

HASA's Salary Study Survey Results Executive Summary

Purpose:

On March 9, 2011, Dan Valdez, David Steele, Richard Martinez, and John Miliziano reviewed the Administrative Salary Proposal Analysis during a HASA General Meeting at Chamberlain High School. Two weeks later, HASA surveyed HCPS administrators to learn more about their thoughts and perceptions about the results of the HASA salary study and administrators' salaries.

Survey:

HASA sent an email to all HCPS administrators inviting them to take an online survey by clicking on an embedded link. The HASA ten-question online survey included multiple choice, rating scales, and open ended essay questions. The survey took approximately fifteen minutes to complete. To see the survey questions and the responses in detail, including charts and graphs, please visit the HASA website at www.hasaonline.com.

Participants:

HASA sent an email to more than 900 HCPS administrators asking them to participate in an online survey. Roughly one third of this population (281 people) completed the survey. Most participants worked as a site-based administrator (75.7%) and nearly all were HASA members (91.3%). Of the site-based administrators, 47.6% worked at an elementary school, 17.6% worked at a middle school, 25.2% worked at a high-school, and 9.6% worked in a non-traditional or modified school (such as a K-8, Technical, or Alternative). Years of experience ranged from less than one year to 37 years. 65% of participants worked ten or less years as an administrator.

Results:

- Of the 281 administrators who completed the survey, 37.4% indicated that they attended the HASA Meeting on March 9, 2011.
- 78% of respondents answered *Agree* or *Strongly Agree* to the statement: "The HASA General Meeting on March 9, 2011, was helpful."
- 53% of respondents answered *Agree* or *Strongly Agree* to the statement: "I have enough information to make an informed recommendation about the three administrative scenarios."
- Almost half (48.6%) of HCPS administrators selected the Index Plan as their first preference.
- The Index Plan remained the first preference when compared by experience, school level, or site-based vs. district base positions.
- A review of the responses to the open-ended questions suggested that administrators wanted more information about all three plans. Others said that HASA should try to enhance the present administrative salary schedule and address the anomalies that have crept into the schedule since it was adopted over 10 years ago.

Implications:

HASA recognizes that this salary study represents part of a multi-year effort to address the salaries of HCPS administrators. Due to poor economic conditions nationwide, HASA acknowledges the absence of funds to improve administrators' salaries. Hence, the Superintendent and HASA agree that this may be the best time to explore and develop a plan that could be acceptable to administrators, the superintendent, and the School Board. When funds become available, the district will be ready to implement whatever plan is approved.

Results from the survey revealed the need to develop and share more information about the Index Plan and the Career Ladder Performance Plan.

HASA recognizes that it will take several years to develop a new salary plan that addresses the multiple anomalies across the various administrative levels. HASA will continue to work with the Superintendent and her staff to develop realistic expectations in order to achieve this common goal.