

**MESPA Survey of K-8 Principals and Assistant Principals
2014 - 2015**

QUESTION	% OF RESPONDENTS
Number of Respondents 183	12.2%
Principals 144	78.7%
Assistant Principals 39	21.3%
County	% of Respondents
Barnstable	5.5%
Berkshire	1.6%
Bristol	3.8%
Dukes	.05%
Essex	12.%
Franklin	2.7%
Hampden	8.7%
Hampshire	2.7%
Middlesex	20.2%
Nantucket	0.0%
Norfolk	14.8%
Plymouth	9.3.%
Suffolk	2.7%
Worcester	15.3%
Gender	
Female	59.6%
Male	40.4%
Do you have anyone else in your building with whom you share administrative or supervisory duties?	
YES	41.7%
NO	58.3%
School Setting	
Urban	24.0%
Suburban	60.7%
Rural	15.3%
School Enrollment	
Under 100	1.1%
101-300	21.9%
301-500	41.5%
501-700	20.2%
701-900	4.9%
901 -1200	6.0.%
Over 1,200	4.4%
School is:	
Public	97.8%
Charter Public	2.2%
Grade Configuration of School	
Early Childhood only	6.3%
Elementary	64.9%
Middle or Junior High	21.8%
K-8 or PreK-8	6.9%

School Has a Pre-K Program? YES NO	29.7% 70.3%
Size of Faculty Under 10 11-20 21-25 26-30 31-35 36-50 51-75 Over 75	0.0% 3.9% 4.4% 10.5% 14.4% 19.9% 25.4% 21.5%
Average Class Size 15-16 17-20 21-25 26-30 31-35 Over 35	6.6% 28.6% 57.1% 7.1% 0.5% 0.0%
Member of MESPA and NAESP? YES NO	65.6% 34.4%
Your Position: Principal Assistant Principal	78.7 21.3
Do you have an Assistant Principal? YES NO	48.3% 51.7%
Others in your building with whom your share administrative or supervisory duties? YES NO	45.8% 54.2%
First year Principal – New to Profession? YES NO Does Not Apply	7.7% 92.3%. 0.0%
How many years in any district? Less than 1 1-3 4-6 7-10 11-15 16-25 More than 25 Does not apply	6.3% 17.5% 23.1% 23.1% 18.9% 7.0% 3.5% 0.7%
Ever served as Assistant Principal prior to becoming Principal? YES NO	62.4% 37.6%
Are you a first year Assistant Principal? Yes NO Does not apply	7.9% 92.1% 0.0%

How many years served as an assistant principals in any district (aggregate years of service)	
Less than 1	7.9%
1-3	28.9%
4-6	31.6%
7-10	23.7%
11-15	7.9%
16-25	0.0%
More than 25	0.0%
Does not apply	0.0%
Years in current assignment?	
Less than 1	15.6%
1-3	28.9%
4-6	26.7%
7-10	17.2%
11-15	10.0%
16-25	1.7%
More than 25	0.0%
Years before you retired?	
1	5.6%
2	28%
3	4.5%
4	6.2%
5	7.3%
6-10	23.6%
More than 10	50.0%
Contract Benefits-	
Rollover Clause	28.7%
Dues paid by district	82%
Attempt made to reduce benefits in the last year	13.9%
Cash in lieu of a benefit	6.6%
Sick days per year	
0	1.2%
1-10	24.7%
More than 10	74.1%
Sick days you can buy back	
0	82.6%
1-10	9.9%
More than 10	7.5%
Vacation days per year	
0	10.5%
1-10	1.2%
11-15	4.3%
16-20	17.9%
21-25	40.7%
26-30	16.7%
More than 30	8.6%
Vacation days you can buy back	
0	85.4%
1-10	13.3%
11-15	0.0%
16-20	0.0%
21-25	1.3%

26-30	0.0%
More than 30	0.0%
Percent of health insurance paid by district	
0	8.1%
Less than 50	20.9%
51-60	17.6%
61-70	12.8%
71-80	31.8%
81-90	8.1%
91-99	0.0%
100	0.7%
Percent of life insurance paid by district	
0	61.2%
Less than 50	17.7%
51-60	2.0%
61-70	1.4%
71-80	5.4%
81-90	1.4%
91-99	1.4%
100	9.5%
District Offer Longevity benefits	
Yes	47.7%
No	52.3%
Ever without a written contract?	
Never	69.6%
Less than 1 year	16.8%
1 year	8.7%
2 years	1.2%
More than 2 years	3.7%
Length of contract	
1 year	13.3%
2 years	5.5%
3 years	75.8%
4 years	0.6%
5 years	2.4%
More than 5 years	0.0%
No written contract	2.4%
Contract year	
9 months	1.9%
10 months	6.4%
11 months	7.1%
12 months	80.1%
Not Applicable	4.5%
How was Contract Developed	
With no discussion	22.4%
With minimal discussion	38.8%
Input was ignored	4.2%
Input reflected in contract	16.4%
Contract was a repeat of last year with salary changes only	27.9%
Not applicable	4.2%
Additional duties added this year	
Curriculum Coordination	57.6%
Special Education	28.8%

Leading additional school	1.7%
Teaching responsibilities	5.1%
Technology Coordination	33.9%
Overseeing building projects	37.3%
Additional duties added to job last year that continue this year?	
Curriculum Coordination	65.0%
Special Education	35.0%
Leading additional school	2.5%
Teaching responsibilities	5.0%
Technology Coordination	25.0%
Overseeing building projects	37.5%
Performance evaluation	
Annually	81.1%
In writing	71.7%
Had input in formulating evaluation process or performance standards.	49.7%
Not Applicable	8.2%
Since last evaluated in writing	
Less than 1 year	69.1%
1 year	10.9%
2 years	4.8%
3 years	3.6%
4 years	2.4%
More than 4 years	4.8%
Not Applicable	4.2%
How many evening meetings per month you attend	
1-4	68.9%
5-8	17.7%
9-12	4.9%
More than 12	6.7%
Not Applicable	1.8%
Salary category for 2013-2014	
Under 50,000	0.0%
\$51-\$55,000	0.0%
\$56-\$60,000	0.0%
\$61-\$70,000	0.0%
\$71-\$75,000	1.8%
\$76-\$80,000	3.6%
\$81-\$85,000	5.4%
\$86-\$90,000	6.5%
\$91-\$95,000	9.5%
\$96-\$100,000	14.9%
\$101,000-\$105,000	22.0%
\$106,000-\$110,000	13.1%
\$111,000-\$115,000	11.3%
\$116,000-\$120,000	3.6%
\$121,000-\$125,000	2.4%
126,000-130,000	1.8%
Over \$130,000	4.2%
Contract includes salary & benefits for each year	
Yes	40.0%

Just the first year	48.8%
Not Applicable	11.3%
Number of professional development days annually	
0	22.8%
1-5	53.0%
6-10	12.8%
More than 10	11.4%
Dollar amount allocated for professional development or graduate courses	
None	29.8%
Under \$1,000	19.9%
\$1,000-\$2,000	34.4%
\$2,001-\$3,000	9.9%
\$3,001-\$4,000	2.0%
\$4,001-\$5,000	1.3%
\$5,001-\$8,000	2.0%
\$8,001-\$10,000	0.7%
More than \$10,000	0.0%
Topics on which you would like MESPA to offer professional development	
LEADERSHIP	
Supervision & Evaluation-The new evaluation System	51.7%
PLC's	41.4%
High Performance Teams	53.17%
Dealing with difficult people	49.0 %
Leadership coaching	25.5%
Critical Friends Groups	26.2%
Data to improve instruction	44.8%
Inclusion	25.5%
Family & Comm. Relations	23.4%
MANAGEMENT	
Organizational development	44.6%
Budgeting	28.9%
Time management	46.3%
Scheduling	41.3%
Anti-bullying programs	28.1%
Cyber-bullying	12.4%
Wellness	21.5%
CURRICULUM	
Curriculum alignment	44.8%
English / Language Arts	22.4%
Mathematics	28.8%
Science	20.0%
Social Studies	12.0%
Instructional Technology	43.2%
Web-based textbooks	24.8%
Problem-based learning	40.8%

21st Century learning	50.4%
ASSESSMENT	
Use of technology for assessment	50.0%
Formative	46.8%
Summative	34.1%
Mini-assessments	23.8%
Walk-throughs	50.0%
Instructional Rounds	46.8%
ADVOCACY / LEGAL	39.8%
Contract development	81.3%
Legal responsibilities of principals	51.6%
504 Regulations	47.7%
Special Ed. regulations	
How would you like Professional Development delivered?	
At MESPA	40.7%
At a conference	49.3%
In-district	31.4%
Regionally	52.1%
Online	40.0%
Do you receive your P.D. from:	
DSAC's	29.8
Readiness Centers	4.4%
Twitter	8.8%
Your District	93%