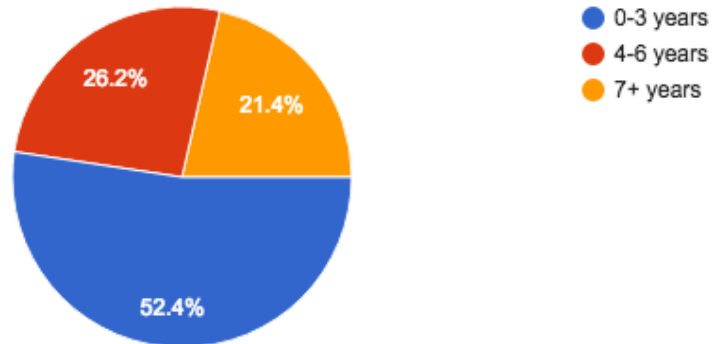


# Vice Principals Workload Survey

42 responses

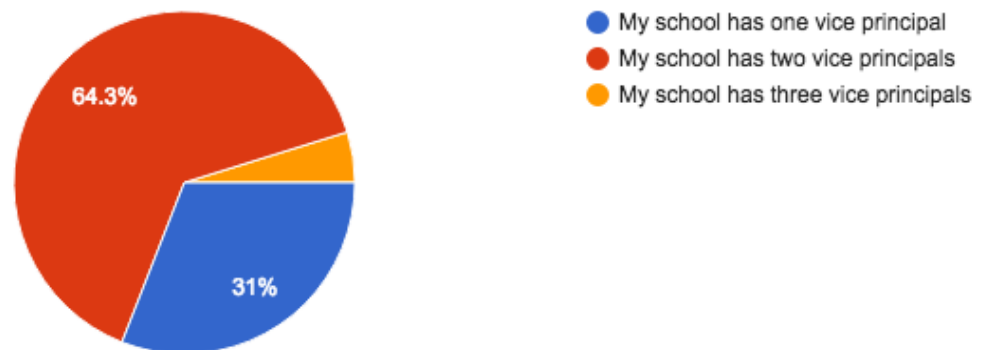
## Years of Experience as a Vice Principal in SDUSD

42 responses



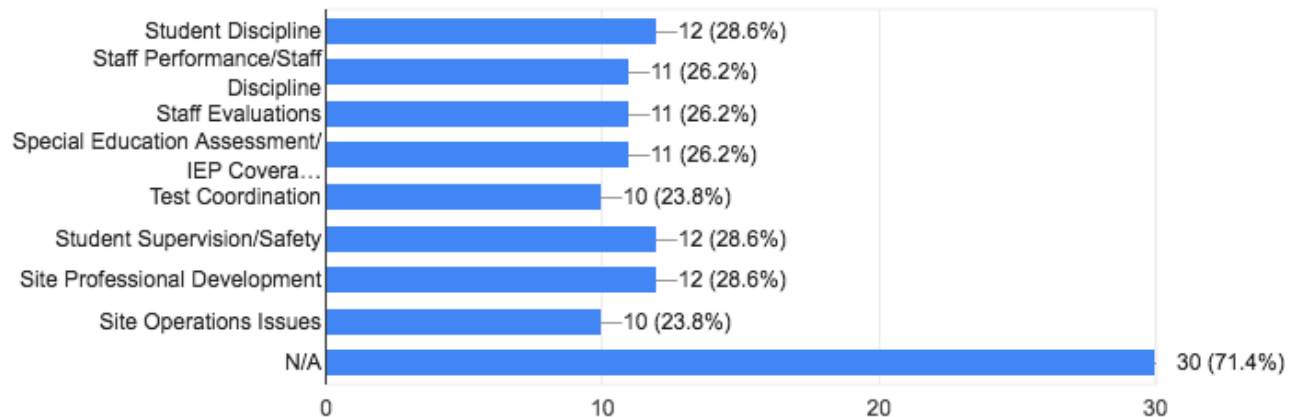
## For school year 2017-18:

42 responses



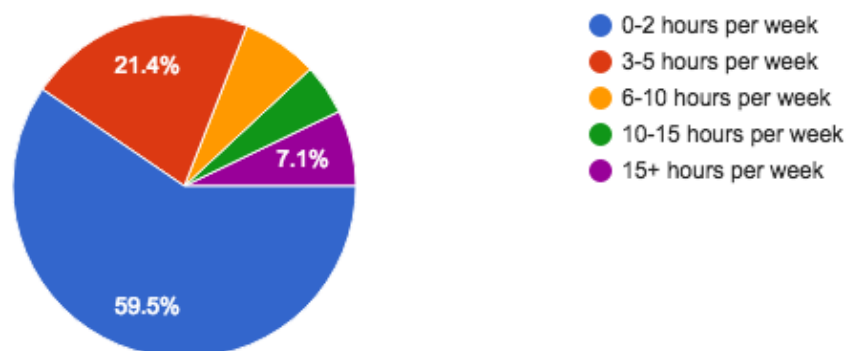
My school lost a vice principal for 2017-18. Check all boxes below that have been impacted negatively by the elimination of a vice principal. If your school did not lose a vice principal, please check N/A below.

42 Responses



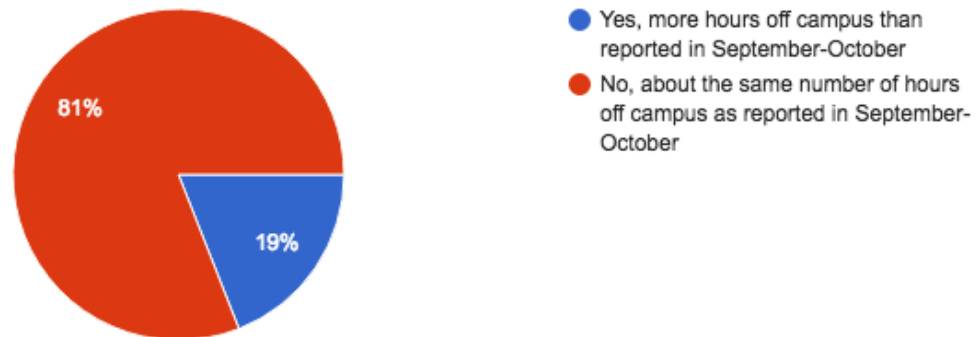
During the 2017-18 school year, what is the AVERAGE number of hours per week that you were away from your school campus for professional development, planning meetings, training, and other district-mandated meetings and/or activities?

42 responses



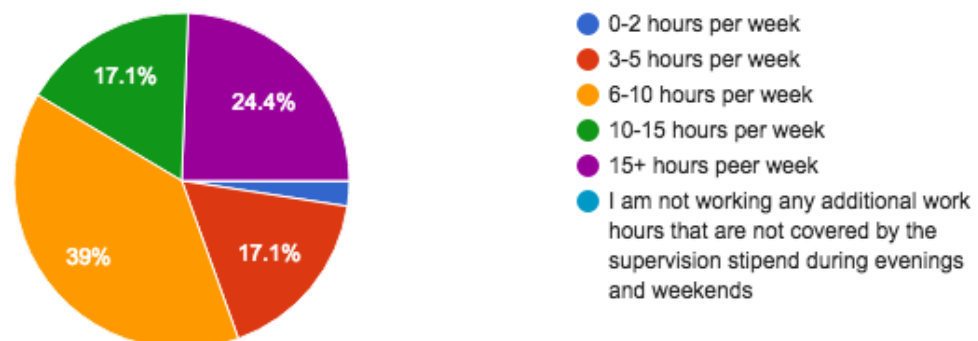
Has the average number of hours that you are NOW off campus for district-mandated activities changed since the beginning of the school year (September-October)?

42 responses

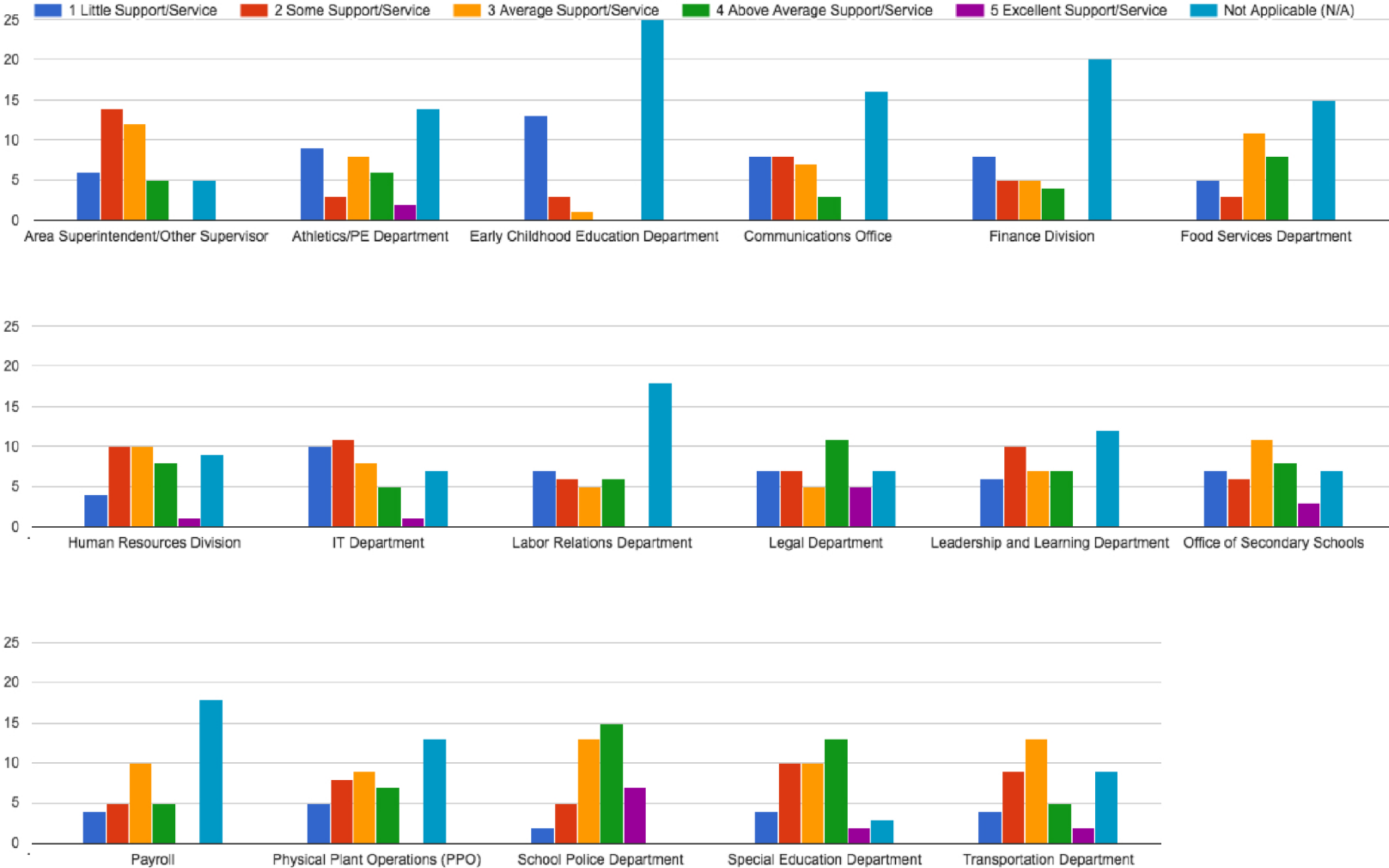


For school year 2017-18, what is the average number of hours you are working during evenings and weekends that are NOT part of the work associated with the supervision stipend (if you receive one)?

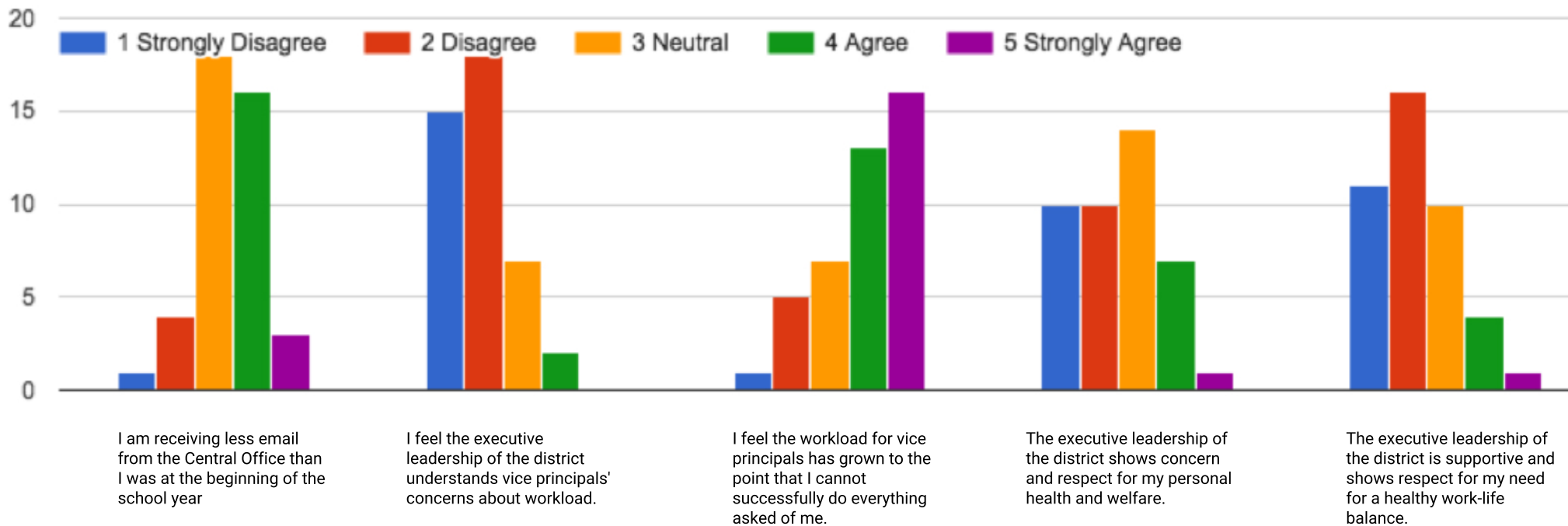
41 responses



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. 42 responses

N/A (2)

Use of vape/nicotine products, increase use of marijuana – funding for CSA's, someone that could fix our cameras. No clear expectations/job duties for counselors - There has to be a job description approved by the board and SDEA on what these duties are.

- Work days and hours (not enough time in summer to plan)

Quality Assurance inquires (little feedback on resolving issues); school site responsibilities (2000 students with associated staff - add a VP or Dean of Students)

There is not enough time in the day to attend to all of the tasks that are assigned to me. Everyday is an exercise in triage. Responding to e-mails/phone calls, discipline, and special education related issues take up all of my time. That leaves little to no time for visiting classrooms, coaching teachers and other activities to improve the instruction at my site. The site had four Vice Principals previously with similar enrollment numbers. Now the same work (arguably more work) is done by two people. Coupled with reductions in other site-based support staff. My solution is to increase staffing.

Trying to create a master schedule, discipline students, and complete testing in a timely manner. Solution - put two VPs back in large middle schools Being present in the classroom due to the operational and other duties that come up Attending IEP meetings is a challenge

Area superintendents press for more time spent in the classroom, leading instruction, yet Principal requires focus on day to day operational, discipline, parent contact, compliance paperwork. End outcome is not enough time spent with students, monitoring teaching and learning to make an impact.

Master Schedule w/o Site Tech...need to pay VP for above and beyond workload Increased CAASPP workload and Sped Support documentation Increased student behaviors/supervision needing more admin support...admin is stretched too thin with the increased workload.

Lack of follow up from the district

As the sole VP (with no Dean of Students) discipline is directed to me. Suggestion: Give schools with only one VP a Dean of Students (for the entire day - not 2/3 periods) that could help address issues related to student discipline.

Student emotional needs. More mental health support would help. More after school activities to supervise. Cell phones and social media issues.

At my core I believe in doing what ever it takes to ensure that my students and staff need to have the best possible safe learning environment, I wear many hats and this has affected my personal life which is non existent because I spend much of my weekends and free time planning, working on school operational items, compliance items on the weekends. Remedy: Need more resource support to assist sites with compliance such as ELL compliance, more counselor training to help triage discipline issues and training on restorative practices for my counselor and staff.

1. Lack of proper speed. Staffing resulting in extra meetings, cost to district, and time in due process, 2. classroom observations and instructional leadership

Administrative paperwork, student discipline issues, lack of visiting teachers available, etc.

1- Cannot effectively spend time in classroom to provide instructional support for teachers that have the most student discipline challenges. 2- Cannot tend to parent complaints about teachers, incidents, and other staff in a timely manner, eventually going to quality assurance before I can tend to the complaint on time and efficiently, causing my health to decrease due to stress. 3- Teachers and staff disappointed in admin because of student discipline concerns that aren't addressed when it happens, but addressed maybe 48-72 hours after incident due to VP work load. I have never gone out on stress leave due to work load, and this year I have. 4- Cannot do before, lunch, in between class periods and after school

supervision due to my time being compromised with many other, unreasonable responsibilities, causing a MAJOR safety concern for students, resulting in a massive increase of incidents, with the trickle effect of students UN-enrolling, an increase of angry and disheartened parents, and then having to answer to Quality Assurance. The stress has caused me new health problems, that I have never had, including an ulcer, migraine headaches, and anxiety. 5- I am always playing catch-up, bring home 3-4 hours of work Mon-Fri, 15+ hours in the weekend. My family has suffered due to my work obligations and time constraints.

Student Supervision/Safety, Student Discipline, Test Coordination, Certificated Evaluations, and Leading Professional Development are my top five challenges with equal intensity. A suggested solution is to hire part-time Dean of Students positions within the clusters to support schools with student discipline. This position could free up more time for Vice Principals to lead professional development and certificated evaluations which may lead to improved teaching and learning.

I don't believe district leadership understands the amount of after school hours required work time is currently placed on vice principals. I am consistently working 10-15 hours after my work day every week to ensure that there is an administrative presence at meetings, events, and activities and and off campus. All of these hours are uncompensated, yet completed for the benefit of students, families, and school culture.

Principal having to attend so many meetings and not at school site, adds workload to vice principals and some community members don't want to talk to VPs but the Principal.

Less support from School Police - reinstate Campus School Police Officers

Cuts at the district level have trickled down to the site level. With less support from the central office, wait time for returned email/phone calls delay getting answers or support needed for the site. Less support staff at the site level also negatively impacts VPs as the work that was done by teachers or classified staff now falls on us. What needs to be done has not changed, there are just less staff to do all the things that need to be done to run a school. I feel the district needs to seek out ways to fund more staff at schools, maybe through grants or better management of existing funds.

Workload has increased with testing, CELDT, ELPAC, Compliance work for ELs

Time for discipline, time to meet with at-risk students, minimal classroom observations to support teachers/students, time for additional tasks to support our changing culture

Discipline, Lack of admin assistant support, email quantity

I am not really sure what this question is asking. Dealing with challenges/problems is part of my workload. I don't feel as though any of the challenges/problems I have faced this school year (2017-18) were unwarranted.

Amount of IEP meetings, Discipline, Sports supervision, parent meetings

Increased discipline; parent concerns—extended meetings; increased number of 504's and newly identified students with Special Education needs (attendance at IEP's and their repeated supplemental meetings). Only scheduled for 1 vp next year—how is this going to be possible?

Being short staffed, time away from the site

Not filling special education positions with long term subs to manage caseload has had a huge negative impact. Other case managers and VP burdened. Many departments although they do their best to provide services are not able to because they are short staffing and funding (School police and transportation for example do a great job trying to provide service, but they are simply unable to keep up, so the VPs are burdened further). Missing SEA/SET subs are a critical problem.

Communication among the Admin team, lack of team building,

1. District staff having last minute expectations/jobs that they throw at schools without sufficient notice to complete assigned expectations. More notice would be appreciated and helpful. Being thoughtful and considerate of what truly goes on at school sites.

IEP Workload/Meetings, District mandated projects,

School Safety, Bully Reports (and dealing with false or anonymous reports) , Special Education (ED Students on Campus) without support staff provided by the district, Attending high number of IEP's, School Discipline, classroom Observations.

Not having clear expectation and job duties for counselors has increased the work that VP's do at my school. Suggestion- The district should be clear with what are the expectations for the role of counselors, and add theses to the SDEA contract.

I am a single VP, we have 1.5 counselors. We are understaffed for student support. This makes being off campus for any reason very challenging for the staff that is here.

Less time to deal with multiple issues that occur at the same time; less effective and efficient in dealing with discipline, teacher evaluations, IEPs, operations. Parent complaints regarding the time it takes to communicate issues. More time working, less time with family.

There are not enough people and/or not enough time in the day to do everything that is asked of me. I spend very little time in classrooms as discipline operational , and administrative tasks take up all of my time.

Bullying, social media, threats to school safety, increased drug/vaping use

Dealing with student discipline and parent concerns and not able to be supporting teachers in classroom.

Lack of support from counseling dept. on-site, lack of support for managing and executing state testing, lack of support from the district when our site gets negative media attention, lack of support from P&A when trying to enforce expulsions, Lack of support from parent community.

1. Lack of support from HR 2. Too many responsibilities with not enough staff 3. Unrealistic district calendar deadlines

Security and Safety / SpEd / Students attitude and behaviors / low academic achievements /  
Construction and Repair of Facilities

## Additional comments - please provide any information you wish to share regarding workload issues.10 responses

Principal is incredibly supportive and if anything, alleviates my workload.

Principals need guidance on supporting the workload and professional growth of VPs. We aspire to grow and need professional development side by side, hand in hand. I was told by my Principal that she is not responsible for my prof growth. I disagree. Everything I do is in the service of the principal's vision, which I have adopted as mine. She gets groomed for the work she performs via PD, collegial opportunities, and literature that she does not have to spend. Why don't VPs get afforded the same opportunities without being penalized with extra work?

I wish that AASD could provide a training for new Vice-Principals (if the district won't, then who will?). You had a question here related to a "supervision stipend" ...I've never heard of that. Is there money I'm entitled to? I wouldn't have thought to ask that question had it not been for this survey. Another example of lack of communication with new VP's: no one has shared with me when my last day of work is this year or when I report back to work in August or how many days off I receive in a school year (and how those days can be used, ex. sick, PD, etc.). A remedy to this issue: create a one/two-pager that on-boards people to the very basics; find established VP's within AASD who would be available to answer questions...please just communicate with us so that we can be successful.

I do not enjoy my job anymore, it is an unreasonable amount of work, but at the same time I love what I do. I am torn between loving my job, but disliking my workload, and this has affected my marriage and family. I have developed health challenges, due to the stress of going from two VPs to one VP, and recently going from 3 VPS, to two, then one. I do the job of 2-3 VPS. It is absolutely unreasonable, but similar to most VPs, I am afraid to complain, as worried of being black-balled.

Thank you for the opportunity to express our concerns in a productive manner.

N/A

Schools are lacking support at the site level, vps, counselors, additional mental health support

There needs to be something set with HS and the VP to student ration. It does not make sense that if you have 1,000 students you get two VPs, but if you have 2400...you still get two. We have over double the workload and night time supervision and are expected to do the same allotted work. It is not fair for the Principal nor the rest of the admin team.