



San Francisco Unified School District


SFUSD Administrator Satisfaction Survey 2010



San Francisco Unified School District

Carlos Garcia, Superintendent of Schools
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555 Franklin Street, San Francisco CA 94102

March 1, 2010

TO: All School Site Administrators
FROM: Carlos Garcia, Superintendent 
RE: 2010 SFUSD Stakeholders Satisfaction Surveys

The San Francisco Unified School District is committed to keeping our promises to our students and families (Goal 3 of the Balanced Scorecard). To keep us informed in this commitment of excellent service, we need regular feedback from our stakeholders. As I did for the last two years, I am inviting you to rate your satisfaction with our schools and the District. The results of our satisfaction surveys will be used to continually improve our learning environment and will provide data for the District and schools' Balanced Scorecard. The stakeholders that we are surveying include students (Grades 5, 8, and 11), school staff, site administrators, and families. All surveys are anonymous and voluntary.

Please find enclosed two sets of surveys, one for students and the other for school staff:

- Student surveys should be administered only in Grades 5, 8, and 11.
- School staff surveys should be administered at a faculty meeting, if possible.

The directions for administration of the student and school staff surveys are printed on the return envelope provided with this packet. Administrator surveys will be distributed at the school level meetings at the beginning of March. Family surveys will be sent to schools in mid-March to be included in student homework packets and collected by schools later in March for return to our Research, Planning & Accountability department (RPA). Parent Liaisons will support this process.

Because the satisfaction surveys are voluntary and anonymous, all students, parent, and school staff survey results will be reported by district and school only, while the site administrator survey results will be reported by district only.

I understand that this is a busy time for the school sites and appreciate your time in the administration of these surveys. Thank you for all your efforts in helping us to obtain this valuable data. Please return the completed surveys to RPA in the envelope provided by the end of March, 2010. **If you should have any questions, please contact RPA at 241-6454.**

SFUSD Administrator Satisfaction Survey 2010

The purpose of this **voluntary** and **anonymous** survey is to obtain feedback from you on how our school district is doing in keeping our promises to our students and families—as described in our district’s strategic plan. The results of your survey will be reported in aggregate district level form by RPA next fall. Please include your own sheet of paper to write about any additional comment you may have. Thank you.

Please use a pencil or black ink pen to fill in a circle for each item like this: ● Not like this: ⊗ ✓ ⌚ ⦿

Background Information

My Gender: ☐ Female ☐ Male

My Ethnicity: ☐ African American ☐ Latino ☐ Chinese ☐ Other Non-White

☐ Native American ☐ Japanese ☐ Korean ☐ Other White

☐ Pacific Islander ☐ Filipino ☐ Samoan ☐ Decline to State

I have been an Administrator for: ☐ 2 years or less ☐ 3-5 years ☐ 6-10 years ☐ More than 10 years

My primary position is: ☐ Principal ☐ Assistant Principal ☐ Site Manager

My school level is: ☐ Elementary ☐ Middle ☐ High ☐ CDP

Access and Equity	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
1. School staff defines and contributes to the school’s vision and core values as described in its Balanced Scorecard.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The school provides access to resources that close the achievement gap.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. School staff values and builds on our students’ languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Students at this school perceive staff as supportive of their academic and social advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My school is a safe place for teaching and learning from early in the morning to late at night.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Achievement	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
10. Expectations are clear for students, school staff, and families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Professional development for staff is ongoing, research based, and clearly related to the school’s Balanced Scorecard.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21 st Century learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. The school provides opportunities for students to participate in at least two community service projects per year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accountability	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
20. The District values me as an employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. The school works with community partnerships to strengthen student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Families and the community feel welcomed and connected to the culture of the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. The administration provides me with the support I need to improve my professional practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. The Superintendent is leading the District in the right direction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. The Board of Education is leading the District in the right direction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. My school is heading in the right direction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. I believe that my school’s strategic plan will achieve its goals and objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. I would place my child in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Overall, I am satisfied with my job at SFUSD.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



SFUSD Administrator Satisfaction Survey 2010

Districtwide Summary Report

Total 112 Respondents				
RESPONSE PERCENT				
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
- 4 -	- 3 -	- 2 -	- 1 -	

Questions

Access and Equity

1. School staff defines and contributes to the school's vision and core values as described in its Balanced Scorecard.	45.5%	49.1%	4.5%	0.0%	0.9%	3.41
2. The school provides access to resources that close the achievement gap.	33.0%	62.5%	2.7%	1.8%	0.0%	3.27
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	48.6%	45.0%	6.3%	0.0%	0.0%	3.42
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	43.8%	49.1%	5.4%	1.8%	0.0%	3.35
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	21.4%	58.0%	17.9%	1.8%	0.9%	3.00
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	45.9%	48.6%	5.4%	0.0%	0.0%	3.41
7. Students at this school perceive staff as supportive of their academic and social advancement.	37.3%	57.3%	5.5%	0.0%	0.0%	3.32
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	35.5%	41.8%	20.9%	1.8%	0.0%	3.11
9. My school is a safe place for teaching and learning from early in the morning to late at night.	43.8%	47.3%	8.0%	0.0%	0.9%	3.36

Student Achievement

10. Expectations are clear for students, school staff, and families.	38.7%	53.2%	6.3%	0.9%	0.9%	3.31
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	27.0%	59.5%	11.7%	1.8%	0.0%	3.12
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	25.5%	61.8%	10.9%	1.8%	0.0%	3.11
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	49.1%	45.5%	4.5%	0.9%	0.0%	3.43
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	28.8%	55.0%	15.3%	0.9%	0.0%	3.12
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	46.8%	41.4%	10.8%	0.9%	0.0%	3.34
16. The school provides opportunities for students to participate in at least two community service projects per year.	18.3%	38.5%	35.8%	4.6%	2.8%	2.73
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	18.2%	57.3%	21.8%	1.8%	0.9%	2.93
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	36.9%	54.1%	6.3%	2.7%	0.0%	3.25
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	19.8%	63.1%	8.1%	2.7%	6.3%	3.07

Accountability

20. The District values me as an employee.	18.2%	61.8%	12.7%	3.6%	3.6%	2.98
21. The school works with community partnerships to strengthen student learning.	37.8%	55.9%	5.4%	0.0%	0.9%	3.33
22. Families and the community feel welcomed and connected to the culture of the school.	36.0%	55.9%	4.5%	0.9%	2.7%	3.31
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	31.8%	58.2%	9.1%	0.9%	0.0%	3.21
24. The administration provides me with the support I need to improve my professional practice.	28.8%	58.6%	7.2%	2.7%	2.7%	3.17
25. The Superintendent is leading the District in the right direction.	31.2%	49.5%	5.5%	0.9%	12.8%	3.27
26. The Board of Education is leading the District in the right direction.	13.5%	55.9%	13.5%	3.6%	13.5%	2.92
27. My school is heading in the right direction.	47.7%	47.7%	0.9%	2.7%	0.9%	3.42
28. I believe that my school's strategic plan will achieve its goals and objectives.	37.8%	56.8%	3.6%	0.0%	1.8%	3.35
29. I would place my child in this school.	50.9%	39.3%	4.5%	2.7%	2.7%	3.42
30. Overall, I am satisfied with my job at SFUSD.	31.5%	60.4%	5.4%	1.8%	0.9%	3.23

RESPONSE PERCENT				
- A-	- B-	- C-	- D-	- E-

Background Information

51. My Gender: (A) Female, (B) Male	56.5%	43.5%		
52. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	7.1%	9.8%	16.1%	2.7%
53. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	2.7%	0.0%	36.6%
54. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.9%	0.9%	0.0%	13.4%
55. I have been an Administrator: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.9%	31.7%	27.7%	26.7%
56. My primary position is: (A) Principal, (B) Assistant Principal, (C) Site Manager	79.6%	20.4%	0.0%	
57. My school level is: (A) Elementary, (B) Middle, (C) High, (D) CDP	57.0%	18.6%	23.3%	1.2%



SFUSD Administrator Satisfaction Survey 2010
Position Summary Report: Principal

Total 78 Respondents				
RESPONSE PERCENT				
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
- 4 -	- 3 -	- 2 -	- 1 -	

Questions

Access and Equity

1. School staff defines and contributes to the school's vision and core values as described in its Balanced Scorecard.	50.0%	48.7%	1.3%	0.0%	0.0%	3.49
2. The school provides access to resources that close the achievement gap.	35.9%	59.0%	3.8%	1.3%	0.0%	3.29
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	50.6%	42.9%	6.5%	0.0%	0.0%	3.44
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	46.2%	47.4%	5.1%	1.3%	0.0%	3.38
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	24.4%	60.3%	14.1%	0.0%	1.3%	3.10
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	50.0%	47.4%	2.6%	0.0%	0.0%	3.47
7. Students at this school perceive staff as supportive of their academic and social advancement.	42.9%	54.5%	2.6%	0.0%	0.0%	3.40
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	38.2%	42.1%	17.1%	2.6%	0.0%	3.16
9. My school is a safe place for teaching and learning from early in the morning to late at night.	46.2%	46.2%	7.7%	0.0%	0.0%	3.38

Student Achievement

10. Expectations are clear for students, school staff, and families.	39.7%	55.1%	3.8%	0.0%	1.3%	3.36
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	28.6%	58.4%	11.7%	1.3%	0.0%	3.14
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	26.3%	61.8%	10.5%	1.3%	0.0%	3.13
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	53.8%	44.9%	1.3%	0.0%	0.0%	3.53
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	33.3%	55.1%	11.5%	0.0%	0.0%	3.22
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	45.5%	41.6%	13.0%	0.0%	0.0%	3.32
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.3%	39.0%	39.0%	5.2%	2.6%	2.64
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	19.5%	53.2%	23.4%	2.6%	1.3%	2.91
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	41.6%	51.9%	5.2%	1.3%	0.0%	3.34
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	23.4%	63.6%	3.9%	1.3%	7.8%	3.18

Accountability

20. The District values me as an employee.	23.4%	58.4%	11.7%	3.9%	2.6%	3.04
21. The school works with community partnerships to strengthen student learning.	39.0%	59.7%	1.3%	0.0%	0.0%	3.38
22. Families and the community feel welcomed and connected to the culture of the school.	39.0%	57.1%	1.3%	0.0%	2.6%	3.39
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	32.9%	60.5%	6.6%	0.0%	0.0%	3.26
24. The administration provides me with the support I need to improve my professional practice.	27.3%	61.0%	6.5%	1.3%	3.9%	3.19
25. The Superintendent is leading the District in the right direction.	34.2%	51.3%	3.9%	1.3%	9.2%	3.30
26. The Board of Education is leading the District in the right direction.	14.3%	55.8%	14.3%	3.9%	11.7%	2.91
27. My school is heading in the right direction.	46.8%	50.6%	0.0%	1.3%	1.3%	3.45
28. I believe that my school's strategic plan will achieve its goals and objectives.	37.7%	61.0%	1.3%	0.0%	0.0%	3.36
29. I would place my child in this school.	51.3%	41.0%	3.8%	1.3%	2.6%	3.46
30. Overall, I am satisfied with my job at SFUSD.	33.8%	58.4%	5.2%	1.3%	1.3%	3.26

RESPONSE PERCENT				
- A-	- B-	- C-	- D-	- E-

Background Information

51. My Gender: (A) Female, (B) Male	51.3%	48.7%		
52. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	6.4%	11.5%	16.7%	3.8%
53. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	3.8%	0.0%	39.7%
54. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	11.5%
55. I have been an Administrator: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	6.9%	31.9%	29.2%	31.9%
56. My primary position is: (A) Principal, (B) Assistant Principal, (C) Site Manager	100.0%	0.0%	0.0%	
57. My school level is: (A) Elementary, (B) Middle, (C) High, (D) CDP	65.2%	14.5%	20.3%	0.0%



SFUSD Administrator Satisfaction Survey 2010
Position Summary Report: Assistant Principal

Total 20 Respondents				
RESPONSE PERCENT				
Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
- 4 -	- 3 -	- 2 -	- 1 -	

Questions

Access and Equity

1. School staff defines and contributes to the school's vision and core values as described in its Balanced Scorecard.	25.0%	50.0%	20.0%	0.0%	5.0%	3.05
2. The school provides access to resources that close the achievement gap.	30.0%	65.0%	0.0%	5.0%	0.0%	3.20
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	45.0%	45.0%	10.0%	0.0%	0.0%	3.35
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	20.0%	65.0%	10.0%	5.0%	0.0%	3.00
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	10.0%	50.0%	30.0%	10.0%	0.0%	2.60
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	31.6%	57.9%	10.5%	0.0%	0.0%	3.21
7. Students at this school perceive staff as supportive of their academic and social advancement.	20.0%	65.0%	15.0%	0.0%	0.0%	3.05
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	30.0%	50.0%	20.0%	0.0%	0.0%	3.10
9. My school is a safe place for teaching and learning from early in the morning to late at night.	30.0%	55.0%	10.0%	0.0%	5.0%	3.21

Student Achievement

10. Expectations are clear for students, school staff, and families.	26.3%	57.9%	10.5%	5.3%	0.0%	3.05
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	10.0%	75.0%	10.0%	5.0%	0.0%	2.90
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	15.0%	70.0%	10.0%	5.0%	0.0%	2.95
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	30.0%	50.0%	15.0%	5.0%	0.0%	3.05
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	21.1%	52.6%	21.1%	5.3%	0.0%	2.89
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	40.0%	45.0%	10.0%	5.0%	0.0%	3.20
16. The school provides opportunities for students to participate in at least two community service projects per year.	21.1%	42.1%	26.3%	5.3%	5.3%	2.83
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	10.0%	80.0%	10.0%	0.0%	0.0%	3.00
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	30.0%	65.0%	5.0%	0.0%	0.0%	3.25
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	15.0%	60.0%	15.0%	5.0%	5.0%	2.89

Accountability

20. The District values me as an employee.	10.5%	73.7%	10.5%	0.0%	5.3%	3.00
21. The school works with community partnerships to strengthen student learning.	25.0%	60.0%	15.0%	0.0%	0.0%	3.10
22. Families and the community feel welcomed and connected to the culture of the school.	25.0%	50.0%	20.0%	0.0%	5.0%	3.05
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	20.0%	50.0%	25.0%	5.0%	0.0%	2.85
24. The administration provides me with the support I need to improve my professional practice.	40.0%	45.0%	10.0%	5.0%	0.0%	3.20
25. The Superintendent is leading the District in the right direction.	20.0%	45.0%	10.0%	0.0%	25.0%	3.13
26. The Board of Education is leading the District in the right direction.	5.0%	65.0%	10.0%	0.0%	20.0%	2.94
27. My school is heading in the right direction.	40.0%	45.0%	5.0%	10.0%	0.0%	3.15
28. I believe that my school's strategic plan will achieve its goals and objectives.	30.0%	55.0%	10.0%	0.0%	5.0%	3.21
29. I would place my child in this school.	40.0%	45.0%	5.0%	10.0%	0.0%	3.15
30. Overall, I am satisfied with my job at SFUSD.	30.0%	60.0%	10.0%	0.0%	0.0%	3.20

RESPONSE PERCENT				
- A-	- B-	- C-	- D-	- E-

Background Information

51. My Gender: (A) Female, (B) Male	68.4%	31.6%		
52. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	15.0%	0.0%	5.0%	0.0%
53. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	35.0%
54. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	5.0%	5.0%	0.0%	25.0%
55. I have been an Administrator: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	38.9%	33.3%	16.7%	11.1%
56. My primary position is: (A) Principal, (B) Assistant Principal, (C) Site Manager	0.0%	100.0%	0.0%	
57. My school level is: (A) Elementary, (B) Middle, (C) High, (D) CDP	21.4%	42.9%	28.6%	7.1%