/2014 8:47 AM
10	More to do, less time to do it!	2/11/2014 10:25 PM
11	an increase in enrollment actually increased the school's allocation	2/11/2014 8:24 PM
12	Cut 1/2 unit	2/11/2014 7:52 PM
13	my school should have two full time admin	2/11/2014 5:46 PM
14	Loss of 25% admin time at my school	2/11/2014 5:29 PM
15	This school was using 50% of allotted 75% for past five years; however, decision was made with the increasing numbers, the increase in discipline issues, needs in general we were going to actually to use the full allotment this current year only to have the cut in time.	2/11/2014 5:23 PM
16	They have increased my workload/ responsibilities due to the increased support I have to offer	2/11/2014 4:32 PM
17	my position and possibly health....very tiring days trying to get done what ordinarily three people	2/11/2014 12:01 PM
18	Less time to do more work!!!	2/11/2014 10:36 AM
19	back in classroom teaching after about 10 yrs. For our building it amounts to 17 periods less admin time in a 35 period schedule.	2/10/2014 12:52 PM
20	It is near impossible to provide the support from the office with the reduction in admin time.	2/10/2014 9:42 AM
21	The role of an administrator is a vital component of a succesfull school. I believe we need to add more admin time.	2/9/2014 12:13 PM
22	I am tired this year! I am not able to support other staff as much becasue I am trapped in the office dealing with other concerns.	2/9/2014 10:38 AM
23	New to the job	2/7/2014 12:17 PM
24	I was not one of the 100.	2/7/2014 11:14 AM
25	By far, the most impact on student discipline, teacher support and performance on administrative duties. The toughest cut yet. These days, it is not advisable to meet with a student alone on any topic anymore. So The VP is only in the office a couple periods a day, then some issues are just not getting the required attention.	2/7/2014 10:11 AM
26	small school allocation has not changed	2/6/2014 7:57 PM
27	My school received a .25 cut in administration. Placed a huge burden on our administrative team as we were already challenged before the cuts.	2/6/2014 2:45 PM
28	did not have any admin. time	2/6/2014 11:21 AM
29	Workload is excessive. My VP time was cut by 0.25 units and I have had to take on those responsibilities.	2/6/2014 10:13 AM
30	the 0.25 cut in administration adds 1 & 1/2 hours to each work day.	2/6/2014 9:33 AM
31	in a negative manner	2/5/2014 11:46 PM
32	This has not been made an issue by the NLTA. Huge problem for admin	2/5/2014 11:45 PM
33	I went from .5 admin .5 teaching to .25 admin .75 teaching	2/5/2014 7:24 PM
34	Yes, I am back to working 11 hours a day and 6 on Sundays. I am working tired more often and therefore I am less effective. It is 6 p.m. now and I have been in since 7:30 a.m. How valaid is this survey when I am doing it at the end of a long demanding day?	2/5/2014 5:50 PM
35	I am now teaching a lot more and none of my other responsibilities have decreased. AND, my other responsibilites have increased. wow.	2/5/2014 4:29 PM
36	Most days it is not humanly possible to do this job. It has always been demanding but in the past year it has gotten much worse.	2/5/2014 3:04 PM

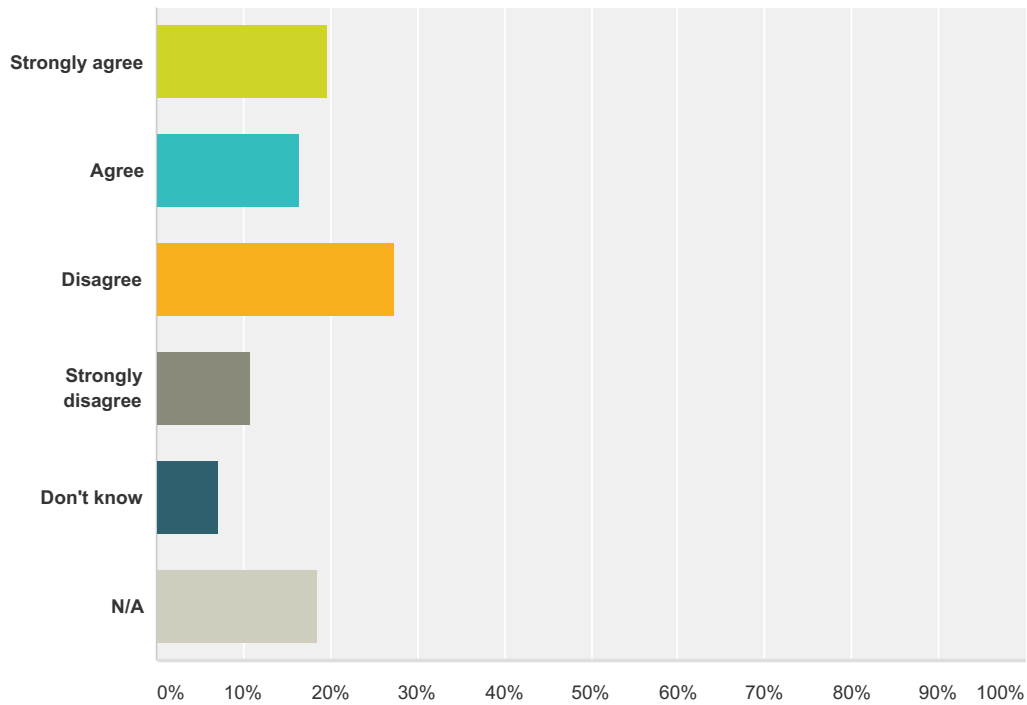
## Administrators Survey 2013

37	Vice Principals are no longer invited to Principal's Meeting which are helpful and necessary	2/5/2014 1:23 PM
38	We should have a third admin, but with 770 + students, it's just the 2 of us.	2/5/2014 12:30 PM
39	There is a higher demand on the administrators left in the system. This inherently affects PS workloads, as they seek out direction/ support from district personnel.	2/5/2014 11:56 AM
40	Cuts meant Principal and VP are in the classroom more, and in the office less. However Admin responsibilities	2/5/2014 11:26 AM
41	Administrative time in my school has been diminished by 1 hour and 15 minutes per day.	2/5/2014 11:22 AM
42	My former position was made redundant due to the cuts.	2/5/2014 11:13 AM
43	I have more duties, responsibilities, and expectations yet our Administrative allocation has been reduced.	2/5/2014 11:12 AM
44	To cut administrative positions in schools is absolutely short sighted and detrimental to the good functioning of our school.	2/5/2014 11:00 AM
45	My position was cut drastically. This is an unrealistic allocation for the responsibilities given	2/5/2014 10:59 AM
46	I did not lose Admin time at my school - but we did have 25% of a unit put in IRT and out of regular teaching - that meant we had to reduce course offerings, make larger split classrooms and have our IRT teach classes even though they aren't suppose to	2/5/2014 10:23 AM
47	I originally started as .25 percent admin. When it was increased to .50 I was very excited. I would not like to see any cuts to my current allocation. In fact I would like to have more time to read research and plan professional development.	2/5/2014 9:33 AM
48	We have more work to do but less admin time to do it.	2/5/2014 8:11 AM
49	The administrative unit did not change in my school.	2/5/2014 7:40 AM
50	This is a new school for me.	2/4/2014 9:47 PM
51	My time did not increase or decrease!	2/4/2014 8:22 PM
52	Admin units not cut however - other units were and so programming did get affected	2/4/2014 7:51 PM
53	I am a new principal, so it is difficult to compare this year.	2/4/2014 6:51 PM
54	While our school grew on student population significantly we lost an administrator. More work less people.	2/4/2014 6:51 PM
55	I had 50% VP with 259 students; now I have 25% VP with 258. Drastically reduced.	2/4/2014 6:45 PM
56	This is completely and utterly a foolish short sighted decision. I was speaking to a principal the other day and she commented that she thinks she would be better off in the classroom because there is so much work to do. her asst principal teaches 50% and it is too much!	2/4/2014 6:42 PM
57	We had a full unit of admin time last year. 50% is not enough to do the work expected and deal with the unexpected that arises.	2/4/2014 6:20 PM
58	Enrolment increased and admin time was supposed to but did not	2/4/2014 6:03 PM
59	Have the same allocation as prior.	2/4/2014 5:55 PM
60	No cuts at my school.	2/4/2014 5:48 PM
61	Absolutely	2/4/2014 4:55 PM
62	I am teaching more than 50%	2/4/2014 4:40 PM



### Q47 Units had to be deployed from other areas to maintain the existing administration time.

Answered: 377 Skipped: 56



Answer Choices	Responses
Strongly agree	19.63% 74
Agree	16.45% 62
Disagree	27.32% 103
Strongly disagree	10.88% 41
Don't know	7.16% 27
N/A	18.57% 70
<b>Total</b>	<b>377</b>

#	Comments	Date
1	were not able to maintain admin time since so many needs in school	2/14/2014 2:34 PM
2	No extra time was used.	2/14/2014 1:40 PM
3	There was nothing extra to take from!!!!	2/12/2014 9:53 PM
4	LESS TIME FOR THE SAME WORK.	2/12/2014 2:40 PM
5	Our teaching units are stretched as well.	2/12/2014 11:23 AM
6	No comment.	2/12/2014 10:37 AM
7	lost time	2/12/2014 10:36 AM

## Administrators Survey 2013

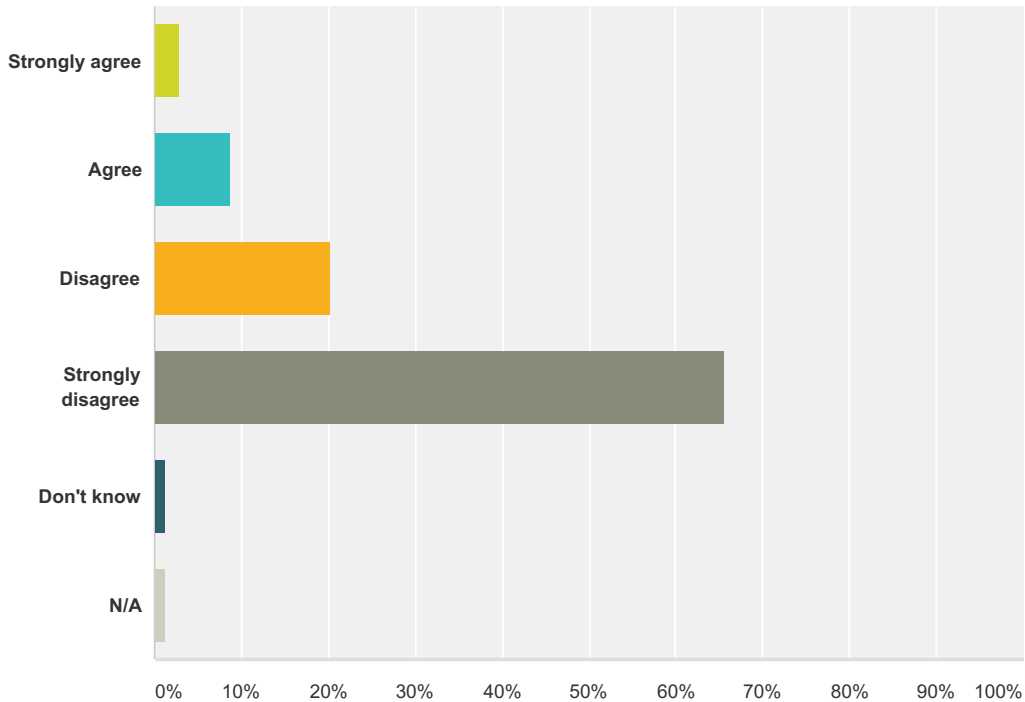
8	My allocation was not cut but will likely affect this position in the future	2/12/2014 10:16 AM
9	Did not deploy from other areas. That would affect instruction	2/12/2014 10:04 AM
10	But they were'n! We suffered the cut, technically but virtually the demands of the job are still there.	2/11/2014 10:47 PM
11	No units available to do that.	2/11/2014 9:50 PM
12	Cannot take from school allocation but other role 1/4 role is severely imoacted	2/11/2014 7:52 PM
13	This is not possible in my school	2/11/2014 7:26 PM
14	This school was cut from 75% to 50% however, not significant change becasue we have used 50% for past five years even though we were allotted the 75%	2/11/2014 5:23 PM
15	We had to suck up the loss of time and make due with the allocation.	2/11/2014 5:12 PM
16	Don't have that luxury.....sounds nice but can't we need all we can to meet the needs of the students...so administrators suffer in silence	2/11/2014 12:01 PM
17	Sadly - Library and Phys. Ed!!!	2/11/2014 10:36 AM
18	on the QT	2/10/2014 12:52 PM
19	At our school our libraian and VP teach the same amount.	2/9/2014 12:13 PM
20	we did not take from anywhere to get support in the office - we were instructed not to do this	2/9/2014 10:38 AM
21	We did not maintain exisitng admin time.	2/7/2014 1:29 PM
22	Didn't take from the teaching allocation; however, this has added much stress to me. I am bearing the brunt. I am trying to mitigate the impact on students but at a cost to me	2/7/2014 10:13 AM
23	Had no option but to be creative with scheduling and appoint teaching staff with lead teacher duties to assist with administrative shortfalls	2/6/2014 2:45 PM
24	did not have any ad. time	2/6/2014 11:21 AM
25	Taken from Adm to maintain classroom programs	2/6/2014 10:41 AM
26	Over the years, our school has been cut in total allocations so much that I no longer have the flexibility to move time to support administrative time.	2/6/2014 10:13 AM
27	Admin has taken on more teaching duties this year. We can't afford to take resources from other areas!	2/6/2014 12:05 AM
28	not in my school	2/5/2014 11:46 PM
29	Very little flexibility in K-6 for being creative with teaching allocations	2/5/2014 11:45 PM
30	We kept all units in the classroom with students	2/5/2014 5:50 PM
31	We were not able to maintain exisiting admin time. Our office rarely has both administrators present.	2/5/2014 4:29 PM
32	Our school has taken a 0.5 teaching unit to support administration. So there has been a direct cut to classroom teaching.	2/5/2014 3:04 PM
33	This is happening (unofficially in schools). As PS for Student Support Services, we are always concerned about guarding the IRT allocations in schools. These units seem to be respected (we do have accountability / monitoring measures in place) however, there are apparent shifting of regular allocations from other areas to administration time, in order to keep up with the work demands within schools.	2/5/2014 11:56 AM
34	Administrative work had to be completed no matter what other deployment	2/5/2014 11:34 AM
35	Time was allocated to each area based on what was provided in the district allocation. Administrative time lost in the allocation was applied and therefore, there is 1 hour and 15 minutes per day less per day to do administrative tasks.	2/5/2014 11:22 AM
36	There were no units to be deployed.	2/5/2014 11:13 AM
37	Our class sizes have grown because we made a decision in this school to maintain the previous allocation of administrators and not follow the allocation.	2/5/2014 11:00 AM
38	We lost teaching units - but they were given to IRT time - not admin time. That really, really left us in a hard spot.	2/5/2014 10:23 AM
39	hard choices had to be made	2/5/2014 10:03 AM
40	Extra teaching by administration has increased workload and stress	2/5/2014 8:40 AM
41	No	2/5/2014 8:05 AM

## Administrators Survey 2013

42	Admin time was cut	2/5/2014 4:30 AM
43	Not permitted	2/4/2014 8:59 PM
44	Agree perhaps it could could been but was told by SEO it was not permitted	2/4/2014 6:53 PM
45	not in my school	2/4/2014 6:51 PM
46	Not possible to do this? Take from teaching time?	2/4/2014 6:45 PM
47	Actually to ease teacher workload I have taken on more teaching time than 50%	2/4/2014 6:20 PM
48	Maintained the same as last year. Did not get increase due to higher enrolment	2/4/2014 6:03 PM
49	Not permitted	2/4/2014 5:07 PM
50	We had to cut the administration time to the allotted level as the loss from guidance and classroom teaching was so profound.	2/4/2014 5:06 PM
51	Can't spare the allocation!! Bare bones now	2/4/2014 5:04 PM
52	we could not do this because we were cut in other areas as well.	2/4/2014 5:03 PM
53	There was no way to re-deploy to cover these needs. My plate just got more full.	2/4/2014 4:59 PM
54	we had none to give so admin time is dangerously low. Creates unsafe situations in our school	2/4/2014 4:42 PM
55	We did not take from other areas.	2/4/2014 4:40 PM
56	We were not permitted to do this.	2/4/2014 4:40 PM
57	Would not be allowed to do	2/4/2014 4:35 PM
58	We had to lose time. The issues have stayed the same but we have less admin time to deal with them.	2/4/2014 4:22 PM

**Q48 I feel the current administration allocation is adequate to accomplish the tasks expected of me in my role as administrator.**

Answered: 377 Skipped: 56



Answer Choices	Responses
Strongly agree	2.92% 11
Agree	8.75% 33
Disagree	20.16% 76
Strongly disagree	65.52% 247
Don't know	1.33% 5
N/A	1.33% 5
<b>Total</b>	<b>377</b>

#	Comments	Date
1	Where do I begin to answer this question? Absolutely not!!!	2/14/2014 2:34 PM
2	NO !!! In a school of 400+ it cannot be a one man show, it has to be a team effort and only because of a positive working relationship and collaboration/communication after hours do we accomplish what needs to be done!!!	2/12/2014 9:53 PM
3	The paperwork/expectations do not differ no matter what the enrolment of a school is. I am solely responsible for 4 divisions of paperwork. Sometimes it is hard to be more than a manager...little time is left for leadership.	2/12/2014 2:01 PM
4	ABSOLUTELY NOT!!!	2/12/2014 10:37 AM
5	Expectation and allocations do not match up	2/12/2014 10:16 AM

## Administrators Survey 2013

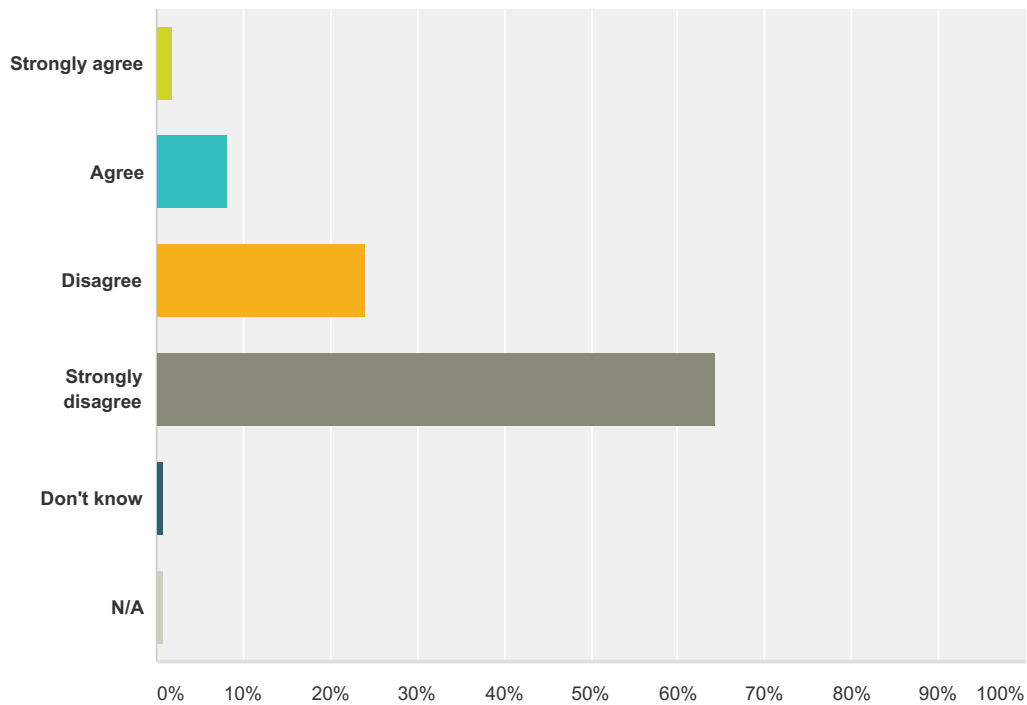
6	I am a .50 administrator is a school of over 460 students	2/11/2014 9:52 PM
7	With the current demands additional time is needed	2/11/2014 8:24 PM
8	Anyone who believes so must be heavily removed from reality	2/11/2014 7:52 PM
9	Would not want it to be reduced any more.(.50)	2/11/2014 7:51 PM
10	i teach full time	2/11/2014 7:00 PM
11	Based on comments above as a teaching VP and the population of the school I strongly disagree.	2/11/2014 5:23 PM
12	Even though my school was not directly impacted, I need additional administrative units to adequately take care of all demands and responsibilities.	2/11/2014 1:06 PM
13	Oh my goodness no....we need more time and I so love my job but I am smart enough to know that more adminstraive time is needed.....	2/11/2014 12:01 PM
14	full time admin plus full time teaching	2/11/2014 11:54 AM
15	I have been fortunate not to be impacted by the changes.	2/11/2014 8:11 AM
16	I teach 50% but still have to do all the admin work!!!	2/10/2014 1:46 PM
17	I work night and day because I LOVE my school. I could do so much more if I weren't in the classroom nearly half the day.	2/9/2014 12:13 PM
18	This is an area that needs to be looked at immediately!	2/9/2014 10:38 AM
19	Even in small schools a 50% VP would be such an asset	2/6/2014 7:57 PM
20	We need extra time desperately. While we are getting by, we are burning out. Help!	2/6/2014 2:45 PM
21	Time is allocated, but new and numerous teaching duties become all consuming	2/6/2014 11:38 AM
22	every school needs admin. time	2/6/2014 11:21 AM
23	The current workload is excessive and to the point where mistakes are being made.	2/6/2014 10:13 AM
24	I spend too much time with management duties and very little time left to be an instructional leader.	2/6/2014 10:08 AM
25	not for schools with 250-399 students -0.25 units; 400-549; -0.25 & schools greater than 700 students were cut a 1/2 of a unit.	2/6/2014 9:33 AM
26	The needs of the modern school and the emotional, social and learning needs of students have increased. We are retaining 95 % of our students in school and each 1% we gain takes huge effort and intervention. The parent community expectation is very high and the accountability is at the school for many social challenges. ie sexting, slander, online threats against fellow students and comments on teachers. Many of the family/student interventions we have done are no longer possible. Time spent in pro-active supervision is down.	2/5/2014 5:50 PM
27	This is the 21st Century when we are supposed to be BETTER at what we do because we know so much more. However education in NL has taken a drastic step back as we have reduced the capacity of the leaders in our schools to deal with the multitude of issues they face.	2/5/2014 3:04 PM
28	I could do a lot more in the area of professional development support with more admin time....any area for that matter	2/5/2014 2:01 PM
29	Given the academic and other needs in my school we can use more administrative support in dealing with the daily demands of students, parents and staff.	2/5/2014 1:44 PM
30	Presently I police. The being an educational leader does not happen.	2/5/2014 1:08 PM
31	Not enough admin time - and it gets cut every year!!!	2/5/2014 11:26 AM
32	Not even close.	2/5/2014 11:12 AM
33	K-12 school has more demands than i.e. a 7-12 school of the same population.	2/5/2014 10:25 AM
34	I only have a VP for 10 out of 70 periods in a cycle. I am overwhelmed with he amount of work. My VP is overwhelmed with the amount of work. We can't get anything done proactively because time doesn't allow	2/5/2014 10:23 AM
35	are you kidding? that is a rhetorical question	2/5/2014 10:03 AM
36	Not a chance!	2/5/2014 9:09 AM
37	can not function properly given the current allocations	2/5/2014 8:40 AM
38	EVERY school needs a Vice Principal regardless of size for too many reasons to discuss here	2/4/2014 7:51 PM

## Administrators Survey 2013

39	Almost impossible to be effective in my job.	2/4/2014 6:45 PM
40	I feel I am a person who is "on the ball" and efficient, using time wisely. 50% is not enough. If a teacher needs me to be available there are times I'm pulled out of class to deal with it.	2/4/2014 6:20 PM
41	Even old formulas did not meet the needs of our unique very large k-12 school.	2/4/2014 5:29 PM
42	I was previously able to spend more time in the classrooms with other teachers and their students. I was able to spend more time planning and facilitating PD, and I had more time to guide the school development process. I no longer have much time for these roles, which I feel are fundamental as an administrator.	2/4/2014 5:03 PM

### Q49 There is enough IRT support to meet the needs of students.

Answered: 376 Skipped: 57



Answer Choices	Responses	
Strongly agree	1.86%	7
Agree	8.24%	31
Disagree	23.94%	90
Strongly disagree	64.36%	242
Don't know	0.80%	3
N/A	0.80%	3
<b>Total</b>		<b>376</b>

#	Comments	Date
1	Absolutely not! VP and I are acting as student assistants and IRTs since not enough support in the school.	2/14/2014 2:35 PM
2	IRT tends to spend alot of time providing testing accomodations at the expense of in-class support that is badly needed which would improve assessment results.	2/13/2014 2:31 PM
3	We have requested more.	2/12/2014 9:54 PM
4	The case loads seem to increase, the needs and diversity of the student population increase but it seems IRT allocation does not	2/12/2014 9:45 PM

## Administrators Survey 2013

5	I think one of the biggest problems facing IRT's and educators in general is the implementation of the medical model in education. Teachers are carrying the stress of trying to meet many Parents expectations of "Fixing" students who have Autism, Cognitive Delay, Emotional Issues, etc. With all due respect, I sometimes thing that some parents and agencies think that if we had the right plan and the correct training that all students needs would be met. I often say to our frustrated teachers who are stressed because they can't fix the psychiatric, emotional and developmental (such as cognition/Autism) needs of students. I will ask a simple question "Do you think the waterford hospital and the Psychiatric Wards " at St. Clare's and the General Hospital would be empty if the teachers 30 and 40 years ago were better trained or had better plans?????? I am concerned that we have become so politically correct that at t he elementary level teachers have the stress of parental expectations and adcocacy groups expectations that we do not have students with medical/psychiatric/cognitive issues, but that we have teachers with teaching problems. That is why IRT's are leaving the positions in droves for the regular classroom... Sorry for the rant, but You asked....	2/12/2014 8:56 PM
6	ABSOLUTELY NOT! Allocations are made on numbers. The unique needs of schools have to be recognized and met when it comes to IRT, SA, Guidance and Admin time.	2/12/2014 10:38 AM
7	The next big piece in the greater St. John's area will be ESL. While allocation for ESL comes from the individual school we are finding that many of these students - immigrants, international students, and refugees require some degree of IRT support even though they may not "qualify". My school has a very large multicultural mix of students and English is not their first language. To have them do French is not realistic when they are speaking their native tongue at home and English in school. Hence, the need for some of these students to receive some intervention whether it is IRT or otherwise.	2/12/2014 10:24 AM
8	I would need close to double present units	2/11/2014 7:52 PM
9	This and the St. Asst. cuts are areas of great concern. This cuts impact safe & caring priorites which in turn impact student achievement potential.	2/11/2014 8:15 AM
10	Current inclusion model with IRT supoport in the classroom is still not mweeting the needs of all	2/10/2014 12:53 PM
11	IRT is based on school population not needs? My needs may be greater than another school my size. How can this be fair?	2/9/2014 10:39 AM
12	In constant contact with various levels of Board fighting for extra support.	2/6/2014 2:47 PM
13	For intervention plans to really take flight support needs to be evident to actualize it.	2/6/2014 2:19 PM
14	Higher expectation and needs of students plus inclusion at a time when units are decreased - Not logical thinking on the part of the dept	2/6/2014 10:42 AM
15	IRT time is grossly lacking. Our students are not being supported to the degree they need to be successful. What we are doing now is only a band aid approach.	2/6/2014 10:14 AM
16	STRONGLY DISAGREE!!!!!!!!!!!!!!!!!!!!!!	2/6/2014 10:08 AM
17	should be nneds based allocation and the system should react more quickly to increase in student exceptionality numbers	2/5/2014 11:47 PM
18	What we need are better trained Student Assistants with an extra hour a day to be involved with the program of students, reporting and meeting with parents. This lower cost partnership can truly create inclusive classrooms. But they need training, a living wage and hours.	2/5/2014 5:52 PM
19	This year yes. Most other years "No".	2/5/2014 3:40 PM
20	The allocation for IRT is archaic at best. We know so much more about learning diversity, differences and disabilities however we do not support it by providing human resources. Only the most NEEDEDY classes receive IRT and even then it is a struggle when they are constantly pulled out for testing.	2/5/2014 3:07 PM
21	this year seems ok but it varies from year to year	2/5/2014 2:02 PM
22	We have good support at our school	2/5/2014 1:47 PM
23	The increase on student mental health needs and academic needs we are not doing justice to meeting individual needs.	2/5/2014 1:45 PM
24	Allocations are based on school population not on demonstrated diagnosed need.	2/5/2014 1:09 PM

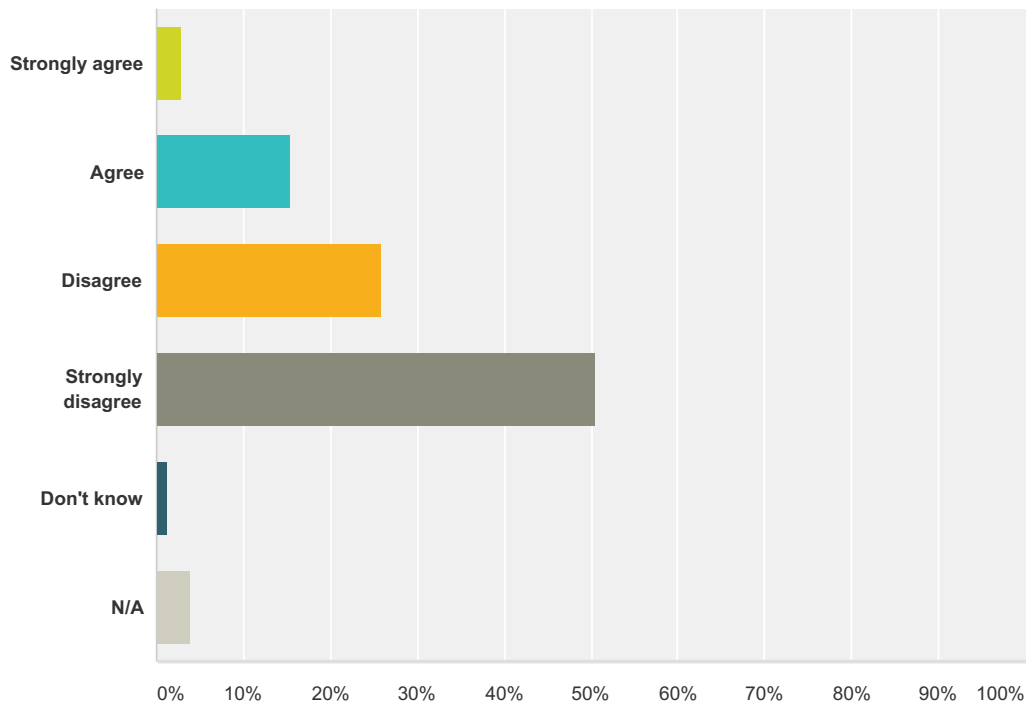


## Administrators Survey 2013

25	Although increase in IRT resources is not always the immediate solution to issues in student programming / school concerns, there is a recognition that the number of students with pervasive needs has been increasing each year (regardless of the population decline). The increased number of students diagnosed with ASD; the social impact of society and the resulting behavioral, emotional and mental health issues, etc. all impact programming needs for individual students. Most schools are left feeling that regardless of prioritizing student need, there are students who are not having needs met. As well, schools have the desire to be pro-active in supporting struggling learners (not yet recognized as having specific exceptionality, but requiring literacy/numeracy interventions), yet they are not able to deploy their IRT resources to support co-teaching models within classrooms, as the IRT's time is saturated with direct teaching responsibilities for students requiring specific accommodations, alternate programs/courses/ curriculum. Our provincial focus on Inclusive Education, our Service Delivery Model for students with Identified Exceptionalities; Our focus on supporting students reach maximum potential/ literacy and numeracy proficiencies is supported in theory however the realities of trying to stretch resources to meet priority student need leaves schools in quandry of how to be pro-active, inclusive and suportive of ALL struggling students.	2/5/2014 12:06 PM
26	Definitely not enough IRT time - we are not meeting the needs of students in many situations.	2/5/2014 11:27 AM
27	Students are continually falling between the cracks because of lack of IRT time. Our IRT went up last year from 2.25 to 2.5 - but they took it from our regular teaching!! We then had to cut courses, make larger classes of students - we actually have to combine all of our basic language and math in grades 10, 11 and 12 into one class with one teacher!! And, they need IRT support and we have NONE to give them.	2/5/2014 10:25 AM
28	high risk students do not get enough coverage - and lunchtimes are not considered in the allocation of SA so it falls directly on the IRT staff	2/5/2014 10:04 AM
29	I have actually allocated more time on our schedule for IRT support than our allocation.	2/5/2014 9:39 AM
30	No IRT for our School	2/5/2014 9:27 AM
31	We have more students falling through the cracks now than we ever did before. We have Level III students now just being diagnosed!	2/5/2014 9:11 AM
32	In a school of 160 we have 45 students on paper requiring IRT services and we have 1.25 and the second 0.50 had to be fought for. So at times, the administration at my school have to fill in the gaps in this area too.	2/5/2014 9:09 AM
33	There seems to be significant disparity between schools when one compares the number and nature of students profiled with the IRT allocation. The regional SSS EO maintains this is not the case. Hard to swallow.	2/4/2014 9:51 PM
34	We have students grouped with pull out akin to sp Ed classes	2/4/2014 8:31 PM
35	We need increases, not decreases or status quo to do our work properly	2/4/2014 7:52 PM
36	The number of students with special needs is growing exponentially	2/4/2014 7:42 PM
37	Modified courses are responsibility of classroom teacher now. We have 2 pervasive needs students and several others with a diagnosis, but only 75% IRT	2/4/2014 6:22 PM
38	The needs are growing and the allocations are not. We need more IRTs!	2/4/2014 6:18 PM
39	NOT EVEN CLOSE	2/4/2014 5:55 PM
40	There is never enough IRT support so you stretch it and stretch it.	2/4/2014 5:49 PM
41	For the past six years I did not have enough resources. This if the first year in a long time that I feel I have adequate support in this area.	2/4/2014 4:55 PM
42	This year, there is enough in my current school. This is the first time that I have ever seen this.	2/4/2014 4:41 PM

**Q50 There is enough student assistant time to meet the needs of students.**

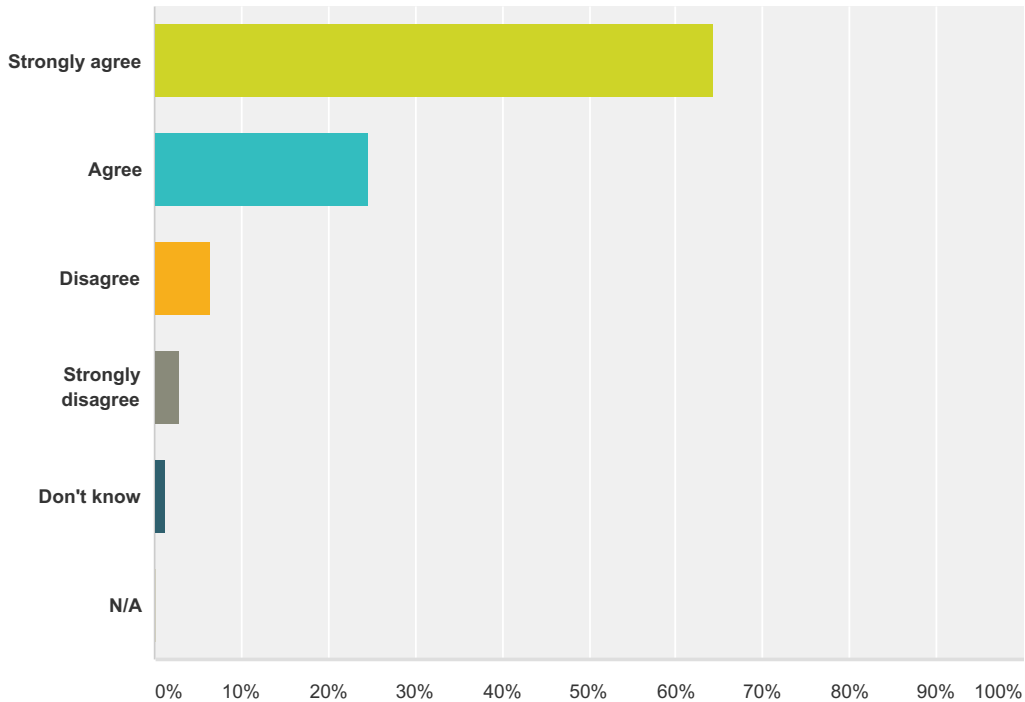
Answered: 376 Skipped: 57



Answer Choices	Responses	
Strongly agree	2.93%	11
Agree	15.43%	58
Disagree	25.80%	97
Strongly disagree	50.53%	190
Don't know	1.33%	5
N/A	3.99%	15
<b>Total</b>		<b>376</b>

**Q51 Regardless of size or population, all schools should have a designated vice-principal to provide support to the administrator.**

Answered: 373 Skipped: 60



Answer Choices	Responses	
Strongly agree	64.34%	240
Agree	24.66%	92
Disagree	6.43%	24
Strongly disagree	2.95%	11
Don't know	1.34%	5
N/A	0.27%	1
<b>Total</b>		<b>373</b>

#	Other (please specify)	Date
1	think that would really depend on size of school population	2/14/2014 2:38 PM
2	I have personally worked as one administrator in a school. It was very stressful to say the least and lonely. You need a confidant to assist/ collaborate/ get feedback / support.	2/12/2014 9:56 PM
3	There seems to be a huge gap between the admin. allocation from small schools to larger. In a larger school there needs to be a recognition for the multitude of needs. Much more admin time is required. Schools with 100 -150 students have a full admin unit; we have almost 500 students and only have 1.5 units...no justice!	2/12/2014 7:34 PM
4	I cannot stress this enough. It is very isolating to have no support in decision making/share responsibilities.	2/12/2014 2:07 PM

## Administrators Survey 2013

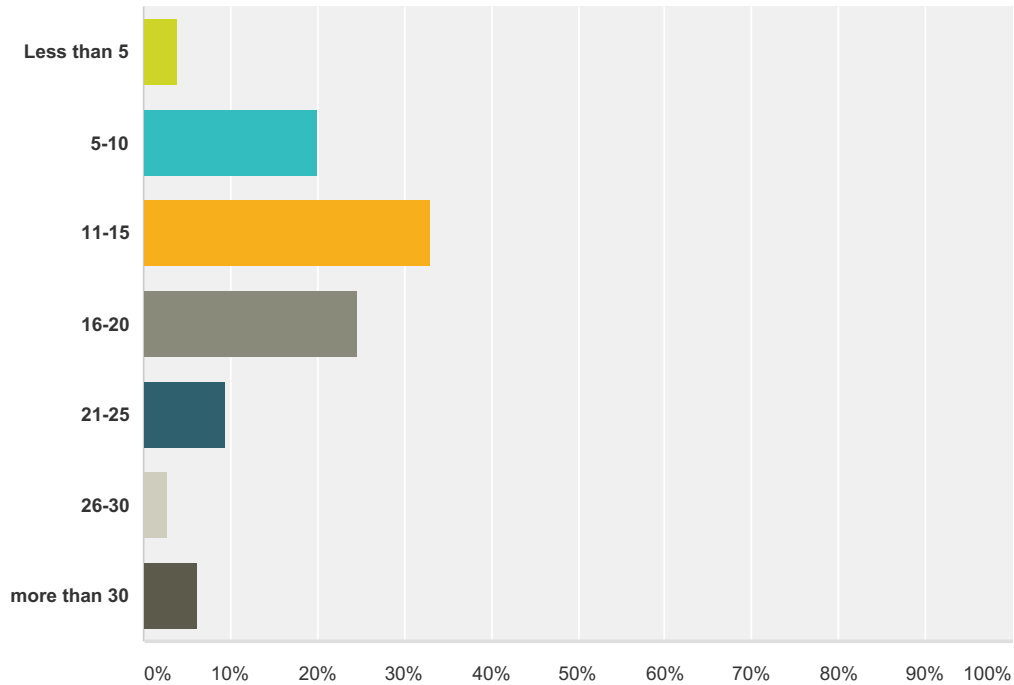
5	I don't think it is necessary in very small schools. I think allocations should not only be based on size but rather on the needs of the students we service.	2/12/2014 1:58 PM
6	There is a limit on the size. A school with population less than 30 for example would not need both.	2/12/2014 10:18 AM
7	or rather: "co-principal".	2/11/2014 10:59 PM
8	Should have large enough population >50	2/11/2014 6:41 PM
9	i spend too much time on discipline!!!	2/11/2014 5:48 PM
10	Larger schools should be increased as well.	2/11/2014 5:30 PM
11	Small schools do not need bot P and Vp; however, I agree regardless of size a school should have a principal without any teaching duties.	2/11/2014 5:28 PM
12	BUT this person NEEDS time and DEFINED administrative duties	2/11/2014 4:33 PM
13	AND MORE IS THE ENROLMENT IS LARGER THAN 700 ...think about the demands from Elementary and Junior High versus Senior High.....there is just so much more to deal with....many say those who don't want to be in school quit at the High School Level but Junior High they stay.....	2/11/2014 12:11 PM
14	However I would be concerned where the time would come from and at what expense .	2/11/2014 8:18 AM
15	The could fix part of the problem by having 100% admin position with school below the cut off of 75 students,	2/10/2014 1:52 PM
16	Full time principal before a vice-principal	2/10/2014 8:56 AM
17	Small schools may not need one! The larger schools are suffering because of this.	2/9/2014 10:45 AM
18	More importantly, support for students, not just the principal	2/7/2014 10:22 AM
19	Strongly agree, as I have been in both situations. Small schools still have the same managerial and leadership tasks to complete as big schools and these schools all have lead teachers that are assuming the same responsibilities as Vice Principals with no pay. Its only deserved that they are financially rewarded for their efforts. I realize that the allocation for the small school may be less, but it is still necessary. Larger schools should all have full time VPs.	2/6/2014 3:06 PM
20	Yes, the title of VP and bonus was given BUT no allocated time for the VP! We were designated a vice-principal however it had to come out of the administration time that was allotted to mys elf as an administrator. I was given 1unit as an administrator when I was given a VP, I had to go back teaching 1/4 of the time.	2/6/2014 10:16 AM
21	Population over 75 should have VP	2/6/2014 8:40 AM
22	I have only ever worked in large schools, so I do not fell qualified to answer	2/5/2014 5:59 PM
23	Change Island has two teachers. How could one be a principal and one be a vice-principal?	2/5/2014 4:30 PM
24	I understand there are some schools with very low numbers the expectations of running a school are still the same to a certain degree. School Reports still need to be completed along with the development of policies/procedures need to be implemented.	2/5/2014 1:48 PM
25	Some schools are extremely small.	2/5/2014 1:12 PM
26	I've been admin in a small school and as long as you have a full time secretary - I feel that I was able to do the job	2/5/2014 12:34 PM
27	I don't see this as necessary in every circumstance. We have some schools with a population of 4 students.	2/5/2014 12:12 PM
28	Definitely!	2/5/2014 11:29 AM
29	iN SOME SMALLER SCHOOLS A NON-TEACHING PRINCIPAL MAY SUFFICE.	2/5/2014 10:58 AM
30	A school with 15 or 20 kids in remote areas does not need it. However, there are teaching principals in the district who have no VP and NO ADMIN PERIODS... they are expected to do all their work after school. This is NOT Right.	2/5/2014 10:29 AM
31	No Vice Principal In our School	2/5/2014 9:28 AM
32	We then could do the job properly instead of chasing our tails	2/4/2014 8:33 PM
33	With an allocated time that is appropriate for the size of the school. It makes no sense that a school with a population of less than 100 students would have 1 full unit of admin time while a school over 300 students would be allocated 1.25 units!	2/4/2014 8:07 PM
34	The number of students in a building is irrelevant - issues still arise and you NEED that second recognized administrator in the building	2/4/2014 7:55 PM
35	Awful lonely without one.	2/4/2014 6:47 PM

## Administrators Survey 2013

36	Some schools have a couple of students.	2/4/2014 6:46 PM
37	There has to be a cut of for this allocation and the one we have now has to change to increase the admin allocation.	2/4/2014 6:46 PM
38	When something goes wrong (discipline, child welfare, student crisis...) you need two people present. Right now, if I am in class, the guidance is pulled in to help the principal and that means that they are not available to deal with guidance concerns.	2/4/2014 5:09 PM
39	The ratio's of admin (VP to Principal) were heading in the correct direction prior to last year. Instead of decreasing by 25%, they should have left the same or granted another 25%. As a minimum for September 2014, would like to see the 25% lost restored. Social issues are NOT decreasing.	2/4/2014 5:05 PM
40	support personnel such as secretaries can be a great asset but require an allocation. Full time secretaries - essential	2/4/2014 5:00 PM
41	It really does depend on the size of the school. Most schools need this designation.	2/4/2014 4:56 PM

**Q52 Indicate how many hours per week, on average, you dedicate to your work as a teacher/administrator. Before/After school - 6 p.m. to 6 a.m.**

Answered: 373 Skipped: 60



Answer Choices	Responses	
Less than 5	4.02%	15
5-10	20.11%	75
11-15	32.98%	123
16-20	24.66%	92
21-25	9.38%	35
26-30	2.68%	10
more than 30	6.17%	23
<b>Total</b>		<b>373</b>

#	Other (please specify)	Date
1	could spend more but have to limit time	2/14/2014 2:38 PM
2	Depends on the time of year, sometimes it is more.	2/13/2014 2:33 PM
3	Retiring this year. This is the year is my last year so most of my projects are ending this year.	2/13/2014 9:15 AM
4	This may vary depending on the week,. This does not include the thinking and problem solving time that you spend reflecting.	2/12/2014 5:55 PM
5	More than I should, less than I used to.	2/12/2014 2:07 PM

## Administrators Survey 2013

6	The time certainly varies, however, it is impossible for me to complete the necessary administrative duties during the workday.	2/12/2014 11:01 AM
7	The work hours of any teacher/administrator should not be from 6am to 6pm. We are human beings who work a regular work week.	2/12/2014 9:21 AM
8	Sometimes more, in peak work-load periods	2/11/2014 10:59 PM
9	from 7:30 am up to midnight most nights.	2/11/2014 7:02 PM
10	I average 11 hours per day without recess or lunch breaks, never get opportunity to go sit with staff to eat recess or lunch.	2/11/2014 5:28 PM
11	Why is the cut off 6pm? Are we expected to work 12 hours days? I think remaining after school from 2:20-4:00 is more than reasonable. That time should have been taken into account in this question!	2/11/2014 1:15 PM
12	large school high demands,,,,,	2/11/2014 12:11 PM
13	I don't agree with the times indicated. 4:00 pm should have been used.	2/11/2014 11:56 AM
14	Stay each day until 5:00-5:30..then begin again after 6p.m.	2/10/2014 1:36 PM
15	I am at work at 7:30 and never ake it home before 5:30 each day. I carry with me - work for the evenings and of course, the weekends are the same.	2/9/2014 10:45 AM
16	If can range from 3 hours one evening to all night (5 or 6 hours) another night.	2/7/2014 10:22 AM
17	Some weeks even more.	2/6/2014 3:06 PM
18	After an additional two hours a day, life's other priorities take precedent	2/6/2014 11:41 AM
19	Why is the time set at 6 p.m. I assume 5 p.m. is more than reasonable expectation plus coming in at 7 when classes start at 8:30 should also be considered overtime.	2/6/2014 10:47 AM
20	There is usually one to two hours every day with the exception of Friday and usually several hours on Sunday.	2/6/2014 10:37 AM
21	This does not include the 11-12 hour days already worked.	2/6/2014 10:20 AM
22	This is an arbitrary number for me. I am responsible for hiring substitutes, so I am on call at all times during the school year.	2/6/2014 12:10 AM
23	Are you assuming a 12 hour work day? I work Monday to Thurs about 12 hours a day. Friday it is 10 hours, Sunday it is 6 hours.In the month of Feb I have 7 evening events booked. Those days will average 14 to 15 hours.	2/5/2014 5:59 PM
24	Just trying to keep up with email alone takes several hours in the evening.	2/5/2014 3:08 PM
25	speaking for now...this has varied in different years and with different teams	2/5/2014 2:03 PM
26	As noted earlier, many times, the role of PS stretches well beyond the regular 8:30-4:30 work day. Travel, meetings and work that can't be completed during these hours is done at home or in the office on personal time.	2/5/2014 12:12 PM
27	At least 2-3 hours per day, given the priorities.	2/5/2014 11:29 AM
28	Are you insinuating that the expected norm is a 12 hour work day?	2/5/2014 9:30 AM
29	I eat my breakfast and lunch at school every day of the week, that's how long I'm here!.	2/5/2014 9:14 AM
30	Depends on the time of year.	2/5/2014 8:49 AM
31	Does this question assume that principals are expected to work the full 12 hours between 6.a.m. and 6 p.m.?	2/5/2014 7:54 AM
32	I actually used to do more but I just can't keep up the pace.	2/4/2014 9:55 PM
33	I refuse to do excessive administrative work outside of my work day.	2/4/2014 8:06 PM
34	I start my day at school at 6:15 and am often there until 5:30-6:00pm. This is necessary to cover my adminsitator and teaching roles.	2/4/2014 7:15 PM
35	I could spend at least 2 hours if not 3 every evening on paperwork, however, I consciously refrain from doing so. After 20 + yrs in this profession! I realize that I need to take care of myself as if I am ill! a substitute is only a call away.	2/4/2014 6:20 PM
36	I have 10-13 hours days. I am responsible for calling subs for teachers and student assistants and now cleaners as well. My day starts at 5:30 and most days I don't get home until 5:30 in the evening. Then I still have phone calls to make and lesson plans to do for my classes.	2/4/2014 4:44 PM
37	Depends on the week, could be more or less	2/4/2014 4:36 PM

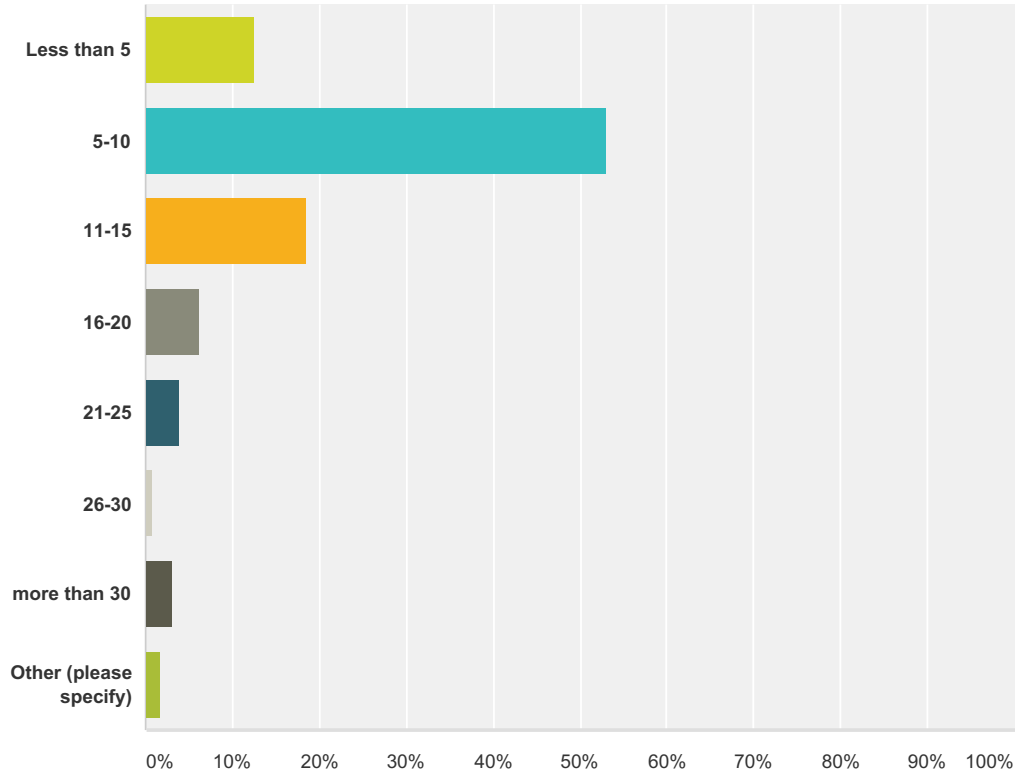
# Administrators Survey 2013

38	And this is not to get ahead it's to maintain	2/4/2014 4:29 PM
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**Q53 Indicate how many hours on holidays and weekends, on average, you dedicate to your work as an administrator.**

Answered: 373 Skipped: 60



Answer Choices	Responses	
Less than 5	12.60%	47
5-10	53.08%	198
11-15	18.50%	69
16-20	6.17%	23
21-25	4.02%	15
26-30	0.80%	3
more than 30	3.22%	12
Other (please specify)	1.61%	6
<b>Total</b>		<b>373</b>

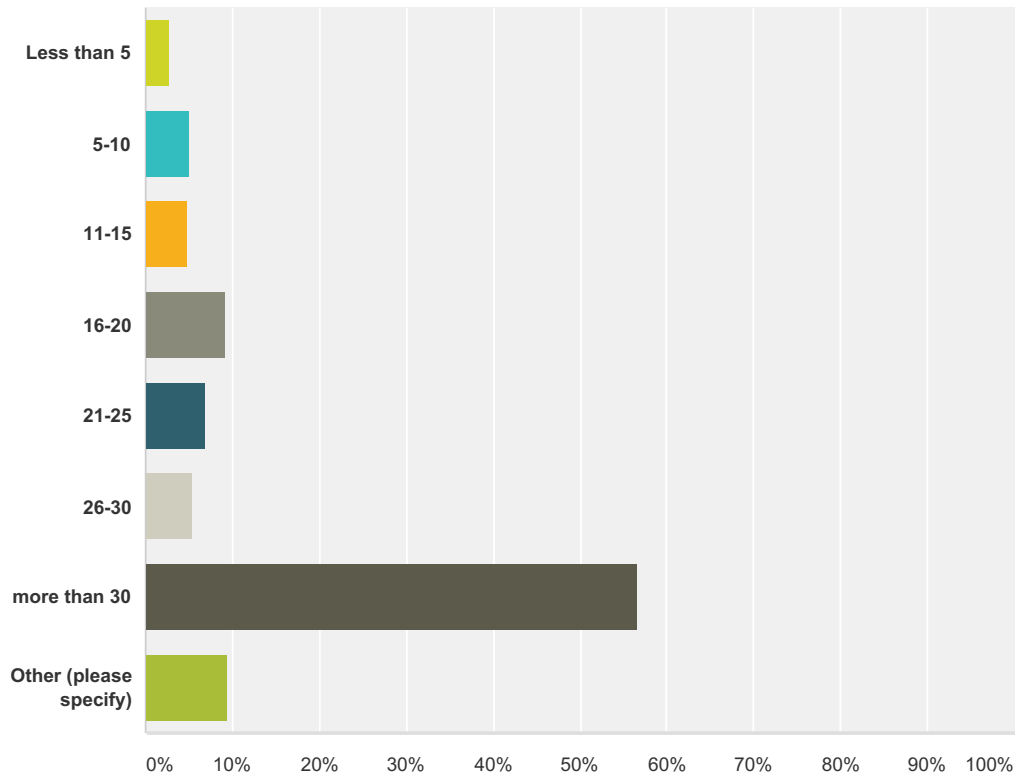
#	Other (please specify)	Date
1	Depends on the event a few times it may be up to 30 on a specific event in a timeframe from Thursday-Saturday	2/14/2014 2:49 PM
2	could spend more but have to limit time	2/14/2014 2:38 PM
3	Again depends on activities going on.	2/12/2014 5:55 PM

## Administrators Survey 2013

4	In the summer when I have to hire teachers I spend quite a lot of time. Last summer after interviews I was on the phone every week right up until the Friday before school opened. Felt I never had a break. Also feel that if we have to do the hiring we should be getting paid to do these interviews when we have Ed officers sitting next to us getting paid.	2/12/2014 9:25 AM
5	Holiday means 8hours with no students but school work contiues	2/11/2014 7:55 PM
6	I have to spend more personal time with my teaching planning as I am a teaching vice principal	2/11/2014 6:06 PM
7	It varies according to time frame.	2/11/2014 5:04 PM
8	Does depend on the time of year.	2/11/2014 1:15 PM
9	possibly more.....it is demanding and that is an estimate...	2/11/2014 12:11 PM
10	Holidays and weekends are not immune from work tasks. Things that cannot get done during the week are put on the "weekend list". Often scheduling, staffing plans etc are done on weekends and holidays to try and "get ahead"	2/7/2014 10:22 AM
11	I usually work 3 to 4 hours every weekend and numerous hours over the Easter Holidays for scheduling..	2/6/2014 10:37 AM
12	The amount of time depends heavily upon the length of the holiday.	2/6/2014 10:20 AM
13	See previous comment!	2/6/2014 12:10 AM
14	Work 7 days a week including summer season	2/5/2014 8:32 PM
15	This is a poorly worded question. Do you mean over the summer? Just weekends?	2/5/2014 3:44 PM
16	5 - 10 is for weekends only. Holidays are difficult to judge. Christmas and Easter and Summer results in much greater hours.	2/5/2014 1:12 PM
17	Please reference comments above.	2/5/2014 12:12 PM
18	Always something that has to be done!	2/5/2014 11:29 AM
19	Hiring during summer months takes up too much time.	2/5/2014 10:10 AM
20	Depends on what is happening at the time.	2/5/2014 9:21 AM
21	this scale is not even close to the extra hours I put in	2/5/2014 8:42 AM
22	Approx 3 per day at these times.	2/4/2014 11:15 PM
23	varies as needed in my circumstance	2/4/2014 8:34 PM
24	Depends on events happening - often times more	2/4/2014 7:55 PM
25	Significantly more in summer.	2/4/2014 6:20 PM
26	August before school starts	2/4/2014 6:05 PM
27	It will depend on the time of year. Prior to reports or PD, the hours go up. Middle of the term, the hours can go down. Start and end of the year? I can spend all day long prepping materials.	2/4/2014 5:09 PM
28	More is spent in the summer and is not refected in this answer.	2/4/2014 4:57 PM
29	per day but needs attention everyday	2/4/2014 4:40 PM
30	More during the summer months	2/4/2014 4:29 PM

**Q54 Indicate how many hours during the summer months, on average, you dedicate to your work as an administrator.**

Answered: 373 Skipped: 60



Answer Choices	Responses	
Less than 5	2.68%	10
5-10	5.09%	19
11-15	4.83%	18
16-20	9.12%	34
21-25	6.97%	26
26-30	5.36%	20
more than 30	56.57%	211
Other (please specify)	9.38%	35
<b>Total</b>		<b>373</b>

#	Other (please specify)	Date
1	week after closure and 2 weeks prior to opening 30+hours/week	2/15/2014 2:18 AM
2	I spend at least 2 weeks each summer finishing the school year and getting ready for the next year...could spend more but have to limit it	2/14/2014 2:38 PM
3	not sure, it can depend on hiring, etc.	2/12/2014 9:46 PM

## Administrators Survey 2013

4	It is the hours but as well the texts, emails and calls when you are consulting with hiring or building maintenance	2/12/2014 8:58 PM
5	The last week after school closes, at least 2 weeks before school opens and this does not include emails.	2/12/2014 5:55 PM
6	More in late Aug and Sept	2/12/2014 4:19 PM
7	Summers are never totally "free". Either hiring, interviewing, revamping schedules to accomodate new hires etc. Still pick up school mail, assist when necessary with supplementary exams, community requests for school use.	2/12/2014 2:07 PM
8	It could be several weeks depending on staffing etc	2/12/2014 1:40 PM
9	Depending on staffing situations or work completed during the summer this would exceed 30	2/12/2014 11:45 AM
10	Unable to answer this question since this is my first year as an administrator, however, when I was hired last August I spent every day at school preparing for September opening.	2/12/2014 11:01 AM
11	With hiring, getting the school ready, etc. We spend at least 3 weeks at work. We should get a few days off during the year due to this.	2/12/2014 10:40 AM
12	Too Many!	2/12/2014 10:11 AM
13	As I said, I am not in this position permanently,, so cannot answer accurately.	2/12/2014 10:05 AM
14	Depends on how many times the schedules have to be readjusted, how many interviews have to be done, etc.	2/12/2014 9:53 AM
15	Depends on the hiring.	2/12/2014 9:25 AM
16	I have worked through entire summers depending on the school and challenges.	2/12/2014 9:14 AM
17	This time may vary depending on hiring required, rennovations being completed, arrival of supplies, etc.	2/12/2014 8:51 AM
18	Staffing is sometimes ongoing and consuming	2/11/2014 11:04 PM
19	Approximately 80...depends on hiring demands, # of new teachers, changes in staff and thereby changes in scheduling,	2/11/2014 10:59 PM
20	To start, there are 1week before and after school finishes/starts, plus rest of summer. Really have to leave town to get "vacation"	2/11/2014 7:55 PM
21	full year employee	2/11/2014 7:30 PM
22	Depending on number of positions to be hired on top of scheduling the school	2/11/2014 7:28 PM
23	I am a first year administrator	2/11/2014 5:30 PM
24	This is my first year in an administrative role so I cannot comment on this one.	2/11/2014 5:14 PM
25	A week at least prior to school opening and a few days after school closes	2/11/2014 5:04 PM
26	Easily more than 30 hours. Constant emails from parents, scheduling for Sept, hiring, etc.	2/11/2014 1:15 PM
27	between interviews, preparing for the new year, completing online references and answering inquiries.....lots of busy days and can be working while down south on holidays etc..... when there is a need I address it, I don't look at the clock or calendar but maybe others such before contacting us....or maybe we should be compensated accordingly....we love our jobs or we wouldn't be at it.....but we need to be valued and appreciated	2/11/2014 12:11 PM
28	new position	2/11/2014 11:56 AM
29	Approx 50 hours, 1 hr each day of summer, plus available for HR duties..	2/11/2014 8:18 AM
30	There is an expectation to work the week after school closes to finish off last minute details and a week earlier to prepare for the new school year. Also there is the hiring of new teacher which general happens during the summer.	2/10/2014 1:52 PM
31	. Work ends during the week after school has closed. Work begins the week prior to the Labour day weekend and if things go well we take all of that weekend off,	2/10/2014 12:56 PM
32	We spend a week after school is out and a week before school begins plus we are involved with hiring teachers.	2/10/2014 9:43 AM
33	Each summer I spend a great deal of personal time preparing for the opening of school for the next school year. How does a school just open? It doesn't - schedules need to be put in place, people need to be hired, abuilding needs to be cleaned, preparation adn communication with others needs to happen. Email from district is expected to be answered. on and on the list goes. It is funny that people think the school can just open!	2/9/2014 10:45 AM
34	Creating atimetable and adjusting student schedules, etc	2/7/2014 12:20 PM

## Administrators Survey 2013

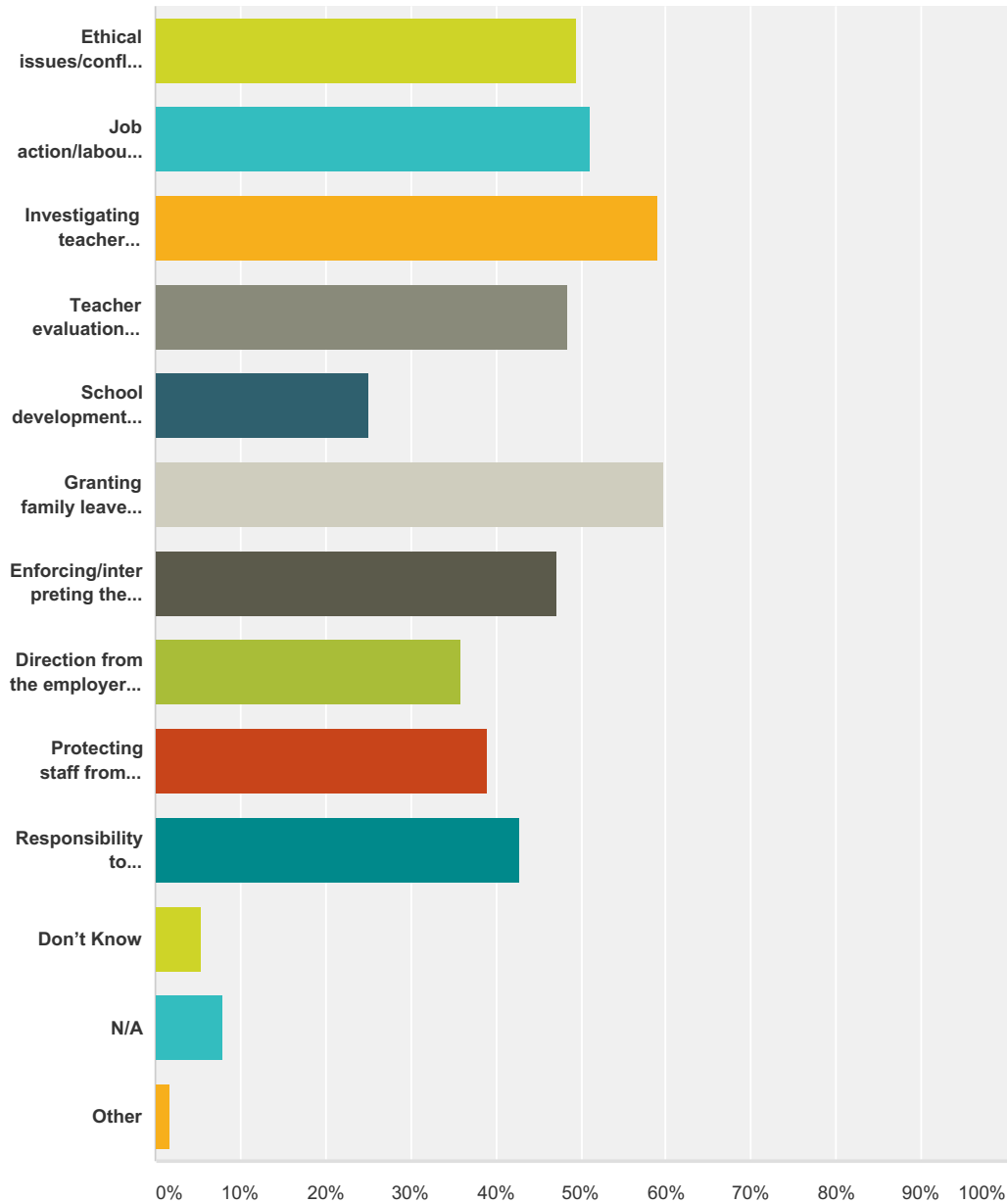
35	Completely unpredictable. This summer as an example, I spent most mornings for 2-3 weeks dealing with human resources dept on staffing issues. My vacation time was rescheduled/postponed to accommodate this as it would drastically affect school opening had I not worked to resolved the issues	2/7/2014 10:22 AM
36	About three weeks!	2/7/2014 10:14 AM
37	Hiring	2/7/2014 9:58 AM
38	Between hiring and scheduling (not to mention miscellaneous), I lose no less than a week and a half each summer.	2/7/2014 9:55 AM
39	With interviews, scheduling, readying the school for opening, checking to see if work is being done....	2/6/2014 7:59 PM
40	I return to work two weeks before the start of the school year. This year, with extra responsibilities in trying to get the physical plant ready and ensure that teachers were supplied with schedules orientation packages, and other essentials materials needed to begin the year. It's time consuming and labour intensive and I can honestly say that this year, in an effort to ensure that our school was fully ready for instruction resulted in me feeling burnt at the start of the year. a time when I should be fully charged and ready to go. Year end is no different as I spend 3-5 days clueing up so its not facing me when I return.	2/6/2014 3:06 PM
41	Beginning of school year start up	2/6/2014 11:41 AM
42	I work approximately 5 to 6 hours a day for 7 to 8 days prior to start up for schooling.	2/6/2014 10:37 AM
43	I usually give up 2-3 weeks of my summer for administrative tasks.	2/6/2014 10:20 AM
44	We are always on call. Dropping in the school to check on summer maintenance, available for deliveries, sorting new textbooks, and the last couple of weeks I am back and forth to the school almost daily. Even when away on family vacation to Florida in late July, I have had calls to back and forth dealing with hiring issues. Or having to complete references for substitute teachers who were looking for perm. positions.	2/6/2014 10:16 AM
45	I usually help with summer interviews or any other school-related administrative duties as required.	2/6/2014 12:10 AM
46	week after school and week before school mainly but time also spent during times of my choosing (rainy days, etc.)	2/5/2014 11:50 PM
47	Several weeks of my summer is dedicated to my work, more when I have staffing to complete.	2/5/2014 8:49 PM
48	I can't comment as I did not hold an administrator position last summer. My first admin position was a term contract from Feb 2013-June 2013	2/5/2014 7:32 PM
49	4 full weeks min.	2/5/2014 5:59 PM
50	the 11- 15 hrs would be on a weekly basis during the summer	2/5/2014 5:27 PM
51	I regularly have given up at least 20 - 25 days of my summer holidays to interviewing, hiring, giving references, preparing for the new year, ordering, receiving, responding to issues that arise with summer maintenance and cleaners, etc.	2/5/2014 3:44 PM
52	I would estimate I take a least THREE weeks to close the school down, do interviews throughout the summer and then back to open it up again in August.	2/5/2014 3:08 PM
53	usually back to school 2wks before it opens for 3-5 hrs per day	2/5/2014 2:08 PM
54	Interviews filling positions and dealing with students/parents re: marks and credits.	2/5/2014 1:12 PM
55	Depending on the number of staff needed to be hired, as well as if renovations are occurring in your building	2/5/2014 12:34 PM
56	This response is in reference to work as PS...There are always things to be done over the summer to prepare for school opening (review of school need in terms of SA allocations; alternate transportation applications; professional learning; participating in job interviews for staffing purposes, etc. etc.	2/5/2014 12:12 PM
57	Definitely 30+ over the entire summer. Definitely.	2/5/2014 11:29 AM
58	1 week to clue up in June, 2 weeks to start up in August, plus staffing as necessary	2/5/2014 11:16 AM
59	I spend at least 70-80 hours doing schedules, interviewing, preparing for opening, etc.	2/5/2014 11:02 AM
60	Spent most of my summer holidays doing admin work. Between references, interviews, supply ordering, new PBS program I barely took 2 weeks off. I was exhausted when I returned in September.	2/5/2014 10:29 AM
61	Depends on the number of positions that need to be filled	2/5/2014 10:10 AM
62	when and how will the school be ready???	2/5/2014 10:05 AM
63	First year as full-time administrator	2/5/2014 9:24 AM
64	Again depends on what needs need to be met the following year.	2/5/2014 9:21 AM

## Administrators Survey 2013

65	Depends on number of new hires.	2/5/2014 8:49 AM
66	this scale is not even close to the extra hours I put in	2/5/2014 8:42 AM
67	At least one full week before school resumes, and one full week after school ends.	2/5/2014 8:39 AM
68	I usually work a week or so after school ends in June and another week or two before September to get things organized for the next school year.	2/5/2014 7:54 AM
69	I had to learn powerschool during my summer vacation - not to mention otehr resonsibilities!	2/5/2014 7:45 AM
70	Scheduling, prep for the new year, new policy and school opening	2/5/2014 7:32 AM
71	First year as an administrator, therefore N/A.	2/4/2014 10:57 PM
72	Depending on the situation, I do interviews as needed and always go back to work a week early to prepare for opening day, etc so that week I'm there 25 hours during my holidays.	2/4/2014 10:10 PM
73	I usually work over 100 hours during the summer. A week after school. A week before school starts. And about 5-10 requests for a reference which take at least an hour. Plus interviewing, following up, getting the references from administrators like myself who are hard or not wanting to be tracked down during their vacation.	2/4/2014 9:55 PM
74	First year administrator	2/4/2014 9:14 PM
75	Just new to admin	2/4/2014 9:02 PM
76	I am a replacement position	2/4/2014 8:34 PM
77	Between staff hiring and preparing for the new school year, I work an extra 2-3 weeks!	2/4/2014 8:25 PM
78	At least 2 days per week	2/4/2014 7:45 PM
79	N/A since this is my first year. I started on August 28th and worked many hours from the 28th to the day that school opened.	2/4/2014 7:15 PM
80	Should not be permitted. If required should be paid by the hour.	2/4/2014 6:55 PM
81	Between interviews, organizing the school - physically, assisting secretary with order deliveries in August, and paperwork, I spend at least 3 weeks throughout the summer working. That's not including work on computer.	2/4/2014 6:47 PM
82	Are you kidding? hiring, scheduling, etc???? It is more like 70h.	2/4/2014 6:46 PM
83	The first week of summer vacation is always spent in school as is the last week. Interviews occur sporadically throughout.	2/4/2014 6:20 PM
84	Way more!	2/4/2014 5:56 PM
85	at least a month of 8 hour days	2/4/2014 5:42 PM
86	11-15 per month depending on hiring requirements. August is a full week of 35 plus hours in the last week before opening. Often almost two 35 hour weeks.	2/4/2014 5:05 PM
87	We spend weeks getting ready for the following year.	2/4/2014 4:56 PM
88	N/A	2/4/2014 4:55 PM
89	I stay a week after school ends and return mid-August to make sure orders, books, etc. have arrived.	2/4/2014 4:44 PM
90	per day but needs attention everyday	2/4/2014 4:40 PM
91	There is an expectation that administrators are to be present in their building the week before school starts.	2/4/2014 4:39 PM
92	40 hours in the week following school, 40 hours in the week leading up to school and probably 2-3 hours a week for every other week of the summer	2/4/2014 4:37 PM
93	At least 2-3 weeks	2/4/2014 4:36 PM
94	This is trsaditionally when all staffing and start up planning is done	2/4/2014 4:29 PM
95	Most interviews are done during this time	2/4/2014 4:29 PM

**Q55 My dual role as administrator and site based manager sometimes conflicts with my role as a member of the NLTA. Please indicate which of the following are concerns with regards to this dual role. Click all that apply.**

Answered: 362 Skipped: 71



Answer Choices	Responses
Ethical issues/conflicts	49.45% 179
Job action/labour relations	51.10% 185

## Administrators Survey 2013

Investigating teacher concerns	<b>59.12%</b>	214
Teacher evaluation process/peer review	<b>48.34%</b>	175
School development review process	<b>25.14%</b>	91
Granting family leave days	<b>59.67%</b>	216
Enforcing/interpreting the collective agreement	<b>47.24%</b>	171
Direction from the employer on the collective agreement	<b>35.91%</b>	130
Protecting staff from bureaucracy	<b>38.95%</b>	141
Responsibility to staff/students/school	<b>42.82%</b>	155
Don't Know	<b>5.52%</b>	20
N/A	<b>8.01%</b>	29
Other	<b>1.66%</b>	6
<b>Total Respondents: 362</b>		

#	Comments	Date
1	Would rather be a part of the union then not.	2/13/2014 2:35 PM
2	Hard question to answer, may be others	2/12/2014 5:56 PM
3	No concerns at this point	2/12/2014 1:51 PM
4	I haven't really encountered any conflict.	2/12/2014 10:53 AM
5	This is not my concern! Time is the BIG factor!	2/11/2014 10:29 PM
6	Family leave days....there should be a specific # for family leave days it causes great concern when administrators have to say NO	2/11/2014 12:15 PM
7	There should be annual leave days that teachers use at their own discretion. The family leave days are too few and inadequately covering the needs for teachers.	2/7/2014 10:24 AM
8	I am an NLTA member first	2/6/2014 8:00 PM
9	Still too new to the position to know/realize at this point.	2/5/2014 7:38 PM
10	I feel there are no issues here.	2/5/2014 3:29 PM
11	I don't feel that there is a conflict - we are teachers first and foremost!	2/5/2014 12:35 PM
12	As indicated, the role of the PS is also considered a dual role, not only as perceived by all educators and district management but also by our own NLTA members (Administrators / SAC)	2/5/2014 12:14 PM
13	Program Specialists are caught in the middle. Regarded as administration, but are members of NLTA	2/5/2014 11:57 AM
14	There hasn't been any major conflicts with the NLTA in my career.	2/5/2014 8:51 AM
15	When a teacher applies for a family leave day because their child or elderly parent is sick, I should not have to be the S.O.B. who says "Sorry, there are no days left for that".	2/4/2014 9:57 PM
16	Collective agreement is what it is. We follow.	2/4/2014 5:06 PM
17	Managing staff absenteeism.	2/4/2014 4:31 PM



Administrators Survey 2013

**Q56 Are there any types of Professional Development you feel you need or would like to have to enhance your role as School Administrator? Please list them here.**

Answered: 372 Skipped: 61

#	Responses	Date
1	leave codes and collective agreement, deploying managing school based discretionary leave, facilitating effective school councils (meeting protocols, political action etc.)	2/15/2014 3:23 PM
2	PD to support the areas we are now required to perform i.e.clerical & financial etc. PD in the area of leadership. PD in the area of the ever increasing emotional & mental health of both students & teachers.	2/15/2014 2:38 PM
3	Budgeting and Finance	2/15/2014 10:44 AM
4	I feel that Assistant Principals should have PD time as a group. We are not given the same PD opportunities as Principals. Administrative teams need PD not only one part of the team.	2/15/2014 2:25 AM
5	Conflict Resolution School Finance Technology for Administrators	2/14/2014 10:02 PM
6	Ideas on conflict resolution	2/14/2014 2:50 PM
7	time management conflict resolution power school finance system just to name a few	2/14/2014 2:41 PM
8	All administrators should have First Aid and CPR - no support from the district office.	2/14/2014 1:43 PM
9	More opportunities to attend Workshops, Summits, etc	2/14/2014 11:09 AM
10	End of my career so none for me	2/14/2014 10:26 AM
11	Occupational Health and Safety Classroom Visitation	2/13/2014 7:59 PM
12	Technical support Budget best practices for school labor law communications balancing work/personal (wellness) motivating teachers and students working with parents opportunities to meet with other admins at conferences	2/13/2014 4:17 PM
13	Unable to answer at this time. Want to feel as if I'm an educational leader not just a manager.	2/13/2014 2:37 PM
14	Mediation Investigation Techniques Motivating staff/students	2/13/2014 2:11 PM
15	Tech, finances, media, etc	2/13/2014 10:48 AM
16	21st Century Learning Student/Teacher motivation	2/13/2014 9:59 AM
17	Dealing with difficult conversations	2/13/2014 9:39 AM
18	Retiring this year.	2/13/2014 9:16 AM
19	Time management / teacher concerns (ie. confrontational type PD)	2/13/2014 9:10 AM
20	computer scheduling programs	2/13/2014 8:37 AM
21	No	2/12/2014 11:57 PM
22	No	2/12/2014 11:10 PM
23	Not at this time.	2/12/2014 10:42 PM
24	time management	2/12/2014 10:36 PM
25	Thetis attend admin meetings with my principal where many relevant topics are discussed.	2/12/2014 10:27 PM
26	Assessment and Evaluation; Technology	2/12/2014 10:00 PM
27	Support training for teachers entering a new admin role. Support in having difficult conversations	2/12/2014 9:57 PM
28	More time in district initiatives, policy examination, etc.	2/12/2014 9:47 PM

## Administrators Survey 2013

29	Definatley around the area of HR. I find that 99.9 % of teachers-Administrator differences can be resolved respectfully and satisfactorily by good communication and open, respectful dialogue. However, every couple of years there may be a situation where that does not work and a teacher does not recognize the boundaries they are crossing with regards to the code of conduct or in regards to the employer/employee relationship. The NLTA has been great (personal experience with Stephanie and Steve) in walking us through how far we can go and what some strategies are to help resolve the issues with the teacher. However, I find there is lack of PD from the board, NLTA or third party sources as to what tools we have at our disposal when talking, conflict resolution and consulting does not help. I often find myself networking asking "Can we say this?", "Can we say that?", What happens if such and such happens. It is often like the blind leading the blind. The most common advice is ignore and time will heal. This never works, just keeps it festering.	2/12/2014 9:06 PM
30	PLCs	2/12/2014 8:20 PM
31	PD is great but we just need more time to do our job. Feel like we are just keeping the ship afloat and not getting to things that are more meaningful.	2/12/2014 7:36 PM
32	Technology to facilitate work	2/12/2014 6:48 PM
33	no	2/12/2014 6:35 PM
34	Not really	2/12/2014 5:57 PM
35	no	2/12/2014 4:31 PM
36	teacher motivation time / classroom management	2/12/2014 4:21 PM
37	Conflict resolution.	2/12/2014 4:20 PM
38	Conflict reslolution Scheduling E-funds	2/12/2014 3:42 PM
39	Financial training, human resources	2/12/2014 3:02 PM
40	NO	2/12/2014 2:41 PM
41	Data Assessment More effective walkthrough program Effective Teaching Models	2/12/2014 2:37 PM
42	Collective agreement mental health issues	2/12/2014 2:09 PM
43	1. Mediation (dealing with difficult people) 2. Finances	2/12/2014 2:01 PM
44	Time management Conducting effective walkthroughs	2/12/2014 1:52 PM
45	PD around school development and morale	2/12/2014 1:41 PM
46	PowerSchool SACS	2/12/2014 12:58 PM
47	Inclusionary Practices, DI, Conflict Resolution, PLC's	2/12/2014 12:45 PM
48	Nil	2/12/2014 12:21 PM
49	Any PD for VP's as we are often left out. Principals attend two or three two day meetings in a year. 4-6 days of meetings/pd. This isn't offered to VP's	2/12/2014 12:17 PM
50	We need to explore the PD of dealing with Mental Issues of students in our classroom. Drug/ Bullying/ Social Media..How do we manage these as an administrator.	2/12/2014 12:08 PM
51	More training on PowerSchool	2/12/2014 11:51 AM
52	Leadership PD	2/12/2014 11:46 AM
53	A orientation on all pertinent policies. First aid.	2/12/2014 11:36 AM
54	Review and discussions surrounding new policies created by new district	2/12/2014 11:26 AM
55	Any administrator with ESL students should have the Association for New Canadians come into their school for PD. It is quite eye opening and informative. Insight into the plight of immigrants and refugees to NL and the obstacles they face in school and the public domain is vital to educators.	2/12/2014 11:13 AM
56	- finance - service delivery for special needs students	2/12/2014 11:03 AM
57	How to manage diverse personalities on staff.	2/12/2014 10:54 AM
58	Finance Collegial Relations Training Mediation	2/12/2014 10:45 AM
59	Occupational Health an Safety	2/12/2014 10:43 AM
60	Financial operations Legal issues (ex CYFS)	2/12/2014 10:42 AM

## Administrators Survey 2013

61	I find conferences as a great way to individualize ones PD. It is time away to reflect and network. I have found these opportunities very good. If administrators had a couple of days a year that could be used for these purposes where the days are no taken from your standard family/leave bank of days	2/12/2014 10:42 AM
62	Interactive Technology Training	2/12/2014 10:20 AM
63	More discussion and table talk on policy and procedure around policy. Merely sending out the policy is not enough. Dealing with difficult staff and teacher evaluations	2/12/2014 10:19 AM
64	21st century learning, differentiated assessment, digital age leadership for a digital age learning culture, motivating and challenging the learners	2/12/2014 10:17 AM
65	NA	2/12/2014 10:12 AM
66	Staff Motivation Budget and Finance School Development	2/12/2014 10:08 AM
67	Current Leadership practices and success	2/12/2014 10:08 AM
68	With the joining of boards, I would like to know how teachers are being treated in other areas with regard to unpaid leave requests. Are we all doing the same thing? If not, how is this going to be rectified?	2/12/2014 10:07 AM
69	Not at this time	2/12/2014 10:06 AM
70	Time management	2/12/2014 10:06 AM
71	Mediation - dealing with difficult staff issues and some parent issues for one.	2/12/2014 9:56 AM
72	Working with mental health issues.	2/12/2014 9:50 AM
73	conflict resolutions	2/12/2014 9:48 AM
74	VP's have been excluded from Principal's meeting in the 2013-2014 school year. I previously attended all leadership meetings and participated in Leadership at Work sessions. Not having been included this year feels like a real slap in the face. Feeling under-valued and unappreciated.	2/12/2014 9:45 AM
75	conflict resolution financial budget planning/training	2/12/2014 9:34 AM
76	Financial, Technology in general, ie, Mobile Devices, Social Media and legalities, difficult conversations, time management	2/12/2014 9:29 AM
77	More training in Special Services area. More training on how to deal with violent students	2/12/2014 9:27 AM
78	I think that depends on the SD Plan	2/12/2014 9:22 AM
79	not sure!	2/12/2014 9:20 AM
80	Power School	2/12/2014 8:53 AM
81	Not at the moment.	2/12/2014 8:28 AM
82	Any administrator pd would be suffice. I spend most of my time in the classroom and never have the chance to avail of admin pd.	2/12/2014 8:11 AM
83	We need PD in all areas, we get no PD!!!!	2/12/2014 8:07 AM
84	More Leadership meetings	2/12/2014 6:50 AM
85	na	2/12/2014 12:41 AM
86	How to deal with bullying	2/12/2014 12:18 AM
87	Ongoing Leadership at Work; Current Technology; Handling difficult parents/staff/students. Co-operative Discipline. Current methodologies in administrating your school { specific to age-group of students.} Regular, periodic review of routines and policies ie. security of school building, legal implications of school administration tasks (ie searching students/lockers), etc.	2/11/2014 11:09 PM
88	Time management	2/11/2014 11:05 PM
89	I would love to spend time with EFFECTIVE administrators in areas where I might gain insight, or direction. Tell me about someone who is doing GOOD!! That's who I want to spend time with!	2/11/2014 10:30 PM
90	Managing the challenging behavior of both students and adults	2/11/2014 10:09 PM
91	How to find balance in the role E funds training or PD relating to the financial management piece	2/11/2014 9:58 PM
92	Financial PD	2/11/2014 9:58 PM

## Administrators Survey 2013

93	Training in technology Training in helping teachers improve instructional practice	2/11/2014 9:15 PM
94	Conferences and discussion with other administrators regarding programs and strategies regarding improving academic performance (especially mathematics). Technology Inservicing regarding policies, implementation in schools how it is being integrated into the curriculum and the impact on academic performance.	2/11/2014 9:01 PM
95	legal issues	2/11/2014 8:49 PM
96	Interested in design thinking	2/11/2014 8:28 PM
97	No	2/11/2014 8:02 PM
98	First Aid training programming for multi-grade/small schools	2/11/2014 8:01 PM
99	School law, conflict resolution, collective agreement interpretations, scheduling timetables	2/11/2014 7:57 PM
100	Dealing with difficult staff members. Dealing with teacher cliques in schools	2/11/2014 7:37 PM
101	Scheduling, Difficult Conversations, HR Policies and Procedures	2/11/2014 7:32 PM
102	Mental health issues in school---- students as well as staff.	2/11/2014 7:30 PM
103	N/A	2/11/2014 7:24 PM
104	stress reduction, sharing within similar schools	2/11/2014 7:03 PM
105	Budgeting.	2/11/2014 6:42 PM
106	Power school training. Training in human resourced and management. Financial training to assist with school budget.	2/11/2014 6:22 PM
107	No	2/11/2014 6:18 PM
108	More financially related pd	2/11/2014 6:13 PM
109	As I am a new administrator I would like to have more training in the areas of logistical duties concerning finances, monetary deposits, and monthly returns.	2/11/2014 6:08 PM
110	Collective Agreement Finances	2/11/2014 5:50 PM
111	I would like the opportunity to be involved in RAC meetings and FOS meetings. No time for VP's to build relationships with other administrators.	2/11/2014 5:34 PM
112	Any PD that would support my role as VP: Distributive Leadership, Balance Professional and Personal life, technology	2/11/2014 5:33 PM
113	PowerSchool Handling Discipline Dealing with Staff Dealing with staff abuse of sick leave	2/11/2014 5:31 PM
114	Power School Training CPI Information sessions on Autism, Anger Management, etc and other issues that seem to be occupying so much time.	2/11/2014 5:16 PM
115	Mediation,PD around Mental Health issues	2/11/2014 5:06 PM
116	Teacher/staff conflict resolution	2/11/2014 4:39 PM
117	rOLES OF ADMINISTRATORS IN SCHOOL	2/11/2014 4:11 PM
118	ldk	2/11/2014 4:09 PM
119	Teacher Wellness is huge however seems to be reluctance at District Level to approve this valuable PD request.	2/11/2014 1:17 PM
120	Having difficult Conversations Time issues	2/11/2014 1:11 PM
121	maybe more powerschool.....finance info. and updates on bussing so we are all on the same page.....	2/11/2014 12:16 PM
122	Dealing with a heavy workload. Managing stress	2/11/2014 12:00 PM
123	Multi - Age PLC	2/11/2014 11:59 AM
124	Conflict resolution Accounting	2/11/2014 10:36 AM
125	Mental Health issues Learning 7 the brain	2/11/2014 8:20 AM
126	NO	2/10/2014 1:53 PM
127	More power school training.	2/10/2014 1:39 PM
128	Supporting mental illness in students/dealing with mental illness in parents/staff	2/10/2014 12:57 PM
129	Training on how to deal with Mental Health Issues	2/10/2014 9:55 AM

## Administrators Survey 2013

130	The role of administrator is becoming very close to that of a social worker. We need more pd on how to counsel students in crisis. We are also using new software such as powerschool without any training.	2/10/2014 9:46 AM
131	Managing conflicts Support inclusion in the classroom Communication technology and the curriculum	2/10/2014 9:00 AM
132	Dealing with mental illness in students staff and parents Budgeting and accounting systems Outside agencies - roles and responsibilities Protocol custody battles between parents and its impact on children in schools	2/9/2014 9:34 PM
133	Collective Agreements of all unions in our schools.	2/9/2014 2:51 PM
134	Crisis management. Time management.	2/9/2014 12:18 PM
135	Powerschool New district website/mail/puchasing expectations etc.	2/9/2014 10:48 AM
136	Guidance Basics	2/7/2014 9:46 PM
137	Conflict resolution Time management Effective Communication with home Dealing with difficult student behaviours Mental Health issues	2/7/2014 1:32 PM
138	Being a new administrator it would be nice to have some pd related what I need to be able to do. ex power school. I need to be able to create a timetable for my school but I was not allowed to attend sessions related to creating a timetable when I was a lead teacher. However, I am now expected to do it. I	2/7/2014 12:24 PM
139	Safe and Caring School's Policy	2/7/2014 11:17 AM
140	Any PD that provides more time with administrative peers is valuable.	2/7/2014 10:25 AM
141	N/A	2/7/2014 10:15 AM
142	time management	2/7/2014 9:59 AM
143	media relations law as to social media	2/7/2014 9:56 AM
144	Motivating Staff/Students Having Tough Talks	2/7/2014 9:29 AM
145	Time / Stress management	2/7/2014 8:12 AM
146	No.	2/6/2014 11:41 PM
147	New curriculum PD (how can you help if you don't know anything about the programming) Management/communication Skills Technology - Excel How to build rapport on staff	2/6/2014 8:05 PM
148	More effective and ongoing Power School PD / support. What is offered now is too limited and too rushed.	2/6/2014 3:51 PM
149	I feel that all administrators would benefit from both school finance and counselling PD opportunities. Most administrators have little to no financial training with large amounts of funds passing through their school. Extra guidance here would benefit all. As well, most of us are performing some form of counseling to students and/or parents on a weekly if not daily basis with no counseling background. I think this PD opportunity would benefit all as well.	2/6/2014 3:14 PM
150	Conflict resolution with regards to CUPE/NAPE employees How to motivate caretaker/busdrivers Payroll submission Building Staff Rapport	2/6/2014 2:25 PM
151	Power school implementation and use.	2/6/2014 11:56 AM
152	Soon be retiring. N/A	2/6/2014 11:52 AM
153	Any ProD that would help administrators start the year off right, with the focus being on student achievement.	2/6/2014 11:48 AM
154	School Finance Additional Power School Followup Promoting Teach Board Teaching	2/6/2014 11:47 AM
155	training in smartboard. Training in powerschool. training in how to use and find things on new school board website. Time to do the duties as s a school administrator	2/6/2014 11:22 AM
156	time management	2/6/2014 11:03 AM
157	- Use of a scheduler (Rotary) and importing the schedule to Powerschool - More PD in student support services role to offer advice to the SDT	2/6/2014 10:54 AM
158	Greatest concern now is being nearly 2 years without a contract. It doesn't say much about the level of respect for our occupation.	2/6/2014 10:49 AM
159	1. Working with difficult employees. How to manage these situations to effect a more positive working environment. 2. Effective management of time.	2/6/2014 10:29 AM
160	Accounting Time management Sharing Dealing with staff	2/6/2014 10:18 AM
161	Inservice in mathematics Advanced Inservice in PowerSchool Safe and Caring Schools	2/6/2014 10:14 AM

## Administrators Survey 2013

162	conflict resolution and time management	2/6/2014 10:12 AM
163	PD on new collective agreements CUPE,NAPE & NLTA.... PD for dealing with students with mental health issues.	2/6/2014 9:37 AM
164	I believe Restorative Practives would be of benefit for our school; as well as recent PD on PBIS.	2/6/2014 9:34 AM
165	multiple types of PD needed	2/6/2014 9:01 AM
166	Managing Conflicts	2/6/2014 8:41 AM
167	Dealing with difficult situations with staff. (Custodian , teachers) Budgeting	2/6/2014 7:11 AM
168	No	2/6/2014 12:24 AM
169	Scheduling for the K-12 school with a declining population.	2/6/2014 12:12 AM
170	No	2/5/2014 11:56 PM
171	More professional learning of my choosing with financial support to attend	2/5/2014 11:51 PM
172	School budgeting Time management WELLNESS Dealing with difficult people Stress management	2/5/2014 11:50 PM
173	Technology	2/5/2014 9:30 PM
174	Any practical PD would be welcomed by administrators.	2/5/2014 8:52 PM
175	New Provincial Safe and Caring Policy 21st Century Learning Strategy Implementation Technology use in the classroom	2/5/2014 8:35 PM
176	I wouldn't mind PD in conflict resolution (in dealing with parent/teacher conflicts), time management, decision-making, teacher evaluation	2/5/2014 7:38 PM
177	Conflict meditation	2/5/2014 6:01 PM
178	Conflict Resolution( would like to finish the 3rd level), Power School Training,	2/5/2014 5:29 PM
179	Efunds training, PowerSchool University Sponsorship, Media relations course, effective use of Social Media in a school context, succession planning	2/5/2014 4:32 PM
180	Inclusive Education.	2/5/2014 4:14 PM
181	Instructional Leadership	2/5/2014 4:06 PM
182	Conflict resolution PD	2/5/2014 4:03 PM
183	Finances. We are expected to control school funds when we are not really trained adequately. Any other mistake we might make is understood. Make a money mistake and we will be seen as a crook.	2/5/2014 3:52 PM
184	Just some of the everyday things we have to do. It is assumed that we know what we have to do. For example, the ASDR. No real explanation was given. Too much "other and new" things are coming our way and the basics are forgotten.	2/5/2014 3:30 PM
185	Often School Administrators are asked to "Investigate" issues such as bullying, threats, violence, drugs etc. I would like to know more about how to carry out a good investigation as I have no education in this area.	2/5/2014 3:10 PM
186	Dealing with difficult staff	2/5/2014 2:41 PM
187	instructional Leadership	2/5/2014 2:14 PM
188	not off the top of my head... its been one of those days!!!! hey maybe time and stress management	2/5/2014 2:12 PM
189	Mental health training; conflict resolution; effective policy development; wellness;	2/5/2014 2:09 PM
190	team building & whole school mental health initiatives including all staff	2/5/2014 2:05 PM
191	Time Management Conflict Resolution Instructional Leadership Managerial/Supervision	2/5/2014 2:01 PM
192	no	2/5/2014 1:58 PM
193	PD in instructional leadership, finances, and learning on maintaining a balance with personal/professional life.	2/5/2014 1:54 PM
194	plc, iINTERVENTION FO RSTUDNTS AT RISK OF FAINLING.	2/5/2014 1:44 PM
195	Managing difficult behaviors, conflict resolution in the workplace.	2/5/2014 1:32 PM
196	Involved in Principal Meetings (Vice Principals)	2/5/2014 1:26 PM
197	Sessions on: Youth Criminal Justice Act, Youth Advocacy Programs, Technology in the School Office	2/5/2014 1:25 PM

## Administrators Survey 2013

198	Opportunity to discuss best practices with other administrators; conflict resolution; instructional leadership	2/5/2014 1:21 PM
199	SA collective agreement New policy Reporting Staffing Allocation scheduling	2/5/2014 1:19 PM
200	Training in self help should be necessary for all administrators as well as encouragement in this area. Many administrators do not burn out but experience health issues (mental and physical) due to extended periods of high pressure or stress	2/5/2014 1:16 PM
201	Finances Mediation	2/5/2014 12:49 PM
202	Legal Mental Health and connection of education to the health care system	2/5/2014 12:36 PM
203	Assertive communication! Dealing with difficult people! Management vs Leadership! Enhancing Teacher Satisfaction! How to analyze internal/external school data! How to effectively deal with high stress levels!	2/5/2014 12:31 PM
204	I feel that the immediate professional learning concerns now relate to the role of PS in our district. These are very different depending on which PS you ask. There needs to be a review of the role of PS (especially within various divisions/ area) and a collective list of PL needs generated.	2/5/2014 12:16 PM
205	Right now, because of budgetary restrictions, not everyone can attend what's offered!	2/5/2014 11:58 AM
206	No	2/5/2014 11:53 AM
207	Computer networking/trouble shooting, Apple education training, Powerschool training, teamboard/smartboard troubleshooting, data analysis,	2/5/2014 11:46 AM
208	Wellness, well being, stress reduction, Physical Fitness for staff (Yoga), Leadership seminars	2/5/2014 11:44 AM
209	none	2/5/2014 11:41 AM
210	Time management	2/5/2014 11:30 AM
211	Stress management	2/5/2014 11:27 AM
212	None	2/5/2014 11:26 AM
213	School Development PLC's Effective Management Best Practices in Educational Leadership	2/5/2014 11:24 AM
214	Powerschool, curriculum areas beyond my own subject area, conflict mediation, union contracts, team building, PLCs	2/5/2014 11:18 AM
215	More pd for admin from groups or presenters beyond the province. Because we are an island we sometimes feel top notch presenters are less accessible. Settling for that is unfair since all major cities obviously fly presenters in.	2/5/2014 11:00 AM
216	Not now that I have learned things by default or fire. But, when I first started - I had no idea and the new principal orientation wasn't very helpful.	2/5/2014 10:31 AM
217	PowerSchool training, leadership conferences, networking	2/5/2014 10:28 AM
218	?	2/5/2014 10:25 AM
219	Conflict Resolution Difficult Conversations School Councils Finance PowerSchool	2/5/2014 10:16 AM
220	Mental Health Issues	2/5/2014 10:11 AM
221	CPI, First Aid, staff relations, labour relations, financial training with the new budgeting process, curriculum leadership, school safety, student safety	2/5/2014 10:07 AM
222	conflict resolution curriculum and instruction	2/5/2014 9:59 AM
223	I don't have any specific PD in mind at present. However I feel that not enough PD is being offered to administrators as a whole. I feel PD like the Principals' conference in St. John's in 2011 was very beneficial. It provided a variety of relevant topics as well as an opportunity for administrators to discuss concerns, issues and possible directions for their schools. I have attended only one CAP conference and I found it to be quite beneficial as well. However as a single female administrator with children I find it difficult to avail of these types of opportunities. I feel that we have come a great distance in terms of equity and equality but many females may feel that they need to choose between family and career. Perhaps a topic for future surveys.	2/5/2014 9:49 AM
224	Any PD would be a start!	2/5/2014 9:48 AM
225	time management - how to take things off "the plate" without overlooking anything Dealing with difficult people health/wellness - putting myself last leads to physical and mental unwellness, how can I overcome this?	2/5/2014 9:42 AM
226	Collaboration between schools Academic Interventions Student Motivation	2/5/2014 9:38 AM
227	Assessment and Differentiated Instruction	2/5/2014 9:35 AM

## Administrators Survey 2013

228	Time Management- How to maintain a balance between teaching full time, being an administrator full time, with no class prep time or administrative prep time.	2/5/2014 9:31 AM
229	Would like to see LAW resume.	2/5/2014 9:30 AM
230	- PowerSchool training - Strategies to deal with bullying - Scheduling and programing	2/5/2014 9:25 AM
231	forward planning in the small rural multi age school	2/5/2014 9:23 AM
232	CPI	2/5/2014 9:22 AM
233	If there's no money to allow me to go to Principals meetings, then I guess PD is out. As a matter of fact, most of the PD in the last years has been PD because there was time allotted for it, not because it was needed.	2/5/2014 9:17 AM
234	no	2/5/2014 9:16 AM
235	I will state this again, in my current circumstance I have no time to avail of Professional develoment , So unless something changes and I am provided more time to be an administrator, and less as a teacher, which does not appear will be the case. In fact next year, I will be teaching 100% if the current trend continues, Oyu can offer all the Pd you wish but in fairness to my teaching job I will not be attending.	2/5/2014 9:13 AM
236	Accounting, HR and crisis intervention	2/5/2014 9:08 AM
237	PowerSchool, Conflict Resolution, Collective Agreement interpretation	2/5/2014 9:06 AM
238	Mediation	2/5/2014 9:05 AM
239	1) PLC 2) Community School Philosophy	2/5/2014 9:02 AM
240	Technology for 21st century. Integragtion of mobile technology in schools. PowerSchool.	2/5/2014 8:59 AM
241	software pd is important(PS, Excel, etc) Networking with other Asst. Principals.	2/5/2014 8:56 AM
242	Policy change is often implemented through email... Often find that misinterpretation of these policies occur too often	2/5/2014 8:43 AM
243	Dealing with difficult parents, effective student discipline, how to deal with difficult staff members, creating a positive school environment, working with technology, balancing work and private life, etc.	2/5/2014 8:43 AM
244	First Aid	2/5/2014 8:34 AM
245	Current model of one-shot and your done (vaccination) pd is ineffective - waste of everyone's time and money - buy me a book.	2/5/2014 8:19 AM
246	Managing finances Power School	2/5/2014 8:14 AM
247	n/a	2/5/2014 8:13 AM
248	- Training in how to deal with difficult situations - Training in being a counsellor - -	2/5/2014 7:59 AM
249	More inservice on addressing mental health issues amongst students.	2/5/2014 7:55 AM
250	Sharing and problem solving around critical issues	2/5/2014 7:49 AM
251	PowerSchool, school development, school cash, etc.	2/5/2014 7:46 AM
252	PD on anxiety, depression and mental health issues. Powe school training.	2/5/2014 7:34 AM
253	Dealing with high risk aggressive students Suppotng teachers in need	2/5/2014 7:19 AM
254	Contract knowledge	2/5/2014 7:08 AM
255	Finance	2/5/2014 4:33 AM
256	Accounting 101; IT and Network Technician; Group Counselling; Maintenance (OH&S, WHMIS, MSDS); Negotiator; CSI Techniques; Transportation logistics; Biological Infection Control; Weather forecasting; Motivational Speaking; (I jest, but you may see my point)	2/4/2014 11:53 PM
257	Data analysis to facilitate school development and student learning, further PowerSchool training	2/4/2014 11:45 PM
258	Tech support	2/4/2014 11:37 PM
259	Help show me how to become the instructional leader in a system that requires so much management!	2/4/2014 11:17 PM
260	Technology in today's schools	2/4/2014 11:17 PM
261	Student Support Services / RTS Conflict Resolution	2/4/2014 11:11 PM
262	School Cash/Power School Having Difficult Conversations Time Management	2/4/2014 11:07 PM



## Administrators Survey 2013

263	1. Student discipline. Appropriate use of punishment. 2. Powerschool 3. SSS Model 4. Mental Health Inservice	2/4/2014 11:00 PM
264	Dual Role of Teacher/ Administrator	2/4/2014 10:15 PM
265	CPI Training Student Support Services Go and Grow	2/4/2014 10:12 PM
266	NA	2/4/2014 10:08 PM
267	As administrators, we are really plant managers. PD in management skills would be great. Also PD in Power School.	2/4/2014 10:06 PM
268	Time Management Stress management Personal wellness	2/4/2014 9:58 PM
269	Power School Training Conflict Resolution Technology Integration School cash/budget	2/4/2014 9:53 PM
270	Dealing with teachers who hide behind the collective agreement.	2/4/2014 9:36 PM
271	Collective agreements	2/4/2014 9:25 PM
272	I feel that I have taken on this role and I have not been granted any professional development. I am learning as I go and often have to learn by mistakes. I have had to complete ASDR, SDP, Hiring, P.D, for staff, do appraisals, initiate and run a school council, deal with support services for students and all this and more without any training.	2/4/2014 9:20 PM
273	Not at the present time.	2/4/2014 9:10 PM
274	Supporting at-risk youth. PowerSchool. Finance and budgetting. Effective use of technology in the classroom	2/4/2014 9:09 PM
275	Managing difficult stakeholders	2/4/2014 9:07 PM
276	No	2/4/2014 9:03 PM
277	Powerschool	2/4/2014 8:42 PM
278	annual school planning	2/4/2014 8:36 PM
279	Financial matters Conflict resolution Mediation training	2/4/2014 8:36 PM
280	time management	2/4/2014 8:31 PM
281	To be included in more administrators days would be very beneficial.	2/4/2014 8:27 PM
282	Student discipline. Counselling the troubled child. Financial management .	2/4/2014 8:14 PM
283	More training with power school training with all the new systems district is using... PD around moral of staff and balancing professionalism Wellness...balancing work and life	2/4/2014 8:13 PM
284	Ability to meet with other administrators on common concerns. Mediation / conflict resolution training Continued Power School training	2/4/2014 8:12 PM
285	Not sure at the moment.	2/4/2014 8:11 PM
286	Conflict Resolution, Computer Skills such as preparing Excel documents, PowerSchool, accounting and Budgeting	2/4/2014 8:09 PM
287	Methods to effectively enforce policy and procedures to resistant staff.	2/4/2014 8:08 PM
288	Working with high needs students ie, the growing number of students with autism.	2/4/2014 8:07 PM
289	I would like more PD on handling students with a variety of mental health issues. I also feel strongly that EVERY teacher and administrator should be offered First Aid regularly. I would like to see a more forward-thinking approach to dealing with technology in our schools (examples: cell phones, Facebook, online games such as Minecraft). I would like to see more PD on topics dealing with helping kids focus and be motivated. Thank you for this opportunity.	2/4/2014 7:59 PM
290	n/a	2/4/2014 7:52 PM
291	Stress management Effective time management Difficult conversations	2/4/2014 7:52 PM
292	Stress Management!!!!	2/4/2014 7:49 PM
293	No	2/4/2014 7:47 PM
294	Dealing with difficult parents who are too involved in their child's education and refuse to all the teacher to be the professional in their child's education.	2/4/2014 7:47 PM
295	Literature block PD, PD on school admin	2/4/2014 7:45 PM
296	Conflict Resolution Instructional Leadership Implementation of PLC 's Excel Training Assessment Analysis That Changes Practice	2/4/2014 7:42 PM
297	Data analysis	2/4/2014 7:38 PM

## Administrators Survey 2013

298	Just more time to do what has to be done	2/4/2014 7:25 PM
299	Time Management Motivation Study of the Collective Agreement Reduce paper work and tracking	2/4/2014 7:17 PM
300	More leadership sessions and direction on the roles and responsibilities.	2/4/2014 7:16 PM
301	Mental health issues Anxiety Conflict resolution	2/4/2014 7:13 PM
302	No, not at this time	2/4/2014 7:13 PM
303	How to balance the management of a school and be an effective instructional leader.	2/4/2014 7:12 PM
304	No	2/4/2014 7:03 PM
305	Dealing with difficult staff	2/4/2014 7:01 PM
306	Labour Relations New Curriculum and Resources Leadership and Motivation School-based Budgeting, Purchasing, and Accountabilities	2/4/2014 6:59 PM
307	There is currently no dedicated formal professional development for assistant administrators.	2/4/2014 6:56 PM
308	Too busy this year to stop and think about my needs!	2/4/2014 6:55 PM
309	PowerSchool. Time Management. Having difficult conversations.	2/4/2014 6:48 PM
310	Letters of follow up for caretakers and SAs after meetings.	2/4/2014 6:48 PM
311	More powerschool.	2/4/2014 6:46 PM
312	Finances, tech	2/4/2014 6:39 PM
313	Time Management Balancing work and Home Life Autism Workshops	2/4/2014 6:39 PM
314	Data informed decision making Technology for PD Power School	2/4/2014 6:38 PM
315	Power School	2/4/2014 6:32 PM
316	-PD on motivating students - PowerSchool	2/4/2014 6:29 PM
317	Power school, inclusion, walkthrough frameworks,	2/4/2014 6:23 PM
318	no	2/4/2014 6:22 PM
319	Managing conflict Dealing with difficult people (colleagues, parents) Assistant Principals need to be included in Principals meetings, too.	2/4/2014 6:22 PM
320	21st Century Learning Initiatives Social media issues Time management Common formative assessments	2/4/2014 6:15 PM
321	numerous	2/4/2014 6:14 PM
322	Conflict resolution	2/4/2014 6:14 PM
323	More on service delivery model for students with exceptionalities....	2/4/2014 6:07 PM
324	Not at this point of my career	2/4/2014 6:06 PM
325	No	2/4/2014 6:00 PM
326	Public relations	2/4/2014 5:59 PM
327	More collaboration time with administrators. Having the time to visit other schools and witness what they do would be very beneficial.	2/4/2014 5:59 PM
328	I would like PD around what I need to know to do my job. Otherwise leave me alone and let me do it.	2/4/2014 5:52 PM
329	e-funds power schools collaboration with colleagues	2/4/2014 5:43 PM
330	Finance, OH & S	2/4/2014 5:40 PM
331	Leadership at Work	2/4/2014 5:34 PM
332	Human resources training, mediation training,	2/4/2014 5:33 PM
333	Not at this time	2/4/2014 5:29 PM
334	Technology Training	2/4/2014 5:23 PM
335	Student support services and primary/elementary curriculum	2/4/2014 5:23 PM
336	Conflict management, accounting	2/4/2014 5:21 PM

## Administrators Survey 2013

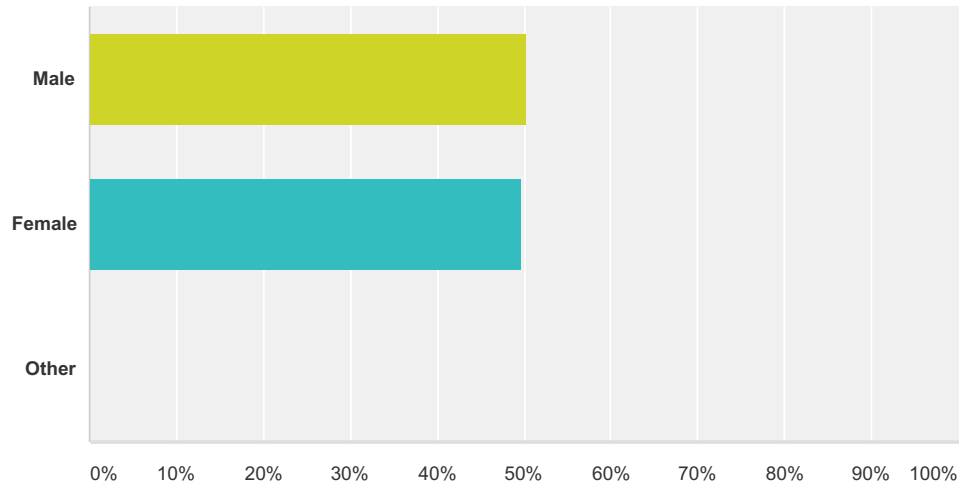
337	- Developing Leadership in my Staff (Building Capacity). - 21st Century Administration - Specific to the new Safe and Caring Policy	2/4/2014 5:13 PM
338	Yes	2/4/2014 5:12 PM
339	I feel the scope is currently too broad for the job and we have lost focus on what is important. There is very little communication from the superdistrict, in previous years I felt completely supported and enjoyed open communication. That is no longer true.	2/4/2014 5:11 PM
340	Time to problem solve with other administrators regarding the specific difficulties that we are dealing with. Opportunity to sit in on new program implementations with staff so that I can act as an instructional leader. Increased feeling of professionalism - ownership of own development.	2/4/2014 5:10 PM
341	Effective reading strategies / literacy development to guide teacher learning and impact on student learning - effective individualized discipline for students - effective best practices to support student learning collaboratively with teachers	2/4/2014 5:09 PM
342	I feel that sessions on effective communication would be helpful. Challenging conversations often occur in this work and a lot could be done to help them go smoother when we have the correct skills. We are seeing in the media these days the importance of accepting responsibility. Even when large organizations experience difficulties they have learned the importance of taking responsibility. There is a whole body of knowledge around this topic that I would find useful. Listening effectively, how to take on challenging conversations successfully are just two that come to mind.	2/4/2014 5:08 PM
343	technology for admin finances	2/4/2014 5:06 PM
344	Staff supervision Power school Financing and budgeting	2/4/2014 5:06 PM
345	Motivation and stress.	2/4/2014 5:06 PM
346	PowerSchool Budgeting PLC group with other administrators	2/4/2014 5:05 PM
347	How to help parents understand that we cannot "prevent" students with behavioral challenges from outbursts. While the minister suggests bullying will not be tolerated, there seems to be no support for discipline measures we may have to use to address these concerns. Helping us find means to stop student conflict, prevent outbursts from students and supporting idea sharing for addressing these concerns would be most beneficial.	2/4/2014 5:01 PM
348	I would like more PD around alternatives to detention and suspension, ways to cope with increasing mental health needs, guidelines for dealing with negative fallout from negative social media usage by students, Power School....	2/4/2014 5:00 PM
349	No	2/4/2014 4:59 PM
350	Conflict resolution when dealing with staff (teachers and support staff) Interpreting/enforcing collective agreement	2/4/2014 4:59 PM
351	None	2/4/2014 4:55 PM
352	Time management	2/4/2014 4:52 PM
353	Fiance, first aid, leadership in the 21st century.	2/4/2014 4:48 PM
354	Too much to list..after another long day..	2/4/2014 4:46 PM
355	Get the quarter admin time reinstated and I may have time to answer these questions with more detail	2/4/2014 4:45 PM
356	Assessment and evaluation	2/4/2014 4:45 PM
357	Power School training	2/4/2014 4:45 PM
358	PD on Instructional Leadership	2/4/2014 4:44 PM
359	anti bullying initiatives plc	2/4/2014 4:43 PM
360	Pd specifically related to vp role. How to have difficult conversation.	2/4/2014 4:43 PM
361	Not at this time.	2/4/2014 4:43 PM
362	None in particular. My struggle is with performing my administrative duties effectively while teaching two high school courses. I know what I need to do and how to go about it, but I find myself mired in day-to-day office-trivia.	2/4/2014 4:41 PM
363	Teacher wellness PD Technology Training in budget planning	2/4/2014 4:41 PM
364	Na	2/4/2014 4:39 PM
365	Many duties of the school administrator have been inserviced over the years. However, many of these sessions were not indepth enough and therefore there are many areas where all administrators could use a good refresher.	2/4/2014 4:39 PM
366	Mentorship with experienced principals, more than 10 years experience with all levels K-12. Principals' meetings with the 2 boards.	2/4/2014 4:39 PM

## Administrators Survey 2013

367	Power school	2/4/2014 4:37 PM
368	Personal time management, leadership	2/4/2014 4:37 PM
369	No.	2/4/2014 4:31 PM
370	Managing support staff when there is non compliance	2/4/2014 4:31 PM
371	Multi tasking effectively	2/4/2014 4:30 PM
372	I would like to make note that those questions where I answered "Not enough time spent" is simply because there is just not enough time in the day!	2/4/2014 4:25 PM

### Q57 Gender

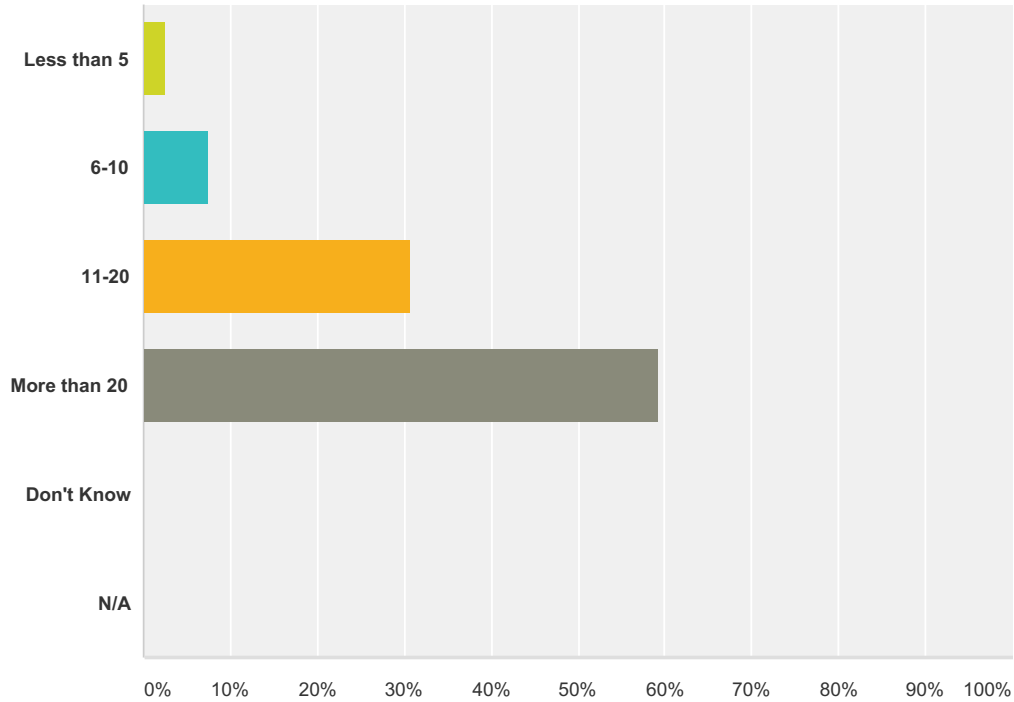
Answered: 371 Skipped: 62



Answer Choices	Responses	Count
Male	50.40%	187
Female	49.60%	184
Other	0.00%	0
<b>Total</b>		<b>371</b>

### Q58 Please indicate your total years of teaching experience, including administrative years.

Answered: 371 Skipped: 62

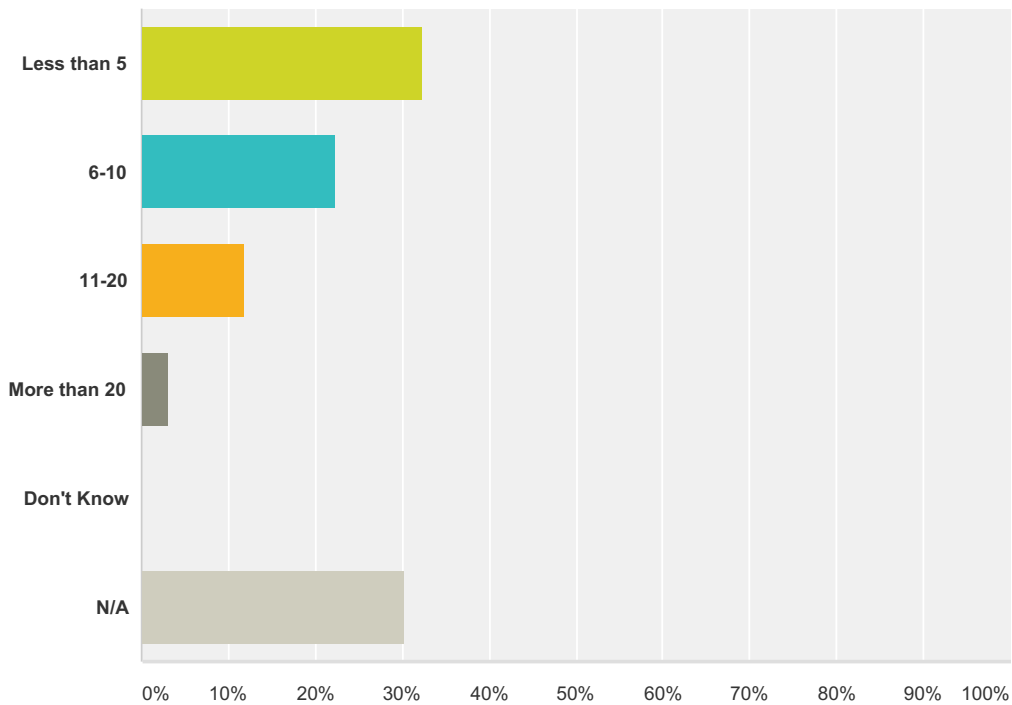


Answer Choices	Responses
Less than 5	2.43% 9
6-10	7.55% 28
11-20	30.73% 114
More than 20	59.30% 220
Don't Know	0.00% 0
N/A	0.00% 0
<b>Total</b>	<b>371</b>

#	Other (please specify)	Date
1	This is my 31st year.	2/12/2014 2:02 PM
2	Only 4+ years with NL School Board	2/6/2014 11:50 AM

### Q59 How many years have you had in the following position?Principal

Answered: 371 Skipped: 62

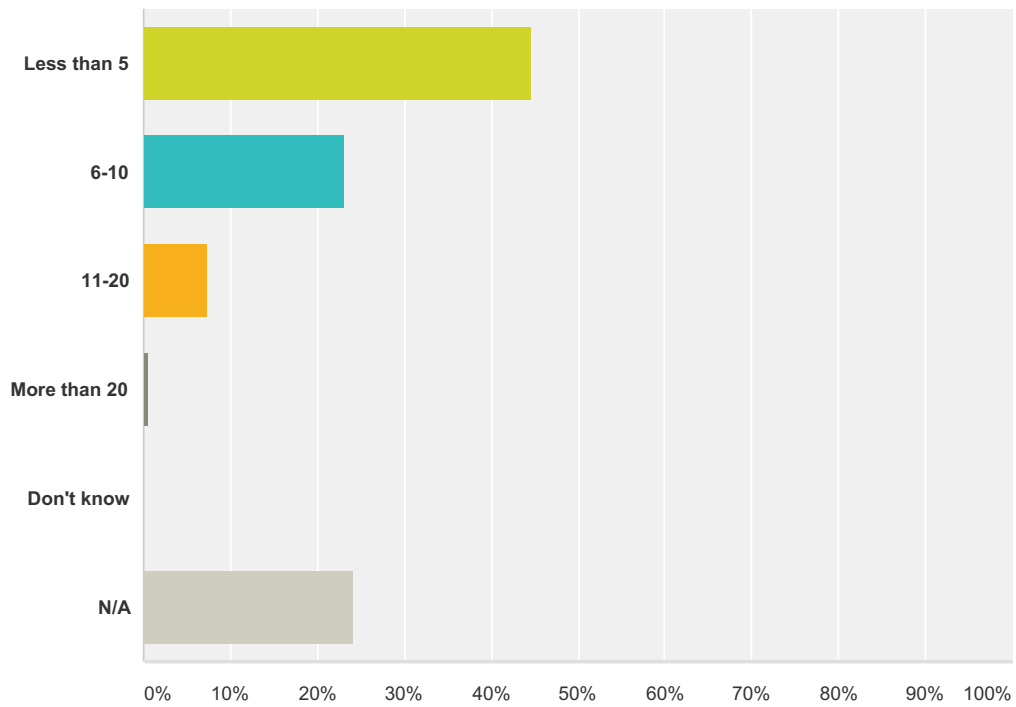


Answer Choices	Responses	
Less than 5	32.35%	120
6-10	22.37%	83
11-20	11.86%	44
More than 20	3.23%	12
Don't Know	0.00%	0
N/A	30.19%	112
<b>Total</b>		<b>371</b>

#	Other (please specify)	Date
1	4 months	2/12/2014 9:58 PM
2	just 1 year in that role, some time ago	2/11/2014 11:13 PM
3	4	2/6/2014 3:17 PM
4	Program Specialist	2/5/2014 12:01 PM
5	None	2/4/2014 7:50 PM
6	Note:	2/4/2014 6:40 PM
7	First year	2/4/2014 6:31 PM

### Q60 How many years have you had in the following position? Vice-principal

Answered: 371 Skipped: 62

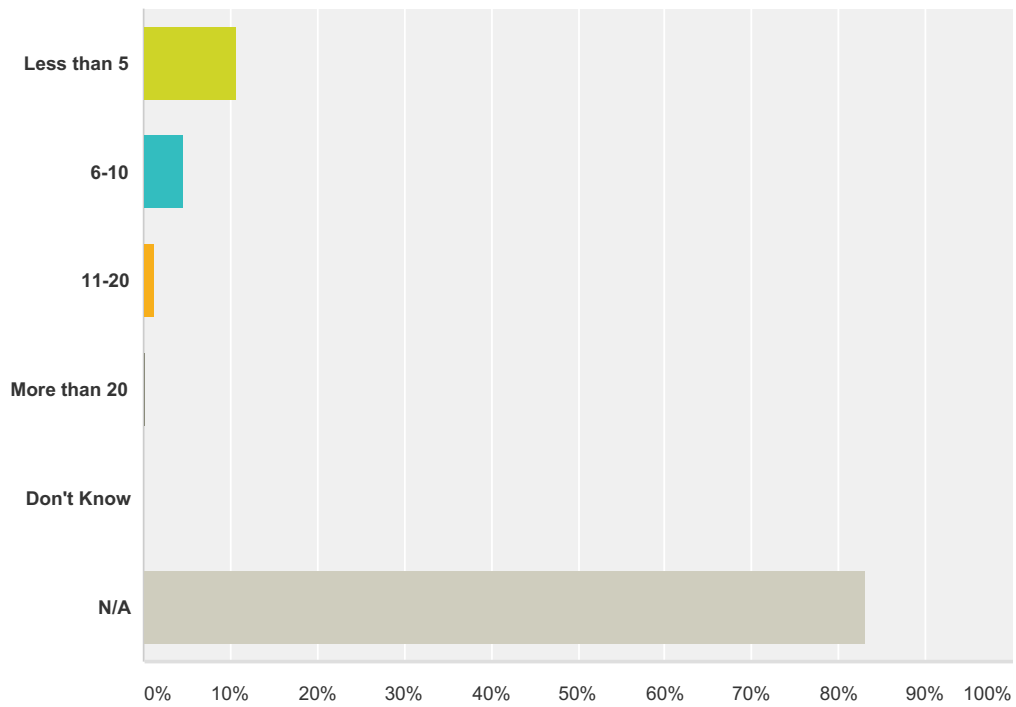


Answer Choices	Responses	
Less than 5	44.74%	166
6-10	23.18%	86
11-20	7.28%	27
More than 20	0.54%	2
Don't know	0.00%	0
N/A	24.26%	90
<b>Total</b>		<b>371</b>



### Q61 How many years have you been in the following position?Program Specialist

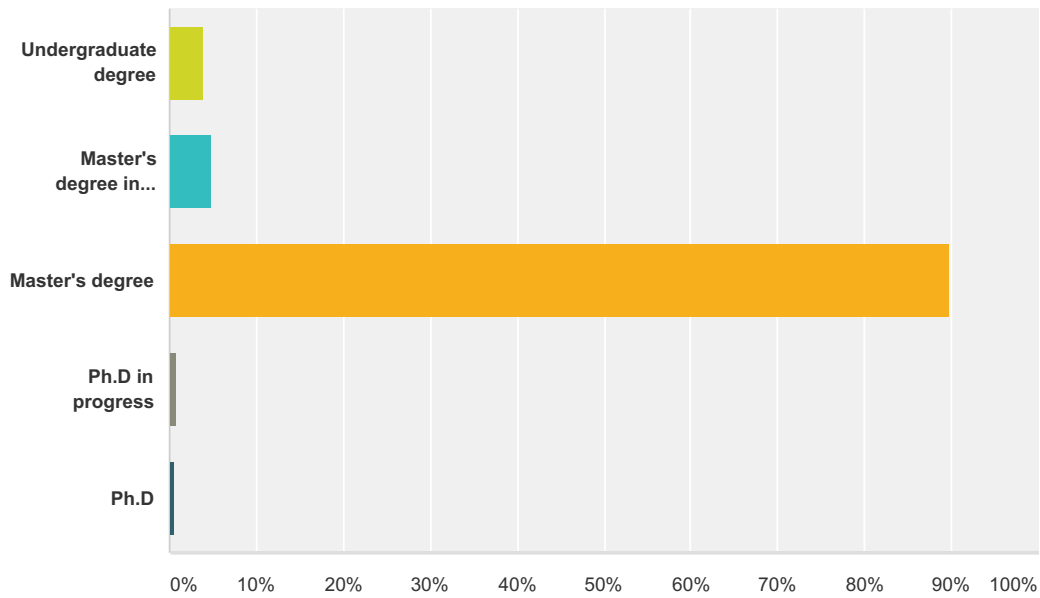
Answered: 345 Skipped: 88



Answer Choices	Responses	
Less than 5	10.72%	37
6-10	4.64%	16
11-20	1.16%	4
More than 20	0.29%	1
Don't Know	0.00%	0
N/A	83.19%	287
<b>Total</b>		<b>345</b>

### Q62 Please indicate your highest level of qualifications.

Answered: 371 Skipped: 62

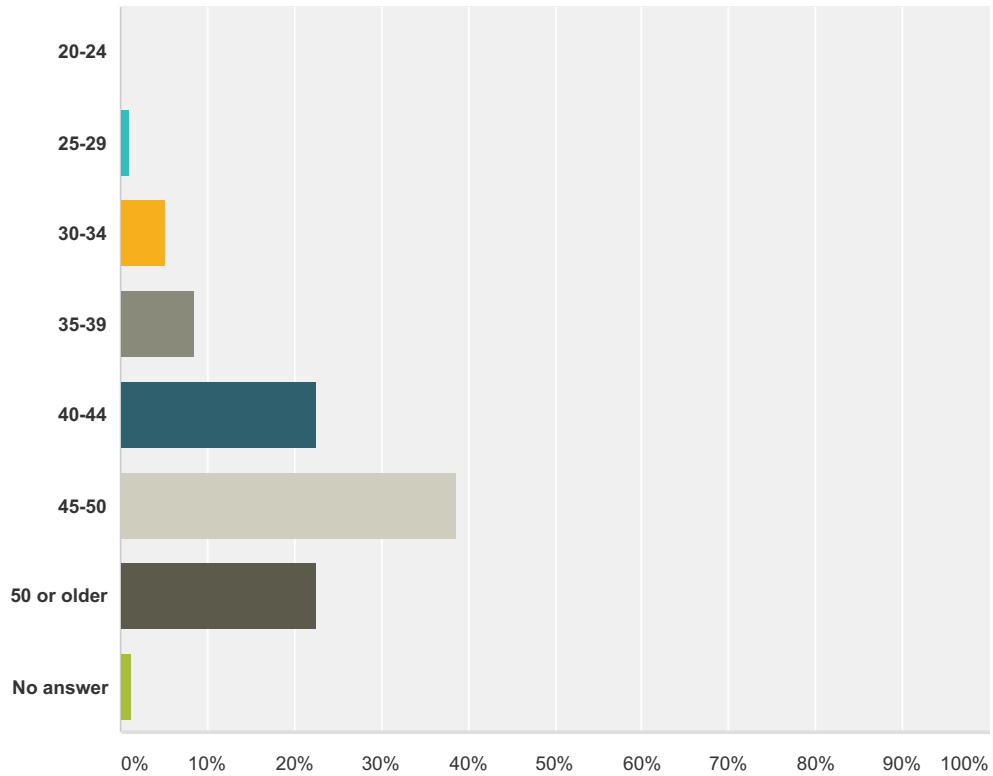


Answer Choices	Responses	Count
Undergraduate degree	4.04%	15
Master's degree in progress	4.85%	18
Master's degree	89.76%	333
Ph.D in progress	0.81%	3
Ph.D	0.54%	2
<b>Total</b>		<b>371</b>

#	Other (please specify)	Date
1	Three years of university	2/12/2014 12:24 AM
2	2 Master degrees because I wanted to do a great job!	2/11/2014 12:18 PM
3	Acknowledge for position, not achknowledge for level 7 pay scale	2/6/2014 11:50 AM
4	Bachelor of Education, Level 5	2/5/2014 11:31 AM
5	Currently Studying Masters	2/5/2014 9:32 AM
6	In process of completing masters	2/4/2014 8:11 PM

### Q63 What is your age?

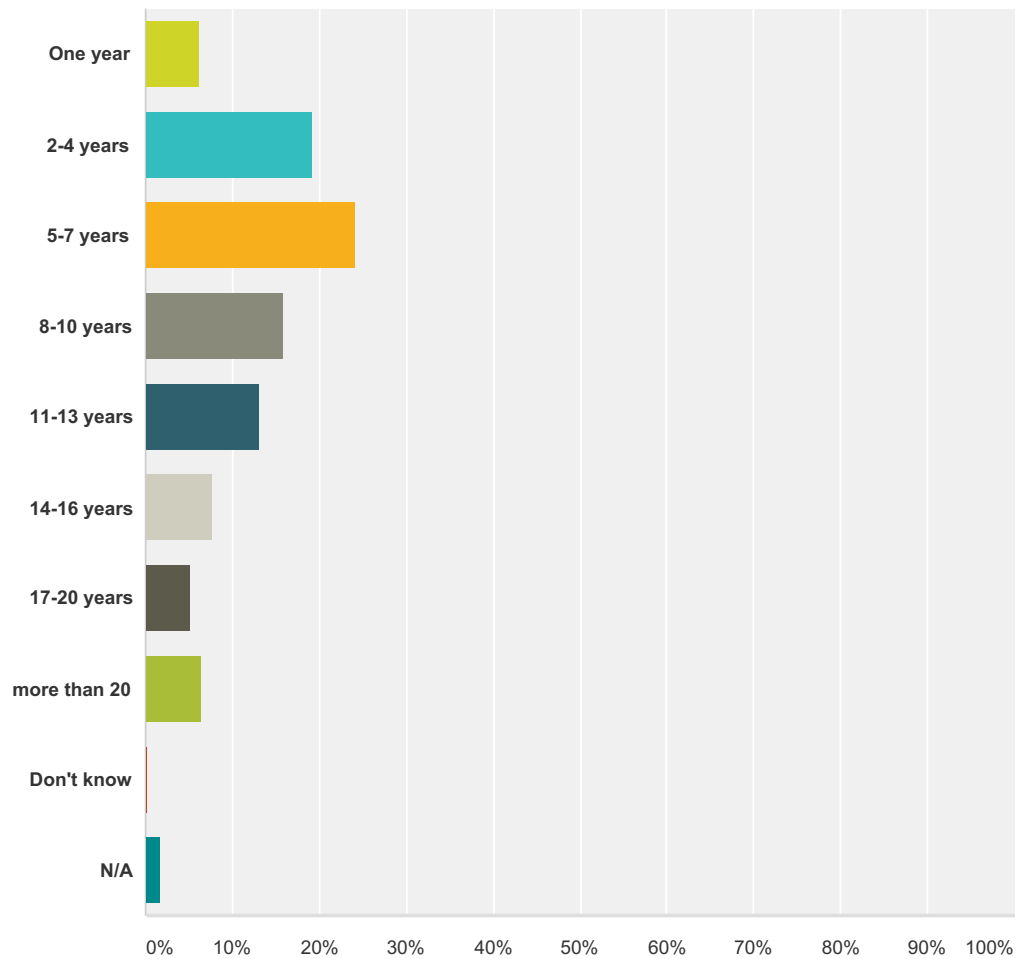
Answered: 371 Skipped: 62



Answer Choices	Responses	
20-24	0.00%	0
25-29	1.08%	4
30-34	5.12%	19
35-39	8.63%	32
40-44	22.64%	84
45-50	38.54%	143
50 or older	22.64%	84
No answer	1.35%	5
<b>Total</b>		<b>371</b>

### Q64 How many years have you served as an administrator including this current year?

Answered: 371 Skipped: 62



Answer Choices	Responses	Count
One year	6.20%	23
2-4 years	19.14%	71
5-7 years	24.26%	90
8-10 years	15.90%	59
11-13 years	13.21%	49
14-16 years	7.82%	29
17-20 years	5.12%	19
more than 20	6.47%	24
Don't know	0.27%	1
N/A	1.62%	6

## Administrators Survey 2013

<b>Total</b>	<b>371</b>
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<b>#</b>	<b>Comments</b>	<b>Date</b>
1	This is my 10th year.	2/12/2014 2:02 PM
2	Actually, just a few weeks.	2/12/2014 10:08 AM
3	4 years as principal and 4 years as lead teacher assuming all responsibilities of vice principal	2/6/2014 3:17 PM
4	Can you guess who?;) )	2/5/2014 6:02 PM
5	This survey is more reared towards principals, not PS. Once again, caught in limbo somewhere.	2/5/2014 12:01 PM
6	All my career	2/4/2014 5:10 PM

# Administrators Survey 2013

## Q65 Please feel free to provide any further comments.

Answered: 102 Skipped: 331

#	Responses	Date
1	Contrary to the most recent report from the Provincial School Council Chair - things have not improved since the transition to one board. It is painful to get maintenance on technology and purchasing completed.	2/14/2014 1:46 PM
2	Lack of Student Support Services resources and units are sucking the life out of administrators and guidance counsellor and students with LDs are the biggest losers as students with significant challenges are gobbling all of the resources. IRTs are struggling to meet the needs of the students because they are stretched so thin. In my school right now I have 1 student with 1 IRT teacher because the mother is nuts and the district want to keep her quiet. This. Student has NO diagnosed exceptionality and as a result we have students with significant diagnosed challenges who are missing out. By redeploying resources to address those students' needs, students with diagnosed learning disabilities are receiving little to no service because we have nothing left to offer them. This whole system is screwed up and it is extremely frustrating as an administrator that the district will not stand up to one parent who has put our school in turmoil!	2/14/2014 10:36 AM
3	I have over 50+ staff and get paid a Principal's bonus + 1 class. I know I am the unique case but most regions of Atlantic Canada base the bonus on FTE's and all regions have higher bonus structures that NLTA members.	2/13/2014 9:19 AM
4	The school day is extremely busy. There are not enough hours or energy in the day to complete all tasks, deal with student/teacher/parent issues. I am a parent of two teens and very busy teens at that who I support greatly so I cannot dedicate my life to my job, my life is dedicated to my family. There needs to be more teacher support for administrators. Teachers need to see the value in the position and maybe some type of PD for them to understand the extent of the position would be helpful for them.	2/13/2014 9:14 AM
5	To say I have not enjoyed my years as an assistant principal and principal would be a lie. My professional life has been very rewarding and shaped me into the person I am today. I like who I am today. I struggle with the "things" I did not get to do today. Whether that was to take a few extra minutes with a child or colleague for whatever reason. Or I did not get time to spend with my elderly parents because I put school or school work first. My decisions often haunt me. My children say that school always came first, I argue that is not true, but deep down they are right. I have given my all to my profession. I am a person who likes to be out and about my classrooms, doing duty, mingling and understanding the families that enter our doors each day / supporting my staff. I am not one, nor have I ever been one, to sit behind a desk and close my door. But the work got done because I was willing to stay until 5:30 each day and work late into the night writing or reading letters / reports / answering emails etc. I never got the chance to do during the day and Sundays mornings were office days to get ready for the week ahead. I am not sure how much more you can ask of administrators. It is 10:30pm and I am only now finding time to complete this survey. Maybe I have it all wrong.....maybe my time management skills are screwed up...maybe I should close my doors and do this survey at 9:30am. Who cares that a sick child is waiting by herself for her mom; that a sp services child is having a rotten day and out of control (let the teacher deal with that by himself); our VP is teaching; my guidance counsellor is teaching as well and I close my door to get my work done. The demands are getting harder to accomplish. This is not a one man show. You need a team effort. Time must be available to ensure that schools are providing the BEST opportunities for teaching and learning; students achieving to be the best they can be in a safe and caring, inclusive atmosphere where they are happy and eager to learn.	2/12/2014 10:42 PM
6	I would love to see video cameras in some of our schools to record some of the behavioral outbursts that our students have. I work in what could be considered an ideal school (I'm biased), with phenomenal parental and community support, both financially and through supporting education. However, if parents and the general public ever saw the violent outburst that some of our students engage in they would be shocked and would demand more training for the SA or IRT's. I am talking students who are 5, 6 and 7 years old. The parents and district staff read the incident reports, and hear the verbal reports in meetings, but they still have no idea how violent and severe the students can get. I think if some of our parents seen the episodes they would be shocked and marching on Confederation hill for changes. And one last rant, our IRT's and students assistant roles are becoming one in the same. I am an IRT 50% of the time and my job is no different then a student assistant for such a large part of the day. Yes, my responsibility is much greater as being the teacher, but we have IRT's totally disillusioned with their roles. Each year with increased inclusion and less supports in schools, IRT's and SA's are just trying to cover off students to sit in regular classes.	2/12/2014 9:16 PM
7	All the work we do in the summer - that really is expected, I would like to have in the agreement that we can be given the option to take at least 3 days off (guilt free) in lieu of payment which we will never get. I know this is done in other provinces.	2/12/2014 6:02 PM

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8	In order to improve teaching and learning in schools, it is imperative that leadership/administrative concerns be addressed by our association.	2/12/2014 10:45 AM
9	I really feel that the NLTA should really focus on admin allocations, extra days due to extra time worked that can be taken during year. Also, I think there should be increases in bonus. Bonus should reflect the changes in the job of a principal.	2/12/2014 10:44 AM
10	Our plate continues to be added to and never anything taken away. Our "professionalism" is being whittled away with everyone from maintenance supervisors, to transportation managers, to almost anyone we want directing us and "telling us" what to do. Our role as the school leader is diminishing. NLTA needs to stand tall and reclaim our professionalism!	2/12/2014 10:23 AM
11	I am only doing this position as a result of sudden and serious illness of the Principal. I have not had one person from District office contact me, ask me how I am doing, or thank me for readjusting my teaching schedule and duties in light of the situation. HR people should show a human face once in awhile and make some contact. I don't want attention, but I do want to be appreciated. It should not be just expected.	2/12/2014 10:10 AM
12	Thanks. Hope this sheds some light on the demands of current administrators	2/12/2014 10:08 AM
13	I have grave concerns about the hiring process for administrators. It needs to be explored.	2/12/2014 9:52 AM
14	Most of my time is spent teaching/in the classroom. Allocated VP time is not nearly enough to meet the demands on my time. Feeling exhausted at the end of every day. Feeling particularly disillusioned by the lack of district support in dealing with extreme student discipline issues that border on criminal behavior. Feel that district is micro-managing and is filling my day with administrivia and not giving me the support I need to do my job effectively.	2/12/2014 9:49 AM
15	My job as a principal has eroded in recent years, as previously communicated, I have far more responsibilities with far less authority. When you add to the fact I have lost only 36 students in the past three years but have lost .75 administrative time, my ability to lead with instruction has been compromised with constant management issues.	2/12/2014 9:40 AM
16	I feel that our work demands have gone to the roof. Not enough time to eat lunch anymore. We are definitely not getting enough Principals bonus for the work we do. I feel that we have no say anymore with regards to our own schools. We are dictated to by our regional district. Our voice doesn't matter. Very little respect.	2/12/2014 9:30 AM
17	Schools no longer have a clear mandate as to what our goal is as an educational institution. The district tells us we need to be "instructional leaders" but then bogs us down with paper work and mundane task that the reality is we have no time left to be instructional leaders. I am tired of hearing about achievement results when the district/DOE continually reduce allocations of IRT and SA to support those students with the greatest needs. Teachers cannot meet the needs of all students in a class with extreme behaviors and significant cognitive challenges. It is time someone spoke up for ALL students and ensured they are receiving the quality education they deserve and our teachers are capable of delivering in the appropriate environment.	2/12/2014 8:18 AM
18	Comments are within!	2/11/2014 10:31 PM
19	If I did not enjoy the student contact, there would be little real satisfaction with the role	2/11/2014 7:58 PM
20	there is a need for onsite technical support for administrators in small techs, need to be paid to allow time on site	2/11/2014 7:07 PM
21	Being an administrator is a very rewarding position and the challenges are a welcome change from the routine of the classroom setting. At the same time, if one is put in an administrative role, they should be given adequate time to be able to fulfill the responsibilities of the position.	2/11/2014 5:19 PM
22	We need the support to the NLTA to advocate on our behalf for more supports e.g. secretarial time.	2/11/2014 1:20 PM
23	I fill this out feeling anf fearing that one will think I am negative....I love teaching and I love my career as an administrator but currently there are many challenges facing us and I wanted to be honest....I am sooo shocked with the removal of additional admin. time at a school with over 700 it is just not logical and I live in hope somebody will be our champion and reinstate the admin time lost.....until then we all suffer	2/11/2014 12:20 PM
24	Please help-- I want to be a School Administrator not a Site manager!!!	2/11/2014 10:36 AM
25	Thank you	2/11/2014 8:21 AM
26	I am concerned about workload issues. How are new administrators coping? How are we going to attract the right people to administrator roles?	2/9/2014 9:38 PM
27	I appreciate this survey and interest in my opinion. However, I feel the NLTA should have approached this issue much earlier.	2/9/2014 12:21 PM
28	There is not enough time in the day to do the work I did before amalgamation AND I was already spending far too many hours outside the regular school day at school. At this point, I have simply had to let some things go. I come to work at 7 am and generally leave around 5 pm. In addition, I spend at least 4 hours at the school on weekends and take work home with me as well.	2/7/2014 1:35 PM

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29	Just consider the list of items in the above survey that fall within an administrator's responsibility, regardless of school size, and consider the bonus. It simply does not make sense!	2/7/2014 11:19 AM
30	Cutbacks to administrative time is a huge challenge	2/7/2014 10:26 AM
31	This survey of administrators is a good start in addressing admin concerns. I hope that it is only the beginning. Good work.	2/6/2014 3:54 PM
32	Good Luck!	2/6/2014 2:26 PM
33	Well done on the survey.	2/6/2014 11:58 AM
34	The School Board has to learn to trust their Principals more. The majority are doing their best, but the Board seems to get "power hungry" and wants to push everyone.	2/6/2014 11:54 AM
35	I think that if more smaller schools had greater access to Program Specialists, the burden on Administrators would be less.	2/6/2014 11:50 AM
36	ALL administrator regardless of size of student population should have admin. time.	2/6/2014 11:23 AM
37	Administrative time, guidance time and secretarial time to schools are grossly lacking. Formulas need to be revisited. Many of my days I spend doing the job of a counsellor because that person is in class. As well, I often spend much time doing the job of my secretary. This is all in addition to now doing the 25% of administrative duties my VP did last year. Lastly, schools need additional teaching allocations assigned to LNS, an intervention support specialist for those students who are high risk, and learning resources. Schools are only scratching the surface when it comes to providing quality education for our youth. There are now things not getting done in my school that were done last year because I cannot get to them. I consider my current school to be close to a state of crisis.	2/6/2014 10:41 AM
38	Thanking for the time to share my feeling on lack of Administration time. As mentioned it not for the little bonus. I became an Administrator because I enjoy working with children, I love to make a difference and I love being an instructional leader. However, over the past few years the management / teaching responsibilities have limited me from doing the things that I feel are so important and I took the administration position for. The responsibility we are left with at the end of the day is overwhelming.	2/6/2014 10:24 AM
39	I feel exhausted and stressed most days when I return home. I feel I can't keep up with it and will soon need to take a mental health day.	2/6/2014 10:16 AM
40	nil	2/6/2014 10:13 AM
41	work life & home life balance..... difficult considering the more complex nature of the job as a school administrator.	2/6/2014 9:39 AM
42	There's never a dull moment, which makes the job very interesting. But in recent years there have been too many days when I've felt overwhelmed and exhausted by it all. I have learned to deal with this feeling by doing only what I can with the time and energy at my disposal. I have also learned that it is critical to take care of my own health; daily exercise, even if it's only a brief walk, is a necessary stress reliever. It also helps to see and laugh at the funny or ridiculous side of things.	2/6/2014 12:25 AM
43	I believe that school administrators are vulnerable at this time and given the manner of rapid transition to the new school districts there should have been decisions by Senior management or gov't to define work responsibilities that were no longer required but this did not happen. The direction and goals of the past several years by school districts have communicated, albeit tacitly, "student achievement increases are the goal at any cost." At present I really struggle to have a life outside of work and always taking my work home with me has negatively impacted my health. I expect my Association to do better and also the school district and the Dept to do better in creating reasonable work demands that enable me to balance professional and personal life.	2/5/2014 11:58 PM
44	If I could simply return to teaching I would. This job is thankless and we are not compensated with the time nor the remuneration to adequately do this job. Please fight for us to correct the issues administrators are facing today.	2/5/2014 11:53 PM
45	As it is hopefully reflected in my answers, I love being in this dual role of teacher/administrator. However, with the current allocation time for admin, I feel I am doing more work and I am feeling a great deal more stress this year in trying to accomplish it all (especially in comparison to last year, prior to cuts).	2/5/2014 7:44 PM
46	Thanks for your support around CAP... Best ever. Can't wait to see Wong. Focus group can help you mine out some of the issues. You have great people in the system, who want to be equal to the task and to be able to grow themselves.	2/5/2014 6:05 PM
47	The role of school administrator is crucial to the development of a school from a holistic, curricular and safety perspective. Cutting admin time from a school ensures that everyone loses. Teachers have no one to turn to for help, class sizes increase and admin can't effectively deliver new program yet alone apply innovation to their school. Please help us get back what was taken and you will really see results improve across the province and schools thrive!	2/5/2014 4:36 PM
48	A Great Survey! Hopefully it goes somewhere.	2/5/2014 4:13 PM



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49	I responded that I did not have enough time for many of the questions asked on this survey. I have been in groups of administrators and we all agree that we do very little having to do with teaching and learning. We have become managers. Our positions are much less rewarding and connected to the real guts of learning.	2/5/2014 4:00 PM
50	If you are going to attract good quality administrators in the future the will need to be more financial incentive to attract such people...right now people are not willing to do it for for current bonus structure..	2/5/2014 2:15 PM
51	As the administrator goes, so goes the school. Its an awesome role and responsibility and should be given its due consideration.	2/5/2014 2:11 PM
52	Thanks for addressing the issue[s].	2/5/2014 2:07 PM
53	THE AMALGAMATION OF DISTRICTS INTO A PROVINCIAL ONE HAS BEEN TH ECRIME OF TH ECENTURY.	2/5/2014 1:45 PM
54	I honestly hope the NLTA can successfully give administrators what they deserve in terms of staffing increases and remuneration for work completed outside of school hours.	2/5/2014 1:29 PM
55	Think that you covered it all :-)	2/5/2014 12:38 PM
56	I appreciate the opportunity to complete this survey. I recognize that my responses lie mainly within the comment sections of each question. I think it is important to note that although I adapted the questions to suit my own position (as Program Specialist), this survey really was focused on determining the challenges experienced by school administrators since our district amalgamation. As noted throughout this survey, although Program Specialists are very much a part of SAC, it seems we do not have a strong voice nor are our challenges specifically questioned or identified. This was evident in the line of questioning in this survey.	2/5/2014 12:22 PM
57	This survey is more reared towards principals, not PS. Once again, caught in limbo somewhere.	2/5/2014 12:01 PM
58	None	2/5/2014 11:33 AM
59	Thank you for the opportunity to provide feedback.	2/5/2014 11:31 AM
60	There are more demands on Administrators (Amalgamation, PowerSchool, student drug and mental health issues - just to name a few) yet less Administrative time to do our work. Everyone I speak with is frustrated. Thanks for the survey.	2/5/2014 11:30 AM
61	stressful job-undervalued, under supported, underpaid! But a rewarding career none the less.	2/5/2014 11:19 AM
62	Thanks for this survey.	2/5/2014 10:18 AM
63	The current admin allocation is hurting everyone in the system.	2/5/2014 10:16 AM
64	Administration is becoming increasingly demanding. Dealing with bussing issues and parents - things often outside our control - take up a huge amount of time. Parents, staff and students are becoming more and more demanding. The lack of support for students with special needs (IRT and SA) also compounds the demands of our daily workload. Governement recognition of the need for increased human resources in schools would be the first step to alleviating school administrator's stress and increasing our ability to focus on school development plans and student achievement	2/5/2014 9:45 AM
65	I love both my jobs, teacher and adminstrator and I know that my responses to this survey are negative in nature. I am not a negative person, I am just stating the reality of my current situtaion. I want to do the best job I can at whatever I do currently I don't feel that this possible. I am confident in my abilities, but I am only human and I am doing 2 full time jobs and I have a life outside of this job, and a family who who are my priority. I think any conscientious teacher/administrator would feel the same.	2/5/2014 9:21 AM
66	It was difficult to answer the questions around how much time in a typical week do you spend on a particular duty because this depends on the time of year and what is going on in school at any given time. For example there is a lot more time spent on staffing in the spring and over summer than at any other time of year. In my experience, there's no such thing as a 'typical' week!	2/5/2014 8:05 AM
67	The lack of guidance supports is a major concern amongst admin. regarding the health, safety and program planning of our students.	2/5/2014 7:57 AM
68	The role and expectations of a 'Principal' is overwhelming. Many critical aspects of our job is not given the attention simply because there is too much coming at us. The other critical point I struggle with as an administrator is the constant uphill battle is trying to get routine maintenance done in our school. There is a lack of communication, support and understanding in this area that, simply put, 'bogs' us down.	2/5/2014 7:57 AM
69	This is a career I love. Sadly, the bureaucracy and downloading of responsibility is making it almost impossible to do effectively.	2/5/2014 7:48 AM

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70	The amount of remuneration for Administrative bonus is not at all in line with the amount of work required of an administrator, particularly in a small school. Cuts to admin units greatly affect the level of administrative work that can be done in a day when administrators are teaching so much. It forces us to take much of the administrative and teaching work/preparation home. This interferes with personal time as well as time spent with family. This a concern.	2/4/2014 11:49 PM
71	I don't believe it is fair for an administrator (principal) to have to lose time from his/her admin duties in order to have a vice principal in the school.	2/4/2014 11:11 PM
72	The largest issue for me has been the cut backs to admin time in our school to 1.25 units. As VP, this has meant that I am not able to offer the level of support to the Principal that is needed in our school. Since, I am teaching for 75% of the time there is a fairly extensive disconnect with the overall daily operation of the school. For example, when I am in class for the majority of the day I am not in the loop with any issue that have presented themselves throughout the day. Compounded with the possibility that the Principal may be off the following day and I am left with the out falls from the previous day. Powerschool is also one of my many responsibilities and it requires a lot of learning to be an effective admin user. The program is not intuitive and given the fact that this is my first time as the admin it has become very time consuming.	2/4/2014 11:07 PM
73	na	2/4/2014 10:09 PM
74	Despite the direction we have been given to 'remain positive' since the cuts last March, the energy level is waning fast!	2/4/2014 9:11 PM
75	increase admin. bonus	2/4/2014 8:32 PM
76	One area of concern involves the expectation that when the Principal is required to attend PD or meetings, there us no sub time provided. I am expected to teach 75%, fulfill my own admin duties as well as the duties of the Principal. When questioned, the District has suggested that if I am needed in the office then we should pull a teacher from student support services to relieve my teaching time. This means that students are being deprived of the support that they require. It makes no sense! It adds so much stress to the work day. I am faced with that 2 days this week and 2 days during the last week of February.	2/4/2014 8:16 PM
77	For the past month I have been Principal, Vice-Principal, and teacher, due to staffing issues in our school. This may have negatively influenced my opinion and perspectives due to the excessive work load and challenges I have been enduring. Therefore, under normal circumstances, my answers in this survey might have been different.	2/4/2014 8:12 PM
78	Technology is wonderful, however, our work with teachers and schools cannot be via Microsoft Lync.	2/4/2014 8:11 PM
79	Thank you for this long overdue and very valuable survey. Looking forward to hearing the thoughts of fellow administrators across our province.	2/4/2014 8:01 PM
80	I appreciate the opportunity to provide feedback. Let's hope we can facilitate change.	2/4/2014 7:01 PM
81	Increasing administrative responsibilities have cut more and more in to my personal and family time.	2/4/2014 6:51 PM
82	With all the expectations from the school district and the department of Education that are now put on the role of the administrator and more to come, the expectations need to be on par with pay. There is no reason for me to stay in this role if in any way I feel it is interfering in my quality of life, since my regular teaching position a Though demanding was certainly less stressful. I do enjoy my job, but the bonus does not match the roles in the job.	2/4/2014 6:35 PM
83	Please include Assistant Principals in administration PD. We are always left out, and we need to consult with colleagues, too	2/4/2014 6:24 PM
84	A very rewarding profession yet the time to support administrators is not evident in the present system. Recent cutbacks, increasing demands, pressure and accountability are putting a significant strain on administrators in the province. Thank you for the opportunity to provide input.	2/4/2014 6:19 PM
85	The biggest issue in my school is technology support. With cutbacks in Western it is very difficult to get regular tech visits. Today is Feb 4 and I still have a ticket from Dec 5 that has not been actioned yet, and I have 5-10 others in the queue. This is not good enough, especially with the promotion of PowerSchool. Something MUST be done.	2/4/2014 6:02 PM
86	I firmly believe that the NLTA should not be organizing, or in any way promoting any programs for teachers which have to be done outside of regular work hours such as on weekends or during the summer.	2/4/2014 5:55 PM
87	I believe that for a school to be able to provide a safe and caring environment where all students and staff can work to the best of their ability, an administrator must be role model. This includes being accessible and available, being supportive, providing PD and opportunities for PD, and showing at all times that you believe in the goals of your school development plan. Unfortunately, I struggle to do this when I have 75% teaching responsibilities and only a 25% admin allocation. My students and staff have expectations of me as an administrator, but have expressed concern that I am not as available as I was in previous years (before the cut this year). I had a group of students comment this week that they never see me anymore, and before I could respond, another student spoke up and said "sure she's always teaching now b'y." That pretty much sums it up.	2/4/2014 5:21 PM

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88	We need to lobby to return the time lost last year to administration as a minimum. Schools of less than 100, 1 full time person. For every 75 above that or part there of, add .25 admin. For example, a school of 260 students gets 1 administrator for for first 100, then .25 plus .25 for each 75 and an additional .25 for being into the next interval. That is 1.75. If not an increase in admin, then increase guidance time drastically. AGAIN, societal issues are NOT decreasing..... As a principal in a typical day, I am a breakfast program coordinator, a parent, a Councillor, a friend, a manager, a colleague, a disciplinarian, a mediator, a budget analyst, a doctor, an IRT, a secretary, and other duties as required and that is before RECESS. Thank you for listening/reading. There is therapy in just quickly replying to this :-) Keep up the great work.	2/4/2014 5:18 PM
89	Your question asking about much time I work between 6am and 6pm may not be getting at your intended concern. If I decide to work until 5:30 - 6:00 then my work is not reflected in my answer to your question. Some folks leave school earlier for all kinds of reasons and may work in the evenings. I realize you may not want to ask when you leave work but without that the other answer is not necessarily getting at the situation. We can also assume that all admin are at work until 6. Really need to get the allocation formula reinstated.	2/4/2014 5:17 PM
90	As a former member of SAC, as well as a principal for all my career, I have come to believe that my employer sees me and my fellow professionals in our province as resources, much like vehicles, furniture or even money, to be moved at their discretion and utilized as they see fit, with little or no regard for the "human" part of the H-R equation. I also have been made to feel that, despite my best efforts, as well as those of my Staffs over time, we are not seen as "doing enough" for the employer, even though our workload has increased significantly over the past 10 years.	2/4/2014 5:16 PM
91	No longer sure PD is the answer...there are too many initiatives and we are pulled in too many directions.	2/4/2014 5:14 PM
92	Thanks for looking into this crucial issue	2/4/2014 5:07 PM
93	VP in a school need to have more allocation in order to do their job. It is terrible that schools are operating with 1/4 time VPs...sad really!	2/4/2014 5:07 PM
94	It is too bad our profession has changed so radically. It used to be so rewarding.	2/4/2014 5:03 PM
95	None	2/4/2014 4:56 PM
96	na	2/4/2014 4:47 PM
97	The focus has to be on reinstating the admin time. That cut has caused some very unsafe practices and situations in my school. I'm tired of preaching this to my immediate supervisor.	2/4/2014 4:47 PM
98	I truly hope that this model changes. This has been a very difficult year as an administrator in terms of the amount of time that I have needed to take from my family and personal life, so much so that as a family, we are considering the role it has played, and if it would be in our best interest for me to return to the classroom. Thank you for taking the time to create and analyse this survey.	2/4/2014 4:46 PM
99	Our school is made up of two school buildings, a Primary and a 4-L4 building. There is one principal for this arrangement and a VP in each building. But our issue this year is the reduction of administration time to 1.7 units, which we have to stretch across 3 human beings. I'm not a complainer, but I do believe this allocation is not a workable one.	2/4/2014 4:45 PM
100	Every school should be provided with a full time administrator regardless of the number of students. There are too many issues to deal with to have a principal half in the classroom and too much needs in the classroom to have a half administrator in the classroom. Schools k-12 with more than 150 students should have also a vice principal. There are a lot of administration to do per level, kindergarten, primary, elementary, JH and SH plus public exam and distance education.	2/4/2014 4:45 PM
101	Na	2/4/2014 4:39 PM
102	I don't more money, I want another body in the office so I can meet all of my school's needs	2/4/2014 4:39 PM