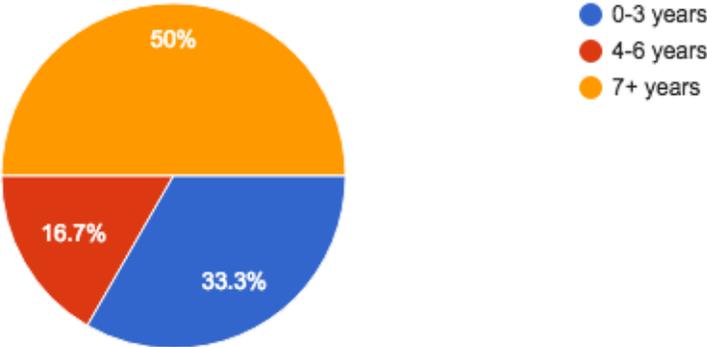


K-8 Principals Workload Survey

6 responses

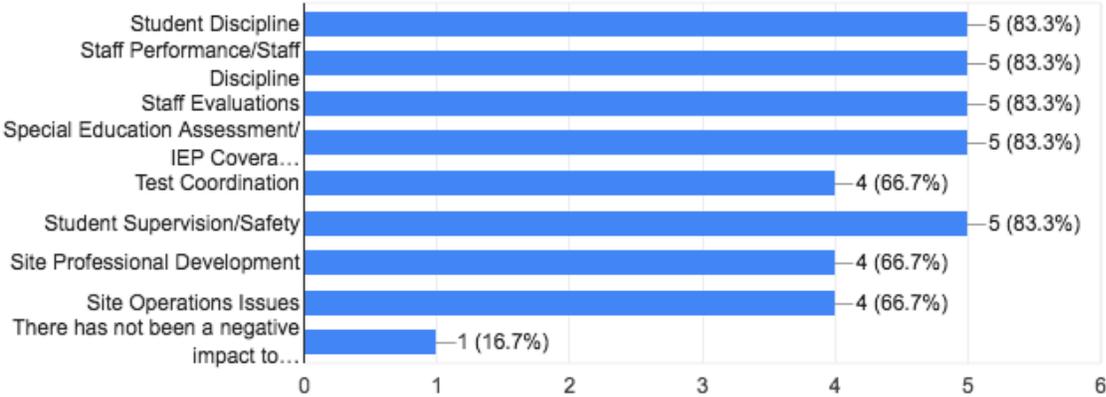
Years of Experience as a site Principal in SDUSD

6 responses



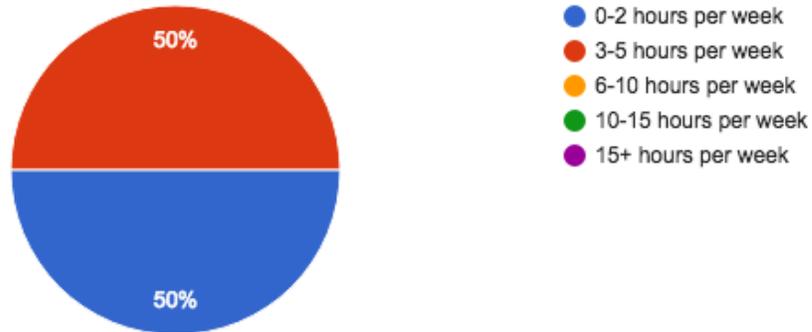
My school lost a vice principal for 2017-18. Check all boxes below that have been impacted negatively by the elimination of the vice principal.

6 responses



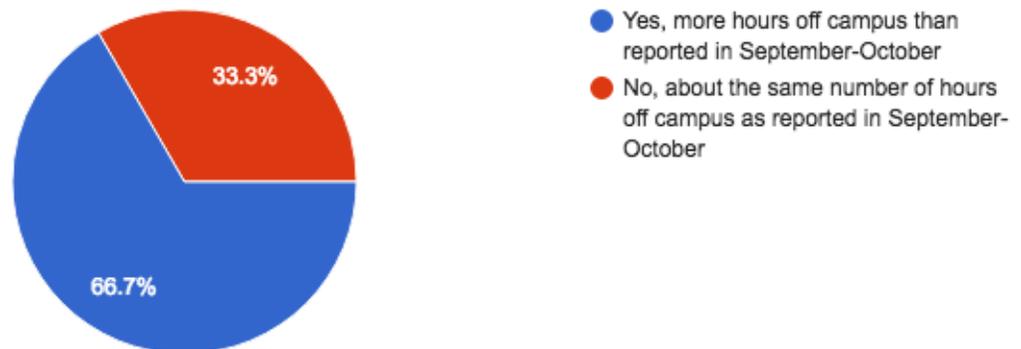
During the 2017-18 school year, what is the AVERAGE number of hours per week that you were away from your sc...mandated meetings and/or activities?

6 responses



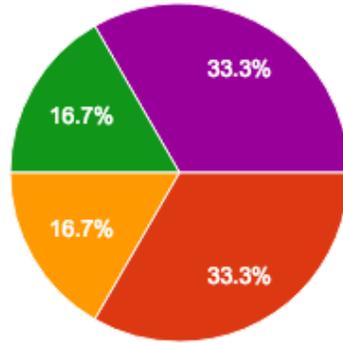
Has the average number of hours that you are NOW off campus for district-mandated activities changed s... the school year (September-October)?

6 responses



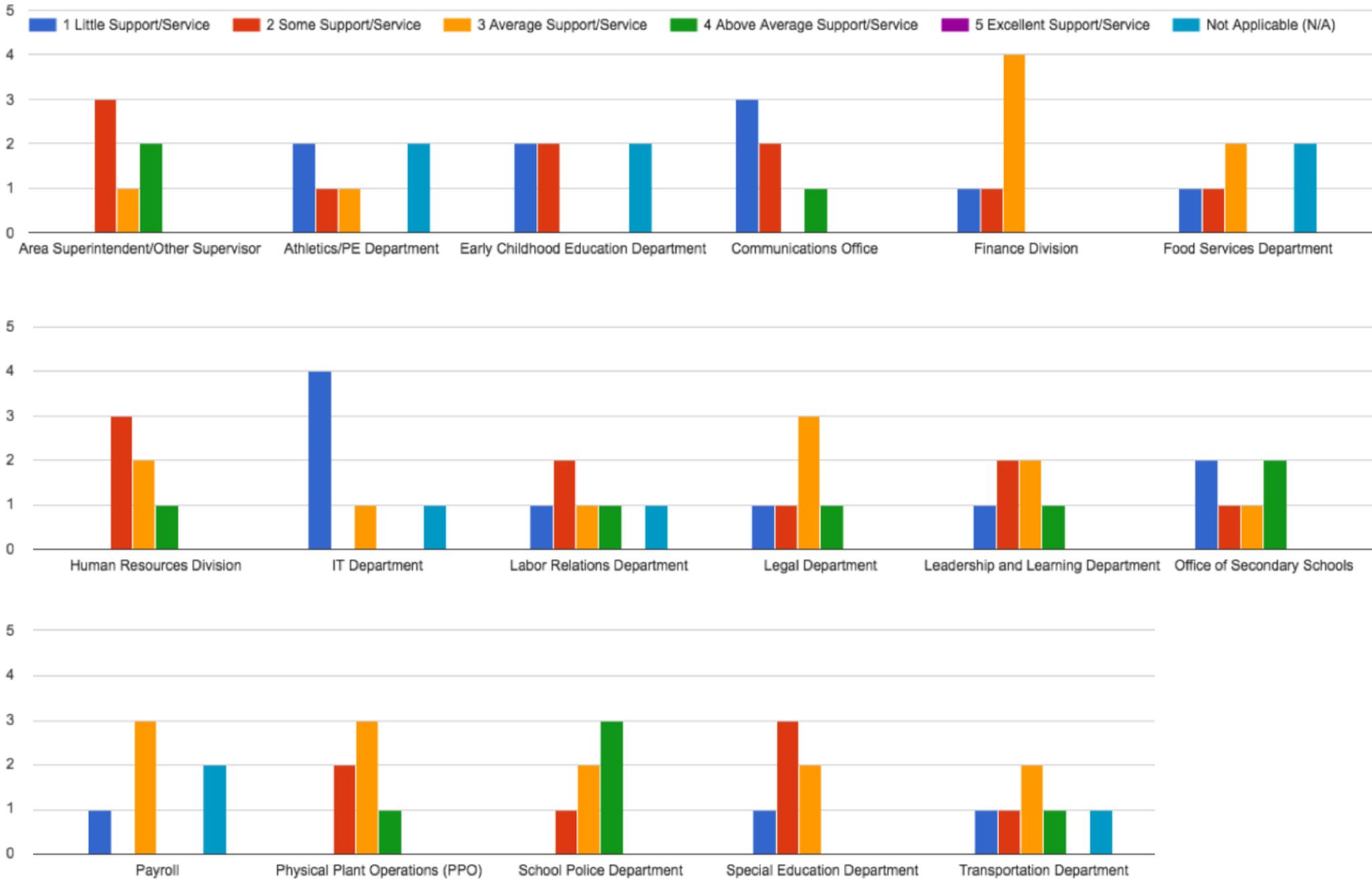
For school year 2017-18, what is the AVERAGE number of hours you are working during evenings and weekends?

6 responses

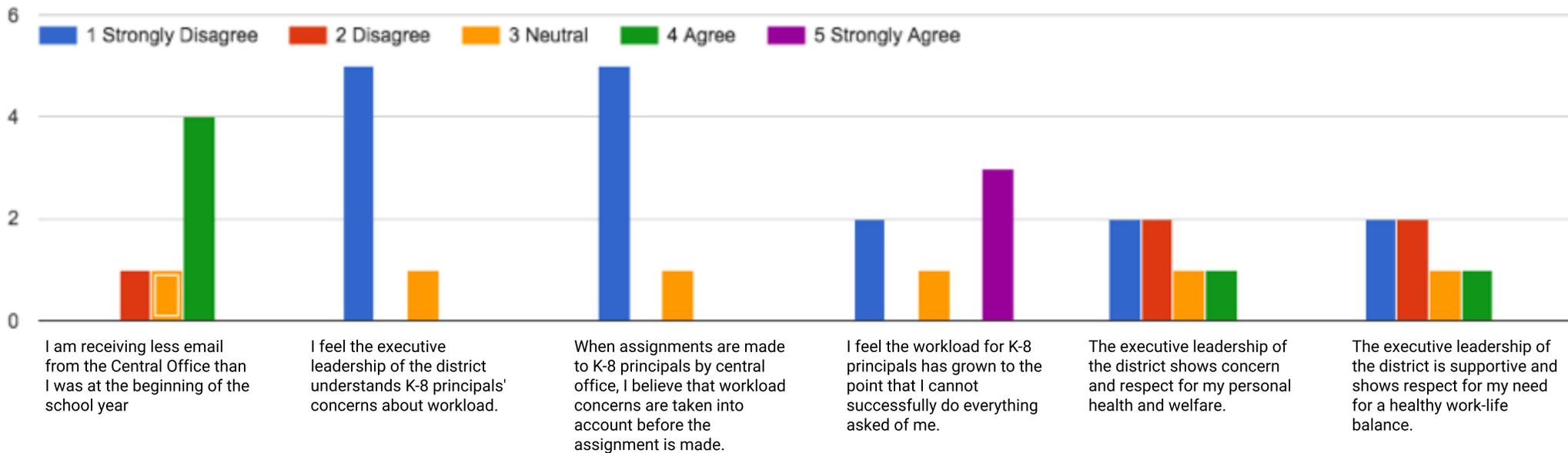


- 0-2 hours per week
- 3-5 hours per week
- 6-10 hours per week
- 10-15 hours per week
- 15+ hours per week
- I am not working any additional work hours during the evenings or weekends

On a rating of 1 to 5, with 1 being the lowest and 5 being the highest, please rate the level of support/service you are CURRENTLY receiving from the following central office departments. N/A should be checked if you have minimal or no interaction with that office/department.



On a scale of 1 to 5, with 1 indicating Strongly Disagree and 5 indicating Strongly Agree, please respond to the following questions. Please answer according with how you CURRENTLY feel. (The definition of "executive leadership of the district" is superintendent, chief of staff and all executive directors)



Please list up to five serious work challenges/problems you have dealt with this school year (2017-18) that have negatively impacted your workload. If possible, please provide a suggested solution. 6 responses

1. Not having a full-time counselor- Provide 1.0 FTE not .9 for a school of 1000. Currently have a sub. 2. Allocations for 18-19, to conservative; does not meet FTE allocations for dual language program with two target languages. 3 Have not had a Library Tech all year. 3 Not having enough office support to work with middle school tech needs; i.e. no site tech to support with Master Schedule for middle school, I have to do it.

Classroom visits

Five Challenges... 1. Staff Evaluations and Personnel Matters...Solution: VP 2. Student Discipline, Supervision, PBIS...Solution: VP or or Change expectations for who handles discipline and change expectations for counselors who feel they should not be doing these things 3. Test Coordination (SBAC and AP)...Solution: VP or Resource Teacher 4. Bullying & Sexual Harassment Investigations...Solution: VP or Change expectations for who conducts investigations and change expectations for counselors who feel they should not be doing the job of an administrator 5. SPED Issues...Solution: VP and staff my SPED department and adopt a better system for filling mid-year resignations

High number of compliance paperwork and deadlines, lack of time to process information shared at principals institute before we have to share and implement at the site, the high number of meetings required to address special education concerns and lack of support, the lack of training for paraprofessionals, and the decrease in hours for custodian support.

1. Number of IEPs has skyrocketed and is now 24% of student population or 116 total. 2. As of June 11th we have spent over \$30,000 in unplanned expenditures hiring paraeducators to cover needs of students. 3. Discipline is a challenge. We have a homeless level of 31%. What we need a a continuous presence of mental health therapy and community resources. 4. This has been the most difficult year in my career as a principal.

1. Inability to be an instructional leader to move teacher practice in a way that positively impacts student outcomes. Solution: VP; an administrator to handle Sp.Ed. and discipline issues/concerns and testing. 2. Inability to be the testing coordinator resulted in pulling teachers from classroom assignments to be testing coordinators. Solution: VP; a resource teacher dedicated to handling all testing--CELDT, ELPAC, SBAC so teachers do not need to be released to handle these areas. 3. 91 IEPs coupled with district leadership emphasis on the administrator being instrumental in each meeting to ensure high quality IEPs. Solution: VP, increased school psychologist hours; a special education administrator who could be shared across K-8 schools solely for being the designee at IEPs. 4. All things operational--without a VP, the principal must assume all of those duties since the responsibility of operations, safety, and security previously fell on the shoulders of the VP. Solution: VP. Teachers cannot assume these responsibilities since their job is to teach and these demands are ongoing, daily, and require a dedicated person to handle the complexity and challenges of a 10-grade school with a student age span of 4-14. 5. One person cannot do the job of 2.2 people -- the principal, the VP, and 0.2 of a counselor (this year's decrease to K-8 schools). I know how to be a principal; I know how to be a VP, but it is unrealistic for one person to serve both roles in K-8 school that is larger than middle schools in our district that are half the size that still have a full-time VP and counselor, or that are 2 grades with a full-time VP and 2 counselors.

Additional comments - please provide any information you wish to share regarding workload issues.³ responses

Work load issues have led to health concerns to the point where I've sought counseling from my health care provider. I did not lose VP in 17-18, but concerned about losing for 18-19, job will be impossible to do at this site without a VP and projections of close to 1030 students with the addition of pre-school. This school will have 10 grade levels including, TK and Pre-school.

The bottom line is that was happily already wearing many hats and the elimination of the VP at Longfellow has significantly crippled my instructional leadership capabilities. In addition to the 5 areas above, I have a very involved and vocal parent community whose priorities are safety, construction and traffic. Between all of this, I can barely function on some days. I've delegated as much as I can but when those people are in a classroom during the day, the reality is that the workload falls on me. I'm not really sure who else to delegate this work to...and I need help during the school day. I just can't close my door to the reality of what is occurring on my campus every day. That would lead to another parent complaint.

I have committed to not working extreme hours due to losing a VP. I do what I can and do not do what I cannot; however, this is not a fair and equitable scenario for my students or for me. The hours I put in are stress-filled and cause a great deal of anxiety because I am not fulfilling the district leadership's expectations of me as a site leader but, more importantly, I am not fulfilling the needs of my students who deserve a dedicated principal and VP to meet their needs. Decisions were made to eliminate VPs without a plan for how the VPs responsibilities were going to be accomplished. The current situation is NOT sustainable.