



## **TEACHERS EVALUATE KEY DISTRICT LEADERS**

Below is a summary of the results of this year's CTA Leadership Survey. The survey was completed by over 800 teachers in the Charleston County School District. The complete results can be found on the Charleston Teacher Alliance [web site](#).

Leaders were rated based on the following scale:

- 4: Highly Effective
- 3: Effective
- 2: Minimally Effective
- 1: Ineffective

### **Principals**

Principals were evaluated on 16 different leadership criteria. Overall, 32 schools were rated Effective, 23 were rated only Minimally Effective, and 4 were rated Ineffective.

The top schools received an overall rating over 3.5 and have been designated as "Leadership Honor Roll Schools."

Academic Magnet High\*\*\*\*  
Charles Pinckney Elementary  
Chicora Elementary  
Garrett Academy of Technology  
Hursey Elementary  
James Island Charter High  
Mitchell Elementary  
Montessori Community School  
Moultrie Middle  
North Charleston Creative Arts  
Northwoods Middle  
Oakland Elementary\*\*\*\*  
Pinehurst Elementary\*  
W.B. Goodwin Elementary  
Whitesides Elementary  
Zucker Middle\*

*\*Honor Roll school 2 consecutive years*

*\*\*\*\*Honor Roll school 5 consecutive years*

The bottom schools received an overall rating of 1.99 or lower and have been designated as “Leadership At-Risk Schools.”

Baptist Hill High\*\*  
Ellington Elementary\*\*  
Memminger Elementary  
West Ashley Middle

*\*\*At-risk school 3 consecutive years*

In order to receive a rating, schools had to have a minimum of three teachers participate in the survey. A handful of schools did not meet this criterion.

### **Superintendent**

The Superintendent was evaluated on five different leadership criteria and received an overall rating of “Minimally Effective” from teachers (2.13). This is an increase from last year’s score of 2.01 and the prior year’s 1.41. It is the third consecutive year that the score has shown improvement.

Individual scores for the Superintendent (previous scores in parentheses):

- \*Communicates effectively with teachers: 2.18 (2018: 2.03) (2017: 1.43)
- \*Seeks teachers' input before making important decisions: 2.00 (2018: 1.91) (2017: 1.29)
- \*Makes sound educational decisions that give students the best chance to succeed: 2.16 (2018: 2.08) (2017:1.48)
- \*Values teachers: 2.13 (2018: 2.00) (2017: 1.41)
- \*Is an effective leader: 2.15 (2018: 2.04) (2017: 1.46)

### **School Board**

The CCSD School Board was also evaluated on five different leadership criteria and received an overall rating of “Ineffective” from teachers (1.76). This is an increase from last year’s score of 1.68 and the prior year’s 1.47. It is the third consecutive year that teachers have rated the board Ineffective.

Individual scores for the School Board (previous year’s scores in parentheses):

- \*Communicates effectively with teachers: 1.78 (2018: 1.69) (2017: 1.52)
- \*Seeks teachers' input before making important decisions: 1.67 (2018: 1.61) (2017: 1.38)
- \*Makes sound educational decisions that give students the best chance to succeed: 1.78 (2018: 1.74) (2017: 1.52)
- \*Values teachers: 1.79 (2018: 1.69) (2017: 1.46)
- \*Demonstrates effective leadership: 1.76 (2018: 1.68) (2017: 1.48)

### **TROUBLE LOOMS FOR TEACHER RETENTION**

The survey revealed a high percentage of Charleston teachers who considered leaving the profession during the 2018-2019 school year. 39% considered it outright and 27% say they

would have considered it if they were financially able to do so. Only 31% say they did not consider it.

Teachers provided a range of specific reasons why they would consider leaving the teaching profession. These are available in the final results on the CTA website. Among the top reasons cited were unrealistic expectations, stress, lack of parental support, poor student discipline, lack of respect for the profession, low salary and benefits, overwork, large class sizes, negative impact on teacher families, and overtesting.

The CTA will continue to analyze the issue and work with district leaders to improve conditions.