

AP Duties

Your Job as an Assistant Principal

We'd like to ask you a few questions about your day-to-day work as an AP in M-DCPS.

Which of the following BEST describes the leadership role you play in your school?

- My primary responsibility is to oversee a specific set of grade levels in my school (e.g., K-3).
- My primary responsibility is to oversee a specific set of subjects in my school (e.g., math, arts programs).
- My primary responsibility is to oversee a specific area of administrative tasks (e.g., instruction, discipline).
- I have a general administrative role (i.e., I handle a broad set of tasks delegated to me by my principal).
- Other

Which grade levels do you oversee? (Check all that apply)

- | | | | | | | | | | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Pre-K | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Post High-School |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Which subjects do you oversee?

What specific areas of administrative tasks are you responsible for? (Check all that apply)

- Student discipline
- Curriculum
- Instruction
- Teacher evaluation
- Human Resources
-

Time Effort

Including hours spent during the school day, before and after school, and on the weekends, **HOW MANY HOURS** have you spent on **ALL** school-related work activities during the past seven days? [Try to be accurate on this -- it is okay if this hasn't be a typical week.]

Total weekly hours

AP Labor Market

AP Job Preferences

Next we have a few questions about your job preferences and expectations.

Do you agree or disagree with each of the following?

	Disagree	Agree
When I first became an assistant principal, I thought I would like to become a principal in the future.	<input type="radio"/>	<input type="radio"/>
Currently, I would like to become a principal in the future.	<input type="radio"/>	<input type="radio"/>
I think it is likely that I will become a principal in the future.	<input type="radio"/>	<input type="radio"/>

You said that when you first became an AP, you thought you wanted to be a principal, but now you no longer wish to become a principal. Why would you say your feelings have changed?

You said that you would like to become a principal in the future but that you didn't think becoming a principal was likely. What do you see as the roadblocks that will prevent you from becoming a principal?

You said that when you became an AP, you did not want to eventually become a principal. Why was that?

If you could work as an assistant principal at ANY SCHOOL IN THE DISTRICT other than the one you are currently in, what would be your top three choices (in order of preference)?

First Choice School:

Second Choice School:

Third Choice School:

Consider your FIRST choice school (not including your current one), and describe what about that school is particularly appealing to you.

What do you anticipate your role will be in M-DCPS next year?

- I will be an assistant principal in the same school next year.
- I will be a principal in the same school next year.
- I will be in the same school next year, but in a role other than principal or assistant principal.
- I will be an assistant principal in another school in the district next year.
- I will be a principal in another school in the district next year.
- I will be in another school in the district next year, but in a role other than principal or assistant principal.
- I will not be working in M-DCPS next year.
- Other (please specify)
- I do not know what my role will be next year.

Relationship with Principal

Working with Your Principal

Now we would like to ask you a few questions about how you work together with your principal.

How often do you...

	Never	Less than Once a Month	Once a Month	2-3 Times a Month	Once a Week	2-3 Times a Week	Daily
Have a formal, scheduled one-on-one meeting with your principal?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have a formal, scheduled meeting with your principal that includes other members of the school's leadership team?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

On the average school day, how many times would you say you talk to or confer with your principal, either on a scheduled or unscheduled basis?

None
 Once or twice
 3-5
 6-10
 11-20
 20+

On the average school day, when you talk to or confer with your principal, which of these topics is it MOST LIKELY that you will discuss?

	MOST Likely (Mark only ONE in this column.)	SECOND MOST Likely (Mark only ONE in this column.)
Student discipline	<input type="radio"/>	<input type="radio"/>
Student achievement	<input type="radio"/>	<input type="radio"/>
Student testing	<input type="radio"/>	<input type="radio"/>
School safety	<input type="radio"/>	<input type="radio"/>
The needs of a specific student or students	<input type="radio"/>	<input type="radio"/>
Teacher instruction	<input type="radio"/>	<input type="radio"/>
A curricular issue	<input type="radio"/>	<input type="radio"/>
The needs of a specific teacher or teachers	<input type="radio"/>	<input type="radio"/>
A budget issue	<input type="radio"/>	<input type="radio"/>
Teacher evaluation	<input type="radio"/>	<input type="radio"/>
A facilities issue	<input type="radio"/>	<input type="radio"/>
Student transportation	<input type="radio"/>	<input type="radio"/>

Thinking back over your one-on-one interactions with your principal this year, which of you was more likely to initiate the interaction, that is, which of you sought out the other?

Has your current principal encouraged you to become a principal in the future?

- Yes
- No

Considering all factors (not just the ones we've asked about here), to what extent do you agree with the following statements about your principal?

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
My principal is doing a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am pleased with the way my principal runs this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be happy to continue working with my principal in the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Education and Background

About You

This is the final section of the survey. We are interested in finding out about you personally, including your preparation for and attitudes about your work as an AP.

Please describe your education:

	Major	Name of College or University Name	Year Degree Conferred (YYYY)
First Undergraduate Degree	<input type="text"/>	<input type="text"/>	<input type="text"/>
Second Undergraduate Degree	<input type="text"/>	<input type="text"/>	<input type="text"/>
First Masters Degree	<input type="text"/>	<input type="text"/>	<input type="text"/>
Second Masters Degree	<input type="text"/>	<input type="text"/>	<input type="text"/>
Doctorate	<input type="text"/>	<input type="text"/>	<input type="text"/>

Have you ever worked in a career OUTSIDE of education (i.e., prior to becoming a teacher or administrator)?

- Yes

No

In what field or area was this career or careers? (List more than one if applicable.)

How many years work experience do you have outside education?

Years

In this outside career or careers, did you ever hold a management position?

Yes (please specify:)

No

How many years of management experience outside education do you have?

Years

Has your management experience outside education included responsibility for any of the following? (Check all that apply.)

- | | |
|---|---|
| <input type="checkbox"/> Managing a budget | <input type="checkbox"/> Dismissing personnel |
| <input type="checkbox"/> Managing personnel | <input type="checkbox"/> Maintaining facilities |
| <input type="checkbox"/> Hiring personnel | <input type="checkbox"/> Facilitating interpersonal relationships among employees |
| <input type="checkbox"/> Training personnel | <input type="checkbox"/> Dealing with external stakeholders |

Language and Country of Origin

In what country were you born?

United States

Other (please specify:)

What country do you consider to be your country of origin? (This need not be the same as birth country. For example, a person born in the U.S. but whose family is primarily of Mexican descent might consider Mexico as his/her country of origin.)

How well do you speak any of the following languages?

	None	Elementary or Basic Proficiency	Working Proficiency	Fluent
Spanish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Haitian Creole	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
French	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Preparation for AP Job

Did you complete an education leadership program at a college or university as part of becoming certified to be an assistant principal?

- Yes
- No

What college or university provided this program?

Are you currently on the Eligible Candidate Roster to fill a principal position?

- Yes
- No

How many years, including this one, have you been on the Eligible Candidate Roster to fill a principal position?

Number of Years

Why are you not on the Eligible Candidate Roster to fill a principal position?

Attitudes about Job

To what extent do you agree or disagree with each of the following about your job as an assistant principal?

	Strongly Disagree	Disagree	Agree	Strongly Agree
I have adequate opportunities in my job to reflect on my role and performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel adequately prepared to be an AP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This job is a collegial one.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident in my role as an AP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sometimes in my job I feel lonely or isolated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported by others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate opportunities to network with other educational leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident as an instructional leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel adequately prepared to be a principal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident as a manager in my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding time to think and process can be difficult.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you agree with each of the following statements?

	Strongly Disagree	Disagree	Agree	Strongly Agree
I often struggle with uncertainty about my role and duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ability to take initiative in my job is hindered by how I am monitored and evaluated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel overwhelmed by unrealistic improvement targets or initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changes in my job are accompanied by appropriate support and training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I sometimes feel anxious about the stability of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am often aware of how others are judging the quality of my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have difficulty coping with the pace of organizational change.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I lack control over important decisions that affect the quality of my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

