



## **Research Report**

# **Superintendent, Principal, and Teacher Survey Results**

## **Results from the 2020 Adequacy Survey's Completed in 2019**



**Prepared for  
THE HOUSE INTERIM COMMITTEE ON EDUCATION AND  
THE SENATE INTERIM COMMITTEE ON EDUCATION**



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## INTRODUCTION

As part of the 2020 Adequacy Study, the Bureau of Legislative Research (BLR) conducted online surveys of all superintendents and principals in Arkansas. The BLR also visited a randomly selected, representative sample of 74 schools and interviewed their principals. Teachers in the 74 randomly selected schools were also invited to complete an online survey. The online surveys allowed the BLR to collect specific, quantitative data from districts, while the principal interviews asked more open-ended qualitative questions. This report provides the quantitative questions and responses from the three online surveys, organized by topic. Many of these questions have been used in previous adequacy reports, though a few have not. This is due to either the survey results were not available in time for inclusion in the relevant report or the relevant report was not presented.

The following table shows details about each survey.

	Superintendent - Online	Principal - Online	Teachers - Online
<b>Dates Administered</b>	July 23, 2019 – Nov. 21, 2019	Oct. 14, 2019 – Dec. 12, 2019	Oct. 29, 2019 – Jan. 15, 2020
<b>Total Surveys Distributed</b>	260	1,045	2,482
<b>Total Surveys Received</b>	259	752	1,288
<b>Response Rate</b>	99.6%	72.0%	51.9%

Note: The Friendship Aspire-Little Rock open enrollment charter school (fka CovenantKeepers) is the only district/charter to not respond to the superintendent survey. The Excel Center open enrollment charter school was not surveyed because they serve adult students.

In the 74 randomly selected schools to complete an online teacher survey, each principal was asked to provide the name of a teacher or staff member who would distribute the teacher survey instructions and individual access codes to his/her colleagues. Generally only certified teachers assigned to teach a class were invited to complete the survey (i.e., not administrators), but the survey pool also included guidance counselors, English as a second language teachers, alternative education teachers, library/media specialists and instructional facilitators, regardless of whether they were assigned to teach a class. Teachers accessed the survey online using an individual code that was distributed to them by the teacher representative assigned by the principal.

While superintendents, principals, and teachers were asked some of the same questions, each survey contained questions specific to that survey. Additionally, some survey results may vary from the report they were originally published in since the survey was still being distributed.

## TEACHER INFORMATION

### BACKGROUND

#### Teachers

**Survey Question:** Total years of teaching experience, not including this year.

Number of Responses	Average Number of Years of Teaching Experience	High Number of Years of Teaching Experience
1,283	14.6	42

**Superintendent, Principal, and Teacher Survey Results**

**Survey Question:**

Current PRIMARY position

Position	%
Elementary classroom teacher	27.1%
Special education teacher	9.7%
Math classroom teacher	8.2%
English classroom teacher	8.1%
Other	7.5%
Science classroom teacher	7.4%
Career-tech classroom teacher	5.4%
Social studies classroom teacher	5.2%
Media specialist	3.9%
P.E. classroom teacher	3.6%
Music classroom teacher	3.3%
Guidance counselor	3.3%
Art classroom teacher	2.9%
Instructional facilitator	2.0%
Gifted and talented classroom teacher	1.2%
English as a 2nd language teacher	0.6%
ALE teacher	0.6%

**Survey Question:** If you have another teaching role (e.g., you serve as an ESL teacher and you teach a foreign language), please enter your SECONDARY position below.

Position	%
Other	38.9%
Social studies classroom teacher	9.8%
Elementary classroom teacher	7.4%
Science classroom teacher	7.1%
Math classroom teacher	6.1%
Instructional facilitator	5.1%
P.E. classroom teacher	4.4%
Career-tech classroom teacher	3.7%
English classroom teacher	3.7%
Special education teacher	3.7%
ALE teacher	3.4%
Music classroom teacher	2.0%
English as a 2nd language teacher	1.7%
Gifted and talented classroom teacher	1.4%
Guidance counselor	1.0%
Art classroom teacher	0.3%
Media specialist	0.3%

**Survey Question:** Guidance Counselors ONLY: On average, what **percentage** of your time do you estimate you will spend on **direct services in THIS school year**? (Direct services are services provided through face-to-face contact with students, including regular classroom guidance; individual and group counseling; intervention for students who are at risk of dropping out of school or are exhibiting dangerous behaviors; and responsive services on behalf of students whose immediate personal concerns and problems put the student's academic, career, or social and emotional development at risk including the administration of a risk-assessment.)

Number of Responses	Average Percentage Reported Spent on Direct Services in 2018-19
59	77.9%

**Survey Question:** Guidance Counselors ONLY: On average, what **percentage** of your time do you spend on **administrative activities in THIS school year**? (Administrative activities are activities that are not directly related to the comprehensive school counseling plan and are absent of any direct student services or interaction. Administrative activities include developing master schedules; coordinator assessments, programs [e.g., IEP team] and data entry; and monitoring students in common areas, such as the cafeteria, hallways, playground and bus lines.)

Number of Responses	Average Percentage Reported Spent on Administrative Activities in 2018-19
52	23.8%

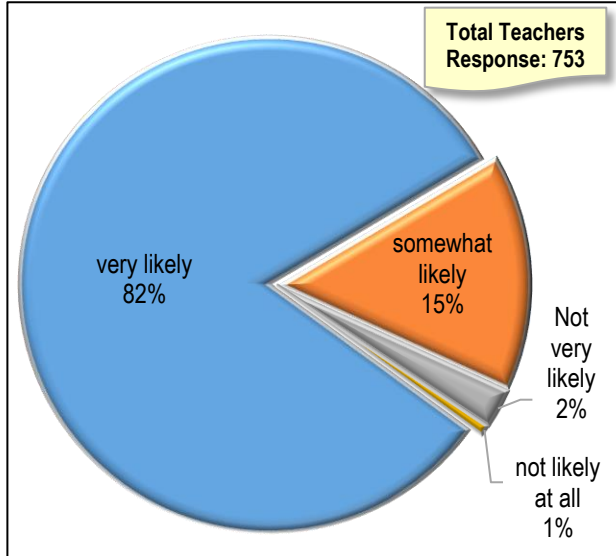
**Survey Question:** During your most recent **FULL WEEK** of teaching at **THIS school**, what is the average number of students you taught at any one time?

Number of Responses	Average Number of Students Taught At Any One Time in 2018-19
1,283	21.6

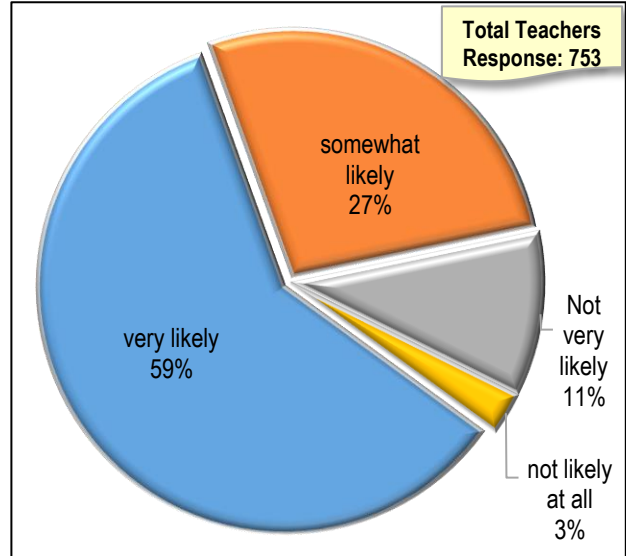
CAREER AND RETIREMENT

Principals

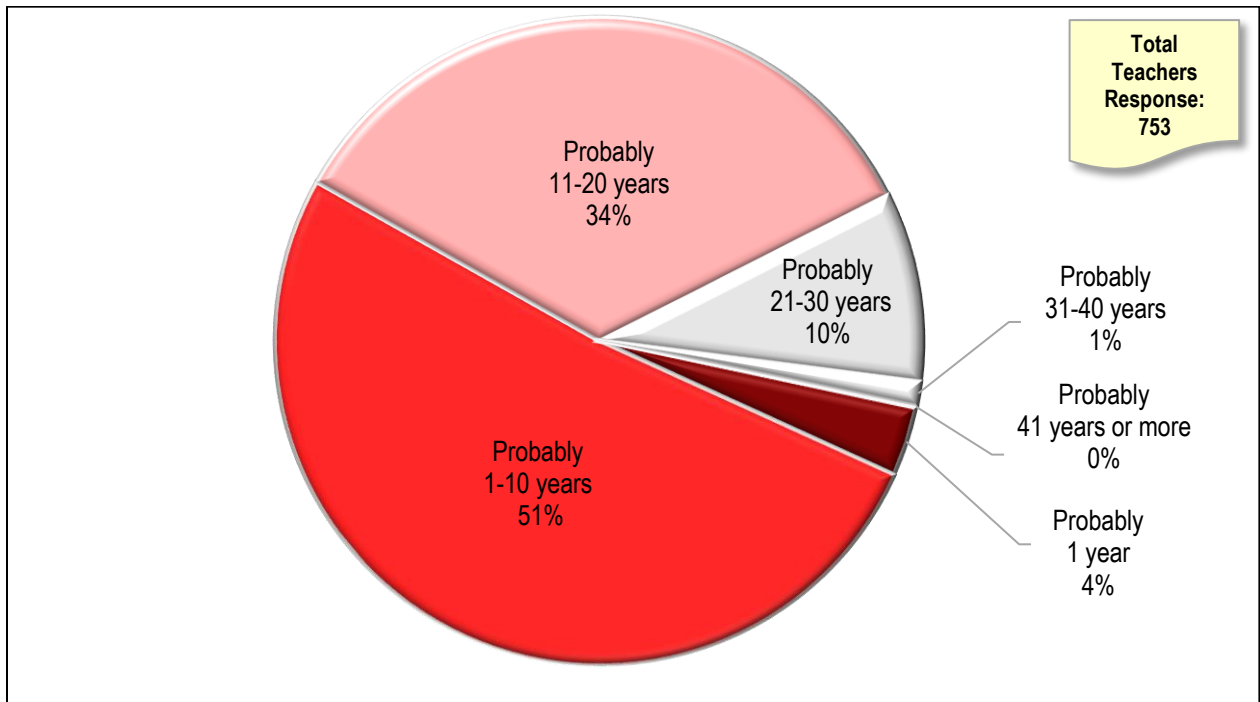
**Survey Question:** As of now, how likely are you to spend your entire career in K-12 education?



**Survey Question:** As of now, how likely are you to spend your entire career as a K-12 school-level administrator?



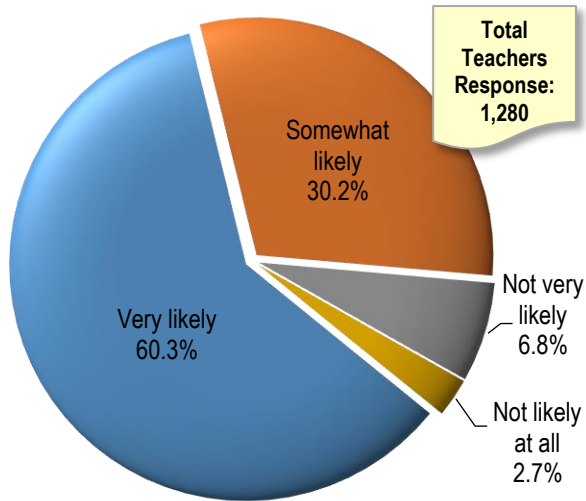
**Survey Question:** How close are you to retirement?



**Teachers**

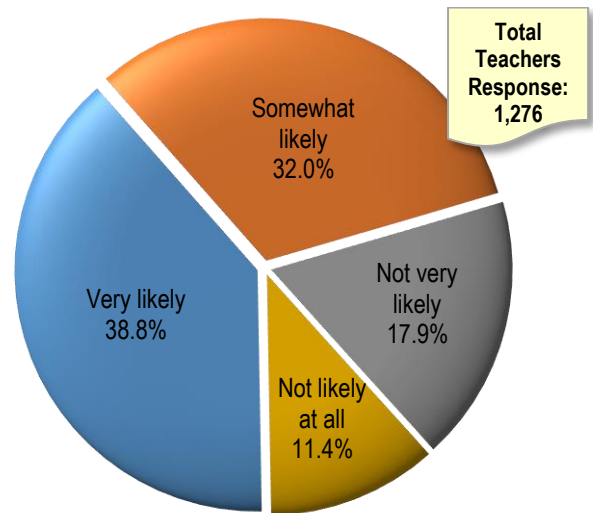
**Survey Question:**

As of now, how likely are you to spend your entire career in K-12 education?



**Survey Question:**

As of now, how likely are you to spend your entire career as a classroom teacher in K-12 education?



**Survey Question: How close are you to retirement?**

Responses	Teachers	Percent
Probably retire within 1-10 years	426	33.0%
Probably retire in 11-20	396	30.7%
Probably retire in 21-30 years	285	22.1%
Probably retire in 31-40 years	84	6.5%
Probably retire within 1 year	50	3.9%
Probably retire in 41 or more years	36	2.8%

**RECRUITMENT AND RETENTION**

**Superintendents**

**Survey Question: RANK** the teacher **RECRUITMENT** issues facing your district, where 1 is the MOST SIGNIFICANT ISSUE and 10 is the LEAST SIGNIFICANT ISSUE.

Barrier	Avg. Rank
Difficulty in offering competitive salaries	2.7
Scarcity of appropriately licensed teachers	3.2
Inadequate housing options in the area	4.5
Location of district or individual school	4.6
Cost of health insurance	4.9
Student population	6.2
Inadequate community or parent support	6.9
School/district reputation or school accountability label	7.0
Retirement benefits	7.1
School- or district-level leadership	8.0

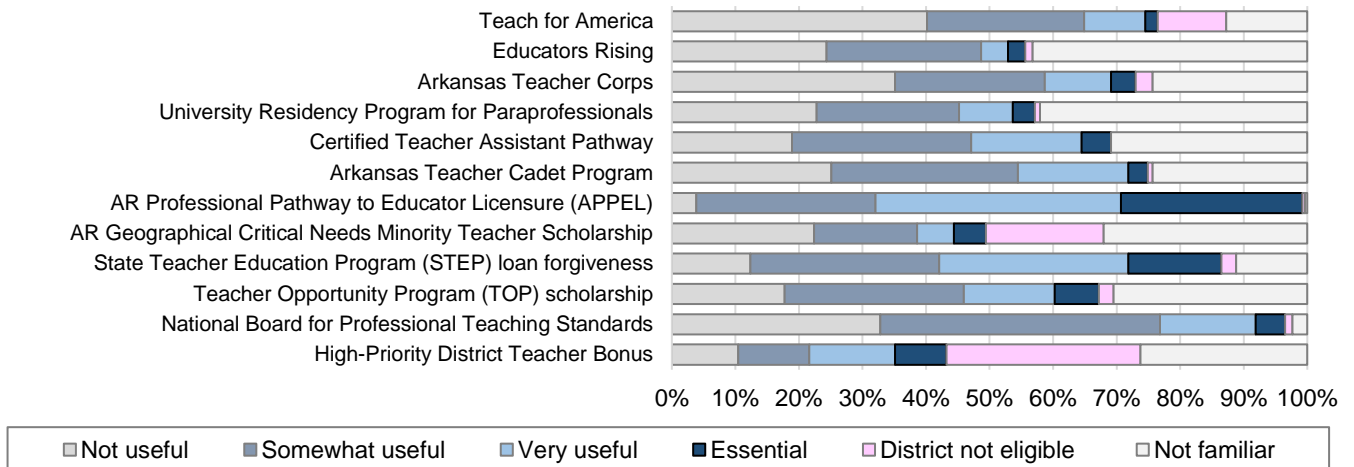


**Superintendent, Principal, and Teacher Survey Results**

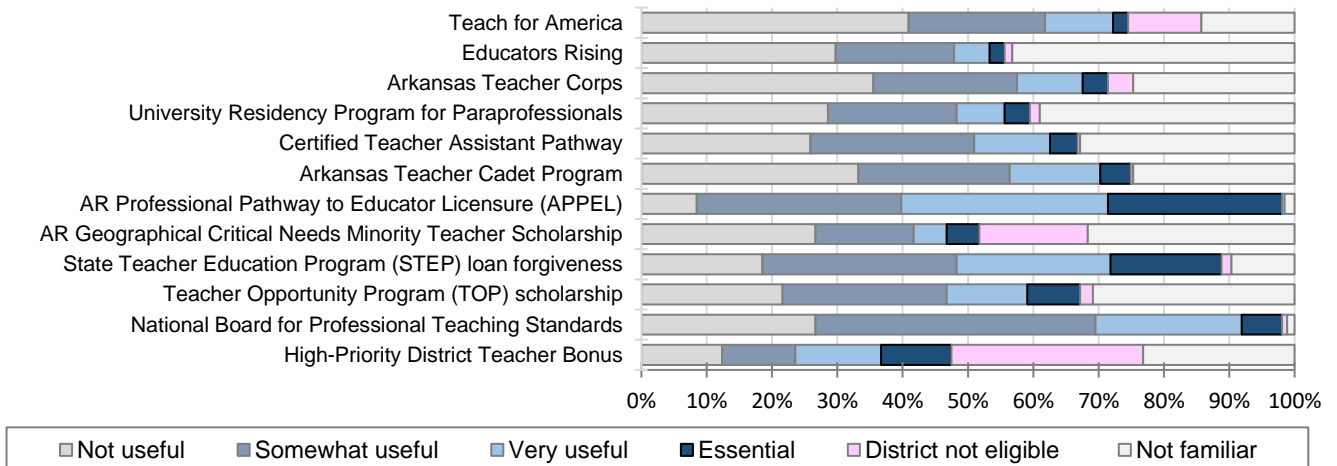
**Survey Question: RANK** the teacher **RETENTION** issues facing your district, where 1 is the MOST SIGNIFICANT ISSUE and 10 is the LEAST SIGNIFICANT ISSUE.

Barrier	Avg. Rank
Difficulty in offering competitive salaries	2.7
High demand for teachers with certain credentials	3.9
Teachers leaving the profession	5.1
Location of district or individual school	5.2
Cost of health insurance	5.4
Inadequate housing options in the area	5.5
Student population	6.7
Inadequate community or parent support	7.6
Retirement benefits	7.7
School/district reputation or school accountability label	7.7
School- or district-level leadership	8.5

**Survey Question: Please RATE** the following programs in terms of their helpfulness in **RECRUITING** high quality teachers to your district.



**Survey Question: Please RATE** the following programs in terms of their helpfulness in **RETAINING** high quality teachers in your district.



**Principals**

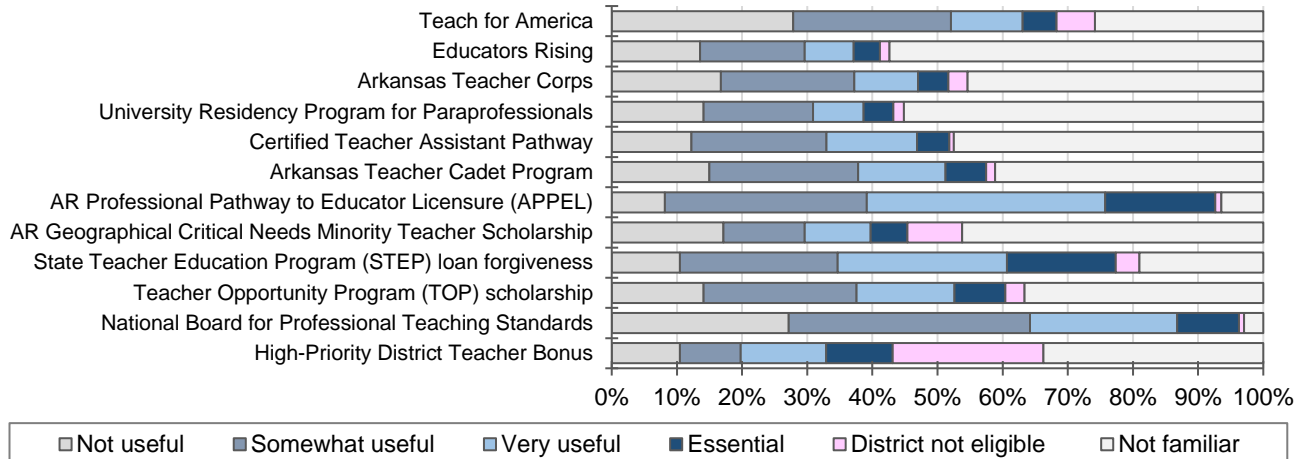
**Survey Question: RANK** the teacher **RECRUITMENT** issues facing your school, where 1 is the MOST SIGNIFICANT ISSUE or barrier and 10 is the LEAST SIGNIFICANT ISSUE or barrier.

Barrier	Avg. Rank
Difficulty in offering competitive salaries	3.7
Scarcity of appropriately licensed teachers	4.4
Cost of health insurance	4.8
Location of district or individual school	4.8
Inadequate housing options in the area	5.2
Student population	5.6
Inadequate community or parent support	5.7
School/district reputation or school accountability label	6.5
Retirement benefits	6.7
School- or district-level leadership	7.5

**Survey Question: RANK** the teacher **RETENTION** issues facing your school, where 1 is the MOST SIGNIFICANT ISSUE or barrier and 11 is the LEAST SIGNIFICANT ISSUE or barrier.

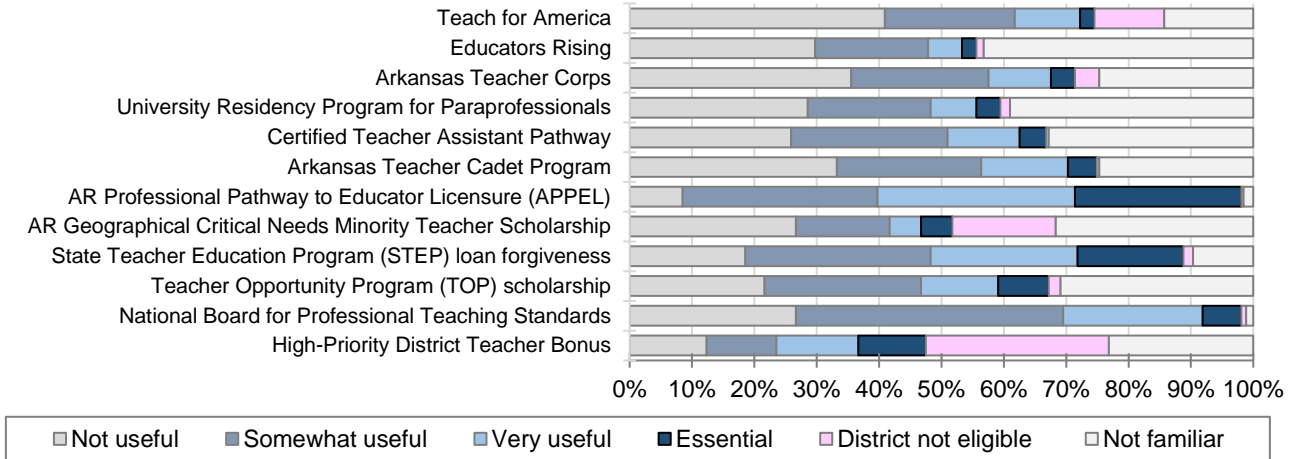
Barrier	Avg. Rank
Difficulty in offering competitive salaries	3.9
High demand for teachers with certain credentials	4.9
Teachers leaving the profession	5.2
Cost of health insurance	5.3
Location of district or individual school	5.5
Student population	6.2
Inadequate community or parent support	6.3
Inadequate housing options in the area	6.3
School/district reputation or school accountability label	7.2
Retirement benefits	7.4
School- or district-level leadership	7.8

**Survey Question: Please RATE** the following programs in terms of their helpfulness in **RECRUITING** high quality teachers to your school.



**Superintendent, Principal, and Teacher Survey Results**

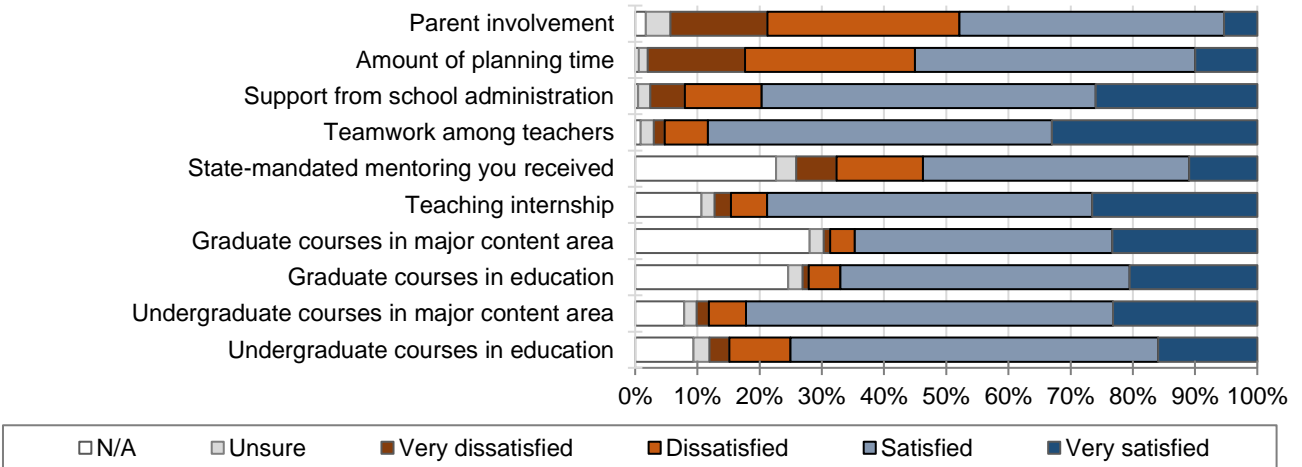
**Survey Question:** Please **RATE** the following programs in terms of their helpfulness in **RETAINING** high quality teachers in your school.



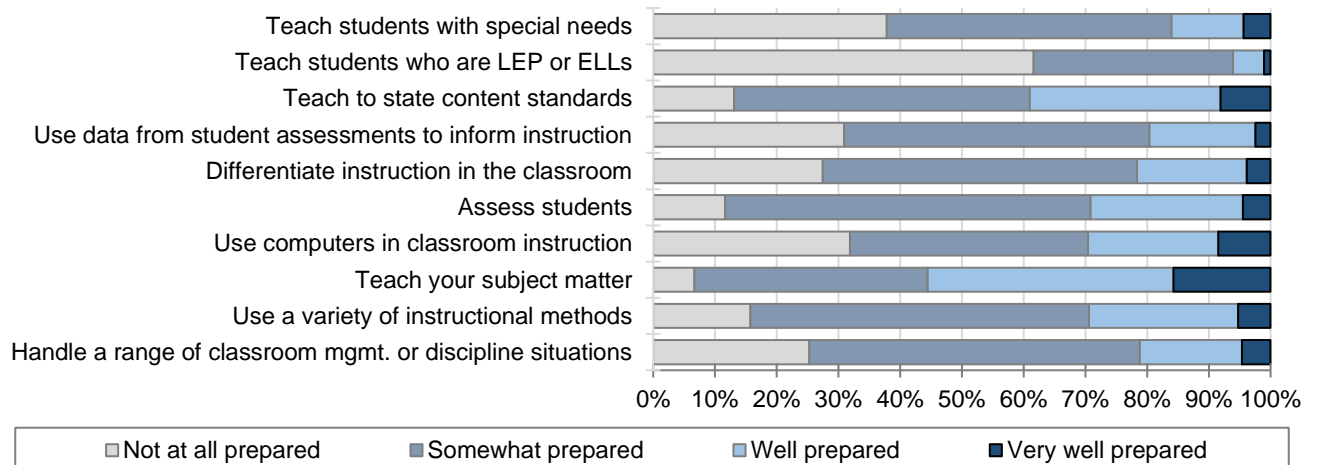
**TEACHER PREPARATION AND TEACHING ENVIRONMENT**

**Teachers**

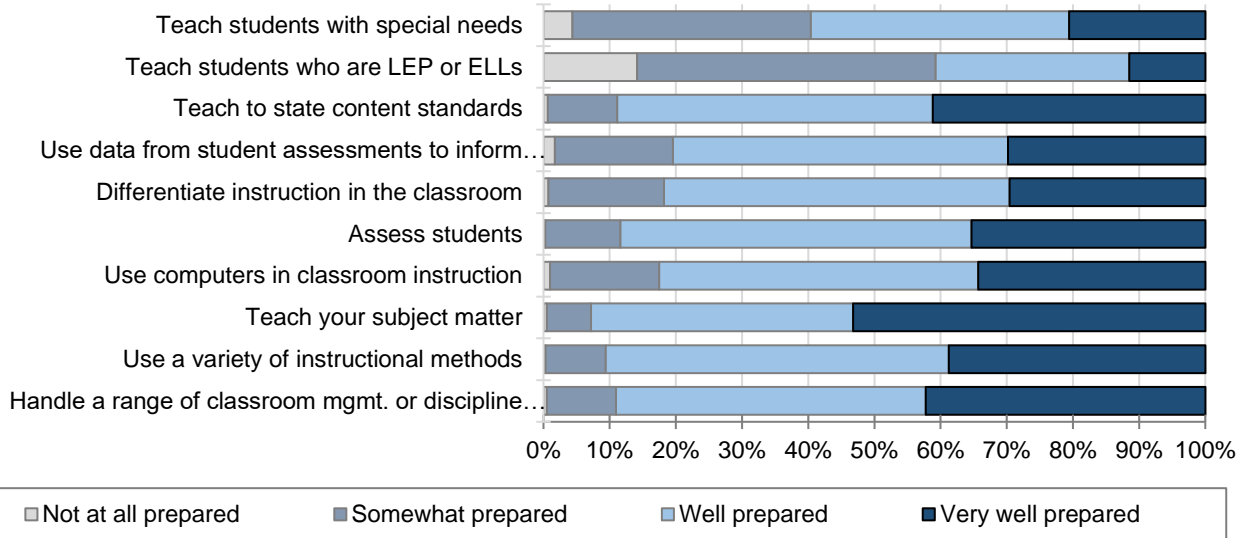
**Survey Question:** Please indicate your satisfaction with the following components of your teacher preparation and current position.



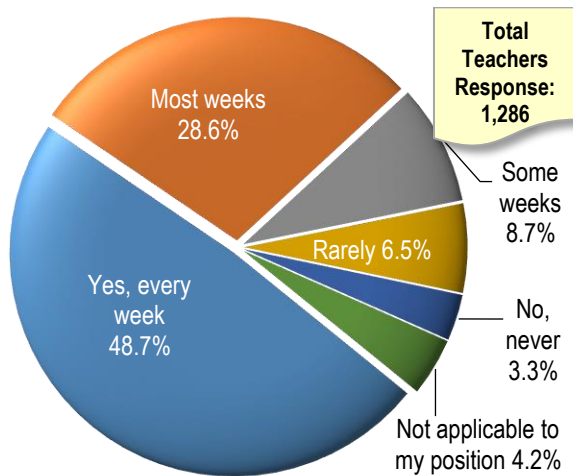
**Survey Question:** In your **FIRST** year of teaching, how well prepared were you to:



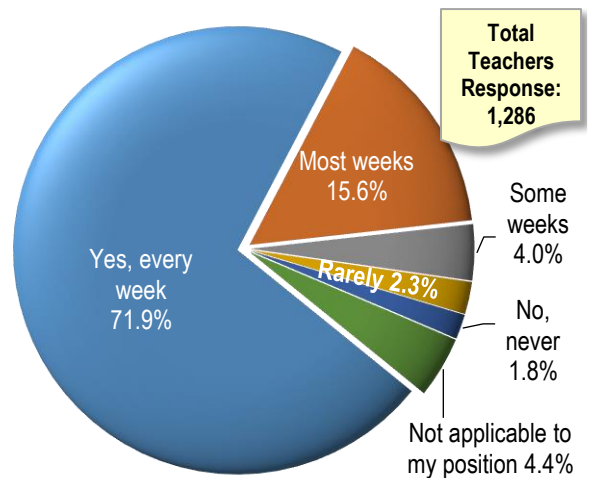
**Survey Question:** THIS YEAR, how well prepared are you to:



**Survey Question:** Do you receive at least 200 minutes per week to schedule conferences and plan instruction?



**Survey Question:** Is your planning time provided in increments of at least 40 minutes during the instructional day?

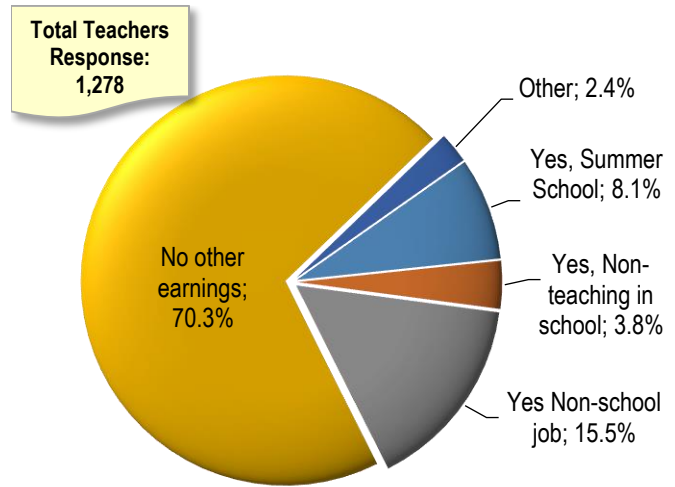


**WORKING CONDITIONS**

**Teachers**

**Survey Question:** During the previous summer, did you have any earnings from any of the following:

The average amount teachers earned over the summer was \$2,753.



**Survey Question:** What were the primary reasons you chose to teach at your current school? Teachers were asked to select up to three reasons.

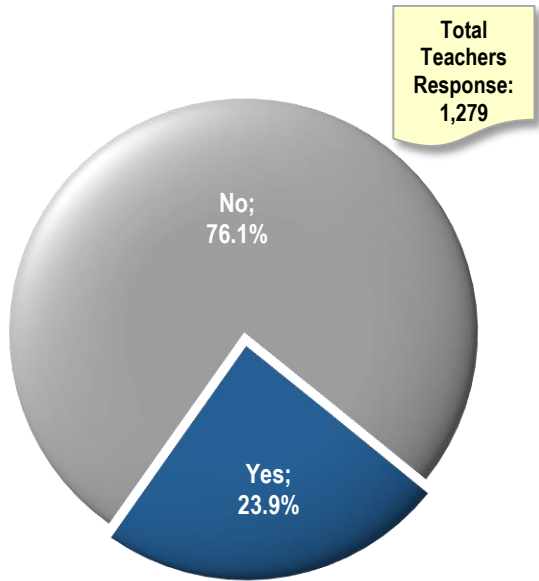
Responses	Percentage of Teachers
Location	65.8%
Proximity to family	42.0%
School's rating or reputation	23.5%
Salary	22.1%
School leadership	20.3%
Student population	15.2%
Other	14.3%
Spouse's occupation	10.7%
Benefits	9.8%
Workload	3.3%

**Survey Question:** Under what conditions, if any, would you be willing to relocate to teach at a school in a high-poverty or remote rural community? Teachers were asked to select up to three reasons.

Responses	Percentage of Teachers
Higher salary	47.1%
Already working in high-poverty or remote rural community	39.9%
None	22.4%
Student loan forgiveness	21.0%
Better benefits	17.6%
Moving to a community nearer family or friends	16.0%
School leadership	15.9%
Promotion to administration or higher position	12.0%
Other	2.2%

**Survey Question:**

Are you currently considering transferring to another school or district?



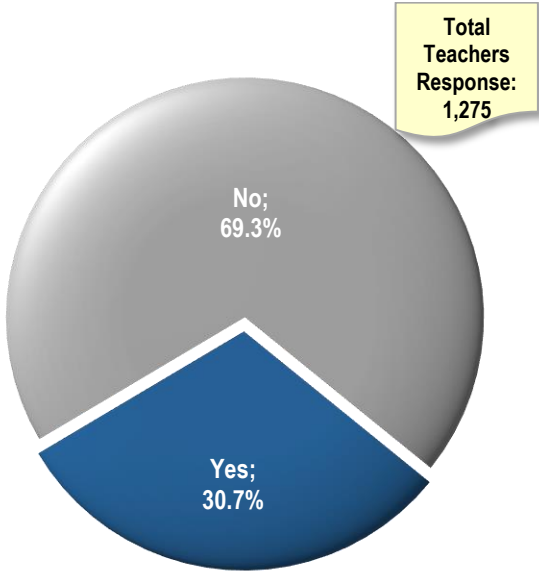
**Survey Question:**

If you answered "Yes" above, why? Teachers were allowed to select up to three reasons.

Responses	Percentage of Teachers
Stress/workload	47.4%
Higher pay	43.8%
Leadership issues in current school/district or better leadership in other school/district	31.7%
Student discipline	29.4%
Location	23.9%
Personal reason (spouse's job change, aging/ill parent, etc.)	19.9%
Seeking different type of teaching position	16.0%
Paperwork and bureaucratic issues	14.4%
Seeking position in administration	10.5%
Student population	7.8%
Other	4.2%
School's parent involvement	3.6%
Health insurance benefits	2.9%
Planned downsizing at current school	0.7%

**Survey Question:**

Are you currently considering quitting the teaching profession and leaving K-12 education?



**Survey Question:** If you answered "Yes" above, why? Teachers were asked to select up to three reasons.

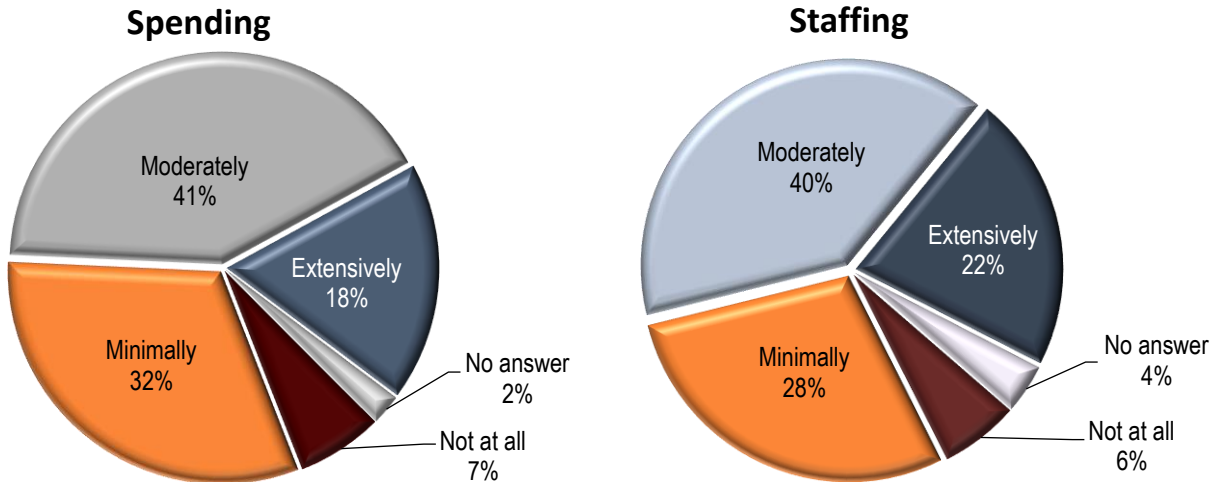
Responses	Percentage of Teachers
Stress/workload	61.4%
Salary	40.2%
Lack of student accountability	36.3%
Lack of respect for the profession	35.5%
Paperwork and bureaucratic issues	29.2%
Student discipline	28.1%
Retirement	17.4%
Issues with current school/district leadership	15.1%
Standardized Testing	12.0%
Health insurance benefits	8.4%
Lack of parent involvement	7.2%
Personal reasons (spouse's job change, aging/ill parent, etc.)	6.4%
Teacher Excellence and Support System	4.6%
Lack of career opportunities	4.1%
Other	3.8%
Personal skills and abilities are better suited to another profession	2.8%

**FUNDING AND SPENDING**

**MATRIX**

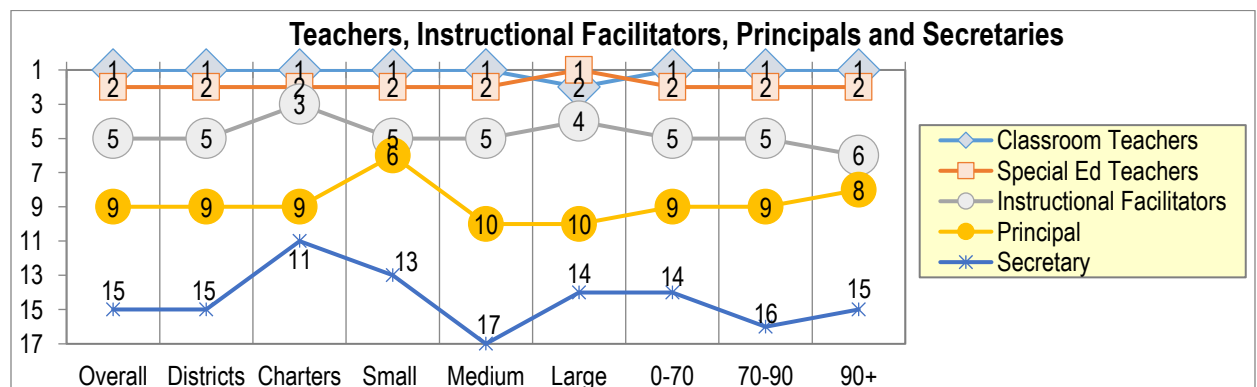
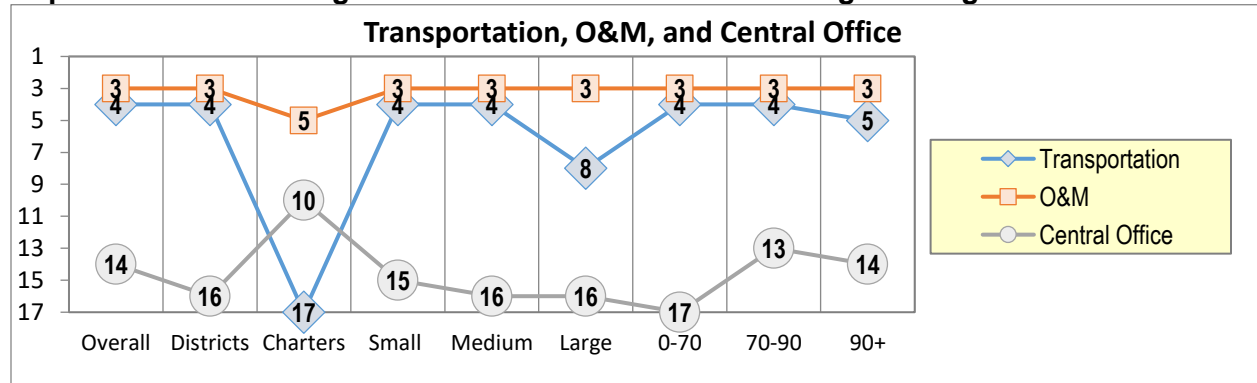
**Superintendents**

**Survey Question:** The matrix is the formula the General Assembly uses to determine the per-student foundation funding rate. To what extent do you use the matrix to guide your district's spending and staffing levels? 1. Not at all 2. Minimally 3. Moderately 4. Extensively

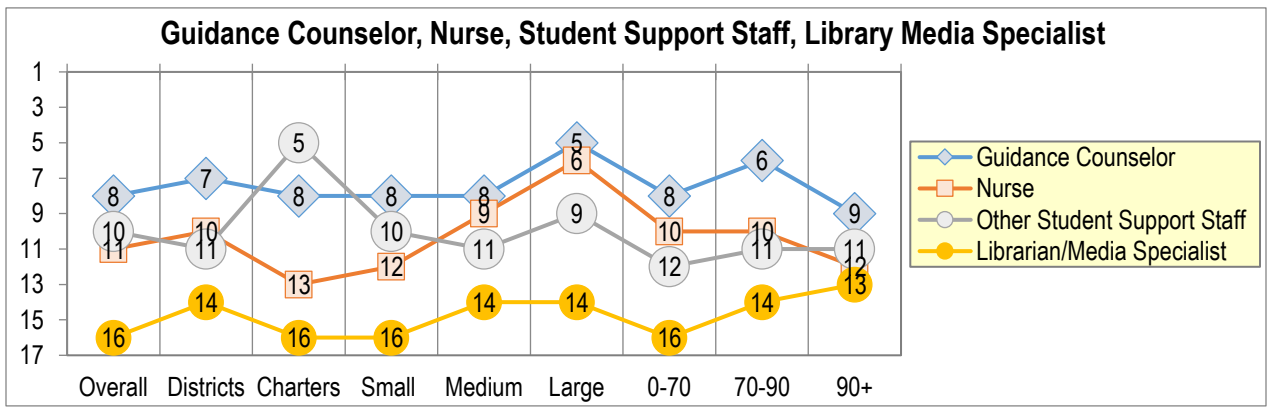


**Survey Question:** Rank the resources in the matrix in terms of areas where your district most needs additional funding (of any amount), with 1=MOST in need of additional funding and 17=LEAST in need of additional funding.

**Superintendent Rankings of Matrix Resources Most Needing Funding**



**Superintendent, Principal, and Teacher Survey Results**



**SUBSTITUTES**

**Superintendents**

**Survey Question:** What is your district’s average daily pay for substitutes who are certified teachers? Substitutes with degrees but who are not certified? Substitutes with no degree?

There were 259 responses to this question. The responses are shown below.

	District/Charter Average*	Range
Certified teachers	\$86.32	\$35-\$300
Substitutes with degrees but not certified	\$75.52	\$55-\$245
Substitutes with no degree	\$72.87	\$50-\$108

\*Averages exclude districts when they entered 0, provided two rates, provided an hourly rate, or provided an annual salary.

**NATIONAL SCHOOL LUNCH FUNDING**

**Principals**

**Survey Question:** Please describe how your school used National School Lunch (NSL)<sup>1</sup> state categorical funding in the 2018-19 school year.

There were 368 total responses to this question. The results are shown below.

Top NSL Fund Uses	Percentage of Responses
Salaries/Staffing	60.3%
Instructional Materials, Supplies, and Technology	48.5%
Extended Day Services	22.0%
Miscellaneous School Programs	16.3%
Teacher Preparation/Support	12.0%
Transportation/Security	5.4%
Student Support Services	5.2%
Supplementing Other Categorical Funds	2.2%
School Improvement Plan/Strategies	0.8%

Note: Only five of the principals indicating NSL funds being used on salaries/staffing needs explicitly noted these were to meet staffing needs above the minimum standards, so it is not clear how many of those were meeting staffing needs above or below.

<sup>1</sup> National School Lunch (NSL) is now known as Enhanced Student Achievement (ESA)



## Superintendent, Principal, and Teacher Survey Results

The five most commonly noted positions being funded with NSL funds in the principal survey are shown below.

Top 5 Staff Positions Funded with NSL Funds	Percentage of Salary/Staffing Responses
Instructional Coaches, Facilitators, and Aids	23.9%
Paraprofessionals	21.2%
Interventionist/Intervention Staff	15.3%
School Nurses	10.8%
School Resource Officer	10.4%

## ALTERNATIVE LEARNING ENVIRONMENT FUNDING

### Superintendents

**Survey Question:** In 2018-19, did your district pay another district or education service cooperative (ESC) to provide Alternative Learning Environment (ALE) services (educational or full ALE services) to any of your students (e.g., through a consortia arrangement or Arch Ford's hub program)? Do not include contractors you paid solely for mental or behavioral health services. Superintendents were also asked specify the 2018-19 amounts the district may have paid for the ALE program, to the district or cooperative for the ALE program, and the total number of FTE ALE students the district sent to the district or cooperative.

Number of Districts/Charters	Name of Entity or Consortia Providing ALE Services	Amount Paid	Number of FTE ALE Students Served	Amount Paid per FTE
31	Arch Ford <sup>2</sup>	\$4,889,593	1,078	\$4,536
22	School-District Based Consortia	\$1,123,174	178	\$6,310
1	Arkansas River ECS	\$120,000	22	\$5,455
1	STRIVE <sup>3</sup>	\$80,000	10	\$8,000

## ENGLISH LANGUAGE LEARNER FUNDING

### Principals

**Survey Question:** The criteria for English learners to exit ESOL (English for Speakers of Other Language)/ESL (English as a Second Language) programs have changed in recent years. Which of the following statements would you agree with most?

	Percentage of Principals
The changes have resulted in students exiting the ESOL program at the appropriate stage in their language development.	59.8%
The changes have resulted in students staying in the ESOL program too long, given their language development proficiency.	15.0%
Our school does not have any English learners.	12.8%
The changes have resulted in students exiting the ESOL program before they're ready, given deficits in their language development.	12.4%

<sup>2</sup> One district did not report paying any funds to Arch Ford for the ALE services though they said they participated with Arch Ford.

<sup>3</sup> STRIVE is designed to serve adjudicated youth or youth with disciplinary issues. The six school districts participating in STRIVE in 2018-19, which are all located in eastern Arkansas, send qualifying students to that program while also operating or participating in traditional ALE programs for their non-adjudicated ALE students, according to their ALE program descriptions.

## EDUCATIONAL RESOURCES

### TECHNOLOGY

#### Superintendents, Principals, and Teachers

**Survey Question:** Rank the barriers your district/school faces to the use of technology in the classroom, where 1 is the MOST SIGNIFICANT BARRIER and 9 is the LEAST SIGNIFICANT BARRIER.

	Superintendent Rank (Avg. Rank)	Principal Rank (Avg. Rank)	Teacher Rank (Avg. Rank)
Inadequate technology in students' homes	1 (2.2)	1 (2.7)	1 (2.8)
Inadequate number of technology support staff	2 (4.0)	2 (4.0)	2 (4.7)
Inadequate teacher training	3 (4.2)	3 (4.3)	2 (4.7)
Inadequate supply of other types of equipment	4 (5.0)	4 (4.9)	4 (4.9)
Inadequate interest among teachers	5 (5.5)	7 (5.5)	6 (5.3)
Inadequate bandwidth	5 (5.5)	5 (5.2)	5 (5.1)
Inadequate supply of computers	7 (5.9)	8 (6.3)	9 (6.1)
Inadequate knowledge or skills among technical support staff	7 (5.9)	6 (5.4)	7 (5.6)
Inadequate interest among administrators	9 (6.0)	9 (6.6)	8 (5.9)

**Survey Question:** Rate the QUANTITY and QUALITY of the following technology resources in your district/school:

- Computers and devices
- Software and electronic subscriptions
- Staff with expertise in integrating technology in the classroom
- Tech support

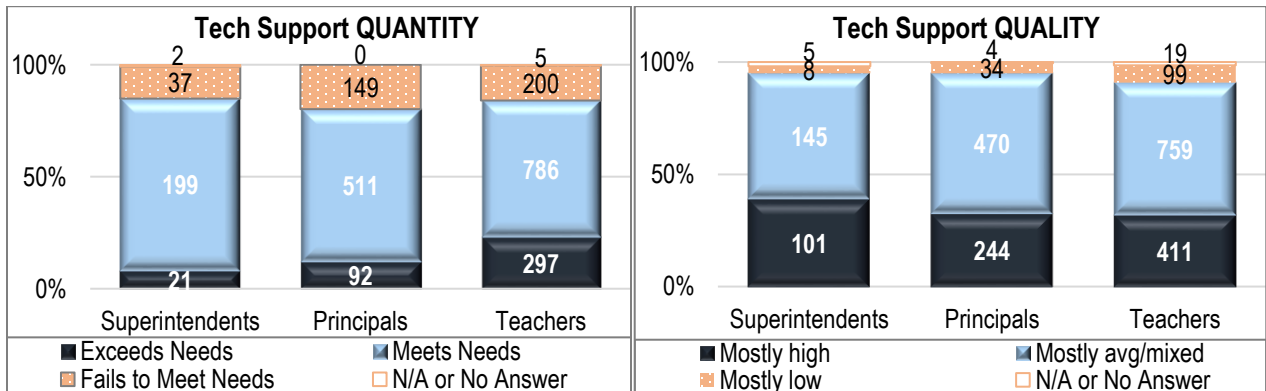
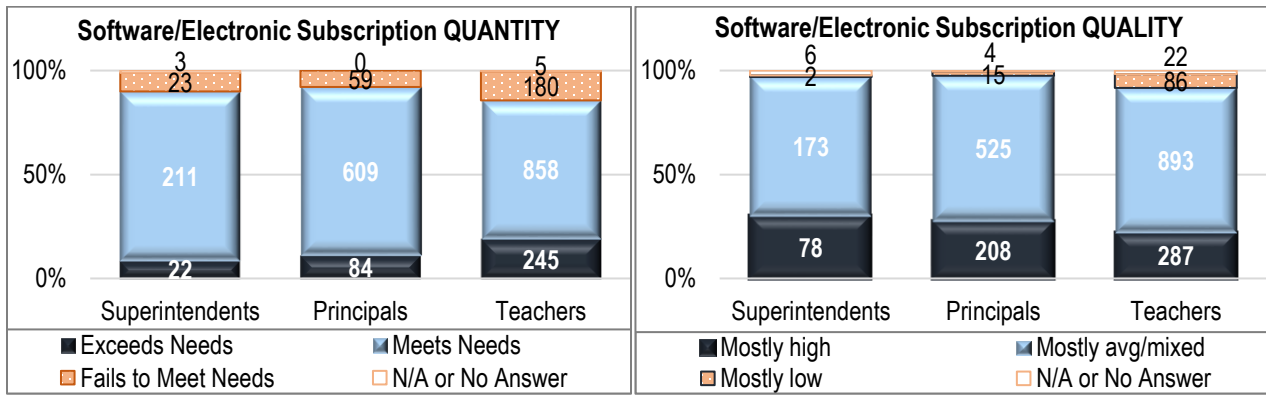
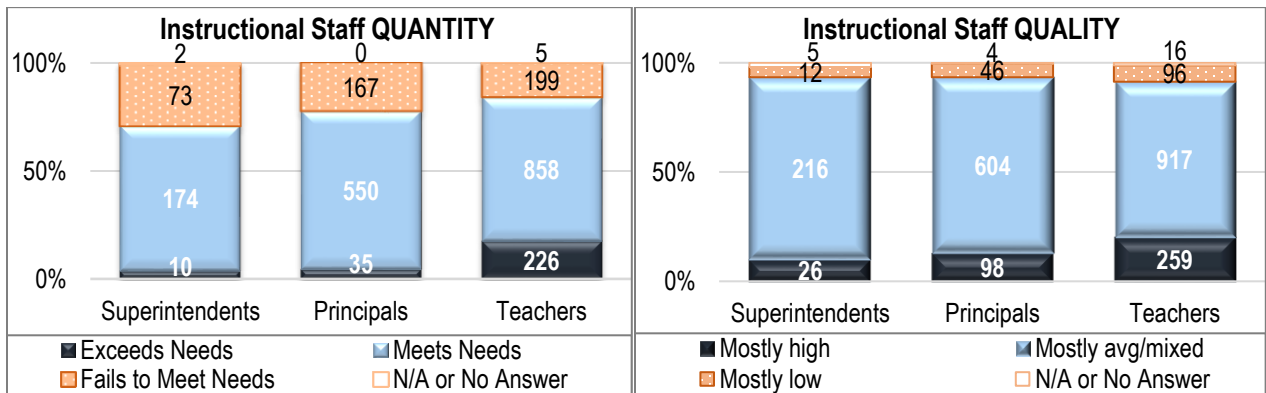
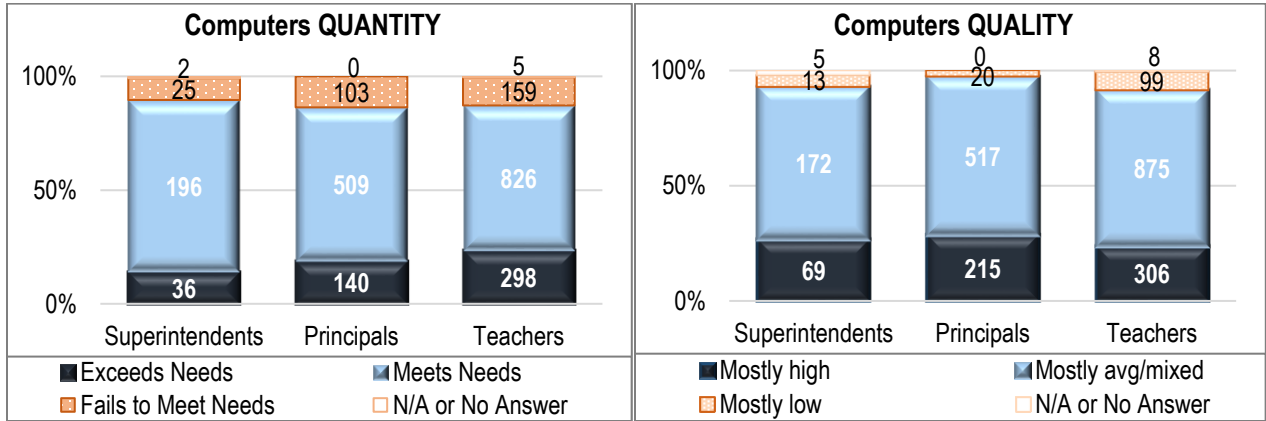
Multiple choice options for QUANTITY

- Exceeds school's needs
- Meets school's needs
- Fails to meet school's needs
- Not available

Multiple choice options for QUALITY

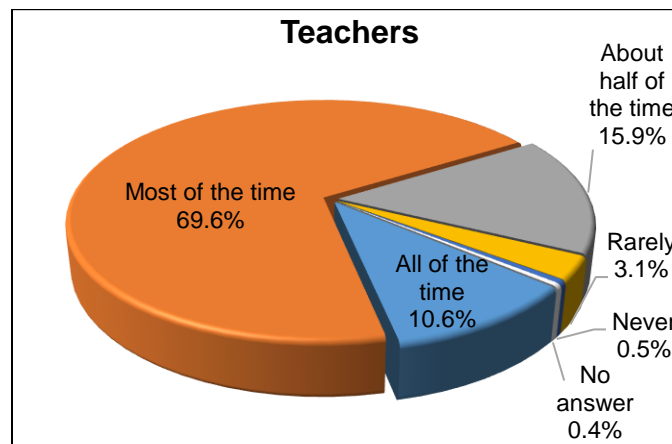
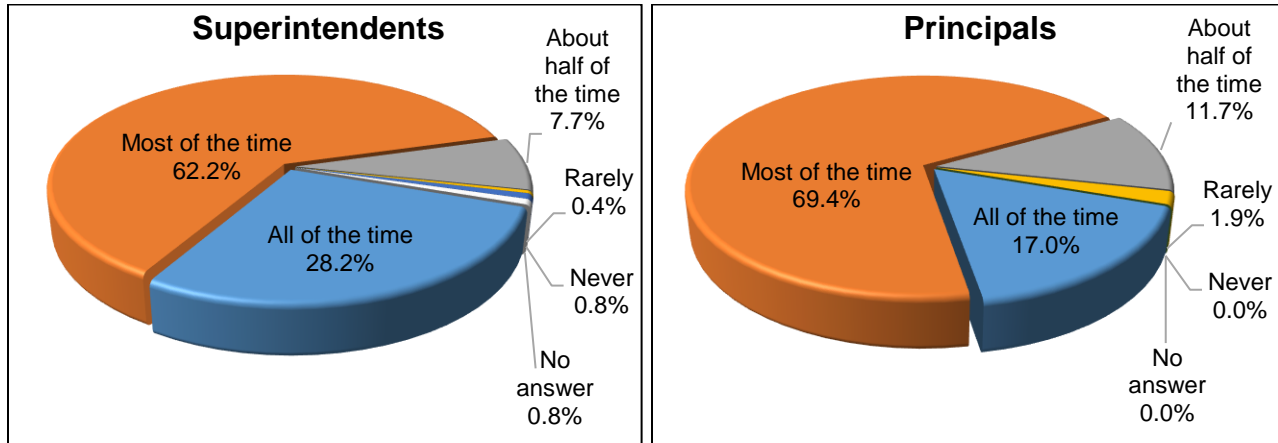
- Mostly high quality
- Mostly average quality
- A mix of high, low, and average quality
- Mostly low quality
- Not available

**Superintendent, Principal, and Teacher Survey Results**



**Survey Question:** How sufficient is your district's broadband in allowing for smooth operations of all instructional and administrative functions?

1. It's sufficient **all the time**.
2. It's sufficient **most of the time**.
3. It's sufficient **about half of the time**
4. It's **rarely** sufficient.
5. It's **never** sufficient.

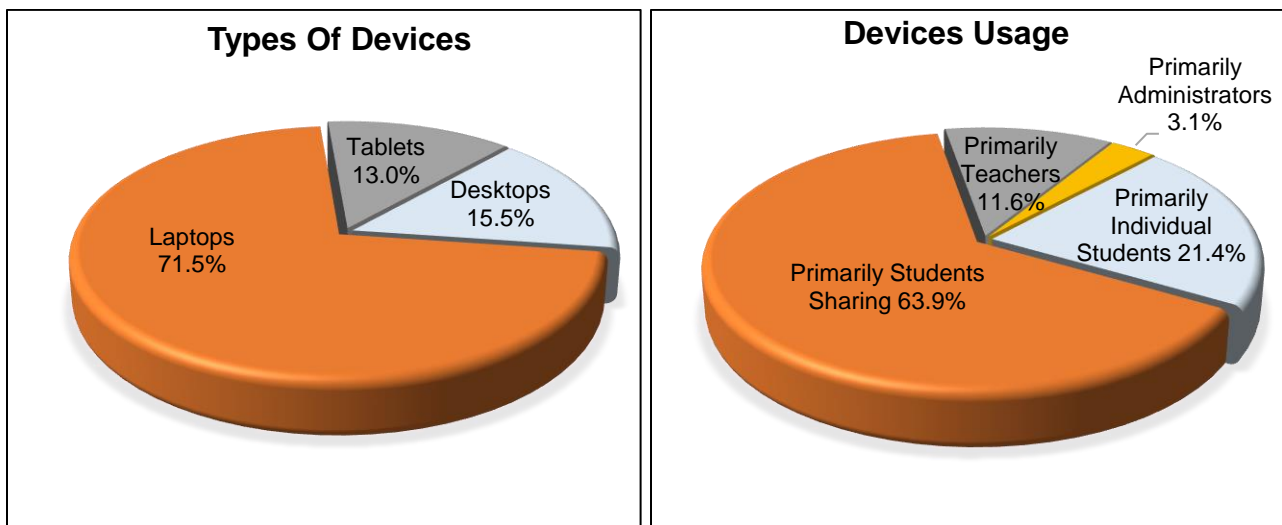


### Superintendents

**Survey Question:** How many computers does your district have in active use? Enter the number of each type of computer listed below used by the following groups. Include only computers that can connect to the internet, but do NOT include phones, portable media devices or other small electronics. Each computer should be counted only once.

- Desktop computers
- Laptop computers
- Tablets
- Primarily assigned to individual students
- Primarily shared by students (e.g., computer labs, media center)
- Primarily used by teachers
- Primarily used by school or district administrators or other staff

**Superintendent, Principal, and Teacher Survey Results**



**Survey Question:** How many of your district’s SCHOOLS currently allow some or all students to take home school computers (including tablets)? Phones, portable media players and other small electronics are NOT considered computers for the purpose of this question.

School Type	Number of Districts/Charters
Elementary School	24
Middle School	62
High School	127

**Principals**

**Survey Question:** Does your school currently allow some or all students to take home school computers (including tablets)? (Do not include phones, portable media players, and other small electronics as computers for the purpose of this question.)

There were 753 responses to this question. The results of those responses are shown below:

	Percentage of Principals
Yes	28.6%
No	71.5%

**DIGITAL LEARNING**

**Superintendents**

**Survey Question:** How many FTEs work in your district as a facilitator for digital learning course(s)? Please count employees who facilitate DL for only part of the day as partial FTEs (e.g., 0.5 FTE). DO NOT include any teachers serving as the teacher of record for the DL course. Include only FTEs serving as a facilitator for students taking courses taught by others.

	Avg. FTEs	Districts/Charter
Teachers*	2.6	131
Guidance counselors	2.1	23
Library media specialists	2.7	36
Tech support specialists	3.0	35
Nurses or other pupil support	2.0	47
Non-licensed paraprofessional	2.2	180
Volunteers	3.7	5
Others	4.1	5
No FTEs for DL Facilitator	0	60

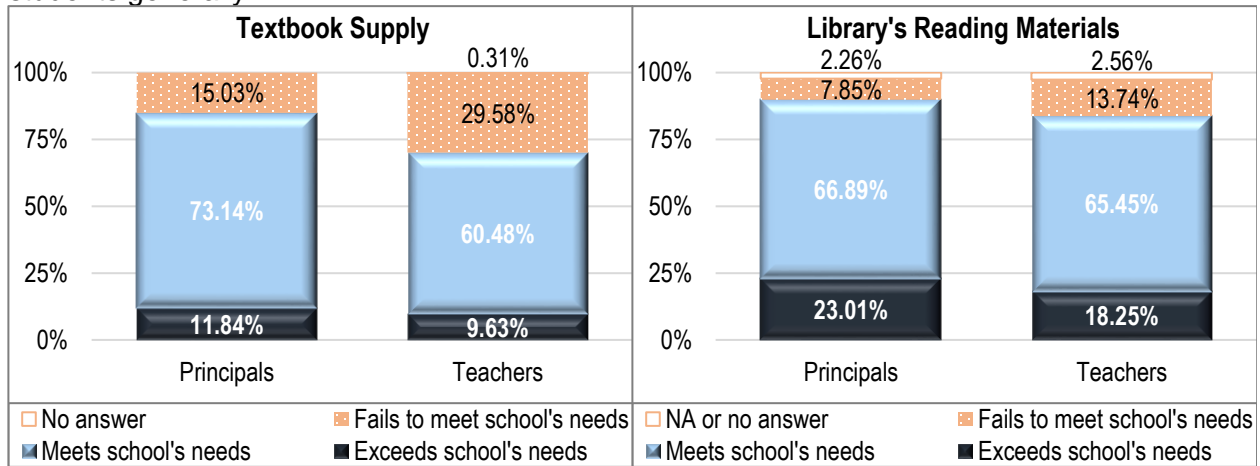
\*Seven districts’ responses were excluded from this analysis. These districts appear to have provided implausibly large numbers of teachers serving as DL facilitators (nearly all or more than the total number of certified staff in the district).

**INSTRUCTIONAL MATERIALS**

**Principals and Teachers**

**Survey Question:** Rate your school's supply of high-quality textbooks and reading materials for students in your school's classrooms. If your school is online, rate the supply of high-quality textbooks and reading materials your school makes available to students generally.

**Survey Question:** Rate your school's supply of high-quality reading materials for students in your school's media center?



**Teachers**

**Survey Question (Elementary (K-6) teachers only):** Did your school/district provide you with money (or spending authority through purchase orders) to purchase instructional materials for your classroom?

There were 63 responses to this question. The results are shown below

	Percentage of Teachers
Yes, \$500 or more	47.6%
Yes, \$401-499	14.3%
Yes, \$201-\$400	14.3%
Yes, \$1-\$200	7.9%
No	11.1%
I don't know	4.8%

**Survey Question:** In the LAST SCHOOL YEAR, how much of your own money did you spend on classroom supplies, without reimbursement? (Please use your best estimate for costs incurred, in whole dollars. If none, please mark None.

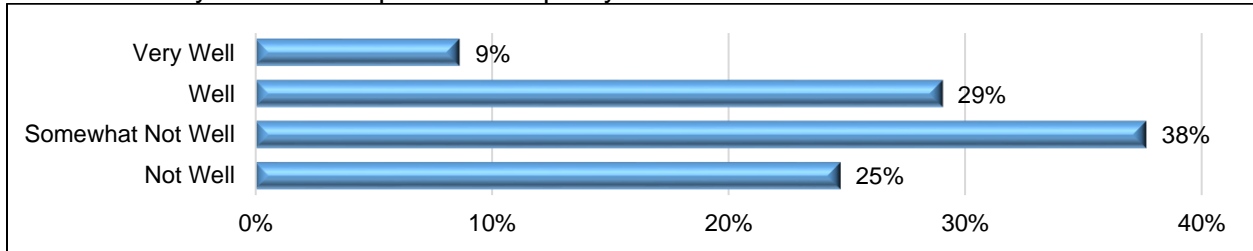
Number of Responses	Percentage of Teachers Reporting Spending Their Own Money for Classroom Supplies	Average Amount Spent Per Teacher on Classroom Supplies
1,288	85%	329

## ACCOUNTABILITY

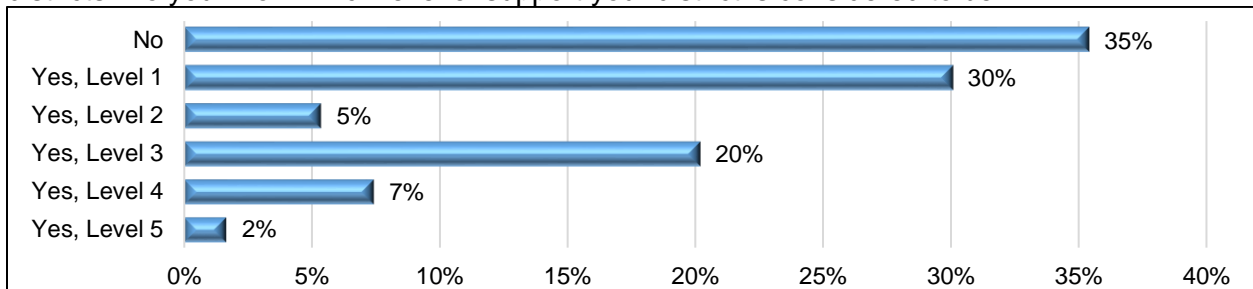
### ARKANSAS EDUCATIONAL SUPPORT AND ACCOUNTABILITY PROGRAM

#### Superintendents

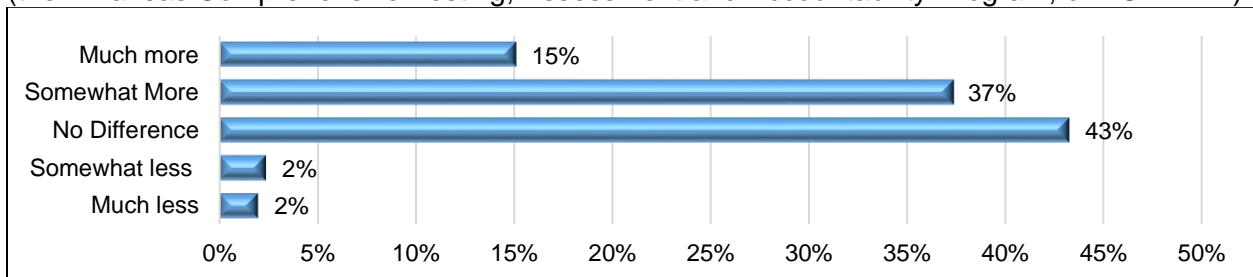
**Survey Question:** The new accountability system involves assigning a letter grade to each school based on the school’s “ESSA Index Score.” How well do you feel the grades assigned to the schools in your district represent the quality of the school?



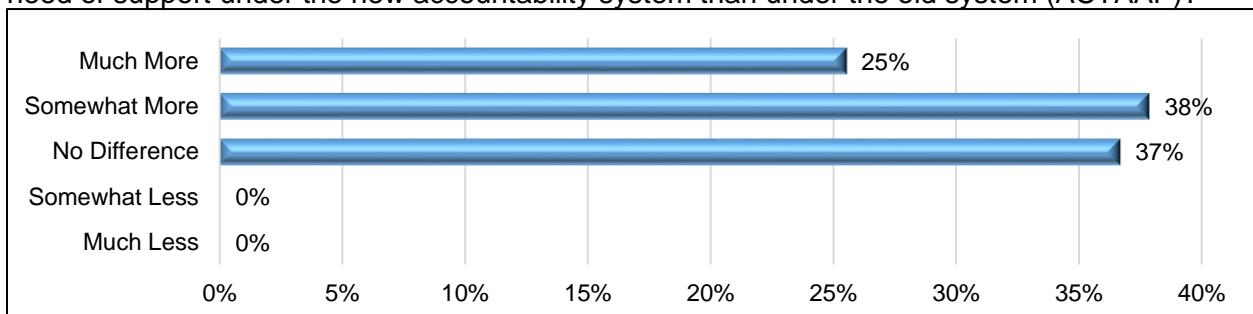
**Survey Question:** The new accountability system also assigns “Levels of Support” to school districts. Do you know which level of support your district is considered to be in?



**Survey Question:** Have you experienced more or less support from the Arkansas Department of Education at the district level under the new accountability system than you did under the old (the Arkansas Comprehensive Testing, Assessment and Accountability Program, or ACTAAP?)

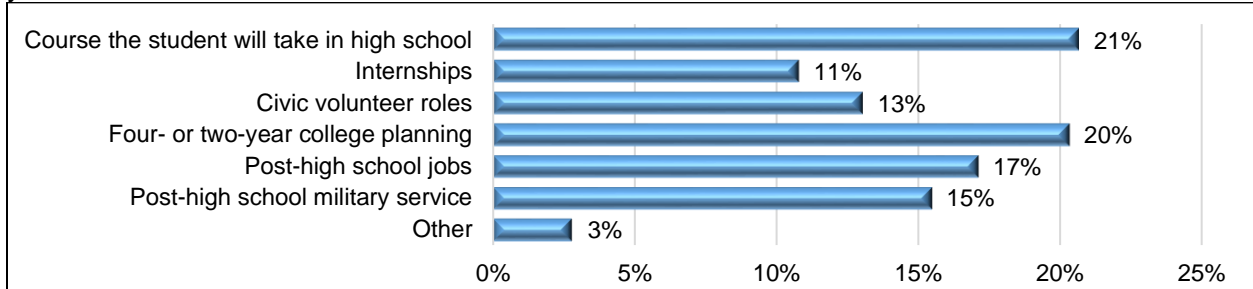


**Survey Question:** Does your district provide more or less support to its schools considered in need of support under the new accountability system than under the old system (ACTAAP)?

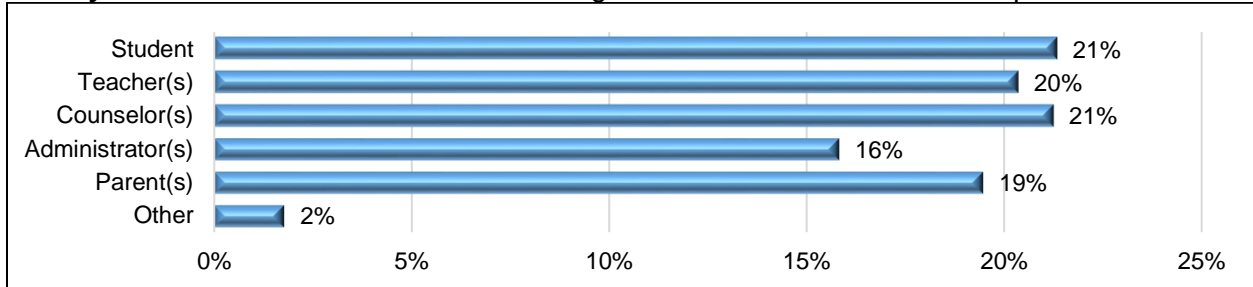


**Superintendent, Principal, and Teacher Survey Results**

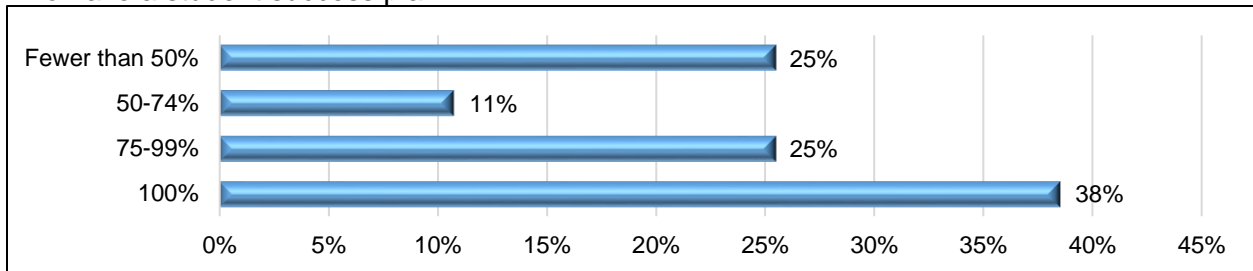
**Survey Question:** Please indicate which elements are **included** in the student success plans in your district.



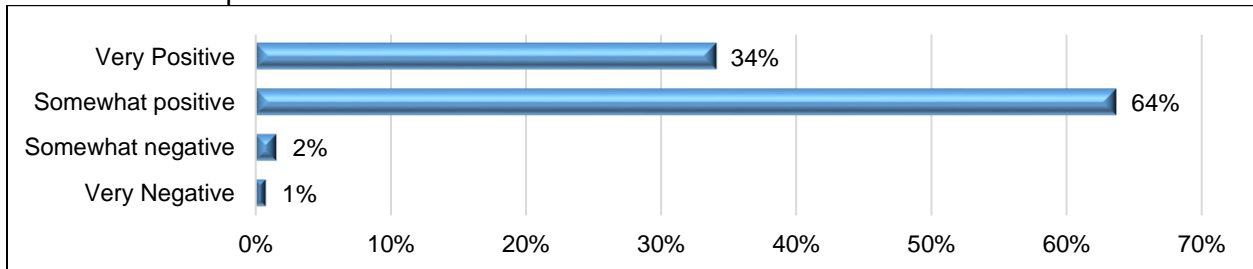
**Survey Question:** Who is involved in creating the individual student success plans?



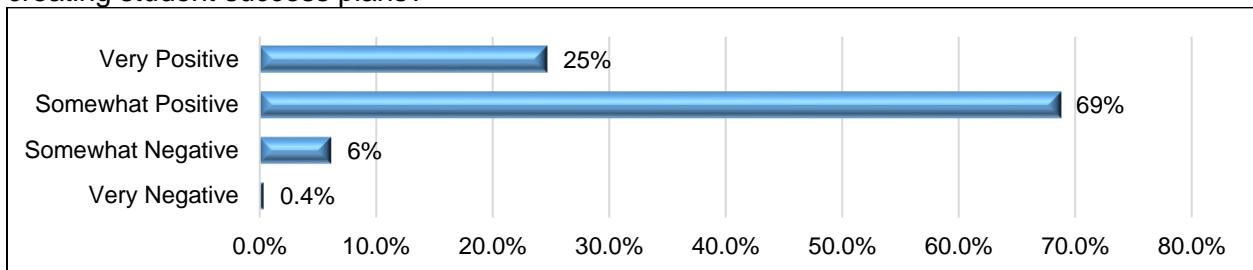
**Survey Question:** Please indicate the percentage of rising 9<sup>th</sup>- through 12<sup>th</sup>- grade students who have a student success plan.



**Survey Question:** Overall, how would you characterize the **impact on students** of creating student success plans?



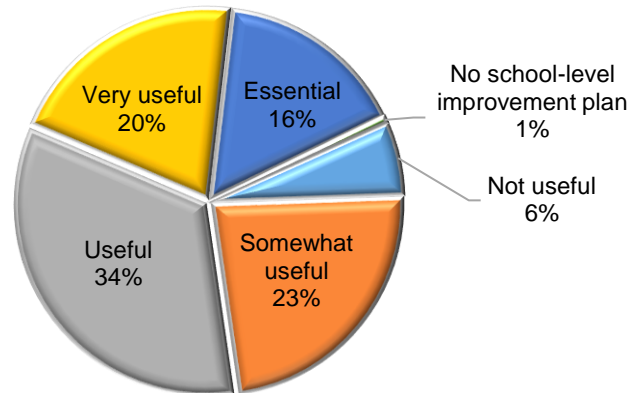
**Survey Question:** Overall, how would you characterize the **impact on school personnel** of creating student success plans?



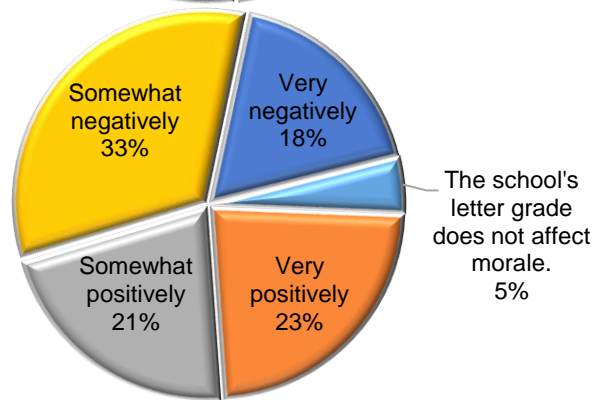


**Principals**

**Survey Question:** How useful is your school-level improvement plan in helping your school plan strategies for improving student achievement? Seven hundred fifty-three principals responded.



**Survey Question:** The Arkansas Department of Education assigns a letter grade to each school based on the school's ESSA School Index score. How does the school's letter grades affect morale among staff and students at the school? Seven hundred fifty-three principals responded.



**FORMATIVE ASSESSMENTS**

**Superintendents**

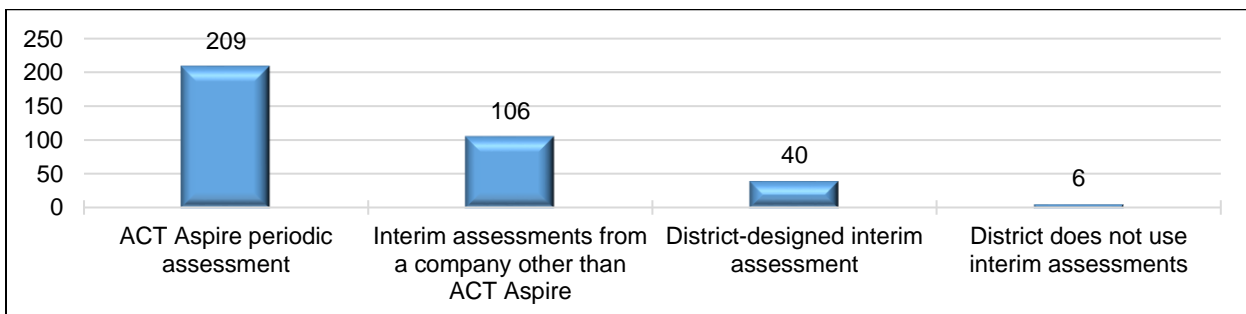
**Survey Question:** What was the total amount your district spent on formative assessments in 2018-19 (e.g., NWEA)? (Do not include the cost of district staff to administer the assessments.)

Total Responses	Average Total Amount Spent on Formative Assessments
259	\$12,525

**Survey Question:** How much of that amount was spent using foundation funds?

Total Non-Zero Responses	Average Total Amount Spent on Formative Assessments From Foundation Funds
57	\$25,423

**Survey Question:** What company's interim assessment does your district use for **math and English language arts**?

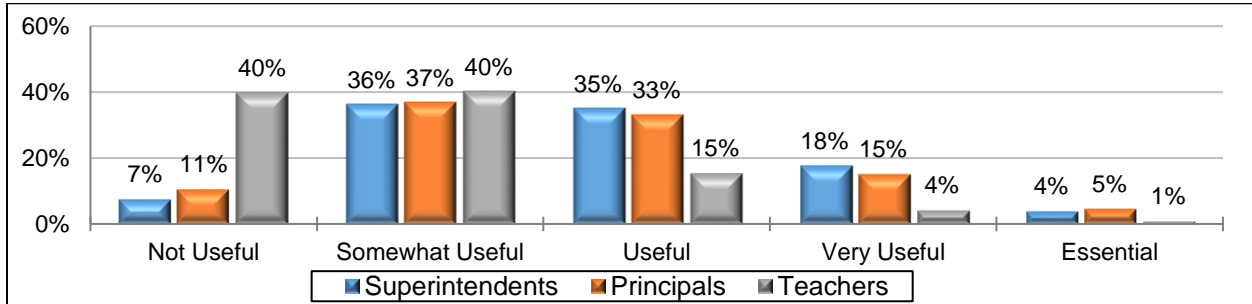


## EVALUATION AND SUPPORT

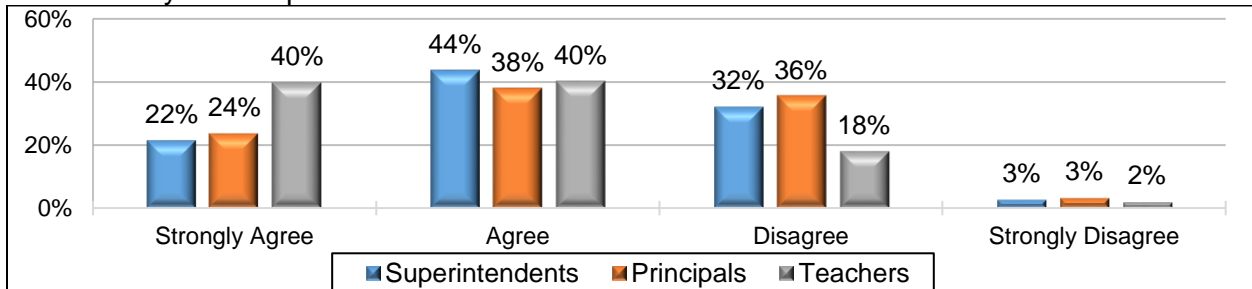
### TEACHER AND LEADER EVALUATIONS

#### Superintendents, Principals, and Teachers

**Survey Question:** How useful is the new TESS evaluation system in terms of providing support and improving teaching in your district - 2019?

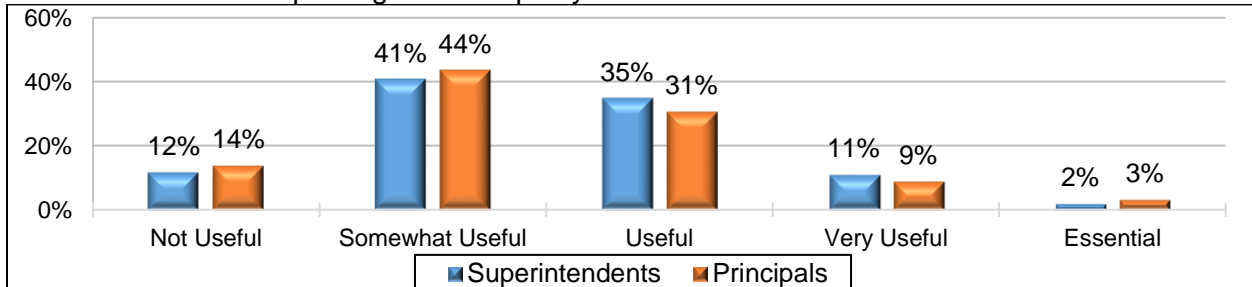


**Survey Question:** To what extent do you agree with the following statement: The TESS evaluation system requires too much time and effort - 2019?

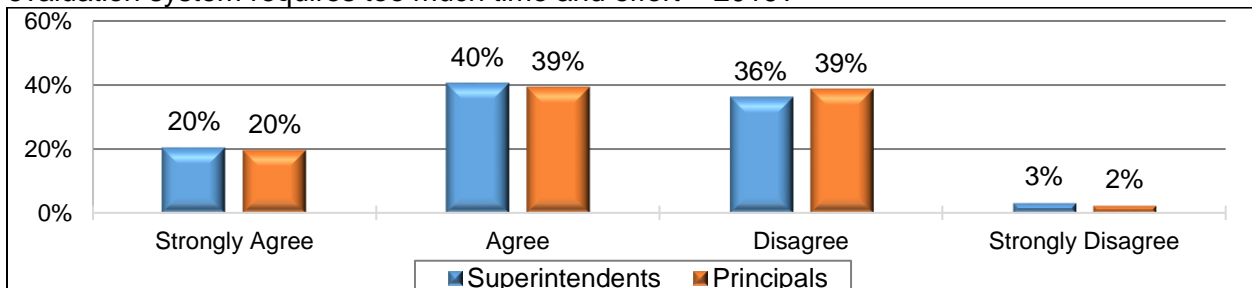


#### Superintendents and Principals

**Survey Question:** How useful is the LEADS evaluation system in terms of providing support to school leaders and improving leadership in your district - 2019?



**Survey Question:** To what extent do you agree with the following statement: The LEADS evaluation system requires too much time and effort – 2019?



**Teachers**

**Survey Question:** Which of the following do you believe are most valuable in evaluating teachers' effectiveness? (Please select your top three choices.)

	Percentage of Teachers
Students' daily work/projects/portfolios	23%
Classroom observation by administrators	20%
Student academic growth scores (individual growth in student assessments)	19%
Classroom observation by teacher leaders	15%
Feedback/surveys of students	10%
Scores from student assessment	7%
Feedback/surveys of parents	4%
None of the above	2%
Other	1%

**Survey Question:** Do you believe that teachers in your school are evaluated fairly and consistently?

	Percentage of Teachers
Yes, always	22%
Most of the time	48%
Some of the time	19%
Rarely	6%
No, never	2%
I'm not sure	4%

**PROFESSIONAL DEVELOPMENT**

**Superintendents**

**Survey Question:** In 2015, the General Assembly reduced the number of days districts are required to use as PD days from 10 to 6 but did not reduce the number of days required in the basic teacher contract. What is your district doing with the remaining 4 days?

Continuing to treat them as PD days	87%
Increasing the student interaction days	3%
Paying teachers for these days, but not requiring them to work	2%
Other, Describe	8%

**Teachers**

**Survey Question:** What percentage of your PD is provided by each of the following options?

District- or school-provided PD NOT using Arkansas IDEAS	30.6%	Collaboration with school leaders/ administrators	5.8%
PD provided by educational cooperatives	16.8%	Collaboration with instructional facilitators/ academic coaches	5.3%
District- or school-facilitated use of Arkansas IDEAS	15.9%	College graduate level courses	1.9%
Collaboration with other teachers	8.6%	Out-of-state conferences or workshops	1.5%
Individual use of Arkansas IDEAS	6.6%	Other	0.8%
In-state conferences or workshops	6.4%		

**Survey Question:** Please **RATE** the usefulness of each form of PD in terms of enhancing your teaching and knowledge.

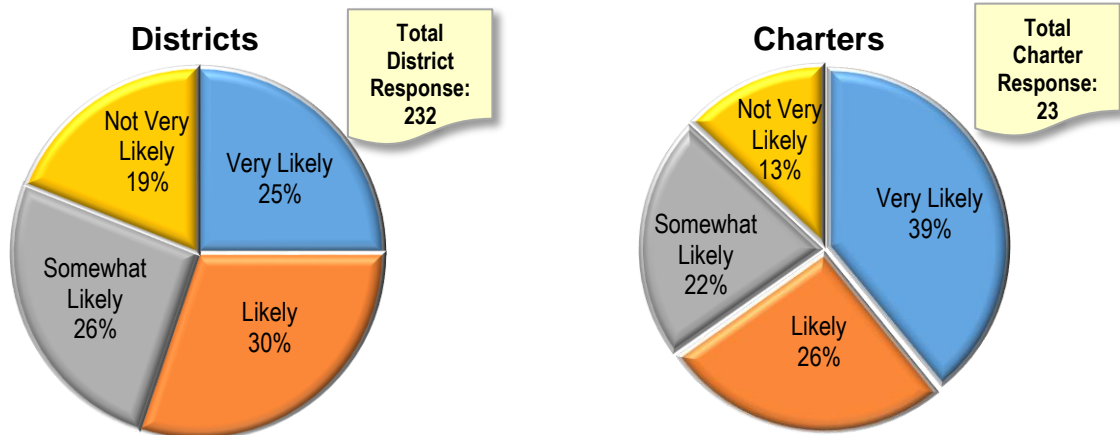
		Essential	Very Useful	Useful	Somewhat Useful	Not Very Useful
1.	Collaboration with other teachers	42%	29%	23%	4%	3%
2.	Collaboration with school leaders/administrators	18%	27%	36%	12%	7%
3.	PD provided by educational cooperatives	10%	29%	42%	14%	5%
4.	Collaboration w/ instructional facilitators/academic coaches	17%	29%	34%	12%	9%
5.	In-state conferences or workshops	14%	27%	37%	13%	9%
6.	District- or school-provided PD NOT using Ark. IDEAS	8%	25%	41%	19%	7%
7.	College graduate level courses	7%	22%	37%	16%	20%
8.	Individual use of Arkansas IDEAS	5%	18%	36%	26%	15%
9.	District- or school-facilitated use of Arkansas IDEAS	5%	17%	37%	27%	14%
10.	Out-of-state conferences or workshops	6%	18%	34%	17%	25%

## SCHOOL FACILITIES AND SAFETY

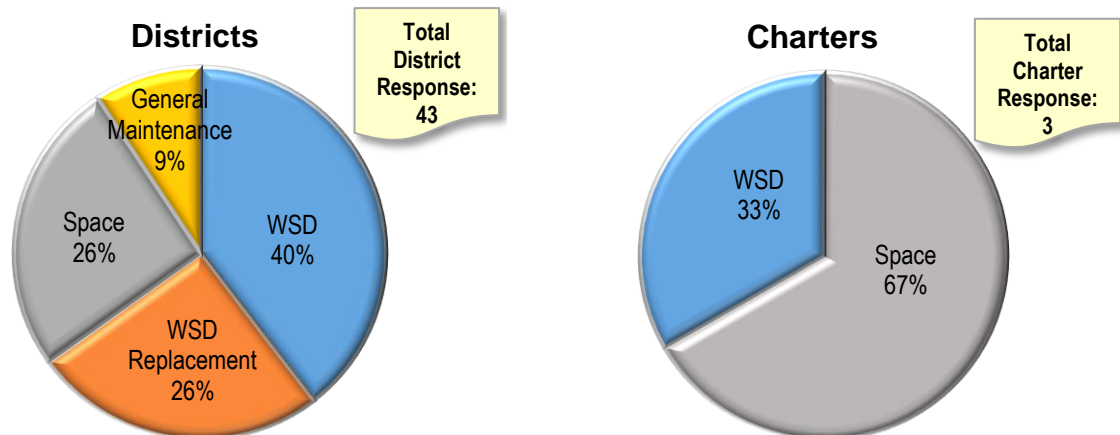
### FACILITIES

#### Superintendents

**Survey Question:** What is the likelihood that your school district will be able to fully address identified facility needs requiring IMMEDIATE ATTENTION in the coming school year (district answers)?



**Survey Question:** If you responded “not very likely” to the previous question, what do you anticipate being the greatest unmet facility need?

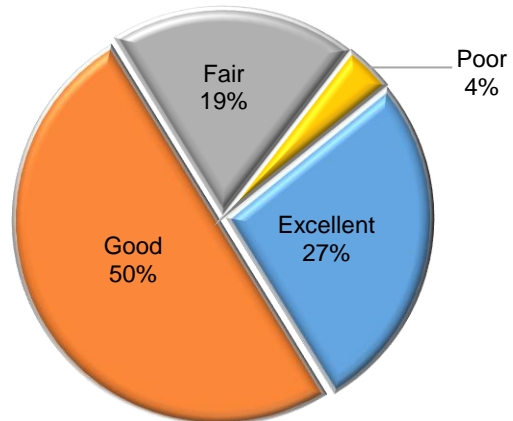


**Survey Question:** Rank the following obstacles to your district’s current ability to address identified facility’s needs.

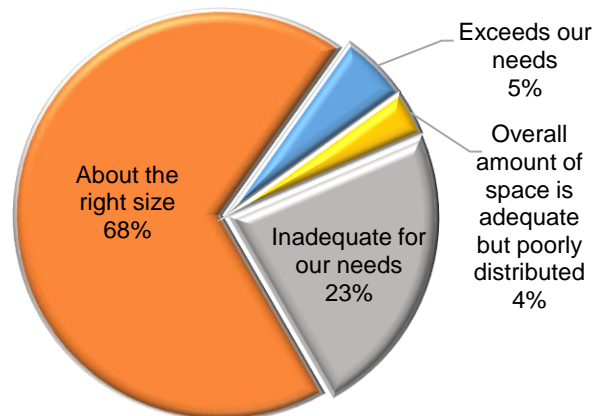
Obstacles to Addressing Facility Needs	Rank
Lack of available state funding (not enough to fund all eligible and approved projects)	1
Lack of existing school district funds/balances	2
Inability to pass local millage	3
Facilities needs are not eligible for Partnership Program funding (e.g., central office, facilities need does not meet minimum project cost)	4
Inability to qualify for sufficient state funding due to high wealth index	5
Inability to acquire necessary land to accommodate needed facilities	6
Lack of available facilities expertise (architects, engineers, construction, etc.) in the area/state	7

**Principals**

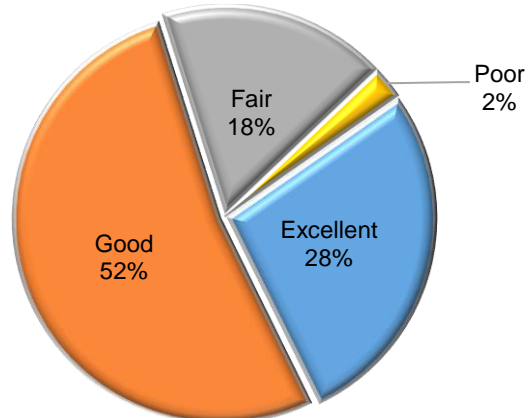
**Survey Question:** How would you rate the overall **CONDITION** of your school building(s), including major systems such as electrical, plumbing, and HVAC?



**Survey Question:** How would you rate the overall amount of **SPACE** your school has?



**Survey Question:** How would you rate the general **SUITABILITY** of your school facilities? (e.g., Does your school have the appropriate types of education space? Is the school layout conducive to learning?)



**SAFETY**

**Superintendents**

**Survey Question:** In how many of your district’s schools are the following security areas in place AND in satisfactory operational condition?

	All Schools	Most Schools	Some Schools	No Schools	No Response
1. Single entry point into district buildings with security vestibule	32%	20%	23%	24%	2%
2. Remote door release for interior doors at reception/main entrance	42%	14%	17%	25%	3%
3. Video intercom systems at reception	41%	9%	16%	31%	2%
4. Bullet resistant glass and walls for receiving areas	3%	5%	8%	80%	3%
5. Visitor Management System managed at the reception desk	56%	8%	10%	22%	3%
6. Intruder lockset hardware on all classroom and staff doors	36%	6%	18%	38%	3%
7. Electronic access for exterior doors	32%	13%	22%	31%	3%
8. Vehicle Ram protections at school entrances	3%	4%	15%	75%	3%
9. Limit external glass and openings into common areas and classrooms	15%	13%	37%	32%	3%
10. Designs that do not require students to go outside to change classes	8%	22%	40%	28%	3%
11. Location of classroom doors that provide areas for students to be out of view and to “hide”	34%	25%	31%	7%	3%
12. Video surveillance of campus space	70%	14%	9%	5%	2%
13. Landscaping alterations to eliminate hiding places for intruders	26%	27%	29%	15%	3%
14. Safe rooms with intruder safety concepts	10%	5%	20%	63%	3%
15. Alterations to fire alarm systems to control school-wide notifications and opening of facility doors	16%	10%	17%	53%	4%
16. Exterior fencing or positioned staff to verify visitors before they enter a building	16%	14%	26%	40%	3%
17. Assign numbers to windows to assist first responders in locating students and intruders	26%	8%	12%	51%	3%
18. Secure roof openings and roof access	46%	13%	13%	25%	3%

**Superintendents, Principals and Teachers**

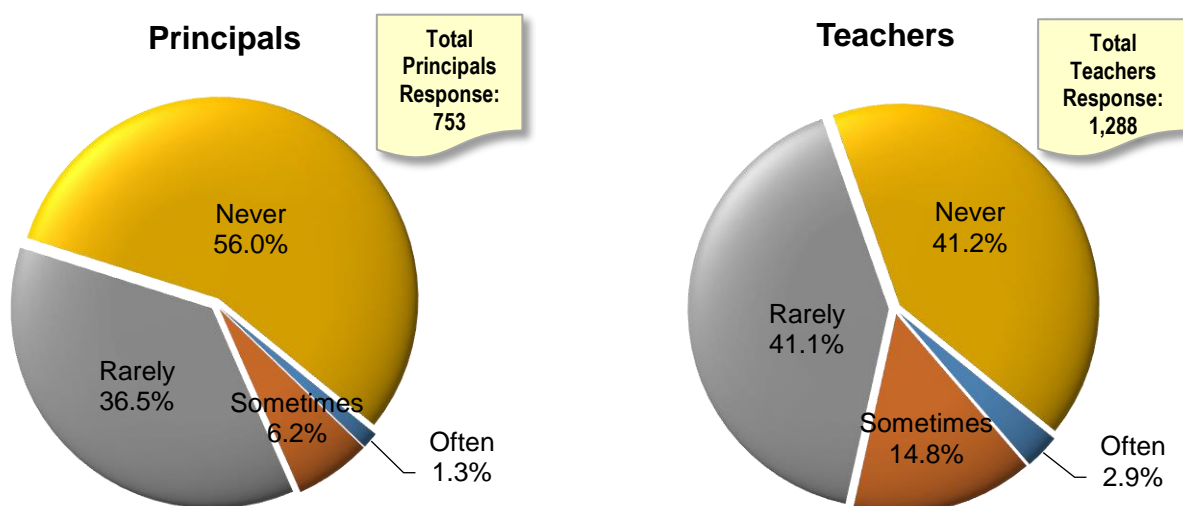
**Survey Question:** Which of the following safety issues, if any, are you most concerned about at your school? Superintendents, principals, and teachers selected their top two choices.

	Percentage of Superintendents	Percentage of Principals	Percentage of Teachers
Community/Neighborhood Violence	4.5%	6.7%	13.2%
Drugs/Drug-Related Crime	18.3%	10.1%	18.6%
Fighting Among Students	6.7%	12.9%	34.7%
Gun Violence/School Shooting	22.3%	12.9%	32.4%
In-Person/Physical Bullying	15.6%	15.2%	32.7%
Online Bullying	29.2%	19.8%	28.4%
Other	1.2%	6.3%	5.1%
Sexual Violence Among Students	1.4%	0.5%	2.5%
Violence Against Teachers	0.8%	3.3%	11.0%
N/A	-	12.3%	-

Note: The principal survey included a N/A option and the other two surveys did not.

**Principals and Teachers**

**Survey Question:** When you are at school, how often do you fear for your own physical safety?



**CAREER AND TECHNICAL EDUCATION**

**Superintendents**

**Survey Question:** To which state-funded Secondary Career Centers or satellites did your district have access to in 2018-19? (In other words, the center is 25 miles or 30 minutes and would take your students if the district made the option available to students and any students wanted to attend.) The top five common secondary career centers are shown in **bold** below in the following table:

**Arkansas Secondary Career Centers Available to Arkansas School Districts and Charters**

Secondary Career Center	Number of Superintendents	Secondary Career Center	Number of Superintendents
I don't know	6	Northeast Arkansas Career & Tech. Center	12
District Did Not Have Access To A State-Funded Secondary Career Center/Satellite	33	<b>Northwest Tech Institute Secondary Career Center or Satellite</b>	<b>18</b>
Arkansas Northeastern College Tech. Ctr.	9	Ouachita Area Career Center or Satellite	9
<b>Arkansas State University Beebe Regional Career Center or Satellite</b>	<b>16</b>	Phillips CCUA Career and Technical Center – DeWitt Campus	3
Arkansas State University Mid-South Technical Center	3	Phillips CCUA Career and Technical Center – Helena-West Helena Campus	3
Arkansas State University Mountain Home Technical Center	6	Phillips CCUA Career and Technical Center – Stuttgart Campus	3
<b>Arkansas Tech University Career Center or Satellite</b>	<b>20</b>	River Valley Technical Center	3
Conway Area Career Center or Satellite	12	SAU Tech Career Academy	8
DeQueen-Mena: Coop. Technical Education Center or Satellite	8	South Arkansas Community College Secondary Tech Center	8
East Arkansas Secondary Career Center	5	Southeast Arkansas Community Based Education Center	4
Jefferson Area Technical Career Center	4	Texarkana Ark. Career & Technological Ctr.	4
Metropolitan Career and Technical Center	5	UACCB Career Center	6
Monticello Occupational Education Center or Satellite	10	UA-Pulaski Tech Career Center	9
National Park Technology Center	9	<b>Western Ark. Technical Center or Satellite</b>	<b>18</b>
North Central Career Center	7	Pilot Center-ASU-Newport IGNITE Academy	4
<b>NorthArk Technical Center or Satellite</b>	<b>16</b>	Pilot Center-Black River Tech. College TOPPS	0

## Superintendent, Principal, and Teacher Survey Results

**Survey Question:** Did any of your district's students actually attend a state-funded Secondary Career Center or satellite in 2018-19?

	Percentage of Districts and Charters
Yes	75.1%
No	24.9%

**Survey Question:** If your district did not send any students to a state-funded Secondary Career Center or satellite in 2018-19, why not? (Select the primary reason.)

	Percentage of Districts
District did not have access to a center or satellite because no center or satellite is located within 25 miles or 30 minutes of our high school(s).	50.7%
District offers sufficient array of CTE courses on campus and does not need Career Center courses.	14.5%
The travel required is too lengthy/disruptive to students' day.	13.0%
Center course offerings aren't of interest to students.	8.7%
The travel required is too costly.	7.2%
Students attend a center that is like a Career Center, but is not state-funded (e.g., center developed by a multi-district partnership).	5.8%

## HEALTH CARE

### Superintendents

**Survey Question:** In 2018-19, how many mental health therapist FTEs regularly worked in your district's schools, including both employee and non-employee therapists.... Therapists include school psychology specialists, psychologists, licensed associate counselors, licensed professional counselors, and psychiatrists. Do not include school guidance counselors. Do not include licensed psychological examiners or licensed educational examiners unless they provide therapy services; then count only the amount of time they spend providing therapy services.

The survey also asked respondents to specify how many of the FTEs were employees and how many were employees of an outside agency (e.g., Ozark Guidance, Counseling Associates).

	Total FTE Therapists
School employees	85
Outside agency employees	805