

2020 and 2021
Superintendent Survey Results

Q1 - Collaboratively evaluate, develop, and communicate a school mission and vision designed to reflect a core set of values and priorities that include data use, technology, equity, diversity, digital citizenship, and community. (NELP 1.1) (OSP 1.1; 1.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	1	20.00%
Well Prepared	6	75.00%	4	80.00%
Total	8		5	

Q2 - Lead improvement processes that include data use, design, implementation, and evaluation. (NELP 1.2) (CAEP A.1.1) (OSP 3.1; 3.2; 3.3)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	2	40.00%
Well Prepared	6	75.00%	3	60.00%
Total	8		5	

Q3 - The capacity to reflect on, communicate about, cultivate, and model professional dispositions and norms (i.e., fairness, integrity, transparency, trust, digital citizenship, collaboration, perseverance, reflection, lifelong learning) that support the educational success and well-being of each student and adult. (NELP 2.1) (OSP 2.1; 2.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	1	12.50%	1	20.00%
Well Prepared	7	87.50%	4	80.00%
Total	8		5	

Q4 - Evaluate, communicate about, and advocate for ethical and legal decisions. (NELP 2.2) (CAEP A.1.1) (OSP 2.1; 2.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	1	12.50%	2	40.00%
Well Prepared	7	87.50%	3	60.00%
Total	8		5	

Q5 - Model ethical behavior in their personal conduct and relationships and to cultivate ethical behavior in others. (NELP 2.3) (CAEP A.1.1) (OSP 2.1; 2.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	1	12.50%	2	40.00%
Well Prepared	7	87.50%	3	60.00%
Total	8		5	

Q6 - Use data to evaluate, design, cultivate, and advocate for a supportive and inclusive school culture. (NELP 3.1) (CAEP A.1.1) (OSP 3.1; 6.3)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	3	37.50%	2	40.00%
Well Prepared	5	62.50%	3	60.00%
Total	8		5	

Q7 - Evaluate, cultivate, and advocate for equitable access to educational resources, technologies, and opportunities that support the educational success and well-being of each student. (NELP 3.2) (OSP 4.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	2	40.00%
Well Prepared	6	75.00%	3	60.00%
Total	8		5	

Q8 - Evaluate, cultivate, and advocate for equitable, inclusive, and culturally responsive instruction and behavior support practices among teachers and staff. (NELP 3.3) (OSP 4.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	4	50.00%	2	40.00%
Well Prepared	4	50.00%	3	60.00%
Total	8		5	

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Q9 - Evaluate, develop, and implement high-quality, technology-rich curricula programs and other supports for academic and non-academic student programs. (NELP 4.1) (OSP 4.4)				
	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	3	37.50%	3	60.00%
Well Prepared	5	62.50%	2	40.00%
Total	8		5	

Q10 - Evaluate, develop, and implement high-quality and equitable academic and non-academic instructional practices, resources, technologies, and services that support equity, digital literacy, and the school's academic and non-academic systems. (NELP 4.2) (CAEP A.1.1) (OSP 4.1; 4.2; 4.3; 4.4)				
	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	2	40.00%
Well Prepared	6	75.00%	3	60.00%
Total	8		5	

Q11 - Evaluate, develop, and implement formal and informal culturally responsive and accessible assessments that support data-informed instructional improvement and student learning and well-being. (NELP 4.3) (CAEP A.1.1) (OSP 4.1; 4.2)				
	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	4	50.00%	2	40.00%
Well Prepared	4	50.00%	3	60.00%
Total	8		5	

Q12 - Collaboratively evaluate, develop, and implement the school's curriculum, instruction, technology, data systems, and assessment practices in a coherent, equitable, and systematic manner. (NELP 4.4) (CAEP A.1.1) (OSP 4.2; 4.3)				
	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	2	40.00%
Well Prepared	6	75.00%	3	60.00%
Total	8		5	

Q13 - Collaboratively engage diverse families in strengthening student learning in and out of school. (NELP 5.1) (CAEP A.1.1) (OSP 6.1; 6.3; 8.1)				
	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	3	37.50%	3	60.00%
Well Prepared	5	62.50%	2	40.00%
Total	8		5	

Q14 - Collaboratively engage and cultivate relationships with diverse community members, partners, and other constituencies for the benefit of school improvement and student development. (NELP 5.2) (CAEP A.1.1) (OSP 6.1; 6.3; 8.1)				
	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	3	37.50%	3	60.00%
Well Prepared	5	62.50%	2	40.00%
Total	8		5	

Q15 - Communicate through oral, written, and digital means within the larger organizational, community, and political contexts when advocating for the needs of their school and community. (NELP 5.3) (OSP 10.5)				
	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	1	12.50%	1	20.00%
Well Prepared	7	87.50%	4	80.00%
Total	8		5	

Q16 - Evaluate, develop, and implement management, communication, technology, school-level governance, and operation systems that support each student's learning needs and promote the mission and vision of the school. (NELP 6.1) (CAEP A.1.1) (OSP 1.1; 1.2; 3.1; 3.2)				
	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	2	40.00%
Well Prepared	6	75.00%	3	60.00%
Total	8		5	

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Q17 - Evaluate, develop, and advocate for data-informed and equitable resourcing plan that supports school improvement and student development. (NELP 6.2) (CAEP A.1.1) (OSP 3.1; 3.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	3	37.50%	2	40.00%
Well Prepared	5	62.50%	3	60.00%
Total	8		5	

Q18 - Reflectively evaluate, communicate about, and implement laws, rights, policies, and regulations to promote student and adult success and well-being. (NELP 6.3) (OSP 2.1; 2.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	3	37.50%	2	40.00%
Well Prepared	5	62.50%	3	60.00%
Total	8		5	

Q19 - Collaboratively develop the school's professional capacity through engagement in recruiting, selecting, and hiring staff. (NELP 7.1) (CAEP A.1.1) (OSP 9.1; 9.2)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	2	40.00%
Well Prepared	6	75.00%	3	60.00%
Total	8		5	

Q20 - Develop and engage staff in a collaborative professional culture designed to promote school improvement, teacher retention, and the success and well-being of each student and adult in the school. (NELP 7.2) (CAEP A.1.1) (OSP 3.1; 3.2; 3.3)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	3	37.50%	1	20.00%
Well Prepared	5	62.50%	4	80.00%
Total	8		5	

Q21 - Personally engage in, as well as collaboratively engage school staff in, professional learning designed to promote reflection, cultural responsiveness, distributed leadership, digital literacy, school improvement, and student success. (NELP 7.3) (CAEP A.1.1) (OSP 3.1; 3.2; 3.3; 9.4)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	2	40.00%
Well Prepared	6	75.00%	3	60.00%
Total	8		5	

Q22 - Evaluate, develop, and implement systems of supervision, support, and evaluation designed to promote school improvement and student success. (NELP 7.4) (OSP 5.1; 9.5)

	2020 N	2020 %	2021 N	2021 %
Poorly Prepared	0	0.00%	0	0.00%
Prepared	2	25.00%	1	20.00%
Well Prepared	6	75.00%	4	80.00%
Total	8		5	

Q23 - Overall, how satisfied are you with the principals you have hired, who earned their administrative credential at Franciscan University of Steubenville? (CAEP A.4.2)

	2020 N	2020 %	2021 N	2021 %
Not Very Satisfied	0	0.00%	0	0.00%
Satisfied	2	25.00%	1	20.00%
Very Satisfied	6	75.00%	4	80.00%
Total	8		5	

Q24 - Looking ahead to the next 1-5 years, please indicate those teaching areas where a demand will be present in your district (Select all that apply):

	2020 N	2020 %	2021 N	2021 %
Elementary Education P-5	3	12.50%	4	20.00%
Middle Childhood 4-9	4	16.67%	3	15.00%
Secondary Education 7-12	4	16.67%	3	15.00%
Intervention Specialist K-12	6	25.00%	3	15.00%
ESL/Foreign Language K-12	4	16.67%	4	20.00%
Physical Education K-12	0	0.00%	0	0.00%
Career Technical 9-12	3	12.50%	3	15.00%
Total	24		20	

Q25 - Looking ahead to the next 1-5 years, please indicate whether you agree or disagree with the U.S. Bureau of Labor Statistics as it relates to your district's needs. According to the U.S. Bureau of Labor Statistics, there will be a growth in the following areas through 2024:

Elementary teachers by 6%				
	2020 N	2020 %	2021 N	2021 %
Agree with estimated growth	6	75.00%	4	80.00%
Disagree - growth will exceed	1	12.50%	0	0.00%
Disagree - growth will be less	1	12.50%	1	20.00%
Total	8		5	

Secondary teachers by 6%				
	2020 N	2020 %	2021 N	2021 %
Agree with estimated growth	8	100.00%	4	80.00%
Disagree - growth will exceed	0	0.00%	0	0.00%
Disagree - growth will be less	0	0.00%	1	20.00%
Total	8		5	

Middle school teachers by 6%				
	2020 N	2020 %	2021 N	2021 %
Agree with estimated growth	7	87.50%	5	100.00%
Disagree - growth will exceed	0	0.00%	0	0.00%
Disagree - growth will be less	1	12.50%	0	0.00%
Total	8		5	

Preschool teachers by 7%				
	2020 N	2020 %	2021 N	2021 %
Agree with estimated growth	5	62.50%	4	80.00%
Disagree - growth will exceed	1	12.50%	0	0.00%
Disagree - growth will be less	2	25.00%	1	20.00%
Total	8		5	

Kindergarten teachers by 6%				
	2020 N	2020 %	2021 N	2021 %
Agree with estimated growth	5	62.50%	4	80.00%
Disagree - growth will exceed	2	25.00%	0	0.00%
Disagree - growth will be less	1	12.50%	1	20.00%
Total	8		5	

Career Technical by 0% in secondary				
	2020 N	2020 %	2021 N	2021 %
Agree with estimated growth	2	25.00%	4	80.00%
Disagree - growth will exceed	6	75.00%	1	20.00%
Disagree - growth will be less	0	0.00%	0	0.00%
Total	8		5	

Career Technical by 6% in middle school				
	2020 N	2020 %	2021 N	2021 %
Agree with estimated growth	5	62.50%	3	60.00%
Disagree - growth will exceed	2	25.00%	1	20.00%
Disagree - growth will be less	1	12.50%	1	20.00%
Total	8		5	

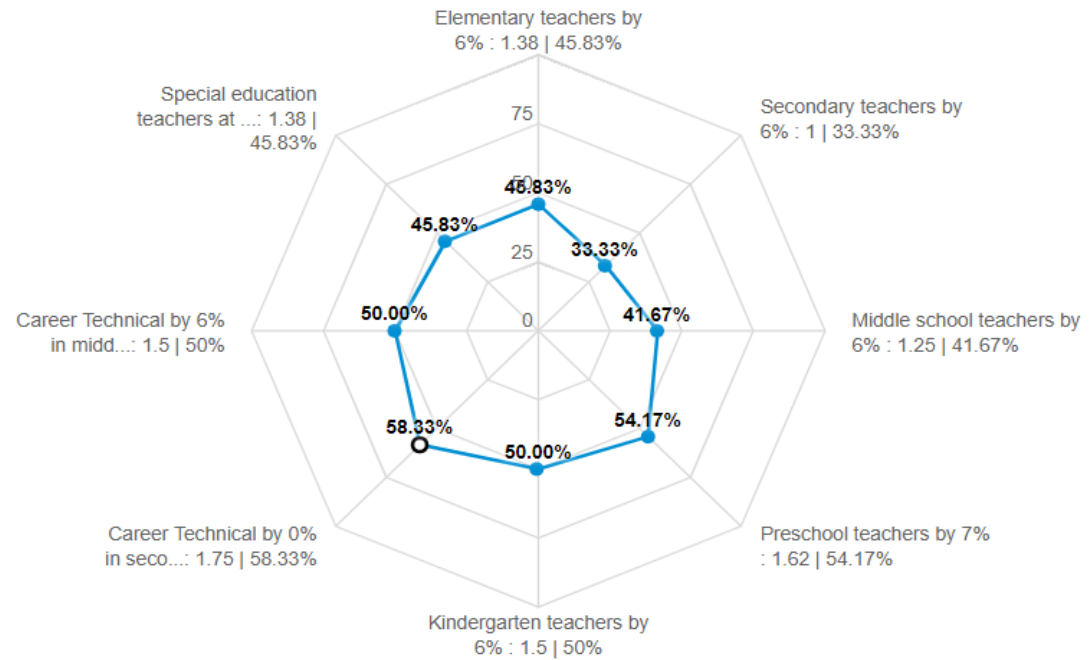
Special education teachers at all levels by 6%				
	2020 N	2020 %	2021 N	2021 %
Agree with estimated growth	5	62.50%	4	80.00%
Disagree - growth will exceed	3	37.50%	1	20.00%
Disagree - growth will be less	0	0.00%	0	0.00%
Total	8		5	

2020 Breakdown of responses to the U.S. Bureau of Labor Statistics prompts as related to the superintendent's answer about areas of need in their district.

	District will need Elementary Education P-5			District will need Middle Childhood 4-9		District will need Secondary Education 7-12	District will need Career Technical 9-12	District will need Intervention Specialist K-12
	Elementary teachers by 6%	Preschool teachers by 7%	Kindergarten teachers by 6%	Middle school teachers by 6%	Career Technical by 6% in middle school	Secondary teachers by 6%	Career Technical by 0% in secondary	Special education teachers at all levels by 6%
Agree with estimated growth	3	2	2	3	2	4	2	3
Disagree - growth will exceed estimate	0	0	0	0	1	0	1	3
Disagree - growth will be less than estimate	0	1	1	1	1	0	0	0

NOTE: Superintendent demand for ESL/Foreign Language K-12 did not have a clear corresponding alignment in the U.S. Bureau of Labor Statistics questions.

Looking ahead to the next 1-5 years, please indicate whether you agree or disagree with the U.S. Bureau of Labor Statistics as it relates to your district's needs. According to the U.S. Bureau of Labor Statistics, there will be a growth in the following areas through 2024:



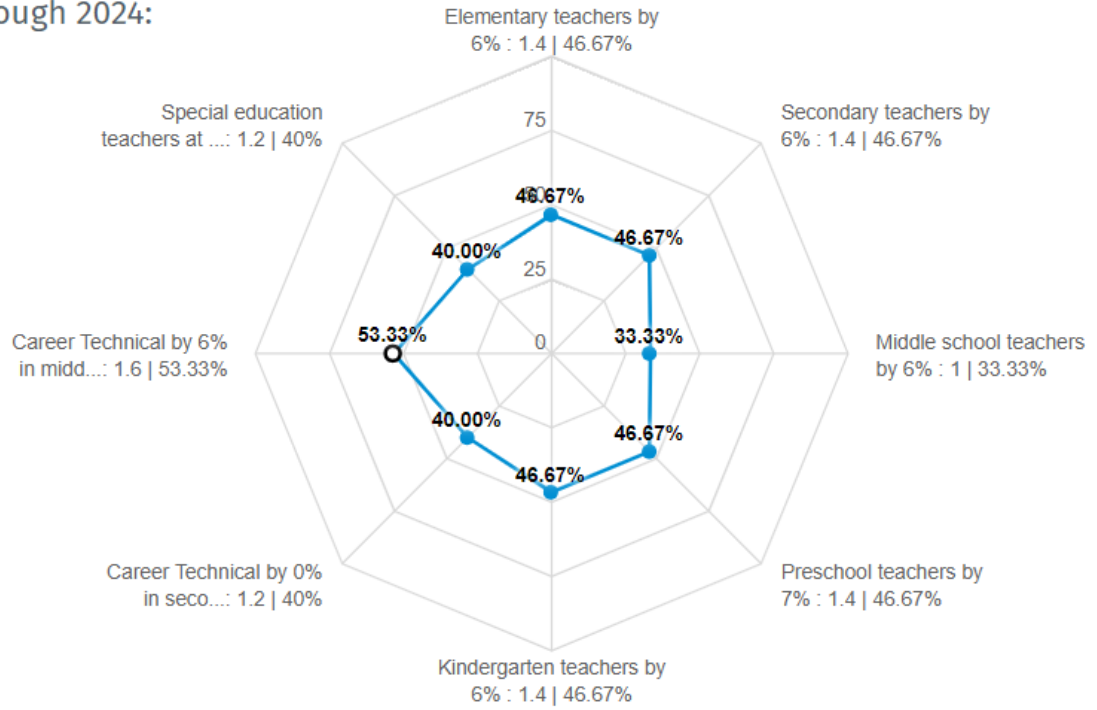
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2021 Breakdown of responses to the U.S. Bureau of Labor Statistics prompts as related to the superintendent's answer about areas of need in their district.

	District will need Elementary Education P-5			District will need Middle Childhood 4-9 Career		District will need Secondary Education 7-12	District will need Career Technical 9-12	District will need Intervention Specialist K-12
	Elementary teachers by 6%	Preschool teachers by 7%	Kindergarten teachers by 6%	Middle school teachers by 6%	Technical by 6% in middle school	Secondary teachers by 6%	Career Technical by 0% in secondary	Special education teachers at all levels by 6%
Agree with estimated growth	3	3	3	3	1	3	2	2
Disagree - growth will exceed estimate	0	0	0	0	1	0	1	1
Disagree - growth will be less than estimate	1	1	1	0	1	0	0	0

NOTE: Superintendent demand for ESL/Foreign Language K-12 did not have a clear corresponding alignment in the U.S. Bureau of Labor Statistics questions.

Looking ahead to the next 1-5 years, please indicate whether you agree or disagree with the U.S. Bureau of Labor Statistics as it relates to your district's needs. According to the U.S. Bureau of Labor Statistics, there will be a growth in the following areas through 2024:



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