



Summer Report on School Leadership

The results of the CTA's 2014-2015 survey on school leadership are generally positive. A majority of our schools' administrations scored an overall grade of B or C.

Some schools' principals deserve special recognition for their excellence. We are calling these our "Honor Roll Schools." They received an overall A grade (which means on our list of 16 criteria, they scored an A in a minimum of 4 categories).

Academic Magnet High
Belle Hall Elementary
Corcoran Elementary
Harbor View Elementary
Laing Middle
Mt. Pleasant Academy
Oakland Elementary
Pinckney Elementary
Pinehurst Elementary
Zucker Middle

Some schools' principals, however, are on the opposite end of the spectrum. These schools are our "At-Risk Schools." They received an overall F grade (which means on our list of 16 criteria, they scored an F in a minimum of 4 categories).

Angel Oak Elementary
Buist Academy
CE Williams Middle
Ellington Elementary
Garrett Academy
Haut Gap Middle
Hunley Park Elementary
James Island Elementary
Jennie Moore Elementary
Lambs Elementary
Mary Ford Elementary
Morningside Girls Academy
St. Andrew's Elementary
Sanders-Clyde Elementary
School of the Arts
Springfield Elementary
Stiles Point Elementary
West Ashley Middle

These grades reflect the CTA's belief that a successful principal:

- Is an effective leader.

- Oversees a positive school climate and working environment.
- Is respected by students.
- Gives teachers the academic freedom to teach their classes the way they believe is best.
- Makes a sincere and sustained effort to address teacher concerns.
- Firmly supports teachers on matters of student discipline and behavior.
- Ensures that teachers do not have to worry about retaliation if they disagree on an issue or report a concern.
- Directs a faculty senate that empowers teachers to be more involved in the decision making process.
- Ensures that meetings are focused and productive.
- Treats all school staff and teachers equally and fairly.
- Ensures that teachers, other administrators, and office staff do their jobs effectively.
- Maintains a professional tone with students and does not blur the lines between adult and peer.
- Supervises assistant principals with clearly-defined roles who exhibit these same qualities.

Notes regarding these results:

1. The complete results of the CTA's 2014-2015 survey on administrative leadership can be downloaded from our web site [here](#). Results are sorted by school with each question appearing on a separate page.

2. Category grades were assigned like this:

- **A:** All votes were either for "Strongly Agree" or a combination of "Strongly Agree" and "Somewhat Agree" with the former outvoting the latter and with no "Disagrees" recorded
- **B:** Same as A but with "Somewhat Agree" outvoting "Strongly Agree"
- **C:** More "Agree" votes than "Disagree" votes
- **D:** Equal number of "Agree" and "Disagree" votes
- **F:** More "Disagree" votes than "Agree" votes
- **INC:** Fewer than 3 votes recorded

3. If you see an error in the recording of grades at your school, please let us know as soon as possible.

4. Written comments will be forwarded to district officials, but we have not included them here. Unfortunately, many of you fear retaliation from your administrators and we want you to be as anonymous as possible.

5. We will forward these results to district officials, including the new superintendent, and will work to ensure that change is forthcoming at schools reporting problems with their principals. The CTA steering committee has elected not to publicize these results at this time due to the new superintendent recently being named. We will work to forge a positive working relationship with this individual and feel it would be best not to start by having the names of our "At-Risk" schools publicized. We are depending on you (particularly if you work at one of our "At-Risk" schools) to let us know of specific instances where things are getting better or worse.

6. Please recruit people to join the CTA. Many schools were not able to register a grade because of the low numbers of teachers voting. The more teachers who vote in our surveys, the more validity our surveys have. Any CCSD teacher can join by filling out [this form](#).

Please let us know if you have any questions or see any problems. Enjoy the rest of your summer and thank you for being a teacher!

Yours,

Jody Stallings

Director, Charleston Teacher Alliance