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STATEMENT TO STATEMENT TO STATEMENT		IDENTIFICATION SEQUENCE
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62	63 64 65 66 67 68 69 70 71 72	73 74 75 76 77 78 79 80
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1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 6	65 66 67 68 69 70 71 72	73 74 75 76 77 78 79 80
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1293	0618154367999909210315562070109280816265100120631151656999011063523	169	774	199
1294	106-102117476990220642251769099021 99			
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1334	10333171737799011 99			
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1383	06/8/6000000001180015859990921200015960990922121001606599091212500	16:	560	199
1384	21229041699099011 99			
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FORTRAN Coding Form

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A STUDY OF

CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Tit:	le of Your Present Position /	brieter of Jederal & Spec	ial
	TI: PERSONAL DATA		
1.	Age 36		
2.	Race/Ethnic Background	rucasian	
3.	Past and Current marital Statu	s (check those that apply)	
	Single, never	married	
	X Married for the	e first time	
	Remarried		
	Divorced		
	Widowed		
.4.	Number of Children / Ages of Children //4;;		
5.	In what type of community did; prior to college? (If you live choose the community that you	ed in more than one place,	
	Type of Community	Population	
	Rural	Under 2,500	
	Small town/city	2,500 to 9,999	
		10,000 to 99,999	
	Suburb in metropolitan	100,000 to 249,999	
	area Large city	250,000 to 1.5 million	
		Greater than 1.5 million	

ь.	(Check only one.)
	Farmer
	Unskilled or semiskilled laborer
	Skilled laborer or craftsman
	Professional
	Other (please specify)
7.	Which of the following best describes your $\underline{\text{mother's}}$ occupation? (Check only one.)
	Homemaker
	Farmer
	Unskilled or semiskilled laborer
	Skilled laborer or craftswoman
	White collar employee
	Professional
	Other (please specify)
8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
	Less than eighth grade
	Completed eighth grade
	Some high school
	Completed high school
	Some college
	Associate or Technical degree
	Baccalaureate degree
	Some graduate work
	Graduate or professional degree
9.	How many brothers and sisters did you have as a child?
	/ Older brothers / Older sisters
	Younger brothers Younger sisters

10.	(Write "NA" if you received no religious training.) Baptist
11.	Are you presently a member of a church or religious group? Yes No X
	If you are presently a member of a church or religious group, what kind is it?
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)
1	2 3 4 5 6 7
Very Weak	2 3 4 5 6 7 Average Very Strong
12.	What do you consider your political affiliation?
	Republican Party
	Independent
	Other (please specify)
13.	To what political or civic organizations do you belong?
14.	If you are married, what is the occupation of your husband? Superintendent of Schools
	How does your husband's salary compare to yours?
	Less than your salary
	X About the same as your salary
	More than your salary
15.	In what year did you complete your Bachelor's degree? 1967 What was your major(s)?
	From what institution did you graduate?
	Mashington State University

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED M + 30B + 30 Master's Doctorate or Specialist Washington Washingh State U Institution(s) State U Attended Major(s) 19_ to 19/1/to 19 to Dates when Attended 19 1967 19 Grad School Approx. No. 8 Mo. ____ Mo. Mo. of Months of fulltime study Years of Admin. Yr. O Yr. Yr. Experience when Degree Received Did you apply Yes ___ Yes ___ Yes ___ for financial No No aid? Did you receive Yes Yes Yes Yes No No a loan? Yes Did you receive Yes ____ Yes ___ Yes a fellowship or No ____ No -No assistantship? Did you receive Yes ____ Yes ___ Yes No ____ sabbatical pay? No ____ No V

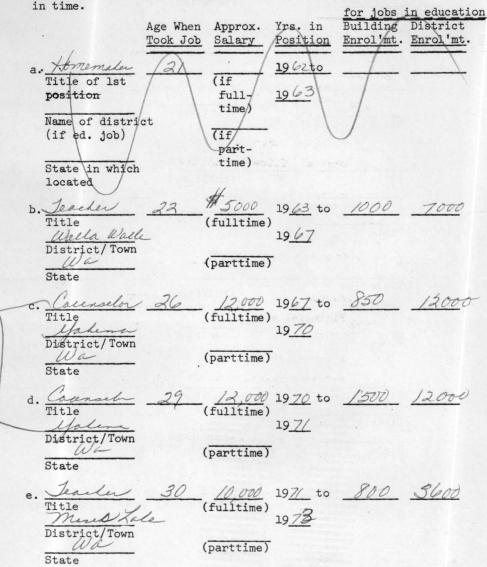
PART II: YOUR CAREER

1.	In what type of district is your <u>present</u> position?
	Elementary
	V Unified K-12
	Secondary
	Other (please specify)
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)
	Rural area
	Small town or city
	Medium-sized city
	Suburb in metropolitan area
	Large city
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?
	Smaller than most districts
	✓ About the same as most districts
	Larger than most districts
	Largest enrollment of all districts
4.	To whom do you directly report? (Give title of position, not name of holder.) Superintendent of Silvale
5.	Approximately how many staff members do you supervise? 14
6.	If you are a building administrator
	a. What is the range of grades your school serves?
	b. What is the sex composition of your school?
	Mostly girls
	About equally boys and girls
	Mostly boys
	c. Is your school a vocational-technical school? Yes
	No

7.	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
	34.
8.	At what age were you first appointed to an administrative or supervisory position?
9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
	Immediate Supervisor
	Building Administrator
	Central Office Administrator (specify position)
	College Professor
	Spouse
	Family
	Other (please specify)
10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
	Financial aid
	Sponsorship
	I was asked to be an intern
	Received suggestions on what steps to take
	Other (please specify)
11.	If you received encouragement to pursue a supervisory or administrative career, <u>how important</u> was that encouragement in your decision to become a supervisor or administrator?
	VeryImportantSomewhatNot VeryNot At All Important _Important _Important

12. On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions.

For each position you need to provide only that information which is <u>applicable</u>. Please begin with your <u>first</u> position after college graduation and work forward in time.



	Age When Took Job		Yrs. In Position	for jobs_Building Enrol'mt.	in ed. District Enrol'mt.
Title WSU	33	13600 (fulltime	19/3to 19/4		
District/Town Wa State		(parttime	<u>e)</u>		
Title Bellens District Town State	ensile of	#12000 (fulltime	19 <u>74</u> to 2) 19 <u>75</u>		
Title Seendale District/ Town State	35	2/,000 (fulltime	1976	1000	3600
i <u>Jed Proj.</u> Title District/Town	36	2/, 500 (fulltime	19 <u>77</u> to		3600
State		(parttim	e)		
j		(fulltim	19 to e) 19		
District/Town		(parttim	e)		

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?
	I do most of the cooking and housework myself
	I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone
	to do most of the housework. I share the cooking and housework with others.
	I share the cooking with others and pay someone to do most of the housework.
	I pay someone to do most of the cooking and the housework.
14.	If you could live your life over, which kind of career would you choose?
	In education, similar to my present career
	In education, but different from my present career
	In another field of employment
	No paid employment; homemaker.
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.
	Teacher in a public school
	Position in larger district
	Position in smaller district
	Superintendency
	Position in state education department
	Position in higher education
	Uncertain
	Do not plan to seek another position
16.	Have there been barriers to your career development?
	VYes No
	If yes, what were are they? personal life us career life -
	keeping a family together well town
	If yes, what were/are they? personal life us career life - keeping a family together will town developing, mabile careers

	-	Yes, willing t	o move to any distri	ict
	_	Yes, but only	to a district like p	present district
		Yes, but only	to a neighboring dis	strict
		Not willing to	leave present distr	riet
			ot willing to leave,	what is your major ur present position?
18.		your career, are der to get a bette		to another <u>state</u> in
		Yes, willing t	to move to any state	
		Yes, but only	within present geogr	raphic region or area
		Not willing to	leave present state	e
19.	fee	the chart below 6	evaluate your job as For each item check	it is now and as you only one space on
			MY JOB	MY JOB
			AS IT NOW IS	AS IT SHOULD BE
			Better Wors	
			Average Average Average	
			/	
	a.	Job Security		
	ъ.	Opportunity to be helpful to others	<u>~</u>	
	c.	Prestige in the community	<u>~</u>	
	d.	Opportunity for independent thought & action		
	e.	Self-fulfillment		

17. In your career, are you willing to move to another district in

the same state in order to get a better position?

20.	When you think about your career, which of the following two statements comes closest to reflecting how you feel about that career? (Choose only one.) I am impressed with how far I have come. I am impressed with what I have yet to do.
	am impressed with what I have yet to do.
21.	Each of the statements in the lefthand column below are about careers in educational administration or women's careers in general. For each statement, circle the number to the right which comes closest to describing how you feel about the statement. Circle only one number for each statement, and do not circle between numbers. There are, of course, no "correct" canswers.
	AGREE NEUTRAL DISAGREE
a.	My career plans have 1 2 3 4 (5) 6 7 always been to advance to more important positions.
b.	I enjoy participating in discussions involving controversial local issues more than in 1 2 3 4 5 6 7 those involving controversial national issues.
c.	A woman owes it to nerself to watch constantly for better job 2 3 4 5 6 7 apportunities.
	am very satisfied 1 2 3 4 5 6 7 with my present AGREE NEUTRAL DISAGREE
e.	The most important aspect of a career 2 or me is a congenial 2 3 4 5 6 7 diving environment.

		AGREE	N	EUTRAL		DISA	GREE
f.The most important aspect of a career for me is good working relationships.	1	2	3	4	5 (6	7
g.The most important aspect of a career for me is holding a job which advances that career.	1	2 (3)	14	5	6	7
h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5 (6	7
If you are not presently \underline{m} next question.	arr	ied, ski	ip i	-m, an	d go	to th	e ·
		AGREE	NE	UTRAL		DISA	GREE
i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	14	5	6	7
j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5 (6	7
1.If I were offered a		AGREE	NE	UTRAL		DISA	GREE
good job in another place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6 (7
m.My husband's occupation is one which can be done in most places.	1	2	3	4	5	6 (7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides <u>against</u>
evening study so that
she can be at home
with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

CAREERS OF	WOMEN	TN	EDUCATIONAL	ADMINISTRATION

4/	1	064
A STUDY OF CAREERS OF WOMEN IN I	EDUCATIONAL ADMINISTRATION	064
Title of Your Present Position Ase	it Supt. Instruction	3
PART I: PERSONAL DATA 1. Age 47 2. Race/Ethnic Background White	Pri tento	47
3. Past and Current marital Status	(check those that apply)	/
Single, never man		_
Remarried	ilist time	
Divorced		0
Widowed		
2		0
4. Number of Children	g the second form	
Ages of Children 25; 21; 7 5. In what type of community did you prior to college? (If you lived choose the community that you the	spend most of your life in more than one place,	3
Type of Community	Population	3
Rural	Under 2,500	William .
Small town/city	2,500 to 9,999	
Medium-sized city	10,000 to 99,999	
Suburb in metropolitan	100,000 to 249,999	
area Large city	250,000 to 1.5 million	
Daige Cloy	Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
0		Unskilled or semiskilled laborer
1		Skilled laborer or craftsman
0		White collar employee
		Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		Homemaker
		Farmer
1		Domestic Worker
		Unskilled or semiskilled laborer
		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
0		Some high school
. 7		Completed high school
/	'	Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
	9.	How many brothers and sisters did you have as a child?
11		
		Younger brothers Younger sisters
-		

		1/
10.	In what religion were you raised? (Write "NA" if you received no religious training.)	4
	y ne the list	•
11.	Are you presently a member of a church or religious group?	,
	Yes No	
	If you are presently a member of a church or religious group, what kind is it?	6
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	7
1	2 3 4 5 6 (7)	
Very Weak		1
12.	What do you consider your political affiliation?	
	Republican Party	2
	Democratic Party	2
	Independent	
	Other (please specify)	2
13.	To what political or civic organizations do you belong?	1
	Chrober of Commerce	
	Women's Forum	,
14.	If you are married, what is the occupation of your husband?	6
	How does your husband's salary compare to yours?	0
	Less than your salary	2
	About the same as your salary	9
	More than your salary	2/
15.	In what year did you complete your Bachelor's degree? 195	/
	What was your major(s)? <u>Speech - Drama</u> From what institution did you graduate? <u>Southern Met</u>	_
	From what institution did you graduate? Southern Mel	h.
	Unev- Dallas	1
		4

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30		Master's	M + 30 or Special		Doctorate	=
Institution(s) Attended				8.7,	A		_
Major(s)				advinis	ento	2	_
Dates when Attended Grad School	19		19 to	19 <u>60</u> to		19 to	
Approx. No. of Months of fulltime study		Mo.	Мо	. 14	Mo.	M	0.
Years of Admin. Experience when Degree Rec		Yr.	Yr	4_	Yr.	<u>Y</u> :	r.
Did you apply for financial aid?	Yes No	_	Yes	0		Yes	_
Did you receive a loan?		_	Yes	Yes	_	Yes	_
Did you receive a fellowship or assistantship?	No		Yes	Yes		Yes	_
Did you receive sabbatical pay?		-	Yes	Yes No		Yes	_

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary)
	Unified	0
	Secondary	
	Other (please specify)_ K-12	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	2
	Small town or city	4
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	2
	Smaller than most districts	1
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.)	2
5.	Approximately how many staff members do you supervise? 15	015
6.	If you are a building administrator	•
	a. What is the range of grades your school serves?	0
	b. What is the sex composition of your school?	
	Mostly girls	^
	About equally boys and girls	0
	Mostly boys	
	c. Is your school a vocational-technical school? YesNo	0

5/1		or supervisory position?
209	8.	At what age were you first appointed to an administrative or supervisory position? 42
	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
		Immediate Supervisor
		Building Administrator
~		Central Office Administrator (specify position)
6		College Professor
		✓ Spouse
		Family
		Other (please specify)
	` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
		Financial aid from spowse
		Sponsorship
1		I was asked to be an intern
		Received suggestions on what steps to take
		Other (please specify)
	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
')		Very Important Somewhat Not Very Not At
_/		Important Important Important Import

On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions. For each position you need to provide only that information which is applicable. Please begin with your first position after college graduation and work forward in time. for jobs in education Building District Age When Approx. Yrs. in Took Job Salary Position Enrol'mt. Enrol'mt. 2400 500 (if Title of 1st fullposition White Oak time) 52-56 - unbenou Name of district (if ed. job) (if parttime) State in which located 1956 to 500 Title. (fulltime) District/ Town (parttime) 9,000 1959 to 700 (fulltime) (parttime) State 92,000 1967 to (fulltime) District/Town (parttime) 18 000 (fulltime) District/Town (parttime) State

128

	Age When Took Job	Approx.	Yrs. In Position		District Enrol'mt
Title District/Town	PORT TO SERVICE SERVIC	(fulltime	19		
State		(parttime	7		
Title District/ Town		(fulltime	19 to	-	
State		(parttime	:)		
Title District/ Town	-	(fulltime	19 to		
State		(parttime	2)		
Title District/Town		(fulltime	19 to		
State		(parttime	2)		
j Title	7	(fulltime	19 to 2)		
District/Town State		(parttime	e)_		

for jobs in ed.

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you presently manage cooking and housework?	
	I do most of the cooking and housework myself	1
	I do most of the cooking myself, but share the housework with others.	/
	I do most of the cooking myself, but pay someone to do most of the housework.	/
	I share the cooking and housework with others.	
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	
	In education, similar to my present career	1
	In education, but different from my present career	- 1
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	X
	Position in larger district	()
	Position in smaller district	
	Superintendency	
	Position in state education department	^
	Position in higher education	
	Uncertain	0
	Do not plan to seek another position	
16.	Have there been barriers to your career development?	-
	YesNo)
	If yes, what were/are they?	1

			you willing to move to a rder to get a better posi	
		Yes, willing	to move to any district	
1		Yes, but only	to a district like prese	ent district
		Yes, but only	to a neighboring distric	et .
0	1	Not willing to	o leave present district	
V			ot willing to leave, what anting to stay in your pa	
		own ou are here	I have one our	families
		your career, are der to get a bett	you willing to move to a er position?	another <u>state</u> in
		Yes, willing	to move to any state	
,	_	Yes, but only	within present geograph	ic region or area
/	_	Not willing to	o leave present state	
6		reason for wa	ot willing to leave, what anting to stay in your pr	
,		Same a	s above	
(fe		evaluate your job as it is For each item check only art.	
			MY JOB	MY JOB
1			AS IT NOW IS	AS IT SHOULD BE
			Better Worse than Average than	Better Worse than Average than
1			Average Average	Average Average
;	a.	Job Security	V	
!	ъ.	Opportunity to be helpful to others	<u>V</u>	
	c.		<u> </u>	
	d.	Opportunity for independent thought & action	v	
	е.	Self-fulfillmen	t 1/	

						* 1					•
20.	When you think about you two statements comes cla about that career? (Choo	oses	t to r	efle	ecting					- /	
	I am impressed	with	how f	ar I	I have	come	distai		,	- 1	
	I am impressed t	with	what	I ha	ave yet	to	do.		1		
21.	Each of the statements: are about careers in edu women's careers in general circle the number to the describing how you feel only one number for each between numbers. There answers.	ral. e ri abo	For ght whout the	admi each ich sta t, a	inistra n state comes atement and do	ement clos	or , est t ircle circl	e)
			AGREE	1	VEUTRAI	,	DIS	AGREE			SCHOOL SECTION
a.	My career plans have always been to advance to more important posit	1 ions	0	3	4	5	6	7			
ъ.	I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	4	5	6	7		4	/
c.	A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	4	5	6	7		4	
d.	I am very satisfied with my present position	1 A	2 AGREE	3	4 NEUTRA	5 AL	6 DIS	7 AGREE		6	
е.	The most important aspect of a career for me is a congenial living environment.	1	(2)	3	4	5	6	7		6	

			AGREE	NI	EUTRAI		DISA	AGREE
6	f.The most important aspect of a career for me is good working relationships.	1	(2)	3	4	5	6	7
4	g.The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
6	h.The most important aspect of a career for me is being near friends and family.	1	(2)	3	4	5	6	7
	If you are not presently mext question.	arr	ied, sk	ip i-	-m, ar	nd go	to th	ie
0			AGREE	NEU	JTRAL		DISA	GREE
2	i.If my husband were offered a job in another place, I would seek a job there too.	1	(2)	3	4	5	6	7
6	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	(2)	3	Į4	5	6	7
2	k.If I were offered a good job in another place, my husband would look for a job there.	1	(2)	3	4	5	6	7
1	1.If I were offered a		AGREE	NEU	JTRAL		DISA	AGREE
6	good job in another place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6	7
2	My husband's occupation is one which can be done in most places.	1	(3)	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

> Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

> Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district. but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education. position of importance

Ms. D feels that she has had a successful career because she has been able to reach a in her community.

COMMENTS AND REACTIONS

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A STUDY OF

CAREERS OF WOMEN IN	EDUCATIONAL ADMINISTRATION	062
Title of Your Present Position	Ess't. Supt.	3
PART I: PERSONAL DATA		35
1. Age 35		
2. Race/Ethnic Background	hite	1
3. Past and Current marital Statu		/
Single, never	married	7
Married for the		- Contracts
Remarried		,
Divorced		/
Widowed		1
4. Number of Children		
Ages of Children $2; 8;$		0
5. In what type of community did; prior to college? (If you live choose the community that you	ed in more than one place,	3
Type of Community	Population	3
Rural	Under 2,500	
X Small town/city	2,500 to 9,999	
Medium-sized city	10,000 to 99,999.	
Suburb in metropolitan	100,000 to 249,999	
area Large city	250,000 to 1.5 million	
The State of the State of	Greater than 1.5 million	

6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
	Farmer
1	Unskilled or semiskilled laborer
11	Skilled laborer or craftsman
4	
•	Professional
	Other (please specify)
7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
	Homemaker
	Farmer
1	Domestic Worker
/	Unskilled or semiskilled laborer
1	Skilled laborer or craftswoman
	White collar employee
	Professional
	Other (please specify)
8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
	Less than eighth grade
	Completed eighth grade
6	Some high school
1)	Completed high school
	Some college
	Associate or Technical degree
	Baccalaureate degree
	Some graduate work
0	Graduate or professional degree
49.	How many brothers and sisters did you have as a child?
U	Older brothers Older sisters
	Younger brothers / Younger sisters

10.		0.000
	(Write "NA" if you received no religious training.)	
	Tresbegterian	
11.	Are you presently a member of a church or religious group?	
	Yes No	1 .
	If you are presently a member of a church or religious	
	group, what kind is it? (atholic	
	U	
	How strong do you consider your affiliation with your present church or religious group? (Circle the number	. And
	which best describes that affiliation.)	
		0
Very	2 3 4 5 6 7 y Average Very	P
Weak		
12.	What do you consider your political affiliation?	~
		1
	Republican Party	-
	Democratic Party	
	Independent	
	Other (please specify)	. 19
13.	1.11	
	mans Diederated Club	C
		1 00
14.	If you are married, what is the occupation of your husband?	1-0
	Sales Representative - Cothing Manufactur	: 60 mon
		on from
	How does your husband's salary compare to yours?	
	Less than your salary	0
	About the same as your salary	2
	More than your salary	00
		21
15.	In what year did you complete your Bachelor's degree? 63	
	What was your major(s)? English	
	From what institution did you graduate? East Desas)
	State Union	Oak
		7 /

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended	C.T.SU))	1)	
Major(s)	English	English	Curriculur	
Dates when Attended Grad School	1965	19 <u>6</u> 550	19200	19 to
Approx. No. of Months of fulltime study	4/2Mo.	Мо.	Мо.	Mo.
Years of Admin Experience when Degree Re-	Yr.	Yr.	Yr.	Yr.
Did you apply for financial aid?	Yes	Yes	Yes No	Yes
Did you receiv a loan?	e Yes	Yes No	Yes No	Yes
Did you receiv a fellowship o assistantship?	r No V	Yes No 又	Yes No	Yes
Did you receiv sabbatical pay	-	Yes No	Yes No	Yes

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary)
	Unified	4
	Secondary 1/10 0 4. 1 1 1	101
	X Other (please specify) K-12 Quelipendent School	of Deat
2.	Which of the following best describes the $\underline{location}$ of your district? (Choose only one.)	
	Rural area	1
	Small town or city	d
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	,
	X Smaller than most districts	1
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.),	2
	Superinterdent	000
5.	Approximately how many staff members do you supervise?	000
6.	If you are a building administrator N/A	0
	a. What is the range of grades your school serves?	
	b. What is the sex composition of your school?	
	Mostly girls	3
	About equally boys and girls	0
	Mostly boys	-
	c. Is your school a vocational-technical school? YesNo	0

CARD OF	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
	32
0628	At what age were you first appointed to an administrative or supervisory position?
3 9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
	Immediate Supervisor
	Building Administrator
3	Central Office Administrator (specify position)
	College Professor
	Spouse
	Family
	Other (please specify)
` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
4	Financial aid
	Sponsorship
	I was asked to be an intern
	Received suggestions on what steps to take
	Other (please specify)
11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator? Very Important Somewhat Not Very Not At All
	Important Important Important Important Important

For each position you nation which is applifirst position after in time.	licable. Pleas	e begin wit	h your ork forwar		
Age	When Approxok Job Salary		Building		1 .
Social Secretary &	23 4100	1963to6	*		
position	full- time)	1964			
Name of district (if ed. job)	(if				
State in which located	time)	8 %			
Draduate act	24	19 <u>64</u> to			
District/ Town	(fulltime	19 65			
State	(parttime)			
English recher	25 \$\frac{\mathfrak{9}{130}}{\text{fulltime}}) 1965 to		1700	
District/Town	(===++:==	19/1			
State	(parttime	- 1		2000	
Title	(fulltime	19 <u>70</u> to		2000	
District/Town	(parttime	7			
Homemaker &	81 X	19 7 / to			
Lafantle	(fulltime				
District/Town State	(parttime)			

	Age When Took Job		Yrs. In Position	for jobs_Building Enrol'mt.	in ed. District Enrol'mt.
Title TS U		(fulltime	1972to		10,00
State Curr. Oir Title Commune District/ Tow	<	//5000 (fulltime	19 <u>73</u> to		1400
State h. Astlur Title District/ Tow		2000 (fulltime	19 <u>75</u> to	nt	1400
State i. Title District/Town		(fulltim	19 to	E 100	
State j_ Title		(parttim	19to		
District/Town	-	(parttim	e)		

(use additional sheet if necessary)

Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?	
I do most of the cooking and housework myself	
I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others.	3
I share the cooking with others and pay someone to do most of the housework.	
I pay someone to do most of the cooking and the housework.	
If you could live your life over, which kind of career would you choose?	
In education, similar to my present career	- 1
In education, but different from my present career	
In another field of employment	
No paid employment; homemaker.	
Which of the following positions do you hope to obtain in the future. Check as many as apply.	
Teacher in a public school	
Position in larger district	M
Position in smaller district	
Superintendency	- 1
Position in state education department	C
Position in higher education	X
	0
Do not plan to seek another position	
Have there been barriers to your career development? Yes No)
	0
	I do most of the cooking and housework? I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others. I share the cooking with others and pay someone to do most of the housework. I pay someone to do most of the cooking and the housework. If you could live your life over, which kind of career would you choose? X In education, similar to my present career In education, but different from my present career In another field of employment No paid employment; homemaker. Which of the following positions do you hope to obtain in the future. Check as many as apply. Teacher in a public school Position in larger district Superintendency Position in state education department Position in higher education Uncertain Do not plan to seek another position Have there been barriers to your career development?

	11.	the same state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
		Yes, but only to a neighboring district
-		Not willing to leave present district
1		If you are not willing to leave, what is your major reason for wanting to stay in your present position? The satisfiction
	18.	In your career, are you willing to move to another state in order to get a better position?
		Yes, willing to move to any state
		Yes, but only within present geographic region or area
-		Not willing to leave present state
/		If you are not willing to leave, what is your major reason for wanting to stay in your present location?
2	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.
121		MY JOB AS IT NOW IS Better Worse Better Worse than Average than Average Average Average Average
		a. Job Security X
1		b. Opportunity to be helpful to X
2		c. Prestige in the community
1		d. Opportunity for independent thought & action
1		e. Self-fulfillment X

20		When you think about you two statements comes comes comes that career? (Choose I am impressed I am impressed	loses oose with	t to ronly o	efl ne. ar	ecting) I have	how	you f		
21.		Each of the statements are about careers in e women's careers in gencircle the number to to describing how you fee only one number for eabetween numbers. There answers.	in t ducat eral. he ri l abo	he lefional For ght who ut the atemen	tha adm eac ich st	nd coluinistra h state comes atement	umn tation	elow or sest t	.e	
				AGREE		NEUTRAI		DIS	AGREE	L
		My career plans have always been to advance to more important posi		2	3	4	-5	6	7	
		I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	4	5	6	7	_
		A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	4	5	6	7	
	-	I am very satisfied with my present position	(1) A	2 GREE	3	4 NEUTRA	5 AL	6 DIS	7 AGREE	-
		The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	-

		AG	REE	NE	UTRAL		DISA	AGREE
7	f.The most important aspect of a career for me is good working relationships.		2	3	4	5	6	7
1	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
7	h.The most important aspect of a career for me is being near friends and family.		2	3	4	5	6	7
1	If you are not presently next question.	marrie	d, sk	ip i-	m, an	d go	to th	ie
		AG	REE	NEU'	TRAL		DISA	AGREE
	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4 .	5	6	7
7	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	.4	5	6	7
3	k.If I were offered a good job in another place, my husband would look for a job there.	1 1	2	3	4	5	6	7
-	1.If I were offered a	AG:	REE	NEU	TRAL		DISA	AGREE
7	good job in another place, my husband would go with me even if ther were not a job there for him.		2	3	4	5	6	7
1	My husband's occupation is one which can be don in most places.		2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

STUDY OF

A DIODI OI		
CAREERS OF WOMEN IN	EDUCATIONAL ADMINISTRATION	05-
Title of Your Present Position_A	Ssistant Supt.	3
PART I: PERSONAL DATA		1-
1. Age 4.2		42
2. Race/Ethnic Background Cau	casian	1
3. Past and Current marital Statu	s (check those that apply)	1
Single, never	married	
Married for th	e first time	2
Remarried		
Divorced		0
Widowed		
4. Number of Children		0
Ages of Children 20 ;;		,
5. In what type of community did	you spend most of your life	/
prior to college? (If you liv choose the community that you	ed in more than one place,	
Type of Community	Population	>1
Rural	Under 2,500	- 1
Small town/city	2,500 to 9,999	
Medium-sized city	10,000 to 99,999	
	100,000 to 249,999	
area	250,000 to 1.5 million	

Greater than 1.5 million

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one)
1		Farmer
		Unskilled or semiskilled laborer
		Skilled laborer or craftsman
		White collar employee
		Professional
		Other (please specify)
	7.	Which of the following best describes your mother's occupation? (Check only one)
1		Homemaker
		Farmer
		Domestic Worker
- 1		Unskilled or semiskilled laborer
		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
1		Completed eighth grade
		Some high school
1		Completed high school
		Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
^	9.	How many brothers and sisters did you have as a child?
11		Older brothers / Older sisters
		Younger brothers / Younger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.) Church of Christ
11.	Are you presently a member of a church or religious group?
	Yes No
	If you are presently a member of a church or religious
	group, what kind is it? Christian Church
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)
1	(2) 3 4 5 6 7
Very	
Weak	Strong
12.	What do you consider your political affiliation?
	Republican Party
	Democratic Party
	Independent
	Other (please specify)
13.	To what political or civic organizations do you belong?
	Neighborhood Civic Club
14.	If you are married, what is the occupation of your husband?
	Educator
	How does your husband's salary compare to yours?
	Less than your salary
	About the same as your salary
	More than your salary
3.5	2
15.	In what year did you complete your Bachelor's degree? 1962
	What was your major(s)? Education
	From what institution did you graduate?
	Univ. of Houston

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for <u>each</u> degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

	PROGRAM	OF	STUDY O	R DEG	REE REC			
	B + 30	_	Master	's	or Specia		Doctor	ate
Institution(s)		_	Univ.	of 1 to	uston			
Major(s)			Admir Edw					
Dates when Attended Grad School	19 E	0	19 <u>6</u> 3		19_ t	0	19 19	to
Approx. No. of Months of fulltime study	0	Mo.		Мо.		Mo.		Mo.
Years of Admin. Experience when Degree Rec		Yr.	-	Yr.	T A TOTAL	Yr.		Yr.
Did you apply	Yes _	/	Yes		Yes		Yes	
for financial aid?	No _	-	No		No		No	
Did you receive a loan?	Yes _ No _	<u>/</u>	Yes No	_	Yes No		Yes No	_
Did you receive a fellowship or assistantship?		~	Yes		Yes No	=	Yes No	=
Did you receive sabbatical pay?			Yes				Yes	

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	
	Unified	
	Secondary	1
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	
	Small town or city	6
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	
	Smaller than most districts	1 /
	About the same as most districts	4
	Larger than most districts	/
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.) Associate Supt.	1
5.	Approximately how many staff members do you supervise? 18	018
6.	If you are a building administrator	1
	a. What is the range of grades your school serves?	0
	b. What is the sex composition of your school?	
	Mostly girls	
	About equally boys and girls	
	Mostly boys	
	c. Is your school a vocational-technical school? Yes	0

CARD	02	At what age did you <u>first decide</u> to seek an administrative
057		or supervisory position?
031	8.	At what age were you first appointed to an administrative or supervisory position?
3	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
		Immediate Supervisor
7		Building Administrator
~		Central Office Administrator (specify position)
- A		College Professor
		Spouse
. As		Family
CX		Other (please specify)
	` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
		Financial aid
		Sponsorship
4		I was asked to be an intern
		Received suggestions on what steps to take
		Other (please specify)
3	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?

1222509359

12. On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions. For each position you need to provide only that information which is applicable. Please begin with your first position after college graduation and work forward in time. for jobs in education Building District Age When Approx. Yrs. in Took Job Salary Position Enrol'mt. Enrol'mt. 1953 ta56 (if Title of 1st position fulltime) Name of district (if ed. job) (if parttime) State in which located Homemaker Title (fulltime) District/Town (parttime) State tart-Time Student Title (evenings (fulltime) District/Town (parttime) State \$5,000 1962to Title (fulltime) Houston ISA District/Town Teras (parttime) State 11,000 Title

(fulltime)

(parttime)

Houston ISD District/Town

State

	Age When Took Job	Approx.	Yrs. In Position	for jobs Building Enrol'mt.	District
f. Asst Supt. Houston ISD District/Town State	39	/8,000 (fulltime	,	ent	-
g. Title District/ Town State		(fulltime	19		
h		(fulltim	19		
i	- doing		19 to e) 19e)		
Title District/Town		(fulltim	19		

State

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?	
	I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others.	2
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	
	In education, similar to my present career	
	In education, but different from my present career	/
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	0
	Position in larger district	0
	Position in smaller district	
	Superintendency	
	Position in state education department	
	Position in higher education	()
	Uncertain	0
	Do not plan to seek another position	
16.	Have there been barriers to your career development?	^
	Yes No	
	If yes, what were/are they?	
		0

	17.	In your career, are you willing to move to another district in the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
1		Yes, but only to a district like present district
1		Yes, but only to a neighboring district
0		Not willing to leave present district
-		If you are not willing to leave, what is your major reason for wanting to stay in your present position? Family ties:
	18.	In your career, are you willing to move to another <u>state</u> in order to get a better position?
		Yes, willing to move to any state
1		Yes, but only within present geographic region or area
		Not willing to leave present state
0		If you are not willing to leave, what is your major reason for wanting to stay in your present location?
1	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.
		MY JOB AS IT NOW IS Better Worse Better Worse than Average than Average Aver
1		a. Job Security
		b. Opportunity to be helpful to others c. Prestige in the community
,		d. Opportunity for independent thought & action
		e. Self-fulfillment

20.	When you think about your career, which of the foll two statements comes closest to reflecting how you about that career? (Choose only one.)	
	I am impressed with how far I have come. I am impressed with what I have yet to do.	2
21.	are about careers in educational administration or women's careers in general. For each statement, circle the number to the right which comes closest describing how you feel about the statement. Circl only one number for each statement, and do not circ between numbers. There are, of course, no "correct answers.	to e le "
a.	a.My career plans have 1 2 3 4 5 6 always been to advance to more important positions.	SAGREE 7
Ъ	in discussions involving controversial local issues more than in those involving controversial national issues.	7 4
c.	c. A woman owes it to herself to watch con- stantly for better job opportunities.	7
d.	d. I am very satisfied 2 3 4 5 6 with my present AGREE NEUTRAL DI	7 SAGREE
e.	e. The most important aspect of a career for me is a congenial living environment.	7 6

		AGREE	NE	UTRAL		DIS	SAGREE
6	f.The most important aspect of a career for me is good working relationships.	(2)	3	4	5	6	7
6	g.The most important aspect of a career for me is holding a job which advances that career.	2	3	4	5	6	7
7	h.The most important aspect of a career for me is being near friends and family.	2	3	4	5	6	7
	If you are not presently marr next question.	ied, sk	kip i-	m, an	d go	to t	he
1		AGREE	NEU	TRAL		DIS	SAGREE
1	i.If my husband were offered a job in another place, I would seek a job there too.	2	3	14	5	6	7
7	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	2	3	14	5	6	7
7	k.If I were offered a good job in another place, my husband would look for a job there.	2	3	4 .	5	6	0
	1.If I were offered a	AGREE	NEU	TRAL		DIS	SAGREE
7	good job in another place, my husband would go with me even if there were not a job there for him.	2	3	4	5	6	7
7	m.My husband's occupation is one which can be done l in most places.	2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

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COMMENTS AND REACTIONS

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A STUDY OF

	A DIODI OI		
	CAREERS OF WOMEN IN	EDUCATIONAL ADMINISTRATION	055
Tit	ele of Your Present Position	ssistant Supt.	3
PAR	T I: PERSONAL DAȚA		49
1.	Age 49		N
2.	Race/Ethnic Background		1
3.	Past and Current marital Status	(check those that apply)	•
	Single, never m	parried	2
	Married for the	e first time	
	Remarried		0
	Divorced		0
	Widowed		,
4.	Number of Children		1
	Ages of Children 22; 18;		~
5.	In what type of community did y prior to college? (If you live choose the community that you to	ed in more than one place,	- 1
	Type of Community	Population	1
	Rural	Under 2,500	4
	Small town/city	2,500 to 9,999	
	Medium-sized city	10,000 to 99,999	
	Suburb in metropolitan	100,000 to 249,999	
	area Large city	250,000 to 1.5 million	
		Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
		Unskilled or semiskilled laborer
		Skilled laborer or craftsman
1		White collar employee
1		Professional
		Other (please specify)
	7.	Which of the following best describes your mother's occupation? (Check only one.)
		Homemaker
		Farmer
1		Domestic Worker
		Unskilled or semiskilled laborer
1		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
1	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
1		Less than eighth grade
0		Completed eighth grade
		Some high school
		Completed high school
		Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
~	9.	How many brothers and sisters did you have as a child?
()		Older brothers Older sisters
V		Younger brothers Younger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.)
11.	Are you presently a member of a church or religious group?
	Yes No_
	If you are presently a member of a church of religious group, what kind is it?
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)
1	2 3 4 5 6 7
Very Weak	Average Very Strong
12.	What do you consider your political affiliation?
	Republican Party
	Democratic Party
	Independent
	Other (please specify)
13.	To what political or civic organizations do you belong?
14.	If you are married, what is the occupation of your husband?
	minister of music and Education shund
	How does your husband's salary compare to yours?
	Less than your salary
	About the same as your salary
	More than your salary
15.	In what year did you complete your Bachelor's degree? 49
	What was your major(s)? Spech Edication
	From what institution did you graduate? Way and Beptis Cadege
	5

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

Institution(s) Attended John Fish Ity of Keinston	PROGRAM OF S B + 30	Master's	M + 30 or Specialist	Doctorate
Major(s) Special Educ. Supervision. Administration Dates when Attended Grad School	53 54 19 <u>6</u> to 69		19 <u>71</u> to	19 to 19
Approx. No. of Months of fulltime study	Mo.	Mo.	Mo.	Мо.
Years of Admin Experience when Degree Red	Yr.	Yr.	Yr.	Yr.
Did you apply for financial aid?	Yes	Yes	Yes	Yes
Did you receive a loan?	e Yes No	Yes No	Yes	Yes
Did you receive a fellowship or assistantship?	r No	Yes	Yes No	Yes
Did you receive sabbatical pay		Yes	Yes	Yes

PART II: YOUR CAREER

1.	In what type of district is your present position?	2
	Elementary	1
	Unified	
	Secondary	, ,
	Other (please specify) assist Supt of total de	struct
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	-,,
	Rural area	W
	Small town or city	
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	2
	Smaller than most districts	9
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.)	115
5.	Approximately how many staff members do you supervise? 115	-
6.	If you are a building administrator	0
	a. What is the range of grades your school serves?	
	b. What is the sex composition of your school?	0
	Mostly girls	0
	About equally boys and girls	
	Mostly boys	^
	c. Is your school a vocational-technical school? Yes	0
	No No	

055	7.	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
	8.	At what age were you first appointed to an administrative or supervisory position?
3	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
		Immediate Supervisor
-		Building Administrator
5		Central Office Administrator (specify position)
		College Professor
160		Spouse
		Family
		Other (please specify)

Financial aid

Sponsorship

I was asked to be an intern

Received suggestions on what steps to take

neounaged me to Other (please specify) {

11. If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?

Sømewhat __Not Very __Not At All Very Important Important Important Important Important

12. On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions. For each position you need to provide only that information which is applicable. Please begin with your first position after college graduation and work forward in time. for jobs in education Age When Approx. Yrs. in Building District Took Job Salary Position Enrol'mt. Enrol'mt. Title of 1st position fulltime) Name of district (if ed. job) (if parttime) State in which located District/Town (parttime) (fulltime) District/Town (parttime) State (fulltime) District/Town (parttime) (parttime) State

			Approx.	Yrs. In Position		in ed. District Enrol'mt.
48	f. Derector Title Typien J District/Town State	39 curbonds	/5000, (fulltime	1976		1200
78	g. Casest Supt Title Cypnen Jan District/ Town Legos State	48 fmbs	(fulltime	1927	6	15000
23	h		(fulltime	19		0
	i		(fulltime		Unit add a	
	j Title District/Town		(fulltime	19		

State

(use additional sheet if necessary)

ich of the following statements best describes how you esently manage cooking and housework? I do most of the cooking and housework myself I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others. I share the cooking with others and pay someone to do most of the housework. I pay someone to do most of the cooking and the housework. you could live your life over, which kind of career ald you choose? In education, similar to my present career	
I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others. I share the cooking with others and pay someone to do most of the housework. I pay someone to do most of the cooking and the housework. you could live your life over, which kind of career ald you choose?	
housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others. I share the cooking with others and pay someone to do most of the housework. I pay someone to do most of the cooking and the housework. you could live your life over, which kind of career ald you choose?	
to do most of the housework. I pay someone to do most of the cooking and the housework. you could live your life over, which kind of career ald you choose?	
housework. you could live your life over, which kind of career ald you choose?	
ild you choose?	
In education, similar to my present career	1
_ in succession, similar to my problem cureer	
In education, but different from my present career	
In another field of employment	
No paid employment; homemaker.	
ich of the following positions do you hope to obtain the future. Check as many as apply.	0
Teacher in a public school	\ \
Position in larger district	U
Position in smaller district	
Superintendency	
Position in state education department	
Position in higher education	1
Uncertain	0
Do not plan to seek another position	
we there been barriers to your career development?	1
YesNo	
yes, what were/are they?	- 0
	In another field of employment No paid employment; homemaker. Ich of the following positions do you hope to obtain the future. Check as many as apply. Teacher in a public school Position in larger district Position in smaller district Superintendency Position in state education department Position in higher education Uncertain Do not plan to seek another position Te there been barriers to your career development? Yes

	17.	In your career, are you willing to move to another <u>district</u> in the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
1		Yes, but only to a neighboring district
(4		Not willing to leave present district
7		If you are not willing to leave, what is your major reason for wanting to stay in your present position?
	18.	In your career, are you willing to move to another state in order to get a better position?
0		Yes, willing to move to any state
		Yes, but only within present geographic region or area
7		Not willing to leave present state
/		If you are not willing to leave, what is your major reason for wanting to stay in your present location?
1	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.
1		MY JOB AS IT NOW IS Better Worse than Average than Average Average Average Average
1		a. Job Security
1.		b. Opportunity to be helpful to others
1		c. Prestige in the community
1		d. Opportunity for independent thought & action
.1		e. Self-fulfillment
4.		

20.	When you think about you two statements comes clabout that career? (Cho	osest	to r	efle	ecting					
	I am impressed								1	2
21.	Each of the statements are about careers in ed women's careers in gene circle the number to th describing how you feel only one number for each between numbers. There answers.	ucati ral. e rig abou h sta are,	onal For th wh the temen of c	admieachich state, a ours	inistra n state comes atement and do se, no	close close not	or est t ircle circl rect	le 1	1	, 1
		A	GREE	I	VEUTRAL	,	DIS	SAGREE	1	
a	My career plans have always been to advance to more important posit	l ions.	2	3	4	5	6	7		T
Ъ	I enjoy participating in discussions involvin controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	(4)	5	6	7	4	1
c.	A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	4	5	6	6		7
d.	I am very satisfied with my present position	1 AG	2 REE	3	4 NEUTRA	5 L	6 DIS	7 SAGREE		7
e.	The most important aspect of a career for me is a congenial living environment.	î)	2	3	4	5	6	7		7

		AGREE	NEUTRAL		DISA	GREE
6	f.The most important aspect of a career for me is good working relationships.	1 2	3 4	5	6	7
H	g.The most important aspect of a career for me is holding a job which advances that career.	1 2	3 4	5	6	7
7	h.The most important aspect of a career for me is being near friends and family.	1) 2	3 4	5	6	7
	If you are not presently mannext question.	rried, sk	ip i-m, and	d go	to th	е
		AGREE	NEUTRAL		DISA	GREE
	i.If my husband were offered a job in another place, I would seek a job there too.	1 2	3 4	5	6	7
7	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	2	3 4	5	6	7
4	k.If I were offered a good job in another place, my husband would look for a job there.	1 2	3 4	5	6	7
H	1.If I were offered a	AGREE	NEUTRAL		DISA	GREE
	good job in another place, my husband would go with me even if there were not a job there for him.	1 2	3 4	5	6	7
7	is one which can be done in most places.	1 (2)	3 14	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides <u>against</u> evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

4/4

A STUDY OF

	CAREERS OF WOMEN IN	EDUCATIONAL ADMINISTRATION	05
Tit	le of Your Present Position	est. Supt. for In	structio
PAR	T I: PERSONAL DATA		
1.	Age 38		25
2.	Race/Ethnic Background	wasian	30
3.	Past and Current marital Status	(check those that apply)	1
	Single, never n	narried	2
	Married for the	e first time	
	Remarried		
	Divorced		1
	Widowed		
.4.	Number of Children		1
	Ages of Children $6;8;$	iii	1
5.	In what type of community did y prior to college? (If you live choose the community that you to	ed in more than one place,	0
	Type of Community	Population	
	Rural	Under 2,500	CA.
	Small town/city	2,500 to 9,999	8
	Medium-sized city	10,000 to 99,999	
	Suburb in metropolitan	100,000 to 249,999	
	Large city	250,000 to 1.5 million	
		Greater than 1.5 million	

	0.	which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
-		Unskilled or semiskilled laborer
5		Skilled laborer or craftsman
-		White collar employee
		Professional
		Other (please specify)
	7.	Which of the following best describes your $\underline{\text{mother's}}$ occupation? (Check only one.)
		Homemaker
		Farmer
		Domestic Worker
		Unskilled or semiskilled laborer
7		Skilled laborer or craftswoman
/		White collar employee
(Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
		Some high school
		Completed high school
		Some college
0		Associate or Technical degree
8		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
	9.	How many brothers and sisters did you have as a child?
1		Older brothers Older sisters
1		/ Younger brothers / Younger sisters

10.	In what religion (Write "NA" if y		religious	training.)		6
11.	Are you presentl	y a member of a	a church or	religious	group?	
		lo .			0.000	
	If you are pre	sently a member	of a chur	ch or reli	gious	
	group, what kin	d is it? 12	raptic	1		6
	How strong do y present church which best desc	or religious gr	coup? (Cir			
1)	2 3	3 4	5	6	7	
Very		Average		C	Very	
Weak				5	trong	
12.	What do you cons	ider your polit	tical affil	iation?		
	Republican	Ponty				1
	Democratic					1
	Independen					
		ase specify)				
						,
13.		/ /	1	do you bel	ong?	
	socal c	ivical	ub-			
14.	If you are marri	ed what is the	occupatio	n of your	hughand?	
		Ingine			nas bana.	5
	How does your hu	0			100	5
		ess than your s		,		
		bout the same a		arv		2
		lore than your s				
					1	2/
15.	In what year did	- 17	111		e7 60	- '
	What was your ma					
	From what instit	ution did you g	graduate?	miner	at to	2
	Jam M	were 8	iare u	roveru	ary	9

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30	o 	Master's	or Specialis	Doctor	ate
Institution(s) Attended	4		Und He	aslon	20,0	124
Major(s)						
Dates when Attended Grad School	19 19		19 <u>6</u> to	19 to	19 <u>62</u>	
Approx. No. of Months of fulltime study		Mo.	12 M	O. M	10. 9	Mo.
Years of Admin. Experience when Degree Rec		Yr.	O y	r. Y	(r. 2)	Yr.
Did you apply	Yes		Yes _	Yes	Yes	
for financial aid?	No		No	No _		V
Did you receive a loan?	Yes No	_	Yes		Yes No	V
Did you receive a fellowship or assistantship?		_	Yes	YesNo		V
Did you receive sabbatical pay?		_	Yes	Yes		

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	2
	Unified	
	Secondary \(\begin{align*} \text{V} & \text{12} \end{align*}	
	Other (please specify) $k-12$	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	7
	Small town or city	
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	
	Smaller than most districts	7
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not	7
	name of holder.)	
		. ~ 0
5.	Approximately how many staff members do you supervise? 150	150
6.	If you are a building administrator	
	a. What is the range of grades your school serves?	8
	b. What is the sex composition of your school?	
	Mostly girls	
	About equally boys and girls	0
	Mostly boys	0
	c. Is your school a vocational-technical school? Yes	_
	. No	()
	178 CP - 78 CP - 18 CP - 18 CP - 18 CP - 18 CP - 18 CP - 18 CP - 18 CP - 18 CP - 18 CP - 18 CP - 18 CP - 18 CP	

CARDOZ	7.	At what age did you <u>first decide</u> to seek an administrative or supervisory position?
054	8.	At what age were you first appointed to an administrative or supervisory position?
3	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
		,Immediate Supervisor
		Building Administrator
41		Central Office Administrator (specify position)
7		College Professor
		Spouse
No		Family
		Other (please specify)
W	10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
184		Financial aid
		Sponsorship
7		I was asked to be an intern
Lamenter		Received suggestions on what steps to take
MY = 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Other (please specify)
	11.	If you received encouragement to pursue a supervisory or administrative career, <u>how important</u> was that encouragement in your decision to become a supervisor or administrator?
3		Very Important Somewhat Not Very Not At All Important Important Important Important
	m	we encouraging than important to my de asion.

						6
12.	outline the posit education. Inclu	w and on the next ions you have held de any time you sp Also include pa	both in a ent as a f	nd <u>out</u> of ulltime		6
	For each position mation which is a first position af	you need to provi pplicable. Please ter college gradua	de only the	at infor-	d	0
	in time.	Age Uhon Annuar	Vmc in		in education	0
		Age When Approx. Took Job Salary	Yrs. in Position	Building Enrol'mt.	Enrol'mt.	00
	a. teacher Title of 1st	21 4500, (if	19/0/to	2	verylon	00
	Houston	full- time)	19/04			5
	Name of distriction (if ed. job)	t (if				M
	/X	part- time)				mothe
	State in which located					of per
	b. teacher	25 5,500		7.	10,000	are och
	Title Clear Cree	(fulltime)	1967			ina VI
	District/Town	(parttime)				ora 7
	State					1
	c. tracher	28 6/00 (fulltime)		750	13/50	1
	District/Town	od (Tulltime)	1968			2
	State	(parttime)				08
	0.10:	19 11M	1968 to	210	1000	09
T	Title,	(fulltime)		XUU	100	20
	District/Town	(end training	1969			28
	State	(parttime)				29
	acting Prin.	30 9,000	1969 to	1050	1.900	22
	Title	(fulltime)	1970			33
	District/Town	(parttime)				33
	State	(par cermo)				00
						02
						1
						73
						Contracts)

		Age When Took Job	Approx.			in ed. District Enrol'mt.	
	f. Principal Title Friendscoor	231	12,000 (fulltime	1970 to	1150	2,500	
	District/ Town State		(parttime	.)			
Accurate	g Asst Supt. Fitle Friendswoo	33	22,450 (fulltime	19 <u>75</u> to		3,010	
	District/ Town State		(parttime	2)			
	h		(fulltime	19 to		-	
	District/ Town State		(parttime	e)			
	i		(fulltime	19 to			
	District/Town State		(parttime				
	j	-	(fulltime	19 to e)			
	District/Town State		(parttime				

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?	
	I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others.	
	I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others.	,
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	1
	In education, similar to my present career	
	In education, but different from my present career	11-1
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	
	Position in larger district	V
	Position in smaller district	0
	Superintendency	
	Position in state education department	
	Position in higher education	~
	Uncertain	()
	Do not plan to seek another position	0
16.	Have there been barriers to your career development?	
	Yes No	
	If yes, what were/are they?	1
		0

	17.	In your career, are y					ict in	
		Yes, willing to	move to	any dis	trict			
		Yes, but only t	o a distr	ict lik	e prese	nt district		
_		Yes, but only t	o a neigh	boring	distric	t		
		Not willing to	leave pre	sent di	strict			
1		If you are not reason for wan						
			me		The state of the s	Cn .	anin	afer
		2/2/	ingsev.	1 1	vitt	Catinal	atin	30
	18.	In your career, are y order to get a better	ou willing				in (7
		Yes, willing to	move to	any sta	te			
		Yes, but only w				c region or	area	
-		Not willing to						
1		If you are not				is your ma,	or	
		reason for war		1	your pr	esent locat	on?	
-		Same	as	2000	ve		_	
			Of the second				_	
	19.	On the chart below ever feel it should be. Feach part of the chart	or each i					
			MV	JOB		MY JO	2	
1				NOW IS		AS IT SHOU		
1		E	Better than Av	Werage	orse	Better than Ave:	Wor	
1		<u>A</u>	verage		erage	Average	Aver	
		a. Job Security	_			/_		
,		b. Opportunity to be helpful to	<u> </u>		_	V _		
2		others c. Prestige in the community	<u> </u>	_	_			_
2		d. Opportunity for independent thought & action	_			-		
/		e. Self-fulfillment	<u> </u>	_				-

20.	When you think about you two statements comes clabout that career? (Choose the company of the co	oses	st to r	efle	ecting				
	I am impressed								2
21.	Each of the statements are about careers in edwomen's careers in gene circle the number to the describing how you feel only one number for each between numbers. There answers.	ucat ral. e ri abo	For eight who but the	adm: each ich sta t, a	inistra h state comes atement and do	close close not o	or est t rcle eircl rect"	e	2
9	My career plans have	1	(2)	3	h h	5		7	
a.	always been to advance to more important posit		3.	3	4	,	0	e E	
b	I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	ĺ	2	3	14	5	6	7	7
c.	A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	4	5	6	7	4
d.	I am very satisfied with my present position	1	2 AGREE	3	4 NEUTRA	5 AL	6 DIS	7 AGREE	7
е.	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	4

			AGREE	NEUTRAL		DISA	AGREE
4	f. The most important aspect of a career for me is good working relationships.	1	2	3 (4)	5	6	7
3	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3 4	5	6	7
4	h.The most important aspect of a career for me is being near friends and family.	1	2	3 4	5	6	7
	If you are not presently next question.	marr	ied, sl	kip i-m, an	d go	to th	ıe
			AGREE	NEUTRAL		DISA	GREE
3	i.If my husband were offered a job in another place, I would	1	2	3 4	5	6	7

seek a job there too.

go with him even if there was not a job

k.If I were offered a good job in another

1.If I were offered a good job in another

were not a job there

My husband's occupation is one which can be done 1

in most places.

place, my husband would look for a job there.

place, my husband would go with me even if there 1

another place, I would 1

2

1 2

AGREE

2

NEUTRAL

DISAGREE

j.If my husband were offered a job in

for me.

for him.

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

0

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

2

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

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Questions 22 and 23 are forced chaice items. Each situation could have better solutions.

A STUDY OF

	A STUDY OF		0.10
	CAREERS OF WOMEN IN	EDUCATIONAL ADMINISTRATION	048
Ti	tle of Your Present Position_	Esst Supt.	3
PA	RT I: PERSONAL DATA		45
1.	Age 45		1
2.		W	1
3.	Past and Current marital Status	s (check those that apply)	7
	Single, never n	narried	3
	Married for the	e first time	•
	Remarried		0
	Divorced		^
	Widowed		0
.4.	Number of Children 2		
	Ages of Children 20 32;		2
5.	0.1		
	prior to college? (If you live choose the community that you		7
			/
	Type of Community	Population	1
	Rural	Under 2,500	
	Small town/city	2,500 to 9,999	
	Medium-sized city	10,000 to 99,999	
	Suburb in metropolitan area		
	Large city	250,000 to 1.5 million	
		Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
		Unskilled or semiskilled laborer
-		Skilled laborer or craftsman
4		White collar employee
		Professional
		Other (please specify)
	7.	Which of the following best describes your $\underline{\text{mother's}}$ occupation? (Check only one.)
		Homemaker
		Farmer
1		Domestic Worker
1		Unskilled or semiskilled laborer
1		Skilled laborer or craftswoman
'		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your <u>mother</u> have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
		Some high school
		Completed high school
1		Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
	9.	How many brothers and sisters did you have as a child?
		Older brothers Older sisters
1		2 Younger brothers 2 Younger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.) **Protestant**	
11.	Are you presently a member of a church or religious group? Yes	
	If you are presently a member of a church or religious group, what kind is it?	
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	
1	2 3 4 5 6 7	
Very		
Weak	Strong	
12.	What do you consider your political affiliation?	
	Republican Party	
	Democratic Party	
	Independent	
	Other (please specify)	
13.	To what political or civic organizations do you belong?	
	More O	
14.	If you are married, what is the occupation of your husband?	
	How does your husband's salary compare to yours?	
	Less than your salary	
	About the same as your salary	
	More than your salary	THE REAL PROPERTY.
15.		
	What was your major(s)? 6l. 6d - Kistary	
	From what institution did you graduate?	
	Incarnate Word College	-
	5	

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for $\frac{\text{each}}{\text{degree}}$ or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended		Trinity		
Major(s)		Supv. History		
Dates when Attended Grad School	19 to	19 <u>70</u> to	19 to	19 to
Approx. No. of Months of fulltime study	Mo.	3 Mo.	Mo.	Мо.
Years of Admin. Experience when Degree Rec	Yr.	_/ Yr.	Yr.	Yr.
Did you apply	Yes	Yes	Yes	Yes
for financial aid?	No	No _	No	No
Did you receive a loan?	Yes	Yes	Yes	Yes
Did you receive a fellowship or assistantship?	No	Yes	Yes	Yes
Did you receive sabbatical pay?	-	Yes	Yes	Yes

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	2
	Unified	2
	Secondary	0
	Secondary Other (please specify) Independent Jehr	al Distric
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	,
	Small town or city	
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	
	Smaller than most districts	9
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	•
4.	To whom do you directly report? (Give title of position, not name of holder.) Supumbandent	2
5.	Approximately how many staff members do you supervise? 30	050
6.	If you are a building administrator	
	a. What is the range of grades your school serves?	0
	b. What is the sex composition of your school?	
	Mostly girls	
	About equally boys and girls	
	Mostly boys	
	c. Is your school a vocational-technical school? YesNo	Ö

card 02	. At what age did you <u>first decide</u> to seek an administrative or supervisory position?
(3110	or supervisory position:
048 8	. At what age were you first appointed to an administrative or supervisory position?
3	40
9	. If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
	Immediate Supervisor
2	Building Administrator
5	Central Office Administrator Suptre Supt
	College Professor
	Spouse
	Family
1	Other (please specify)
9	. If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
1	Financial aid
~	Sponsorship
	I was asked to be an intern
	Received suggestions on what steps to take
	Other (please specify) Officed a fellowsky
5	
4	Very Important Somewhat Not Very Not At All Important Important Important Important

12.	On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions.	
	On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions. For each position you need to provide only that information which is applicable. Please begin with your first position after college graduation and work forward in time. Age When Approx. Yrs. in Building District)
	a. teacher 35 4000 1967 to 71 600 5000 Title of 1st (if position ALAMO HEIGHTS full-time)	
	Name of district (if ed. job) Control	,
	b. Printiple 39 950 19 1/to 72 600/5000 Title (fulltime) Pland It E161413 19 District/Town Quality (parttime)	:
	c. Printpil 39 15008 1972 to print 35/3000 06 Title (fulltime) 19 19 35/3000 36	, 7
	d. AsstSupt 40 23000 1973 to present 3500 40 Tigle (fulltime) 19_ 19_ 19_ 19_ 19_ 19_ 19_ 19	7
	District/100h State O 4 O 4 O 5 O 5 O 6 O 7	

(parttime)

District/Town

State

	Age When Took Job	Approx. Salary	Yrs. In Position	for jobs Building Enrol'mt.	District Enrol'mt.
f. Title District/Town State		(fulltime	19		
g. Title District/ Town State	-	(fulltime	19	<u> </u>	
h	96,	(fulltime	19	process s subsects	
Title District/Town State	10 m	(fulltime	e) ₁₉	ought or /	
Title District/Town		(fulltim	19	\$ 100	

State

(use additional sheet if necessary)

Nhich of the following statements <u>best</u> doresently manage cooking and housework?	describes how you
I do most of the cooking and house	ework myself
I do most of the cooking myself, b housework with others.	out share the
I do most of the cooking myself, b to do most of the housework. I share the cooking and housework	
I share the cooking with others and to do most of the housework.	nd pay someone
I pay someone to do most of the conhousework.	ooking <u>and</u> the
If you could live your life over, which would you choose?	kind of career
In education, similar to my presen	nt career
In education, but different from m	my present career
In another field of employment	
No paid employment; homemaker.	
Which of the following positions do you in the future. Check as many as apply.	hope to obtain
Teacher in a public school	
Position in larger district	
Position in smaller district	
Superintendency	
Position in state education depart	ment
Position in higher education	
Uncertain	
Do not plan to seek another positi	on
Have there been barriers to your career	development?
Yes No	

	Τ1.	the same state in order to get a better position?
1		Yes, willing to move to any districts
/		Yes, but only to a district like present district
		Yes, but only to a neighboring district
		Not willing to leave present district
		If you are not willing to leave, what is your major reason for wanting to stay in your present position?
1	18.	In your career, are you willing to move to another state in order to get a better position? Yes, willing to move to any state Yes, but only within present geographic region or area
		Not willing to leave present state
1		If you are not willing to leave, what is your major
		reason for wanting to stay in your present location?
2	19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart.
-		MY JOB , MY JOB
1		MY JOB AS IT NOW IS AS IT SHOULD BE
1		Better Worse Better Worse than Average than than Average than
'		Average Average Average Average Average
1		a. Job Security
i		b. Opportunity to
1		be helpful to
1		c. Prestige in the community
1		d. Opportunity for independent thought & action
1		e. Self-fulfillment

0.	When you think about you two statements comes cleabout that career? (Chocare I am impressed to the company of t	ose	st to only	refle	ecting	how	you f			1
	I am impressed									-
1.	Each of the statements are about careers in edwomen's careers in gene circle the number to the describing how you feel only one number for each between numbers. There answers.	uca ral e r ab	tional For ight w out th tateme	admi each hich e st	inistr n stat comes atemen	emen clo	n or t, sest t Circle circl	e		/
	answers.		AGREE]	NEUTRA	L	DIS	SAGREE		C
a.	My career plans have always been to advance to more important posit		2	3	4	5	6	7	,	
b.	I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	14	5	6	7	(9
c.	A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	14	5	6	7	-	
d.	I am very satisfied with my present position	1	2 AGREE	3	4 NEUTF	5 RAL	6 DIS	7 SAGREE		
е.	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	_	2

-,			AGREE	NE	UTRAL		DISA	GREE
6	f. The most important aspect of a career for me is good working relationships.	1	Ø	3	4	5	6	7
3	g. The most important aspect of a career for me is holding a job which advances that career.	1	2 (3	4	5	6	7
2	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
	If you are not presently me next question.	arı	ried, sk	ip i-	m, and	d go t	to the	9
			AGREE	NEU'	TRAL		DISA	GREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
0	<pre>k.If I were offered a good job in another place, my husband would look for a job there.</pre>	1	2	3	4	5	6	7
	1.If I were offered a good job in another		AGREE	NEU	TRAL		DISA	GREE
0	place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6	7
0	My husband's occupation is one which can be done in most places.	1	2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides <u>against</u> evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

2

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

Dugan my Career at a time when I knew what I wanted. Many supportains educators encouraged me and dasse have been opened to me. I like people, I like what I do.

A STUDY OF

CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Tit	le of Your Present Position	PRINCIPAL	
PAR	T I: PERSONAL DATA		200
1.	Age 20		03
2.	Race/Ethnic Background ANO	L-and glad schall	Ц
3.	Past and Current marital Statu		1
	Single, never	married	30
	Married for the	e first time	50
	Remarried		1
	Divorced		. 1
	Widowed		1
.4.	Number of Children —0— Ages of Children N/A;;		1
	Ages of Children $\frac{\mathcal{V}/A}{4}$;;	ii	^
5.	In what type of community did; prior to college? (If you live choose the community that you	ed in more than one place,	0
	Type of Community	Population	0
	Rural	Under 2,500	0
	Small town/city	2,500 to 9,999	0
	Medium-sized city	10,000 to 99,999	
	Suburb in metropolitan	100,000 to 249,999	3
	area Large city	250,000 to 1.5 million	
	Darge Cloy	Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
		Unskilled or semiskilled laborer
		Skilled laborer or craftsman
7		White collar employee
5		Professional
		Other (please specify)
	7.	Which of the following best describes your $\underline{\text{mother's}}$ occupation? (Check only one.)
		Homemaker
		Farmer
		Domestic Worker
	•	Unskilled or semiskilled laborer
)	Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
		Some high school
1		Completed high school
1		Some college
9		✓ Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
1	9.	How many brothers and sisters did you have as a child?
1		2 Older brothers Older sisters
(1)		Younger brothers Younger sisters

r

10.	In what religion were you raised? (Write "NA" if you received no religious training.)	7
	ROMAN CATHOLIC	0
11.	Are you presently a member of a church or religious group? Yes No If you are presently a member of a church or religious group, what kind is it? R.C.	2
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	
1	2 3 4 6 7	5
Very		
12.	What do you consider your political affiliation?	•
	Republican Party	2
	Democratic Party	
	Independent	
	Other (please specify)	
13.	To what political or civic organizations do you belong?	0
14.	If you are married, what is the occupation of your husband?	0
	How does your husband's salary compare to yours?	
	Less than your salary	A
	About the same as your salary	
	More than your salary	
15.	In what year did you complete your Bachelor's degree? 67	20
	What was your major(s)? SociAL Studies	
	From what institution did you graduate?	2
	NAZARETH CAMPUS - SPALDING COLLEGE	0
		-

23 1 1 2 1202222 26 zeros

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED M + 30Doctorate B + 30 Master's or Specialist OHIO STATE Institution(s) Attended UNIV. HOUSTEN Major(s) 19**5** to 19**69** to 19**24** to 19_ to Dates when 19**3** 19 present 19_ Attended Grad School all part time Approx. No. Mo. 12 Mo. Mo. Mo. of Months of fulltime study Years of Admin. Yr. O Yr. Yr. Yr. Experience when Degree Received Did you apply Yes ___ Yes ___ Yes ___ Yes ___ for financial No No No No aid? Did you receive Yes Yes Yes a loan? No No No Yes Yes No Did you receive Yes Yes Yes a fellowship or No No No assistantship? Did you receive Yes Yes Yes Yes No No No No

PART II: YOUR CAREER

1.	In what type of district is your present position?	2
	Elementary	1
	Unified	
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	
×	Small town or city	5
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	3
	Smaller than most districts	
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.) Assistant Deputy Superintendent	020
5.	Approximately how many staff members do you supervise? 20	020
6.	If you are a building administrator	0
	a. What is the range of grades your school serves? 6-10	9
	b. What is the sex composition of your school?	
	Mostly girls	7
	About equally boys and girls	3
	Mostly boys	
	c. Is your school a vocational-technical school? Yes	/

At what age did you first decide to seek an administrative or supervisory position? At what age were you first appointed to an administrative or supervisory position? 9. If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one) Immediate Supervisor Building Administrator Central Office Administrator (specify position) College Professor Spouse Family Other (please specify) 10. If you received encouragement, what kind of encouragement did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to take Other (please specify) 11. If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator? Important Somewhat Not Very Not At All Very Important Important Important Important

12. On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a <u>fulltime</u> homemaker as well. Also include part-time positions.

For each position you need to provide only that information which is <u>applicable</u>. Please begin with your <u>first</u> position after college graduation and work forward in time.

in time.		Pe Praga		for jobs	in educatio
	Age When Took Job		Yrs. in Position	Building	District Enrol'mt.
a. Collator Title of 1st	20	p/+ /	Summer 19 to	AND A SE	
position		full- time	19		
Name of distri	ict	(if)			
State in which	n	time)			
Assistant b. Librarian	21		Feb 1968 to		
Title <u>CLEVELAND</u> District/ Town		(fulltime)	1968		
OHIO State		(parttime)			
c. ELEM. TEACHE	(520 mate (fulltime)	1968 to	500	
District/Town	Wese		1969	June 69 - A	uc 70
OH10 State			A49		
d. HEAD TELLER Title	24_	fulltime)			
District/Town OHIO		parttime)	1972		
State End Transc		600	JAN	440	NA
e. ENG. TEACHER Title SEABLOOK		fulltime)	19 <u>73</u> to	700	
District/Town TEXAS	(parttime)	14		
State					

		Age When Took Job		Position		District Enrol'mt.	
28	f. PLINC IPAL Title Stablook District/Town 76445 State	28	q00 (fulltime	19_75			
28	g. Plincipal Title Houston District/ Town TEXAS	29	1395 (fulltime	1975 to	150	100 000	
28	h. Title District/ Town		(fulltime	19 to	- 12 M A A A A		
02	iTitle		(fulltime				
17	j		(fulltime	19 to e)			
1	State		(par cerm				

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?	
	✓ I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others.	1
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	
	In education, similar to my present career	2
	In education, but different from my present career	2
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	
	Position in larger district	
	Position in smaller district	
	Superintendency	6
	Position in state education department	
	Position in higher education or Law	
	Uncertain	^
	Do not plan to seek another position	U
16.	Have there been barriers to your career development?	
	Yes No	
	If yes, what were/are they?	0

	11.	the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
		Yes, but only to a neighboring district
9		Not willing to leave present district
2		If you are not willing to leave, what is your major reason for wanting to stay in your present position?
	18.	In your career, are you willing to move to another state in order to get a better position? Yes, willing to move to any state
		Yes, but only within present geographic region or area
7		Not willing to leave present state
		If you are not willing to leave, what is your major
		reason for wanting to stay in your present location?
1	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.
		MY JOB AS IT NOW IS Better Worse Better Worse
4		than Average than than Average than Average Average Average Average
2		Average Average Average Average
		a. Job Security
		b. Opportunity to be helpful to others
-		c. Prestige in the community
i		d. Opportunity for independent thought & action
		e. Self-fulfillment
500		

20.	When you think about yo two statements comes cl about that career? (Cho	ose	st to r	efl	ecting				
	I am impressed	wit:	h how f	ar	I have	come	1228		0
	I am impressed	wit:	h what	Ιh	ave ye	t to d	lo.		2
21.	Each of the statements are about careers in edwomen's careers in genecircle the number to the describing how you feel only one number for each between numbers. There answers.	uca ral e r ab	tional For ight whout the tatemen	adm eac ich st	inistr h stat comes atemen and do	ement close t. C:	or est t ircle	e	
			AGREE		NEUTRA	L	DIS	AGREE	4
a	My career plans have always been to advance to more important posit	1 ion	2 s.	3.	4	5	6	7	1
b	·I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	4	5	6	7	4
С	· A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	4	5	6	7	2
đ	I am very satisfied with my present position	1	2 AGREE	3	4 NEUTR	(5) AL	6 DIS	7 AGREE	2
е	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	3	6	7	6

		I	AGREE	NI	EUTRAI	,	DIS	AGREE
5	f.The most important aspect of a career for me is good working relationships.	1	2	3	4	5	6	7
3	g.The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
5	h.The most important aspect of a career for me is being near friends and family.	1	2	(3)	4	5	6	7
	If you are not presently mext question.	arri	ied, s	kip i-	-m, ar	nd go	to t	he
		1	AGREE	NEU	JTRAL		DIS	AGREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	Ц.	5	6	7
0	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
	1.If I were offered a	I	AGREE	NEU	JTRAL		DIS	AGREE
U	good job in another place, my husband would go with me even if there were not a job there for him.	1	2	3	14	5	6	7
1				ni i				
0	is one which can be done in most places.	1	2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

> Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

✓ Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

> Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education. position of importance -

Ms. D feels that she has had a successful career because she has been able to reach a in her community.

COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

The most important aspect of a career for me is to make a worthwhile contribution to society

4/11

A STUDY OF

CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position 7.	riverPAL	
PART I: PERSONAL DATA		A20
1. Age 35	was jakolini sa Youshik af	038
2. Race/Ethnic Background BC	ACK	4
3. Past and Current marital Statu		
Single, never	married	35
Married for th	e first time	
Remarried		2
Divorced		
Widowed		5
4. Number of Children		3
Ages of Children 4;;		0
5. In what type of community did prior to college? (If you liv choose the community that you	ed in more than one place,	1
Type of Community	Population	^
Rural	Under 2,500	0
Small town/city	2,500 to 9,999	0
Medium-sized city	10,000 to 99,999	9
Suburb in metropolitan	100,000 to 249,999	
area Large city	250,000 to 1.5 million	
	Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)			
		Farmer			
		Unskilled or semiskilled laborer			
2		Skilled laborer or craftsman			
5		White collar employee			
		Professional			
		Other (please specify)			
	7.	Which of the following best describes your mother's occupation? (Check only one.)			
		Homemaker			
		Farmer			
		Domestic Worker			
\$		Unskilled or semiskilled laborer			
,		Skilled laborer or craftswoman			
		White collar employee			
		Professional			
		Other (please specify)			
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)			
		Less than eighth grade			
		Completed eighth grade			
		Some high school			
		Completed high school			
2		Some college			
		Associate or Technical degree			
		Baccalaureate degree			
		Some graduate work			
		Graduate or professional degree			
	9.	How many brothers and sisters did you have as a child?			
		4 Older brothers / Older sisters			
		Younger brothers Z Younger sisters			
\wedge					
U					

10.	In what religion were you raised? (Write "NA" if you received no religious training.) BAPTIST	6
11.	Are you presently a member of a church or religious group?	
	Yes No	
	If you are presently a member of a church or religious group, what kind is it? BAPTIST	(
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	P
1	2 3 4 (5) 6 7	
Very Weak	Average Very Strong	5
12.	What do you consider your political affiliation?	
	Republican Party	2
	Democratic Party	2
	Independent	
	Other (please specify)	20198
13.	To what political or civic organizations do you belong? Neigh Borkood Civic Clu B	
14.	If you are married, what is the occupation of your husband?	4
	How does your husband's salary compare to yours?	
	Less than your salary	2
	About the same as your salary	
	More than your salary	21
15.		2.1
	What was your major(s)? Biology, P.E.	3.
	From what institution did you graduate? Frairie Cree	
	NV W	2

9922222

13 zeros

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended			4. of W. Prairie	
Major(s)			Psycholo Adm.	94
Dates when Attended Grad School	19 65 to	19 73 to	19 to	19 to
Approx. No. of Months of fulltime study	Mo.	Mo.	Mo.	Mo.
Years of Admin. Experience when Degree Rec	1/2 Yr.	Yr.	Yr.	Yr.
Did you apply	Yes	Yes	Yes	Yes
for financial aid?	No _	No	No	No
Did you receive a loan?	Yes No	Yes	Yes	Yes
Did you receive a fellowship or assistantship?	Yes No	Yes	Yes	Yes
Did you receive sabbatical pay?	Yes No	Yes	Yes	Yes

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	0
	Unified	2
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	-
	Small town or city	2
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	11
	Smaller than most districts	4
	About the same as most districts	- 1
	Larger than most districts	
	Largest enrollment of all districts	1
4.	To whom do you directly report? (Give title of position, not name of holder.) ASSIT Aroa 24 Pt.	
5.	Approximately how many staff members do you supervise? 20	026
6.	If you are a building administrator	
		4
	a. What is the range of grades your school serves?	1
	b. What is the sex composition of your school?	
	Mostly girls	1
	About equally boys and girls	1
	Mostly boys	
	c. Is your school a vocational-technical school? Yes	2

and o	2	and the second s
and t	7	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
-20		29
038	8.	At what age were you first appointed to an administrative or supervisory position?
4	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
		Immediate Supervisor
		Building Administrator
		Central Office Administrator (specify position)
		College Professor
		Spouse
		Family
		Other (please specify)
	10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
,		Financial aid
/-		Sponsorship
0		I was asked to be an intern
		Received suggestions on what steps to take
		Other (please specify) LACEd in Na Activa)
	11.	If you received encouragement to pursue a supervisory or administrative career, <u>how important</u> was that encouragement in your decision to become a supervisor or administrator?
3		VeryImportantSomewhatNot VeryNot At All ImportantImportantImportantImportant

ma fi	or each position ation which is a irst position af in time.	pplicable	e. Please	begin wit	th your work forward	d in education	000
			Approx. Salary	Yrs. in Position	Building Enrol'mt.	District Enrol'mt.	00
a.	Title of 1st position Hand of district	24 t	Syco (if full- time)	1965 to	3,000	246,000	00
h	(if ed. job) State in which located	28	(if part-time)	10/9+^	Son	222,000	1
р.	Title District/Town State	(se);	(fulltime)	19.76	000		122
c.	Title Title J S D District/Town	29	(fulltime)	19 <u>73</u>	200	218,000	00
d.	Brincipal Title	3/	<u>20,000</u> (fulltime)	19_ 73 to	2600	218,000	23
	District/Town State	A Syria	(parttime)				3
e.	Title	Panoisel	(fulltime)	19 to			3
	District/Town		(parttime)				0

			Approx. Salary			in ed. District Enrol'mt.
f.	Title District/Town		(fulltime	19		
g.	State		(parttime	19 t	o	
6	Title District/ Town State		(fulltime	19		
h	Title		(fulltime	19 t	•	
	District/ Town State		(parttime	•)		
i	Title District/Town		(fulltime	19 t	0	
j	State		(parttime	19 t	0	
J	Title District/Town		(fulltime	19		

State

(use additional sheet if necessary)

13.	which of the following statements best describes how you presently manage cooking and housework?	
	I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others.	3
	I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others.	
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	1
	In education, similar to my present career	
	In education, but different from my present career	
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	4
	Teacher in a public school	
	Position in larger district	
	Position in smaller district	1
	Superintendency	10
	Position in state education department	Ø
	Position in higher education	
	Uncertain	
	Do not plan to seek another position	
16.	Have there been barriers to your career development?	1
	Yes No	
	If yes, what were/are they? Racial	

17.		der to get a better posi-	
	Yes, willing t	to move to any district	
	Yes, but only	to a district like prese	ent district
/	Yes, but only	to a neighboring distric	t .
10	Not willing to	leave present district	
	reason for wa	ot willing to leave, what	resent position?
18.	In your career, are order to get a bette	you willing to move to a er position?	another <u>state</u> in
	Yes, willing t	co move to any state	
10	Yes, but only	within present geographi	c region or area
0	Not willing to	leave present state	
		ot willing to leave, what anting to stay in your pr	
000000		evaluate your job as it i For each item check only art.	
		MY JOB	MY JOB
0		AS IT NOW IS Better Worse	AS IT SHOULD BE Better Worse
0		Better Worse than Average than	Better Worse than Average than
0		Average Average	Average Average
0	a. Job Security		
0	b. Opportunity to be helpful to others		
0	c. Prestige in the community	40.	
0	d. Opportunity for independent thought & action		
0	e. Self-fulfillment		

two statements comes cl	ose	st to	reflec						
I am impressed	wit	h how	far I	have	come				0
am impressed	wit	h what	I hav	re ye	t to	do.			2
are about careers in edu women's careers in general circle the number to the describing how you feel only one number for each between numbers. There	ral e r ab	tional For ight whout the tatemen	admir each nich o stat	state omes emen	ation ement close t. C:	or est t ircle	e		
answers.		AGREE	NE	UTRA	L	DIS	AGREE		
always been to advance	1 ion	()	3	4	5	6	7		2
in discussions involving controversial <u>local</u> issues more than in those involving contro-	1	0	3	4	5	6	7		6
A woman owes it to herself to watch con- stantly for better job opportunities.	1	0	3	4	5	6	7		2
I am very satisfied with my present position	1	2 AGREE	3 N	4 EUTR	5 AL	6 DIS	7 AGREE		6
The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7		5
	I am impressed to a many and a ma	I am impressed wit I am impressed wit I am impressed wit Each of the statements in are about careers in educa women's careers in general circle the number to the redescribing how you feel aboutly one number for each statements. There are answers. My career plans have all always been to advance to more important position. I enjoy participating in discussions involving controversial local issues more than in those involving controversial local issues more than in those involving controversial national issues. A woman owes it to herself to watch constantly for better job opportunities. I am very satisfied with my present position. The most important aspect of a career for me is a congenial	I am impressed with how is a statements comes closest to a about that career? (Choose only only only only impressed with how is a statement of the statements in the less are about careers in educational women's careers in general. For circle the number to the right who describing how you feel about the only one number for each statement between numbers. There are, of answers. AGREE My career plans have a lalways been to advance to more important positions. I enjoy participating in discussions involving controversial local issues more than in those involving controversial national issues. A woman owes it to herself to watch constantly for better job opportunities. I am very satisfied with my present position The most important aspect of a career for me is a congenial	I am impressed with how far I I am impressed with how far I I am impressed with what I have Each of the statements in the lefthand are about careers in educational admin women's careers in general. For each circle the number to the right which of describing how you feel about the state only one number for each statement, and between numbers. There are, of course answers. AGREE NE My career plans have 1 3 always been to advance to more important positions. I enjoy participating in discussions involving controversial local issues more than in those involving controversial national issues. A woman owes it to herself to watch constantly for better job opportunities. I am very satisfied with my present position The most important aspect of a career for me is a congenial	I am impressed with how far I have I am impressed with how far I have I am impressed with what I have ye Each of the statements in the lefthand collare about careers in educational administry women's careers in general. For each state circle the number to the right which comes describing how you feel about the statement only one number for each statement, and do between numbers. There are, of course, no answers. AGREE NEUTRAL My career plans have 1 2 3 4 always been to advance to more important positions. I enjoy participating in discussions involving controversial local issues more than in those involving controversial national issues. A woman owes it to herself to watch constantly for better job opportunities. I am very satisfied with my present position The most important aspect of a career for me is a congenial	The most important about that career comes closest to reflecting how about that career? (Choose only one.) I am impressed with how far I have come and impressed with what I have yet to come are about careers in educational administration women's careers in general. For each statement circle the number to the right which comes close describing how you feel about the statement. Comply one number for each statement, and do not only one numbers. There are, of course, no "corranswers. AGREE NEUTRAL My career plans have 1 3 4 5 always been to advance to more important positions. I enjoy participating in discussions involving controversial local issues more than in those involving controversial local issues more than in those involving controversial national issues. A woman owes it to herself to watch constantly for better job opportunities. I am very satisfied with my present position The most important aspect of a career for me is a congenial	two statements comes closest to reflecting how you fabout that career? (Choose only one.)	I am impressed with how far I have come. I am impressed with what I have yet to do. Each of the statements in the lefthand column below are about careers in educational administration or women's careers in general. For each statement, circle the number to the right which comes closest to describing how you feel about the statement. Circle only one number for each statement, and do not circle between numbers. There are, of course, no "correct" answers. AGREE NEUTRAL DISAGREE My career plans have 1 3 4 5 6 7 always been to advance to more important positions. I enjoy participating in discussions involving controversial local issues more than in those involving controversial national issues. A woman owes it to herself to watch constantly for better job opportunities. I am very satisfied with my present position 1 2 3 4 5 6 7 and a 4 5 6 7 and a 5 6 7 and a 5 6 7 and a 5 6 7 and a	The most important aspect of a down who was a spect of a career for me is a congenial I am very satisfied with my far I have come. I am impressed with how far I have come. I am impressed with what I have yet to do. Each of the statements in the lefthand column below are about careers in educational administration or women's careers in general. For each statement, circle the number to the right which comes closest to describing how you feel about the statement. Circle only one number for each statement, and do not circle between numbers. There are, of course, no "correct" answers. AGREE NEUTRAL DISAGREE My career plans have 1 3 4 5 6 7 always been to advance to more important positions. I enjoy participating in discussions involving controversial local issues more than in those involving controversial national issues. A woman owes it to herself to watch constantly for better job opportunities. I am very satisfied with my present position The most important aspect of a career for me is a congenial

			AGREE	N	EUTRAL		DIS	SAGREE
6	f. The most important aspect of a career for me is good working relationships.	1	(2)	3	4	5	6	7
2	g. The most important aspect of a career for me is holding a job which advances that career.	1	0	3	4	5	6	7
6	h. The most important aspect of a career for me is being near friends and family.	1	(2)	3	4	5	6	7
	If you are not presently mext question.	arr	ried, sk	ip i	m, an	d go	to t	he
			AGREE	NE	EUTRAL		DIS	SAGREE
4	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	(4)	5	6	7
4	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	0	5	6	7
4	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	0	5	6	7
	1.If I were offered a good job in another		AGREE	NI	EUTRAL		DIS	SAGREE
7	place, my husband would go with me even if there were not a job there for him.	1	2	3	14	5	6	0
3	m.My husband's occupation is one which can be done in most places.	1	2	(3)	14	5	6	7-

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

> Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

> Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district. but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education. position of importance

Ms. D feels that she has had a successful career because she has been able to reach a in her community.

COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

A STUDY

WOMEN

CAREERS OF

Title of Your Present Position Superintendent	
Triple Ole Luciana Control Con	42
PART I: PERSONAL DATA 1. Age 42	10
2. Race/Ethnic Background white Slovak	1
3. Past and Current marital Status (check those that apply)	1
Single, never married	
Married for the first time	1
Remarried	0
Divorced	A

IN EDUCATIONAL ADMINISTRATION

5. In what type of community did you spend most of your life prior to college? (If you lived in more than one place, choose the community that you think of first as "home.")

Widowed

4. Number of Children Ages of Children

Type of Community	Population
✓ Rural	Under 2,500
Small town/city	2,500 to 9,999
Medium-sized city	10,000 to 99,999
Suburb in metropolitan	100,000 to 249,999
area Large city	250,000 to 1.5 million
	Greater than 1.5 million

	0.	(Check only one.)
		Farmer
1		Unskilled or semiskilled laborer
1		Skilled laborer or craftsman
8		White collar employee
		Professional
		J Other (please specify) delf employed groc
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		Homemaker
		Farmer
		Domestic Worker
1		Unskilled or semiskilled laborer
1		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
		Some high school
1		Completed high school
1		Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
9	9.	How many brothers and sisters did you have as a child?
0		O Older brothers Older sisters
		Younger brothersYounger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.) Roman Catholic.	7
11.	Are you presently a member of a church or religious group?	
	Yes No	
	If you are presently a member of a church or religious group, what kind is it?	2
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	1
1	2 3 4 5 6 7	7
Very Weak	Average Very Strong	
12.	What do you consider your political affiliation?	7 8
	Republican Party	6
	Democratic Party	
	Independent	
	Other (please specify)	1
13.	To what political or civic organizations do you belong? Women's Club	
14.	If you are married, what is the occupation of your husband?	0
	How does your husband's salary compare to yours?	
	DIA Less than your salary	0
	About the same as your salary	
	More than your salary	20
15.	In what year did you complete your Bachelor's degree? 1955	20
*	What was your major(s)? Elementary Ed.	1
	From what institution did you graduate?	,
	Waynesburg College	4

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

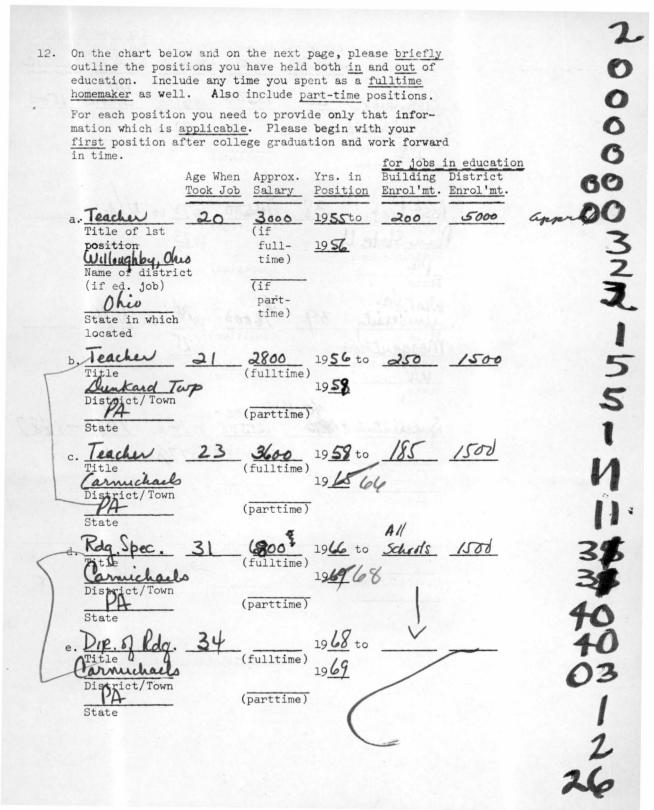
If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED M + 30Doctorate B + 30Master's or Specialist WVU Institution(s) Attended El. Ed Reading Reading + Jeache Major(s) 19 to 19**57** to 1967 to 1971 to Dates when Attended 1963 1959 Grad School Approx. No. Mo. 24 Mo. 9 Mo. 18 Mo. of Months of fulltime study Years of Admin. Yr. 0 Yr. 0 Yr. Experience when Degree Received Did you apply Yes Yes Yes Yes No V No V for financial aid? Did you receive Yes Yes No V a loan? Did you receive Yes ____ Yes ___ Yes a fellowship or No ____ No ___ No ___ No ____ assistantehip? Did you receive Yes Yes Yes sabbatical pay? No No No

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	
	Unified	7
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	1
	Small town or city	
	Medium-sized city	•
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	
	Smaller than most districts	
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	3
4.	The state of the s	
	name of holder.) Board of Education	100
	D	125
5.	Approximately how many staff members do you supervise? 125	
6.	If you are a building administrator	_
	a. What is the range of grades your school serves? K-12	, 5
	b. What is the sex composition of your school?	
	Mostly girls	2
	About equally boys and girls	0
	Mostly boys	
	c. Is your school a vocational-technical school? Yes	7

or administrative career, who was most important i giving you that encouragement? (choose only one) Immediate Supervisor Building Administrator Central Office Administrator (specify position) College Professor Spouse Family Other (please specify) 10. If you received encouragement, what kind of encour ment did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervisor administrative career, how important was that encouragement was was that encouragement was the encouragement was that encouragement was the encouragement was the encouragement was that encouragement was that)26	7.	At what age did you <u>first</u> <u>decide</u> to seek an administrativ or supervisory position?
or administrative career, who was most important i giving you that encouragement? (choose only one) Immediate Supervisor Building Administrator Central Office Administrator (specify position) College Professor Spouse Family Other (please specify) 10. If you received encouragement, what kind of encour ment did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to tae Other (please specify) 11. If you received encouragement to pursue a superviso or administrative career, how important was that e couragement in your decision to become a superviso or administrator?	,	8.	
Building Administrator Central Office Administrator (specify position) College Professor Spouse Family Other (please specify) 10. If you received encouragement, what kind of encour ment did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to tae Other (please specify) 11. If you received encouragement to pursue a supervisor administrative career, how important was that ecouragement in your decision to become a supervisor administrator?	- 1		If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
Central Office Administrator (specify position) College Professor Spouse Family Other (please specify) 10. If you received encouragement, what kind of encour ment did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to tae Other (please specify) 11. If you received encouragement to pursue a supervisor administrative career, how important was that ecouragement in your decision to become a supervisoor administrator?	1		Immediate Supervisor
(specify position) College Professor Spouse Family Other (please specify) 10. If you received encouragement, what kind of encour ment did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a superviso or administrative career, how important was that e couragement in your decision to become a superviso or administrator?			
Spouse Family Other (please specify) 10. If you received encouragement, what kind of encouragement did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervisor administrative career, how important was that e couragement in your decision to become a supervisor administrator?			Central Office Administrator (specify position)
Tamily Other (please specify) 10. If you received encouragement, what kind of encouragement did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervisor administrative career, how important was that e couragement in your decision to become a supervisor administrator?			College Professor
Other (please specify) 10. If you received encouragement, what kind of encouragement did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervisor administrative career, how important was that e couragement in your decision to become a supervisor administrator?			Spouse
10. If you received encouragement, what kind of encourment did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervisor administrative career, how important was that e couragement in your decision to become a supervisor administrator?			Family
ment did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervis or administrative career, how important was that e couragement in your decision to become a superviso or administrator?			Other (please specify)
Sponsorship I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervis or administrative career, how important was that e couragement in your decision to become a superviso or administrator?	` 1		
I was asked to be an intern Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervis or administrative career, how important was that e couragement in your decision to become a superviso or administrator?			Financial aid
Received suggestions on what steps to ta Other (please specify) 11. If you received encouragement to pursue a supervis or administrative career, how important was that e couragement in your decision to become a superviso or administrator?			Sponsorship
Other (please specify) 11. If you received encouragement to pursue a supervisor administrative career, how important was that e couragement in your decision to become a supervisor administrator?	4		I was asked to be an intern
11. If you received encouragement to pursue a supervisor administrative career, how important was that e couragement in your decision to become a supervisor administrator?			Received suggestions on what steps to take
or administrative career, how important was that e couragement in your decision to become a superviso or administrator?	5 N. F.	-	Other (please specify)
VeryImportantSomewhatNot Very	1	ll.	If you received encouragement to pursue a supervisory or administrative career, <u>how important</u> was that encouragement in your decision to become a supervisor or administrator?
Important Important Important	1		



	Age When	Approx.	Yrs. In Position	for jobs : Building Enrol'mt.	District
f. Eley. Supv Carmichaels	35	/3500 (fulltime	1969to	Schools	1500
District/Town State		(parttime	a)		
Rest. Prof.	<u>38</u>	14500 (fulltime	19 17 to	NA	
District/ Town State		(parttime	74		
h. University Morgantown	39	16000 (fulltime	1974 to	NA	
District/ Town W State		(parttime	e)		
i Superintudio	40-4	25500 (fulltime	19 <u>74</u> to	A11- 1487 resent)	-1487
District/Town State		(parttime			
j Title	- 3	(fulltim	19 to e)	15.14	
District/Town State		(parttim			

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?	
	I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others.	3
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	1
	In education, similar to my present career	
	In education, but different from my present career	
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Peacher in a public school	1
	Position in larger district	
	Position in smaller district	
	Superintendency	0
	Position in state education department	
	Position in higher education	
	Uncertain	
	Do not plan to seek another position	1
16.	Have there been barriers to your career development?	
	Yes No	
	If yes, what were/are they?	
	Sex discrimination for position	سم
	in administration at the hi	gher levels

	17.	In your career, are you willing to move to another <u>district</u> in the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
/		Yes, but only to a neighboring district
1		Not willing to leave present district
		If you are not willing to leave, what is your major reason for wanting to stay in your present position?
	18.	In your career, are you willing to move to another <u>state</u> in order to get a better position?
		Yes, willing to move to any state
7		Yes, but only within present geographic region or area
~		Not willing to leave present state
		If you are not willing to leave, what is your major reason for wanting to stay in your present location?
	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.
		MY JOB AS IT NOW IS AS IT SHOULD BE
		Better Worse Better Worse than Average than
3		Average Average Average Average
1		a. Job Security
3-122		b. Opportunity to be helpful to others
T		c. Prestige in the community
3		d. Opportunity for independent thought & action
1		e. Self-fulfillment
3		

20.	When you think about you two statements comes clabout that career? (Cho	osest	t to r	efl	ecting				
	I am impressed	with	how f	ar	I have	come			1
	I am impressed	with	what	I h	ave ye	t to	do.		
21.	Each of the statements are about careers in edwomen's careers in gene circle the number to the describing how you feel only one number for each between numbers. There answers.	eral. eral. e rig abou h sta	ional For ght wh ut the	adm each ich st t, our	inistr h stat comes atemen and do se, no	ration cement clos at. C	or, est to ircle circle rect"		
9	My career plans have	2.00	1000	3	NEUTRA Jı	6	DISA 6	GREE	American
	always been to advance to more important posit			2	7	0	Ü		5
b.	I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	4	5	0	7	2
c.	A woman owes it to herself to watch con- stantly for better job opportunities.	0	2	3	4	5	6	7	1
d.	I am very satisfied with my present position	1 A	2 GREE	3	4 NEUTF	(5)	6 DISA	7 GREE	3
е.	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	(5)	6	7	3

			AGREE	NE	UTRAL		DISA	GREE
6	f.The most important aspect of a career for me is good working relationships.	1	2	3	14	5	6	7
4	g.The most important aspect of a career for me is holding a job which advances that career.	1	2	3 · (4	5	6	7
1	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5	6 (7
	If you are not presently me next question.	arr	ied, sk	ip i-	m, an	d go	to th	е
			AGREE	NEU'	TRAL		DISA	GREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	14	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
0	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
	1.If I were offered a		AGREE	NEU	TRAL		DISA	GREE
0	good job in another place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6	7
0	m.My husband's occupation is one which can be done in most places.	1	2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she cam be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

I do not feel that my responses would have been the same if this district was not in a state where teacher strukes are legal. after a bitter professional strike, much of the prestige of the profession has disappeared. Terhaps, with time, and returned sanity, the job at hand for educators will return to the professional level that it must command.

1	lia
4	119

023

A STUDY OF

CAREERS OF WOMEN IN	EDUCATIONAL ADMINISTRATION	0 4
Title of Your Present Position	Supt.	3
PART I: PERSONAL DATA		
1. Age 47		92
2. Race/Ethnic Background 3/	ack.	
3. Past and Current marital Status	(check those that apply)	2
Single, never m	arried	
Married for the	first time	
Remarried		2
Divorced		
Widowed		0
4. Number of Children		
Ages of Children 11;;		
5. In what type of community did yo prior to college? (If you lived choose the community that you the	d in more than one place,	1
Type of Community	Population	0
Rural	Under 2,500	
Small town/city	2,500 to 9,999	C
Medium-sized city	10,000 to 99,999	9
Suburb in metropolitan	100,000 to 249,999	1
Large city	250,000 to 1.5 million	
the size at the work gate the ever	Greater than 1.5 million	

	٥.	which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
0		Unskilled or semiskilled laborer
5		Skilled laborer or craftsman
./		White collar employee
_		Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		Homemaker
		Farmer Farmer
		Domestic Worker
h		Unskilled or semiskilled laborer
		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your <u>mother</u> have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
5		Some high school
		Completed high school
		Some college
		Associate or Technical degree
		Baccalaureate degree
,		Some graduate work
		Graduate or professional degree
6	9.	How many brothers and sisters did you have as a child?
		Older brothers Older sisters
		Younger brothers Younger sisters

	Are you presently a mem	ber of a	church or	religio	us group?	
	Yes _ No					
	If you are presently group, what kind is it	a member	of a churchest	an re	ligious	
	How strong do you cons present church or reli which best describes t	gious gro	oup? (Circ	ion with	your number	
	2 3	(4)	5	6	7	
y k	A	verage			Very Strong	
	What do you consider yo	our politi	cal affil:	iation?		
	Republican Party					
	Democratic Party					
	Independent					-
	Other (please spe	ecify)			4144115	
	To what political or ci	vic organ	nizations o	do vou b	elong?	
	To what political or ci	1	nizations o	lo you b	elong?	-
	To what political or ci Strond	1	luly	lo you b	elong?	•
	Soual	ty c	lulis			?
	Social Social If you are married, wha	ty c	lulus occupation			?
	Social Social If you are married, wha	it is the	leubs occupation rsn	n of you		?
	Strow Social If you are married, what Sur	at is the	occupation occupation compare to	n of you		?
	Social Social If you are married, what Surface How does your husband's	at is the	occupation compare to	of you		?
	Strong Social If you are married, what How does your husband's Less that	at is the	occupation compare to alary	of you		?
	So on Social If you are married, what How does your husband's Less that About the	at is the	occupation compare to alary syour sale	yours?	r husband	?
	Social Social If you are married, what How does your husband's Less that About the	at is the salary con your sale same as myour sale mplete your	occupation compare to alary s your sals	yours?	r husband	?

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED M + 30Doctorate Master's or B + 30Specialist Institution(s) Attended Temple V. Temple El Ed Rdg, Ed Adm Ed. Adm Major(s) 19 5/0to 1966to 1974to Dates when Attended 1969 1960 Grad School WMo. Mo. Approx. No. Mo. of Months of fulltime study Years of Admin. O Yr. Experience when Degree Received Yes Yes Yes No No No Did you apply for financial aid? Did you receive Yes ____ Yes a loan? No ____ No Yes Yes ____ Yes ___ Did you receive Yes ____ No ____ No _ a fellowship or assistantship? sabbatical pay? No ____ No ___ No ___

PART II: YOUR CAREER

1.	In what type of district is your present position?	0
	Elementary	2
	Unified	
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	5
	Small town or city	_
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	11
	Smaller than most districts	7
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	1
4.	To whom do you directly report? (Give title of position, not name of holder.) Deputy Supt For Field O	perstino
5.	Approximately how many staff members do you supervise? 4,570	999
6.	If you are a building administrator	•
	a. What is the range of grades your school serves?	0
	b. What is the sex composition of your school?	^
	Mostly girls	0
	About equally boys and girls	
	Mostly boys	7
	c. Is your school a vocational-technical school? Yes	0

CARDO	2	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
		27
023	8.	At what age were you first appointed to an administrative or supervisory position?
3	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
-		Immediate Supervisor
		Building Administrator
4		Central Office Administrator (specify position)
		College Professor
		Spouse
1		Family
		Other (please specify)
	` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
		Financial aid
)		Sponsorship
7		I was asked to be an intern
Son Control		Received suggestions on what steps to take
Specification of the second		Other (please specify)
2	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
		Importante Importante Importante

12. On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions. For each position you need to provide only that information which is applicable. Please begin with your first position after college graduation and work forward in time. for jobs in education Age When Approx. Yrs. in Building District Took Job Salary Position Enrol'mt. Enrol'mt. position fullhelp. time) Name of district (if ed. job) parttime) located District/Town (parttime) District/Town (parttime) State (parttime) State

(parttime)

District/Town

State

2314402128

		Age When Took Job	Approx.	Yrs. In Position	Building Enrol'mt.	District Enrol'mt.
	Dist Supt Title hule	40	38 pdd (fulltime	1975 to		36,000
	District Town State		(parttime	<u>.</u>		
д.	Title		(fulltime	19 to		
	District/ Town State		(parttime	e)		
h	Title District/ Town		(fulltime	19 to	-	
	State		(parttime	e)		
i	Title District/Town		(fulltime	19 to		
	State		(parttime			
j	Title District/Town		(fulltime	19		
	State		(parttim	e /		

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you presently manage cooking and housework?	
	I do most of the cooking and housework myself	2
	I do most of the cooking myself, but share the	2
	housework with others.	
	I do most of the cooking myself, but pay someone to do most of the housework.	
	I share the cooking and housework with others.	
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	1
L4.	If you could live your life over, which kind of career would you choose?	
	In education, similar to my present career	
	In education, but different from my present career	
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	11
	Teacher in a public school	4
	Position in larger district	
	Position in smaller district	
	Superintendency	- 1
	Position in state education department	
	Position in higher education	0
	Uncertain	
	Do not plan to seek another position	
6.	Have there been barriers to your career development?	2
	Yes No	1
	If yes, what were/are they?	

	17.	the same state in order to get a better position?
	X	Yes, willing to move to any district
	4	Yes, but only to a district like present district
		Yes, but only to a neighboring district
		Not willing to leave present district
		If you are not willing to leave, what is your major reason for wanting to stay in your present position? ** After my Son has Completed his columntary.
	18.	In your career, are you willing to move to another <u>state</u> in order to get a better position?
1		Yes, willing to move to any state
1		Yes, but only within present geographic region or area
0		Not willing to leave present state
		If you are not willing to leave, what is your major reason for wanting to stay in your present location?
i	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.
		MY JOB MY JOB
		AS IT NOW IS AS IT SHOULD BE
		Better Worse Better Worse than Average than
		Average Average Average Average
		a. Job Security
2		b. Opportunity to be helpful to others c. Prestige in the
7		community
1		d. Opportunity for independent thought & action
1		e. Self-fulfillment

20. When you think about your career, which of the following two statements comes closest to reflecting how you feel about that career? (Choose only one.) I am impressed with how far I have come. I am impressed with what I have yet to do. 21. Each of the statements in the lefthand column below are about careers in educational administration or women's careers in general. For each statement, circle the number to the right which comes closest to describing how you feel about the statement. Circle only one number for each statement, and do not circle between numbers. There are, of course, no "correct" answers. AGREE NEUTRAL. DISAGREE 3 a. My career plans have always been to advance to more important positions. b. I enjoy participating in discussions involving controversial local 3 2 issues more than in those involving controversial national issues. c. A woman owes it to herself to watch constantly for better job opportunities. d. I am very satisfied with my present position e. The most important aspect of a career 1

for me is a congenial living environment.

			AGREE	N:	EUTRAL		DISA	AGREE
5	f.The most important aspect of a career for me is good working relationships.	1	2	(3)	4	5	6	7
3	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
4	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
	If you are not presently mext question.	arı	ried, sk	ip i	-m, an	d go	to th	ne
,			AGREE	NE	UTRAL		DIS	AGREE
6	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
1	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
7	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
-	1.If I were offered a good job in another		AGREE	NE	UTRAL		DIS	AGREE
1	place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6	(1)
3	m.My husband's occupation is one which can be done in most places.	1	2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family. Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

2



COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

RECEIVED APR 1 3 1977

4/25

STUDY OF

CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Tit	cle of Your Present Position	ssistant Deperente.	ndent	3
PAF	T I: PERSONAL DATA		1-	1
1.	Age 64		6	7
2.	Race/Ethnic Background	lite.		1
	Past and Current marital Status			/
	Single, never	married		5
	Married for the	e first time		5
	Remarried			
	X Divorced		•	17
	Widowed			0
.4.	Number of Children /			0
	Ages of Children 35;;			
5.	In what type of community did			1
	prior to college? (If you live choose the community that you			
	Type of Community	Population		5
	Type of community			2
	Rural	Under 2,500		
	X Small town/city	X 2,500 to 9,999		
	Medium-sized city	10,000 to 99,999		
	Suburb in metropolitan	100,000 to 249,999		
	area Large city	250,000 to 1.5 million		
		Greater than 1.5 million		

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
,/		Unskilled or semiskilled laborer
11		Skilled laborer or craftsman
T		
1		Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		X Homemaker
1		Farmer
1		Domestic Worker
1		Unskilled or semiskilled laborer
		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
-/	/	Completed eighth grade
)	X Some high school
1		Completed high school
		Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
	9.	How many brothers and sisters did you have as a child?
1		Older brothers Older sisters
1		3 Younger brothers 1 Younger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.)	8
11.	Are you presently a member of a church or religious group?	_
	Yes X No	
	If you are presently a member of a church or religious group, what kind is it? Prushyterian	5
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	-
1	2 3 4 (5) 6 7	
Very Weak		0
12.	What do you consider your political affiliation?	0
	Republican Party	1
	Democratic Party	
	Independent	
	Other (please specify)	
13.	To what political or civic organizations do you belong? Chamber of Commerce	2
	Quota International	9
14.	If you are married, what is the occupation of your husband?	0
	How does your husband's salary compare to yours?	•
	Less than your salary	
	About the same as your salary	0
	More than your salary	20
15.	In what year did you complete your Bachelor's degree? 1935	20
	What was your major(s)? Secondary Education -	enguing
	From what institution did you graduate?	
	University of Pettsburgh	
		2

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for $\frac{\text{each}}{\text{degree}}$ degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended		Kent State		Jeachers Call
Major(s)		Supervision	m	Supervision Curriculum Directopmen
Dates when Attended Grad School	19 to	19 to	19 to	19 <u>56</u> to
Approx. No. of Months of fulltime study	Mo.	7 Mo.	Mo.	13 Mo.
Years of Admin. Experience when Degree Rec	Yr.	O Yr.	Yr.	2 Yr.
Did you apply for financial aid?	Yes	Yes	Yes	Yes
Did you receive a loan?	Yes	Yes No	Yes	Yes No
Did you receive a fellowship or assistantehip?		Yes No 🗸	Yes	Yes No
Did you receive sabbatical pay?		Yes	Yes	Yes

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	
	Unified	1
	Secondary	
	Other (please specify) K-12	-
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	2
	Small town or city	2
	X Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	3
	Smaller than most districts	
	About the same as most districts	
	X Larger than most districts	0
	Largest enrollment of all districts	2
4.	To whom do you directly report? (Give title of position, not name of holder.) Superintendent y Achools	017
5.	Approximately how many staff members do you supervise? 12	010
6.	If you are a building administrator	•
	a. What is the range of grades your school serves?	0
	b. What is the sex composition of your school?	_
	Mostly girls	()
	X About equally boys and girls	0
	Mostly boys	
	c. Is your school a vocational-technical school? YesNo	0

Card 02

	7.	At what age did you first decide to seek an administrative
010		or supervisory position?
019		
	8.	At what age were you first appointed to an
-		administrative or supervisory position?
3		77
	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
0		Immediate Supervisor
9		Building Administrator
		Central Office Administrator (specify position)
		College Professor
		Spouse
		Family
0		Other (please specify) no one
9	` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
		Financial aid
		Sponsorship
		I was asked to be an intern
		Received suggestions on what steps to take
		Other (please specify)
9	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
		VeryXImportantSomewhatNot VeryNot At All ImportantImportantImportantImportant

On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions. For each position you need to provide only that information which is applicable. Please begin with your first position after college graduation and work forward in time. for jobs in education Age When Approx. Yrs. in Building District Enrol'mt. Enrol'mt. Took Job Salary Position (if position fulltime) Name of district # 100 (if ed. job) (if 1933 part-1934 time) State in which located Title (fulltime) Parrison Hto District/Town (parttime) State District/Town (parttime) (fulltime) 19 58 (parttime) State 19 58to 18.000 Title (fulltime) 19 70 District/Town PA (parttime) State

	Age When Took Job		Yrs. In Position		in ed. District Enrol'mt.
f. Ass+Sup+ Title Raublan An District/Town State		(fulltime	19 plu	 ent	
g. Title District/ Town State		(fulltime	19		
h		(fulltime	19		
Title District/Town State	- (4) - (4) - (4) - (4)	(fulltim	43,	-	
Title District/Town State		(fulltim	19		

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?
	X I do most of the cooking and housework myself
	I do most of the cooking myself, but share the housework with others.
	I do most of the cooking myself, but pay someone to do most of the housework.
	I share the cooking and housework with others.
	I share the cooking with others and pay someone to do most of the housework.
	I pay someone to do most of the cooking and the housework.
14.	If you could live your life over, which kind of career would you choose?
	X In education, similar to my present career
	In education, but different from my present career
	In another field of employment
	No paid employment; homemaker.
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.
	Teacher in a public school Position in larger district Position in smaller district Superintendency Teacher in a public school A must retire the man subjurged and subjurged are formed as conductors.
	Position in larger district
	Position in smaller district Superintendency Position in state education department growth development Position in higher education
	Superintendency Position in state education department growth an unternatively Position in higher education Uncertain
	Position in state education department g programment
	Position in higher education.
	Position in higher education Uncertain Do not plan to seek another position
	Do not plan to seek another position
16.	Have there been barriers to your career development?
	X Yes No
	If yes, what were are they? a feeling that to the fine mains
	Have there been barriers to your career development? when your consultation was a last cause. Post a framework of the form of
	was the man
	and man man
	one of con

	OIIC	same state in or	der to	get a bet	ter posi	tion?	
	X	Yes, willing t	o move	to any di	strict		
		Yes, but only	to a di	strict li	ke prese	ent distr	ict
		Yes, but only	to a ne	eighboring	distric	et	
		Not willing to	leave	present d	istrict		
		If you are no reason for wa					
18.		your career, are er to get a bette			nove to a	another <u>s</u>	tate in
	>	Yes, willing t	to move	to any st	ate		
	_	Yes, but only	within	present g	geographi	ic region	or area
	_	Not willing to	leave	present s	state		
		reason for wa	anting t	to stay in	your pi	resent lo	cation?
		in a sure of					
19.	fee	the chart below of it should be. h part of the chart	For eac				
19.	fee	l it should be.	For eac			one spa	
19.	fee	l it should be.	For eac art.	MY JOB	neck only	one spa	JOB SHOULD BE
19.	fee	l it should be.	For each art. AS Better	MY JOB	neck only Worse	one spa MY AS IT Better	ce on
19.	fee	l it should be.	For each art. AS Better	MY JOB IT NOW IS	neck only Worse	one spa MY AS IT Better	JOB SHOULD BE Wor Average th
19.	fee	l it should be.	For each art. AS Better than	MY JOB IT NOW IS	Morse than	MY AS IT Better than	JOB SHOULD BE Wor Average th
19.	fee eac	l it should be. h part of the cha	For each art. AS Better than	MY JOB IT NOW IS	Morse than	MY AS IT Better than	JOB SHOULD BE Wor Average th
19.	fee eac	l it should be. h part of the cha	For each art. AS Better than	MY JOB IT NOW IS	Morse than	MY AS IT Better than	JOB SHOULD BE Wor Average th
19.	fee eac	Job Security Opportunity to be helpful to others Prestige in the	AS Better than Average	MY JOB IT NOW IS	Morse than	MY AS IT Better than	JOB SHOULD BE Wor Average th
19.	a. b.	Job Security Opportunity to be helpful to others Prestige in the community Opportunity for independent	AS Better than Average	MY JOB IT NOW IS	Morse than	MY AS IT Better than	JOB SHOULD BE Wor Average th

20.	When you think about you two statements comes cleabout that career? (Choo	osest ose or with h	to really or	eflectie.) ar I	eting	how y	ou fe	ing el	1
21.	Each of the statements are about careers in edu women's careers in general circle the number to the describing how you feel only one number for each between numbers. There answers.	in the acation ral. e right about a state	e left onal a For e at whi the	thandadmineach ich o	d columistra state comes tement	mmn beation ment, close cinot c	low or st to rcle ircle		
		AC	GREE		EUTRAL	-	DISA	GREE	>
a	My career plans have always been to advance	1	2	3	4	(5)	6	7	Assessment
	to more important posit	ions.							
Ъ	I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1 (2	3	4	5	6	7	6
c.	A woman owes it to								7
	herself to watch con- stantly for better job opportunities.	1	2	3	4	5	6	7	, ,
d.	I am very satisfied with my present position	1 (2 REE	3	4 NEUTRA	5 1L	6 DISA	7 GREE	6
e.	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	4

		А	GREE	NI	EUTRAL		DISA	GREE
7	f.The most important aspect of a career for me is good working relationships.	1	2	3	4	5	6	7
2	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
4	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
	If you are not presently mext question.	narri	ed, sk	ip i-	-m, an	d go	to th	ie
		A	GREE	NEU	JTRAL		DISA	GREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
0	<pre>k.If I were offered a good job in another place, my husband would look for a job there.</pre>	1	2	3	4	5	6	7
	1.If I were offered a	А	GREE	NEU	JTRAL		DISA	GREE
0	good job in another place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6	7
0	m.My husband's occupation is one which can be done in most places.	e 1	2	3	14	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides <u>against</u> evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her variety successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

Over the years I have found that Supermendents defer in their ability to accept me as a coworker and have some renew after knowing such teter personally that there is till to their recetions to their mather and surper relationships. May I add that of the Rener of worked with, only two have tried to black my effectioners and rejected working comperatively.

A STUDY OF

OF WOMEN IN EDUCATIONAL ADMINISTRATION CAREERS

Tit	le of Your Present Position	ass't Super-Instruction	in & Per	sonnel			
PAR	T I: PERSONAL DATA			55			
1.	Age 55			-			
2.	Race/Ethnic Background	ASP		2			
3.	Past and Current marital Status	s (check those that apply)					
	Single, never n	narried		7			
	Married for the	e first time		-			
	Remarried						
	Divorced			~			
	Widowed			0			
.4.	Number of Children			0			
	Ages of Children 26;;	;;		0			
5.							
	Type of Community	Population					
	Rural	Under 2,500		>			
	Small town/city	2,500 to 9,999		5			
	Medium-sized city	10,000 to 99,999	W2000				
	Suburb in metropolitan	100,000 to 249,999					
	area Large city	250,000 to 1.5 million					
	and the second way have to	Greater than 1.5 million					

	٥.	(Check only one.)
		Farmer
		Unskilled or semiskilled laborer
1		Skilled laborer or craftsman
7		White collar employee
- 1		Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		∠ Homemaker
		Farmer
1		Domestic Worker
1		Unskilled or semiskilled laborer
,		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your <u>mother</u> have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
11		Some high school
4		Completed high school
		Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
	9.	How many brothers and sisters did you have as a child?
		Older brothers Older sisters
1		Younger brothersYounger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.) Lutheran
11.	Are you presently a member of a church or religious group? Yes No If you are presently a member of a church or religious group, what kind is it? Same
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)
l Very Weak	2 3 4 5 6 7 Average Very Strong
12.	What do you consider your political affiliation? Republican Party Democratic Party Independent Other (please specify)
13.	To what political or civic organizations do you belong? None - A Aun ion't civic
14.	If you are married, what is the occupation of your husband? Assit Superintendent - Business How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary
15.	In what year did you complete your Bachelor's degree? 1942 What was your major(s)? Business I Social Studies From what institution did you graduate? Blosmoburg State Callege

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for $\frac{\text{each}}{\text{to semester}}$ degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

	PROGRAM OF	STUDY OR DEG	REE RECEIVED M + 30	
	B + 30	Master's	or Specialist	Doctorate
Institution(s)		Temple Univ.	,	Temple
Major(s)		Sec. Ed		Ed. admis
Dates when Attended Grad School	19 to	19 <u>60</u> to 19 <u>66</u>	19 to	19 <u>68</u> to 19 <u>7/</u>
Approx. No. of Months of fulltime study	Mo.	9 Mo.	Мо.	18 Mo.
Years of Admin Experience When Degree Rec	Yr.	0 Yr.	Yr.	OYr.
Did you apply for financial aid?	Yes	Yes	Yes	Yes
Did you receive a loan?	e Yes	Yes No X	Yes	Yes No 🛨
Did you receive a fellowship on assistantehip?	r No	Yes No X	Yes	Yes X
Did you receive sabbatical pay		Yes X	Yes	Yes

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	2
	Unified	
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	X Rural area	1
	Small town or city	1
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	
	Smaller than most districts	2
	X About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.)	2
	Superintendent	180
5.	Approximately how many staff members do you supervise? 180	180
6.	If you are a building administrator	
	a. What is the range of grades your school serves?	0
	b. What is the sex composition of your school?	_
	Mostly girls	
	About equally boys and girls	
	Mostly boys	
	c. Is your school a vocational-technical school? YesNo	0

	or supervisory position?
016 8.	At what age were you first appointed to an administrative or supervisory position?
	49
3 9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
	Immediate Supervisor
	Au Duilding Administrator
2 egi	Building Administrator Central Office Administrator (specify position)
4	X College Professor
	Spouse
The same	Family
	Other (please specify)
10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
	Financial aid
	Sponsorship
.1	✓ I was asked to be an intern
4	Received suggestions on what steps to take
	Other (please specify)
11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
-	Important Important Important Im Without support of husband would not een passible -

						· des
12.	On the chart bel outline the posi education. Incl homemaker as wel	tions you have lude any time you	neld both in a spent as a	and out of fulltime		0
	For each position mation which is first position a in time.	applicable. Plufter college grade When Approximately	ease begin wi aduation and ox. Yrs. in	th your work forward for jobs i Building	n education District	00
	a. <u>Jeacher</u> Title of 1st	2/ /3a (if			2000	00
	position Satington Name of distri (if ed. job) PA State in which located	full time ct (if part	45			2/2/
	b. Teacher Title Zuarryville District// Town PA State	24 180 (fullt	1947	500	1400	431
	c. Supervisor Title Sulanco District/Town PA State	26 246 (fullt	19 <u>56</u>		adultp	15 15
	d. Teacher-Partitle Penn Man District/Town PA State	48 (partt	1969	1600	5500	49
	e. Ass't Prin Title Eastern District/Town PA State		ime) 19 <u>72</u>	1200	3000	53
						26

	Age When	Approx.	Yrs. In Position	Building Enrol'mt.	District
f. Principal Title Eastern	51	17,500 (fulltime	1972 to 19 74	1300	3000
District/Town PA State		(parttime	a)		
g. Ass't Supt Title Eastern	53	now 25,500 (fulltime	19 <u>74</u> to	ent	3/00
District/ Town PA State		(parttime			
h		(fulltime	19 to		
District/ Town State		(parttime	e)		
i		(fulltim	19 to	e de la companya de l	
District/Town State		(parttim	e)		
j. Title		(fulltim	19 to e)	- (1991)	
District/Town State		(parttim	e)		

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you presently manage cooking and housework?	
	X I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework.	1
	I share the cooking and housework with others.	- 1
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	would you choose?	
		faster
	In education, but different from my present career	
	In another field of employment	1
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	
	Position in larger district	
	Position in smaller district	4
	Position in state education department	
	Position in higher education	0
	Uncertain	0
	Do not plan to seek another position	
16.	Have there been barriers to your career development?	
	Yes No	1
	If yes, what were/are they?	0

	17.	In your career, are you willing to move to another <u>district</u> in the <u>same</u> state in order to get a better position?						
		Yes, willing to move to any district						
		Yes, but only to a district like present district						
_		Yes, but only to a neighboring district						
2		Not willing to leave present district						
)		If you are not willing to leave, what is your major reason for wanting to stay in your present position?						
	18.	In your career, are you willing to move to another state in order to get a better position?						
		Yes, willing to move to any state						
1		Yes, but only within present geographic region or area						
1		X Not willing to leave present state						
0		If you are not willing to leave, what is your major reason for wanting to stay in your present location? Husband's pasition						
1	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.						
1		MY JOB AS IT NOW IS Better Worse Better Worse than Average than Average Aver						
		a. Job Security X						
2		b. Opportunity to be helpful to X						
2		c. Prestige in the community						
1		d. Opportunity for independent thought & action						
1		e. Self-fulfillment X						

20.	When you think about your career, which of the following two statements comes closest to reflecting how you feel about that career? (Choose only one.)
	X I am impressed with how far I have come.
	I am impressed with what I have yet to do.
21.	Each of the statements in the lefthand column below are about careers in educational administration or women's careers in general. For each statement, circle the number to the right which comes closest to describing how you feel about the statement. Circle only one number for each statement, and do not circle between numbers. There are, of course, no "correct" answers.
	AGREE NEUTRAL DISAGREE
a	My career plans have 1 2 3 4 5 6 7 always been to advance to more important positions.
b	I enjoy participating in discussions involving controversial local issues more than in those involving controversial national issues.
c.	A woman owes it to herself to watch constantly for better job opportunities.
d.	I am very satisfied with my present position 1 2 3 4 5 6 7 AGREE NEUTRAL DISAGREE
e.	The most important aspect of a career for me is a congenial living environment.

		A	GREE	NI	EUTRAI	,	DIS	AGREE
4	f.The most important aspect of a career for me is good working relationships.	1	2	3	4	5	6	7
2	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
2	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5 (6	7
	If you are not presently next question.	marri	ed, sk	ip i	-m, ar	nd go	to t	he
		A	GREE	NE	JTRAL		DIS	AGREE
1	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
7	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
5	k.If I were offered a good job in another place, my husband would look for a job there.	l l	2	3	4	5	6	7
	1.If I were offered a	A	GREE	NE	UTRAL		DIS	AGREE
7	good job in another place, my husband would go with me even if the were not a job there for him.		2	3	14	5	6	7
2	m.My husband's occupation is one which can be don in most places.		2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

A similar study was done by me 7 years ago. It seems to agree with my own circumstances. Lack of madelity limits job apportunities but they are still available if one is prepared and hunts for them. must women in PA wait for someone to offere a position.

I have sufficient few of the problems listed in the literature - found acceptance from males & females, accepted by male principals who report directly to my position.

You asked nothing about professional memberships. Eivic organizations are lacking for females but like others, I'm active professionally - even haid a state office.

They return to school for administrative work was chiefly on interest on influencing a quater partion of the educational program than just a single department. The dectarate was a natural progression rather than an original goal and in this was aided by my family. With more children or younger ones, I would have toda problem.

4/15

A STUDY OF

CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Scoudary Prencepal

PAF	T I: PERSONAL DATA		012
1.	Age 48		.,
2.	Race/Ethnic Background //ro	lestant	4
3.	Past and Current marital Statu	s (check those that apply)	HO
	Single, never	married	TO
	Married for th	e first time	
	Remarried		
	Divorced		
	Widowed		
.4.	Number of Children		1
	Ages of Children;;	;;	. ^
5.	In what type of community did; prior to college? (If you live choose the community that you	ed in more than one place,	0
	Type of Community	Population	~
	Rural	Under 2,500	0
	Small town/city	2,500 to 9,999	-
	Medium-sized city	10,000 to 99,999	- 1
	Suburb in metropolitan	100,000 to 249,999	•
	areaLarge city	250,000 to 1.5 million	
	No Mizzako e kontrologio erre ilikolak	Greater than 1.5 million	

	0.	(Check only one.)
		Farmer
		Unskilled or semiskilled laborer
		Skilled laborer or craftsman
0		White collar employee
		Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		Homemaker
		Farmer
		Domestic Worker
0		Unskilled or semiskilled laborer
0		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
_		Completed eighth grade
0		Some high school
		Completed high school
		Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
	9.	How many brothers and sisters did you have as a child?
0		Older brothers Older sisters
0		Younger brothers Younger sisters

•	Are you presently Yes No		church or	religio	us group
	If you are prese	ently a member	of a chur	ch or re	ligious
	How strong do you present church or which best descri	religious gro	oup? (Cir		
	2 3	14	5	6	7
y		Average			Very Strong
	What do you consid	ler your polit:	ical affil	iation?	
	Republican F	arty			
	Democratic F	arty			
	Independent				
	Other (pleas	se specify)			
	To what political	or civic organ	nizations	do you b	elong?
		100590	riscus islands		
	If you are married	, what is the	occupation	n of you	r husban
	How does your husb	and's salary	compare to	yours?	
	Les	s than your se	alary		
	Abo	out the same as	s your sale	ary	
	Mor	e than your sa	alary		
	In what year did y	ou complete yo	our Bachelo	or's deg	ree?
	What was your majo	r(s)?			
	3 0	1 (5)			

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

1		Master's	REE RECEIVED M + 30 or Specialist P.S	Doctorate Pers Stale U
Major(s)	Bui /Psu			admen /
Dates when Attended Grad School	19 <u>5</u> 40	19 to		19_ to 19_65
Approx. No. of Months of fulltime study	Mo.	Mo.	Mo.	10 Mo.
Years of Admin. Experience when Degree Rece	Yr.	Yr.	Yr.	O Yr.
Did you apply for financial aid?	Yes	Yes	Yes	Yes
Did you receive a loan?	Yes	Yes	Yes	Yes No
Did you receive a fellowship or assistantship?	Yes	Yes	Yes	Yes No
Did you receive sabbatical pay?	Yes	Yes	Yes	YesNo

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	1
	Unified	4
	Secondary	
	V Other (please specify) and	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	1 .
	Small town or city	1
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	
	Smaller than most districts	7
	About the same as most districts	3
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.) ask Supt	1
5.	Approximately how many staff members do you supervise? / O	100
6.	If you are a building administrator	
	a. What is the range of grades your school serves? 19 -13	2
	b. What is the sex composition of your school?	
	Mostly girls	
	About equally boys and girls	2
	Mostly boys	
	c. Is your school a vocational-technical school? Yes	
	No	7

Coud of	27.	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
012	8.	At what age were you first appointed to an administrative or supervisory position?
4	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
2		Central Office Administrator (specify position) College Professor Spouse Family Other (please specify)
3	10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to take Other (please specify)
3	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?

On the chart below and on the next page, please briefly 12. outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions. For each position you need to provide only that information which is applicable. Please begin with your first position after college graduation and work forward in time. for jobs in education Age When Approx. Yrs. in Building District Took Job Salary Position Enrol'mt. Enrol'mt. 2000 1950to55 1800 position Sch Oust fulltime) Name of district (if ed job) (if parttime) State in which located 3800 1955 to 750 8000 District / Town (parttime) State 38 14,000 1967 to 76 12,000 (fulltime) (parttime) State 48 27,500 19 76 to District/Town (parttime) State Title (fulltime) District/Town (parttime) State

	Age When	Approx. Salary	Yrs. In Position	For jobs in ed. Building District Enrol'mt. Enrol'mt.
Title District/Town		(fulltim	19 to	
State State		(parttim	e)	
Title		(fulltim	19 to	
District/ Town State		(parttim	ne)	
h		(fulltim	19 to	·
State		(parttin	ne)	
Title District/Town	_	(fulltin	19 to	
State		(parttin	me)	Regue -
Title District/Town		(fulltin	19	
State		(parttin	ne)	

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you presently manage cooking and housework?	
	I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework.	4
	share the cooking and housework with others.	
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	Î
	In education, similar to my present career	
	In education, but different from my present career	•
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	0
	Position in larger district	
	Position in smaller district	0
	Superintendency	
	Position in state education department	
	Position in higher education	0
	Uncertain	
16.	Have there been barriers to your career development? YesNo	2
	If yes, what were/are they?	

	17.	In your career, are you willing to move to another <u>district</u> in the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
0		Yes, but only to a neighboring district
4		Not willing to leave present district
1		If you are not willing to leave, what is your major reason for wanting to stay in your present position?
0	18.	In your career, are you willing to move to another state in order to get a better position?
4		Yes, willing to move to any state
		Yes, but only within present geographic region or area
		Not willing to leave present state
1	19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart.
		MY JOB MY JOB
1		AS IT NOW IS . AS IT SHOULD BE
1		Better Worse Better Worse than Average than
1	2	Average Average Average Average
2		a. Job Security X
1		b. Opportunity to be helpful to others
,		c. Prestige in the community
!		d. Opportunity for independent thought & action
1		e. Self-fulfillment 🚣

20.	When you think about your career, which of the f two statements comes closest to reflecting how y about that career? (Choose only one.)		0
	I am impressed with how far I have comeI am impressed with what I have yet to d		2
21.	Each of the statements in the lefthand column be are about careers in educational administration women's careers in general. For each statement, circle the number to the right which comes close describing how you feel about the statement. Ci only one number for each statement, and do not continue to the right which comes close describing how you feel about the statement. Ci only one number for each statement, and do not continue to the right which comes close describing how you feel about the statement. Ci only one number for each statement, and do not continue to the right which comes close describing how you feel about the statement.	est to rcle	
	AGREE NEUTRAL	DISAGREE	4
a.	My career plans have 1 2 3 4 .5 always been to advance to more important positions.	6 7	4 -
ъ.	I enjoy participating in discussions involving controversial local issues more than in those involving controversial national issues.	6 7	% 5
c.	A woman owes it to herself to watch constantly for better job opportunities.	6 7	7
d.	I am very satisfied with my present position 1 2 3 4 5 NEUTRAL	6 7 DISAGREE	1
e.	The most important aspect of a career for me is a congenial living environment.	6 7	7

	•	AC	REE	NE	UTRAL		DISA	GREE
7	f.The most important aspect of a career for me is good working relationships.	ì	2	3	4	5	6	7
3	g. The most important aspect of a career for me is holding a job which advances that career.	1	2 (3) 4	5	6	7
4	h.The most important aspect of a career for me is being near friends and family.	1	2	3 (14)	5	6	7
	If you are not presently \underline{m} next question.	arrie	ed, sk	ip i-	m, an	d go	to th	е
		AC	REE	NEU	TRAL		DISA	GREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
0	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4		6	7
1	1.If I were offered a good job in another	AC	REE	NEU	TRAL		DISA	GREE
U	place, my husband would go with me even if there were not a job there for him.	1	2	3	14	5	6	7
D	m.My husband's occupation is one which can be done in most places.	1	2	3	14	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

A STUDY OF

CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Principal - High Sc	hoal
PART I: PERSONAL DATA	000
1. Age 65	00
2. Race/Ethnic Background Thite Italian	4
3. Past and Current marital Status (check those that apply)	16
Single, never married	65
Married for the first time	,
Remarried	
	.,
Widowed No. 22	4
4. Number of Children	
Ages of Children;;;;	0
5. In what type of community did you spend most of your life prior to college? (If you lived in more than one place, choose the community that you think of <u>first</u> as "home.")	0
Type of Community Population	0
Rural Under 2,500	11
	4
✓ Medium-sized city 10,000 to 99,999	1
Suburb in metropolitan 100,000 to 249,999	
Large city 250,000 to 1.5 million	
Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
		Unskilled or semiskilled laborer
7		Skilled laborer or craftsman
3		White collar employee
		Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		Homemaker
		Farmer
		Domestic Worker
/		Unskilled or semiskilled laborer
1		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
		Some high school
		Completed high school
-	7	Some college
4	5	Associate or Technical degree
-		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
	9.	How many brothers and sisters did you have as a child?
1		Older brothers Older sisters
-		3 Younger brothers \(\psi\) Younger sisters

10.	In what religion were you rais (Write "NA" if you received no	o religious training	.)	2
11.	Are you presently a member of	a church or religion	us group?	
	YesNo			300
	If you are presently a member group, what kind is it?	er of a church orfre	ligious	多人
	How strong do you consider you present church or religious go which best describes that after	group? (Circle the	your	7
1	2 3 4	5 6	0	/
Very	Average		Very	,
Weak			Strong	
12.	What do you consider your pol:	itical affiliation?		0
	Republican Party			1
	Democratic Party			
	Independent			
	Other (please specify)_			
13.	To what political or civic org	ganizations do you be	elong?	3
	Dunmare Hor	nen's Chil		1
14.	If you are married, what is the	he occupation of your	r husband?	0
	How does your husband's salary	y compare to yours?	a heart to the	
	Less than your	salary	1	•
	About the same	as your salary		
	More than your	salary		
15.	In what year did you complete	your Bachelor's degr	ree? 33	2/
	What was your major(s)? The	7 7	- Locial Studie	is!
	From what institution did you	. 1		5
	Marywood	, Acran	lon	
		/		5

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GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

	PROGRAM	OF STUDY	OR DEGI	REE RECEIVED M + 30	* 5
	B + 30	Maste	r's	or Specialist	Doctorate
Institution(s) Attended		_		Maryand De	renton
Major(s)			(Mand. stration
Dates when Attended Grad School	19 to	19		1955tg	19_ to 19_
Approx. No. of Months of fulltime study	<u> </u>	10.	Mo.	18 Mo.	Mo.
Years of Admin. Experience when Degree Rec		r.	Yr.	15 yr.	Yr.
Did you apply for financial aid?	Yes No	Yes No		Yes No	Yes
Did you receive a loan?	Yes _ No _	Yes No	=	Yes No	Yes
Did you receive a fellowship or assistantship?		Yes No	=	Yes No	Yes
Did you receive sabbatical pay?		Yes		Yes	Yes

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	2
	Unified	2
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	
	Small town or city	-
	Medium-sized city	3
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	
	Smaller than most districts	
	About the same as most districts	2
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.) Superintendent	2
5.	Approximately how many staff members do you supervise? 60	060
	If you are a building administrator	1
	a. What is the range of grades your school serves? $9-12$	1
	b. What is the sex composition of your school?	
	Mostly girls	
	About equally boys and girls	2
	Mostly boys	_
	c. Is your school a vocational-technical school? Yes	
	No V	2

cando?	At what age did you <u>first</u> <u>decide</u> to seek an administrat or supervisory position?
009 8.	At what age were you first appointed to an administrative or supervisory position?
4 9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
	Immediate Supervisor
	Building Administrator
2	Central Office Administrator (specify position)
	College Professor
	Spouse
	Family
	Other (please specify)
` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
	Financial aid
	Sponsorship
4	I was asked to be an intern
	Received suggestions on what steps to take
	Other (please specify)
11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
5	VeryImportant \(\sum_{\text{Somewhat}} \) _ Not VeryNotImportant _

12. On the chart below and on the next page, please <u>briefly</u> outline the positions you have held both <u>in</u> and <u>out</u> of education. Include any time you spent as a <u>fulltime</u> homemaker as well. Also include part-time positions.

For each position you need to provide only that information which is <u>applicable</u>. Please begin with your <u>first</u> position after college graduation and work forward in time.

iı	n time.				for toba	in education
		Age When Took Job		Yrs. in Position	Building	
a.	Teacher Title of 1st	123	(if	1935 to		
	position Dummore Name of distri		full- time)	1943	213	
(Henna	•	(if part-		33	8
	State in which located	01	time)	./2		
b.	<u>l'eacher</u>	31	(fulltime)	19 4 %		/
	District/Town		(parttime)	19.1.		
c.	State State Title	neepol	(fulltime)	19.45to	1	<u> </u>
	District/Rown	1)	parttime)	19/0/	36/	
d.	Grincipa Title	e49	fulltime)	19 <u>6/</u> to	/ 14	
	District/Town	(parttime)	19 <u>77</u>		
e.	State Title		fulltime)	19 to		
	District/Town		parttime)	19		
	State	,	bar.ccine)			

	Age When Took Job		Yrs. In Position	for jobs Building Enrol'mt.	in ed. District Enrol'mt.
Title District/ Town State		(fulltime	19		
Title District/ Town State		(fulltime	19		
h	·	(fulltime	19		
Title District/Town State		(fulltime	19 to e) 19	The second second	
j		(fulltime	19		

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you presently manage cooking and housework?	
	I do mos't of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others.	
	I do most of the cooking myself, but pay someone to do most of the housework.	1
	I share the cooking and housework with others.	,
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	1
	n education, similar to my present career	
	In education, but different from my present career	
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	
	Position in larger district	_
	Position in smaller district	8
	Superintendency	
	Position in state education department	
	Position in higher education	
	Uncertain	0
	Do not plan to seek another position	
16.	Have there been barriers to your career development?	
	Yes	
	If yes, what were/are they?	_
		1)

	17.	In your career, are you willing to move to another <u>district</u> in the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
1		Yes, but only to a neighboring district
U		Not willing to leave present district
		If you are not willing to leave, what is your major
1		reason for wanting to stay in your present position?
^	18.	In your career, are you willing to move to another <u>state</u> in order to get a better position?
14		Yes, willing to move to any state
V		Yes, but only within present geographic region or area
		Not willing to leave present state
1		If you are not willing to leave, what is your major reason for wanting to stay in your present location?
17	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.
1		MY JOB MY JOB
1		AS IT NOW IS AS IT SHOULD BE Better Worse Better Worse
		than Average than than Average than
1		Average Average Average Average
1		a. Job Security
,		b. Opportunity to be helpful to
		others c. Prestige in the community
2		d. Opportunity for independent thought & action
,		e. Self-fulfillment 1/
-		

20.	When you think about y two statements comes of about that career? (Ch	loses	t to r	efle	ecting				
	VI am impressed	with	how f	ar I	I have	come.			
	I am impressed	l with	what	I ha	ave yet	to d	lo.		
21.	Each of the statements are about careers in en women's careers in gen circle the number to the describing how you fee only one number for each between numbers. Then answers.	education in the riel about the state of the	For ght whout the atemen	admi each ich sta	inistra n state comes atement and do	close not	or est to ircle		
			AGREE	1	EUTRAL	,	DISA	AGREE	
a.	My career plans have always been to advance to more important posi		2	3	4	5	6	7	- 1
b.	·I enjoy participating in discussions involvi controversial <u>local</u> issues more than in those involving controversial <u>national</u> issue	1	2	3	4	5	6	7	4
c.	A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	4	5	6	7	1
d.	I am very satisfied with my present position	0	2 GREE	3	4 NEUTRA	5 L	6 DISA	7 AGREE	7
е.	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	6

			AGREE	NE	UTRAL		DISA	GREE
6	f. The most important aspect of a career for me is good working relationships.	1	2	3	4	5	6	7
2	g. The most important aspect of a career for me is holding a job which advances that career.	1	(2)	3	4	5	6	7
6	h.The most important aspect of a career for me is being near friends and family.	1	(2)	3	14	5	6	7
	If you are not presently ment question.	arr	ied, sk	ip i-	m, an	d go	to th	е
			AGREE	NEU	TRAL		DISA	GREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
0	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
	1.If I were offered a		AGREE	NEU	TRAL		DISA	GREE
0	good job in another place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6	7
0	m.My husband's occupation is one which can be done in most places.	1	2	3	4	5	6	7

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

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COMMENTS AND REACTIONS

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A STUDY OF

	CAREERS OF WOMEN IN	EDUCATIONAL ADMINISTRATION	37
Tit	le of Your Present Position S	uperintendent.	- 1
PAR	T I: PERSONAL DATA Age 55	Section 1.1	55
2.	Race/Ethnic Background Caus	easian	1
3.	Past and Current marital Status	s (check those that apply)	1
	X Single, never	married	1
	Married for the	e first time	6
	Remarried		
	Divorced Widowed		6
.4.	Number of Children	49.0	^
	Ages of Children;;		O
5.	In what type of community did ; prior to college? (If you live choose the community that you	ed in more than one place,	7
	Type of Community	Population	_
	Rural		
	X Small town/city	2,500 to 9,999	
	Medium-sized city	10,000 to 99,999	
	Suburb in metropolitan area		
	Large city	250,000 to 1.5 million	
	ALCO MERCINE DOS BLL W	Greater than 1.5 million	

6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
	X Farmer
	Unskilled or semiskilled laborer
	Skilled laborer or craftsman
	White collar employee
	Professional
	Other (please specify)
7.	Which of the following best describes your mother's occupation? (Check only one.)
	Farmer
	Domestic Worker
	Unskilled or semiskilled laborer
	Skilled laborer or craftswoman
	White collar employee
	Professional
	Other (please specify)
8.	How much formal education did your mother have? (Indicate only the highest level.)
	Less than eighth grade
	Completed eighth grade
	Some high school
	Completed high school
	Some college
	Associate or Technical degree
	Baccalaureate degree
	Some graduate work
	Graduate or professional degree
9.	How many brothers and sisters did you have as a child?
	2 Older brothers Older sisters
	Younger brothers 2 Younger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.)	2
	Roman Catholic	
11.	Are you presently a member of a church or religious group?	
	YesX No	2
	If you are presently a member of a church or religious	Com
	group, what kind is it? Roman Catholic	
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	7
1	2 3 4 5 6 (7)	•
Very		
Weak	Strong	
12.	What do you consider your political affiliation?	2
	Republican Party	
	X Democratic Party	
	Independent	
	Other (please specify)	0
10		0
13.	To what political or civic organizations do you belong?	
	Vone	
		-
14.	If you are married, what is the occupation of your husband?	()
	121	
	How does your husband's salary compare to yours?	
	Less than your salary	3
	About the same as your salary	
	More than your salary	29
15.	In what year did you complete your Bachelor's degree? 1961	21
	What was your major(s)? Geography (Social Studies)	8
	From what institution did you graduate?	0
	St. Louis University	1
		T

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

	PROGRAM OF B + 30		Master's St. Louis	M + 30 or Special:		Doctorate		
Institution(s) Attended		_	University					
Major(s)			Education				-	
Dates when Attended Grad School	19	to	19 <u>6</u> 2 to 19 <u>6</u> 7 Summers	19 to		19 t	0	
Approx. No. of Months of fulltime study		Mo.	12 Mo.		Mo.		Mo.	
Years of Admin. Experience when Degree Rec		Yr.	9 yr.		Yr.		Yr.	
Did you apply	Yes		Yes	Yes		Yes		
for financial aid?	No		No X	No		No		
Did you receive a loan?	Yes No	_	Yes X	Yes No		Yes No	_	
Did you receive a fellowship or assistantehip?			Yes No X	Yes No	_	Yes		
Did you receive sabbatical pay?			Yes	Yes No	170	Yes No	_	

PART II: YOUR CAREER

1.	In what type of district is your present position?	1
	Elementary	/
	Unified	
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	7
	Small town or city	6
	Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	1
	Smaller than most districts	/
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.) Board of Directors	3
5.	Approximately how many staff members do you supervise? 10	010
6.	If you are a building administrator	
	a. What is the range of grades your school serves?	6
	b. What is the sex composition of your school?	
	Mostly girls	7-
	About equally boys and girls	
	Mostly boys	
	c. Is your school a vocational-technical school? Yes	2

CARDOZ	>	
1000	7.	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
371	8.	At what age were you first appointed to an administrative or supervisory position? 31-inaprivate school
1	9.	
		Immediate Supervisor
		Building Administrator
		Central Office Administrator (specify position)
		College Professor
		Spouse
4		Family
		Other (please specify)
	` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
		Financial aid
		Sponsorship
7		I was asked to be an intern
/		Received suggestions on what steps to take
		X Other (please specify) Requested by Board of Directors
3	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
		VeryImportant \(\sum_{\text{Somewhat}} \) Not VeryNot At All Important Important Important

	education. Inc homemaker as we For each positi mation which is first position	ll. Also on you need applicable	include pa d to provide. Please	art-time po de only th begin wit	ositions. at infor- h your	d	
	in time.	Age When Took Job	Approx.	Yrs. in Position	for jobs Building	in education	(
	a. Teacher Title of 1st	21	(if	1957to			
	position Parochia Name of distr (if ed. job)	School	full- time)	1967	12 PT 12 PT		00
	State in which located		part- time)				!
	District/Town		(fulltime)	19 66/			1
	Tilinois State		(parttime)		1/0		1
	c. Superintender Title District C District/Town	3	# <u>11700.00</u> (fulltime)	19 <u>47</u> to	169	169	2
	Illinois State		(parttime)				4
(d. Title		(fulltime)	19 to			10
	District/Town State		(parttime)				24
6	Title	ia Tarois i	(fulltime)	19 to			31
	District/Town State		(parttime)	÷7			31
							40

	Age When Took Job	Approx. Salary	Yrs. In Position	District Enrol'mt.
f. Title District/Town State		(fulltime	19	
g. Title District/ Town State		(fulltime	19	
h		(fulltime	19	
i		(fulltim	nat plac.	
Title District/Town State		(fulltim	19	

2 12

(use additional sheet if necessary)

3.	Which of the following statements <u>best</u> describes how you presently manage cooking and housework?	
	I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others.	
	I do most of the cooking myself, but pay someone	
	to do most of the housework. I share the cooking and housework with others.	2
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
+.	If you could live your life over, which kind of career would you choose?	
	In education, similar to my present career	7
	In education, but different from my present career	Const
	In another field of employment	
	No paid employment; homemaker.	
5.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	X Teacher in a public school	- 1
	Position in larger district	
	Position in smaller district	6
	Superintendency	
	Position in state education department	_
	Position in higher education	
	Uncertain	
	Do not plan to seek another position	
· .	Have there been barriers to your career development?	2
	Yes X No	
	If yes, what were/are they?	

	17.	In your career, are you willing to move to another <u>district</u> in the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
		Yes, but only to a neighboring district
- 1		Not willing to leave present district
		If you are not willing to leave, what is your major reason for wanting to stay in your present position?
	18.	In your career, are you willing to move to another state in order to get a better position?
		Yes, willing to move to any state
0		Yes, but only within present geographic region or area
9		
1		If you are not willing to leave, what is your major reason for wanting to stay in your present location?
	19.	On the chart below evaluate your job as it is <u>now</u> and as you feel it <u>should</u> be. For each item check only one space on each part of the chart.
		MY JOB 1 MY JOB
		AS IT NOW IS AS IT SHOULD BE
B		Better Worse Better Worse than Average than
0		Average Average Average Average Average
0		a. Job Security
0000		b. Opportunity to be helpful to
		c. Prestige in the community
0000		d. Opportunity for independent thought & action
6		e. Self-fulfillment

20.	When you think about you two statements comes clabout that career? (Cho	oses	t to	refle	cting					
	1 am impressed	with	how	far I	have	come			1	
	I am impressed	with	what	I ha	ve yet	to	do.		- 1	
21.	Each of the statements are about careers in edwomen's careers in genecircle the number to the describing how you feel only one number for each between numbers. There answers.	ducateral. ne ri l abo ch st e are	For ght wat the ateme, of	admi each hich e sta nt, a cours	nistra state comes tement nd do e, no	ement clos clos not "cor	est tircle	e Le		
			AGREE	100	EUTRAI		DIS	SAGREE	7	
a	 My career plans have always been to advance to more important posit 	l		3	14	5	6	(1)		
b	·I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	4	5	6	7	5	
c	•A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	14)	5	6	7	4	1
d	·I am very satisfied with my present position	1 A	2 GREE	3	4 NEUTR	5 AL	6 DIS	7 SAGREE	1	
е	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	-	7

		A	GREE	NE	UTRA	L	DIS.	AGREE
7	f. The most important aspect of a career for me is good working relationships.	1	2	3	4	5	6	7
5	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	3	6	7
7	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
	If you are not presently next question.	marri	ed, sk	ip i-	m, a	nd go	to th	ne
		A	GREE	NEU	TRAL		DIS	AGREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	14	5	6	7
0	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
	1.If I were offered a	A	GREE	NEU	TRAL		DIS.	AGREE
0	good job in another place, my husband would go with me even if ther were not a job there for him.	e 1	2	3	4	5	6	7
0	m.My husband's occupation is one which can be don in most places.		2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

> Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

> Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education. position of importance

X Ms. D feels that she has had a successful career because she has been able to reach a in her community.



COMMENTS AND REACTIONS

Colombia Contraction (No. 1981)

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

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A CALL TO SERVICE A COLUMN

A STUDY OF

CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Tit	le of Your Present Position	lasistant Superintendent	
PAR	I I: PERSONAL DATA		
1.	Age 56	+	56
2.	Race/Ethnic Background _ W		,
3.	Past and Current marital Status		1
	X Single, never	married	
	Married for the	e first time	1
	Remarried		1
	Divorced		
	Widowed		1
.4.	Number of Children		0
	Ages of Children;;		0
5.	In what type of community did ; prior to college? (If you live choose the community that you	ed in more than one place,	0
	Type of Community	Population	0
	Rural	Under 2,500	,
	Small town/city	2,500 to 9,999	6
	Medium-sized city	X 10,000 to 99,999	100
	X Suburb in metropolitan	100,000 to 249,999	
	area Large city	250,000 to 1.5 million	
	Darge Croy	Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
A		Unskilled or semiskilled laborer
/		Skilled laborer or craftsman
4		White collar employee
1		Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		Homemaker
1		Farmer
		Domestic Worker
1		Unskilled or semiskilled laborer
		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your <u>mother</u> have? (Indicate only the highest level.)
		Less than eighth grade
,		Completed eighth grade
1		Some high school
4		X Completed high school
		Some college
- 1		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
,		Graduate or professional degree
/	9.	How many brothers and sisters did you have as a child?
(1)	l Older brothers Older sisters
4	,	Younger brothers Younger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.) Protestant	8
11.	Are you presently a member of a church or religious group?	
	Yes X No	0
	If you are presently a member of a church or religious group, what kind is it?	8
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	5
1	2 3 4 5 6 7 Average Very	
Very Weak		
12.	What do you consider your political affiliation?	_ ~
	Republican Party	~
	Democratic Party)
	Independent	
	Other (please specify)	
13.	To what political or civic organizations do you belong?	0
14.	If you are married, what is the occupation of your husband?	0
	How does your husband's salary compare to yours?	
	Less than your salary	
	About the same as your salary	0
	More than your salary	_ 4 3
15.	In what year did you complete your Bachelor's degree? 1945	24
	What was your major(s)? Music Ed.	1
	From what institution did you graduate? ()	1
	England Conservatory of Music	-
		4

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED M + 30Doctorate B + 30Master's or Specialist Institution(s) Attended Music Adm. + Major(s) 1. Ed. Super. 2. Educ. 19_ to 1944 to 45 19 to 19 to Dates when Attended 19 1948-46 19 Grad School 15 Approx. No. Mo. 10 Mo. Mo. 20 Mo. of Months of fulltime study Years of Admin. Yr. Yr. 2.0 Yr. Experience when Degree Received Did you apply Yes Yes Yes Yes Yes Yes No X No X aid? Did you receive Yes Yes Yes a loan? No X No X Yes _____ Did you receive Yes Yes a fellowship or No X Yes Yes No X assistantship? Did you receive Yes ____ Yes ___ Yes ___ Yes ___ sabbatical pay? No 🗶 No 🗶 No 🗶

PART II: YOUR CAREER

1.	In what type of district is your present position?	-
	Elementary)
	_X_Unified	~
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	51
	Rural area	4
	Small town or city	
	Medium-sized city	
	_X Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	2
	Smaller than most districts	~
	About the same as most districts	
	Larger than most districts	0
	Largest enrollment of all districts	1
4.	To whom do you directly report? (Give title of position, not name of holder.) Supt. of Johns!	750
5.	Approximately how many staff members do you supervise? 750	
6.	If you are a building administrator	0
	a. What is the range of grades your school serves?	0
	b. What is the sex composition of your school?	~
	Mostly girls	(')
	About equally boys and girls	
	Mostly boys	
,	c. Is your school a vocational-technical school? Yes	9

TIPL	0.	t what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
342	8.	At what age were you first appointed to an administrative or supervisory position? 32
3	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
		Immediate Supervisor
_		Building Administrator
3		Central Office Administrator (specify position)
		College Professor
18		Spouse
		Family
		Other (please specify)
X	10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
		Financial aid
11		Sponsorship
4		I was asked to be an intern
		X Received suggestions on what steps to take
		Other (please specify)
0,	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
		VeryImportantSomewhatNot VeryNot A

	homemaker as well For each position mation which is a first position as in time.	n you need applicable	. Please	de only the	at infor- n your ork forwar		0
		Age When Took Job	Approx.	Yrs. in Position	Building	in education District Enrol'mt.	0
	a. Music Tr. Title of 1st position Fair Field Name of district	26	(if full-time)	19 46 to 5 0			00
	(if ed. job) Conn- State in which located		(if part- time)				2
	District/ Town State		(fulltime)	19 to			5
	c. Asst. Sapt Title Fair Field District/Town		(fulltime)	19 to			04
	State d. Asst. Supt	51	(parttime)	19 12 to		20,000	30
	District/Town Conn State	((parttime)	19	VSAE		32
•	Title District/Town		fulltime)	19 to			51

	Age When Took Job		Yrs. In Position		in ed. District Enrol'mt.
Title District/Town State		(fulltime	19		
g. Title District/ Town State		(fulltime	19		
h		(fulltime	19		
i		(fulltime	ni il nom	1801	
Title District/Town State		(fulltim	19		<u></u>

(use additional sheet if necessary)

3.	Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?
	I do most of the cooking and housework myself
	I do most of the cooking myself, but share the housework with others.
	I do most of the cooking myself, but pay someone to do most of the housework. X I share the cooking and housework with others.
	I share the cooking with others and pay someone to do most of the housework.
	I pay someone to do most of the cooking and the housework.
	If you could live your life over, which kind of career would you choose?
	In education, similar to my present career
	In education, but different from my present career
	In another field of employment
	No paid employment; homemaker.
	Which of the following positions do you hope to obtain in the future. Check as many as apply.
	Teacher in a public school
	Position in larger district
	Position in smaller district
	X Superintendency
	Position in state education department
	Position in higher education
	Uncertain
	Do not plan to seek another position
	Have there been barriers to your career development?
	X Yes No
	If yes, what were are they? Preference for men
	in superintendent positions.

17.	In your career, are you willing to move to another <u>district</u> in the <u>same</u> state in order to get a better position?
	Yes, willing to move to any district
	Yes, but only to a district like present district
	ka ka kat a na minangan mangan mangan katangan katangan kanangan katangan katangan katangan katangan katangan ka
	Yes, but only to a neighboring district
	Not willing to leave present district
	If you are not willing to leave, what is your major reason for wanting to stay in your present position?
18.	In your career, are you willing to move to another state in order to get a better position?
	X Yes, willing to move to any state
	Yes, but only within present geographic region or area
	Not willing to leave present state
	(19 17년 - 19 4일 2일 1일 1일 1일 1일 1일 1일 1일 1일 1일 1일 1일 1일 1일
	ii vou are not willing to leave, what is voir major
	If you are not willing to leave, what is your major reason for wanting to stay in your present location?
10	reason for wanting to stay in your present location?
19.	
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart.
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart.
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart.
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart. MY JOB AS IT NOW IS Better Worse Better Worse
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart. MY JOB AS IT NOW IS Better Worse than Average than MY JOB AS IT SHOULD BE Better Worse than Average than
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart. MY JOB AS IT NOW IS Better Worse than Average than Worse than Average than
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart. MY JOB AS IT NOW IS Better Worse than Average than MY JOB AS IT SHOULD BE Better Worse than Average than
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart. MY JOB AS IT NOW IS Better Worse than Average than Average Average a. Job Security b. Opportunity to be helpful to
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart. MY JOB AS IT NOW IS Better Worse than Average than Average Average a. Job Security b. Opportunity to
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart. MY JOB AS IT NOW IS Better Worse than Average than Average Average a. Job Security b. Opportunity to be helpful to others c. Prestige in the
19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on each part of the chart. MY JOB AS IT NOW IS Better Worse than Average than Average Average Average Average Average Average Community Deportunity to be helpful to others C. Prestige in the community d. Opportunity for independent

20.	When you think about you two statements comes clabout that career? (Cho	ose	st to	refle	ecting					1
	I am impressed	wit	h how	far	I have	e come				
	I am impressed	wit	h what	I h	ave ye	et to	lo.			1
21.	Each of the statements are about careers in edwomen's careers in genecircle the number to the describing how you feel only one number for each between numbers. There answers.	luca eral e r ab	tional. For eight wout the tatemere, of	each hich e st nt,	inistrate comes atemer and do se, no	ration tement s close nt. C: o not o	or est t ircle circl	Le 1		1
		^	AGREE		NEUTRA	AL	DIS	SAGREE		
a.	My career plans have always been to advance to more important posit	(1)	2	3	4	5	6	7		
Ъ	I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	(3)	4	5	6	7		5
c.	A woman owes it to herself to watch con- stantly for better job opportunities.	1	(3)	3	4	5	6	7		2
d.	I am very satisfied with my present position	1	2 AGREE	3	4 NEUTI	(5)	6 DIS	7 SAGREE	Ġ.	3
е.	The most important aspect of a career for me is a congenial living environment.	1	2	3	(<u>1</u>)	5	6	7	4	+

			AGREE	NE	UTRAL		DISA	GREE
5	f.The most important aspect of a career for me is good working relationships.	1	2 (3	4	5	6	7
3	g. The most important aspect of a career for me is holding a job which advances that career.	1	2 ((3)	4	5	6	7
2	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5 (9	7
	If you are not presently me next question.	arr	ied, sk	ip i-	m, an	d go	to th	е
			AGREE	NEU	TRAL		DISA	GREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
0	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
	1.If I were offered a		AGREE	NEU	TRAL		DISA	GREE
0	good job in another place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6	7
0	My husband's occupation is one which can be done in most places.	1	2	3	4	5	6	7

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

2

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

2

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

A STUDY OF

CAREERS	OF	WOMEN	IN	EDUCATIONAL	ADMINISTRATION
CALTELLO	Or	MOTATETA	TIA	EDUCALIONAL	ADMINIBIRATION

State Superintendent
Title of Your Present Position of Public Instruction

1.	Age 46	and conducting them to the conducting of the con	46
2.	Race/Ethnic Background Cauc	casian	• •
3.	Past and Current marital Stat	us (check those that apply)	
	Single, never	married	
	_X Married for the	he first time	
	Remarried		7
	Divorced		
	Widowed		0
4.	Number of Children		0
	Ages of Children 25; 24	; 22_; 21; 19_; 16	
5.	In what type of community did prior to college? (If you lichoose the community that you	ved in more than one place,	-
	Type of Community	Population	>
	Rural	Under 2,500	
	Small town/city	2,500 to 9,999	
	X Medium-sized city	10,000 to 99,999	6
	Suburb in metropolitan	100,000 to 249,999	9
	area Large city	250,000 to 1.5 million	
	Targe croy	Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
		Unskilled or semiskilled laborer
~		Skilled laborer or craftsman
5		White collar employee
		_X Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		Homemaker
		Farmer
		Domestic Worker
		Unskilled or semiskilled laborer
		Skilled laborer or craftswoman
1		White collar employee
		_x Professional
1		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
./	1	Some high school
-	1	Completed high school
	1	Some college
	1	Associate or Technical degree
	,	X Baccalaureate degree
		Some graduate work
		Graduate or professional degree
-)9.	How many brothers and sisters did you have as a child?
,	1	O Older brothers O Older sisters
		O Younger brothers O Younger sisters

	Protestant
11.	Are you presently a member of a church or religious group?
	Yes X No
	If you are presently a member of a church or religious group, what kind is it? United Methodists
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)
1	2 3 4 5 6 X
Very Weak	2 3 4 5 6 K Average Very Strong
weak	Strong
12.	What do you consider your political affiliation?
	Republican Party
	X Democratic Party
	Independent
	Other (please specify)
13.	To what political or civic organizations do you belong?
-5.	League of Women Voters, Valley Democratic Womens Club
	AZ. Academy Townhall, Salvation Army Board and 33 others
14.	If you are married, what is the occupation of your husband?
Ī	President, Family owned interiors business
	How does your husband's salary compare to yours?
	Less than your salary
	About the same as your salary
	X More than your salary
3.5	
	In what year did you complete your Bachelor's degree? N.A.
	What was your major(s)?
	From what institution did you graduate?

GRADUATE EDUCATION

39 zeros

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for each degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED M + 30Doctorate Master's B + 30or Specialist Institution(s) Attended -none-Major(s) 19_ to 19_ to 19_ to Dates when Attended 19__ 19 19 Grad School Approx. No. Mo. Mo. Mo. of Months of fulltime study Years of Admin. 101. 10 and 1 sant 00 ansoson. Yr. when Degree Received Did you apply Yes Yes Yes Yes for financial No ____ No ____ No aid? Did you receive Yes ____ Yes ____ No No a loan? Did you receive Yes Yes Yes A fellowship or No No No Yes Yes assistantehip? Did you receive Yes ____ Yes ___ Yes ___ sabbatical pay? No ____ No ___ No ___ No ___

PART II: YOUR CAREER

1.	In what type of district is your present position?
	Elementary
	Unified
	Secondary
	X Other (please specify) State Department of Education
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)
	Rural area
	Small town or city
	Medium-sized city
	Suburb in metropolitan area
	X Large city (Statewide)
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?
	Smaller than most districts N.A.
	About the same as most districts
	Larger than most districts
	Largest enrollment of all districts
4.	To whom do you directly report? (Give title of position, not name of holder.) Taxpayers of the state of Arizona
5.	Approximately how many staff members do you supervise? 320
6.	If you are a building administrator N.A.
	a. What is the range of grades your school serves?
	b. What is the sex composition of your school?
	Mostly girls
	About equally boys and girls
	Mostly boys
	c. Is your school a vocational-technical school? Yes

	44
335 8	. At what age were you first appointed to an administrative or supervisory position? N.A.
5 9	. If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
	Immediate Supervisor
	Building Administrator
	Central Office Administrator (specify position)
	College Professor
0	Spouse
-	X Family
	Other (please specify)
10	. If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
	Financial aid
11	Sponsorship
4	I was asked to be an intern
	X Received suggestions on what steps to take
	Other (please specify)
11	. If you received encouragement to pursue a supervisory or administrative career, <u>how important</u> was that encouragement in your decision to become a supervisor or administrator?

12. On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions.

For each position you need to provide only that information which is <u>applicable</u>. Please begin with your <u>first</u> position after college graduation and work forward in time.

in time.	Age When Took Job	Approx. Salary	Yrs. Posi	in tion	for jobs Building Enrol'mt.	in educatio District Enrol'mt.
a			19	to		
Title of 1st position		(if full-time)	19			
Name of distri (if ed. job)	.ct	(if part-				
State in which located		time)				
b. Title	12.7	(fulltime)		_ to		
District/Town		(parttime)	19	_		
State		(Par value)				
Title		(fulltime)	19_	_ to	Artestania Artestania	
District/Town	((parttime)				
State			10			
Title	. (fulltime)	19	_ to		
District/Town	(parttime)				
State						
Title	(fulltime)	19	_ to		
District/Town	(parttime)		-		
State						

	Approx.			for jobs Building Enrol'mt.	in ed. District. Enrol'mt.
f. Title	(fulltime	19 19	to		
District/Town State	(parttime	<u>a)</u>			
g. Title	 (fulltime	19	_ to		
District/ Town State	(parttime	e)			
h	 (fulltime	19 19	to		 .
State	(parttime	e)			
Title District/Town	(fulltime	19 e) ₁₉	to		
State	(parttime	e)			
Title District/Town	 (fulltime	19 <u> </u>	_ to		
Chaha	(parttim	e)			

State

(use additional sheet if necessary)

Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?	
I do most of the cooking and housework myself	
I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. X I share the cooking and housework with others.	4
I share the cooking with others and pay someone to do most of the housework.	
I pay someone to do most of the cooking and the housework.	
If you could live your life over, which kind of career would you choose?	
X In education, similar to my present career	
In education, but different from my present career	
In another field of employment	
No paid employment; homemaker.	
Which of the following positions do you hope to obtain in the future. Check as many as apply.	
Teacher in a public school	0
Position in larger district	V
Position in smaller district	0
Superintendency	
Position in state education department	
Position in higher education	
Uncertain	
X Do not plan to seek another position	
Have there been barriers to your career development?	
Yes X No	0
Yes X No	6 1

			der to better post	tion?
		Yes, willing t	to move to any district	
N.Z	Δ	Yes, but only	to a district like prese	ent district
A		Yes, but only	to a neighboring distric	:t
		Not willing to	leave present district	
			ot willing to leave, what anting to stay in your pr	
			ad a more transcent	
		in your career, are order to get a bette	you willing to move to a position?	another <u>state</u> in
		Yes, willing t	co move to any state	
		Yes, but only	within present geographi	c region or area
A		x Not willing to	leave present state	
9		-	ot willing to leave, what anting to stay in your pr	
-		Terrando de la companya del companya del companya de la companya d		
			evaluate your job as it i	s now and as vou
1		each part of the cha	For each item check only art.	
1				one space on
1			MY JOB AS IT NOW IS	one space on MY JOB AS IT SHOULD BE
1			MY JOB AS IT NOW IS Better Worse	one space on MY JOB AS IT SHOULD BE Better Worse
1			MY JOB AS IT NOW IS Better Worse	one space on MY JOB AS IT SHOULD BE
1-1-	e		MY JOB AS IT NOW IS Better Worse than Average than	MY JOB AS IT SHOULD BE Better Worse than Average than
1	e	each part of the cha	MY JOB AS IT NOW IS Better Worse than Average than Average Average	MY JOB AS IT SHOULD BE Better Worse than Average than
1	a	a. Job Security Opportunity to be helpful to	MY JOB AS IT NOW IS Better Worse than Average than Average Average	MY JOB AS IT SHOULD BE Better Worse than Average than
1	a	a. Job Security b. Opportunity to be helpful to others c. Prestige in the community d. Opportunity for	MY JOB AS IT NOW IS Better Worse than Average than Average Average X X	MY JOB AS IT SHOULD BE Better Worse than Average than
1	a	a. Job Security b. Opportunity to be helpful to others c. Prestige in the community	MY JOB AS IT NOW IS Better Worse than Average than Average X X X	MY JOB AS IT SHOULD BE Better Worse than Average than

20.	When you think about you two statements comes comes about that career? (Cho	losest	to	refle	cting				7
	I am impressed	with	how i	far I	have	come	900		1
	X I am impressed	with	what	I ha	ve yet	t to	do.		
21.	Each of the statements are about careers in en women's careers in generic circle the number to the describing how you feel only one number for each between numbers. There answers.	ducati eral. he rig l abou ch sta	For the theatemen	admi each nich e sta	nistra state comes tement	ement close c. C:	or est to ircle	e	
	answers.	А	GREE	N	EUTRAI		DIS.	AGREE	1
a	My career plans have always been to advance to more important posi-	tions.	2	3	4	5	6	7	-
b	·I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	4	5	6	7	5
С	·A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	14	5	6	7	1
đ	·I am very satisfied with my present position	(1) AG	2 REE	3	4 NEUTRA	5 AL	6 DIS	7 AGREE	7
е	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	4

		I	AGREE	NI	EUTRAL		DIS	AGREE
6	f. The most important aspect of a career for me is good working relationships.	1	2	3	4	5	6	7
	g.The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
5	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
	If you are not presently next question.	marri	ied, s	kip i	-m, an	d go	to th	ne
		1	AGREE	NEU	JTRAL		DIS	AGREE
O N.A.	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
O N.A.	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	14	5	6	7
O N.A.	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
	1.If I were offered a	1	AGREE	NE	UTRAL		DIS	AGREE
3	good job in another place, my husband would go with me even if ther were not a job there for him.		2	3	14	5	6	7
	m.My husband's occupation is one which can be don in most places.	e (1)	2	3	4	5	6	7

Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

> Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

X Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

> Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

X Ms. C feels that her career has not been fully successful because she has not reached a top position in education. position of importance

Ms. D feels that she has had a successful career because she has been able to reach a in her community.



COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

ALL STREET STREET STREET

A STUDY OF

CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

ART	I: PERSONAL DATA		32
	Age 50		
	Race/Ethnic Background Whit	e	4
	Past and Current marital Status	s (check those that apply)	•
	Single, never	married	51
	X Married for the		
	Remarried		
	Divorced		'
	Widowed		2
	Number of Children		2
	Ages of Children;;	;;;	0
	Ages of Children;; In what type of community did; prior to college? (If you liv choose the community that you	ed in more than one place,	00
	In what type of community did ;	ed in more than one place,	
	In what type of community did prior to college? (If you liv choose the community that you	ed in more than one place, think of <u>first</u> as "home.")	
	In what type of community did; prior to college? (If you liv choose the community that you Type of Community	ed in more than one place, think of <u>first</u> as "home.") <u>Population</u>	_
	In what type of community did; prior to college? (If you liv choose the community that you Type of Community Rural	ed in more than one place, think of <u>first</u> as "home.") Population Under 2,500	
	In what type of community did prior to college? (If you liv choose the community that you Type of Community Rural Small town/city	Population Under 2,500 2,500 to 9,999 10,000 to 99,999	_
	In what type of community did prior to college? (If you liv choose the community that you Type of Community Rural Small town/city Medium-sized city	Population Under 2,500 2,500 to 9,999 10,000 to 99,999	

6. Which of the following best describes your <u>father's</u> occupation? (Check only one.)
Farmer
Unskilled or semiskilled laborer
Skilled laborer or craftsman
White collar employee
Professional
Sther (please specify) Small Business Man
7. Which of the following best describes your mother's occupation? (Check only one.)
Homemaker
Farmer
Domestic Worker
Unskilled or semiskilled laborer
Skilled laborer or craftswoman
White collar employee
Professional
Other (please specify)
8. How much formal education did your <u>mother</u> have? (Indicate only the highest level.)
Less than eighth grade
Completed eighth grade
Some high school
Completed high school
Some college
Associate or Technical degree
Baccalaureate degree
Some graduate work
Graduate or professional degree
9. How many brothers and sisters did you have as a child?
Older brothers Older sisters
Younger brothers Younger sisters

10.	In what religion were you raised? (Write "NA" if you received no religious training.) PROTESTANT						
11.	Are you presently a member of a church or religious group? Yes X No						
	If you are presently a member of a church or religious group, what kind is it? PROTESTANT						
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)						
1	2 3 4 5 6 X 7						
Very Weak	Average Very Strong						
12.	What do you consider your political affiliation?						
	Republican Party						
	_X Democratic Party						
	Independent						
	Other (please specify)						
13.	To what political or civic organizations do you belong? Business Prof. Women / NASSP / AASA/						
14.	If you are married, what is the occupation of your husband?						
14.	Courcion MGR & Currently Restaurant Proprietor						
	How does your husband's salary compare to yours?						
	Less than your salary						
	About the same as your salary						
	More than your salary						
15.	In what year did you complete your Bachelor's degree? 1945						
	What was your major(s)? Social Science						
	From what institution did you graduate? University of						
	Chicago						
	6						

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for $\frac{\text{each}}{\text{to semester}}$ degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) (Attended Arrz: Sta	Chidago	X		gee-ii.htm
Major(s) Soci	al Seience	Yang House	Educ. Adm	958 ob 185
Dates when Attended Grad School	19 to	19 to	19 to	19 to
Approx. No. of Months of fulltime study	60 Mo.	Mo.	24 Mo.	Мо.
Years of Admin. Experience when Degree Rec	O Yr.	Yr.	/Yr.	Yr.
Did you apply for financial aid?	Yes X	Yes	Yes No X	Yes
Did you receive a loan?	Yes No	Yes	Yes No X	Yes
Did you receive a fellowship or assistantship?		Yes	Yes No	Yes
Did you receive sabbatical pay?		Yes	Yes	Yes

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	2
	Unified	~
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	1
	Rural area	7
	Small town or city	
	Medium-sized city	
	X Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	3
	Smaller than most districts	
	About the same as most districts	
	X Larger than most districts	
	Largest enrollment of all districts	/
4.	name of holder.)	
7	Assistant Superntendent of Secondary Schools Approximately how many staff members do you supervise? 120	120
6.	If you are a building administrator	
	a. What is the range of grades your school serves? $9-12$	1
	b. What is the sex composition of your school?	
	Mostly girls	
	X About equally boys and girls	2
	Mostly boys	
	c. Is your school a vocational-technical school? Yes	2

card	0	what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
329	8.	At what age were you first appointed to an administrative or supervisory position? 4
4	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one) Immediate Supervisor Building Administrator Central Office Administrator (specify position) College Professor Spouse Family Other (please specify)
5	` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply) Financial aid Sponsorship I was asked to be an intern Received suggestions on what steps to take Other (please specify) Asked me to perform Some administrative duties
7	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator? Yery XImportant Somewhat Not Very Not At All Important Important Important Important

For each position mation which is first position a	applicable	e. Please	begin wit	h your	d	
in time.					in education	
	Age When Took Job	Approx.	Yrs. in Position		District Enrol'mt.	
a. Clerk in fathe	2 14		1939to			
Title of lst a	re	(if full-	19 40			^
Name of distri	.+ \$	time)				U
(if ed. job)	et +,	ofwk?				0
		part- time)				U
State in which located		(Inte)				
· Clerk in Title Pept store	20		19 45 to			
Title Dept store	- al faul	(fulltime	19 48			
District/Town		\$25 / wk	2		1	
State		(parttime))			
15/1			10 +-			
.\Substitute/each	le	(fulltime)	19 to			
Chicago District/Town			19			
ILLINOIS		(parttime)	<u></u>			
State		4			3	
. Teacher	26	#6,000	19 <u>50</u> to	2500	1,000,00	7
Title Chicago	_ 5	(fulltime)	1961			
District/Town Illinois		(===++:==)				
State		(parttime)				
Toacher	35	6,000	19 <u>6/</u> to	2000	30,000	
Title	estancia!	(fulltime)				10
Scottsdale District/Town		18,000	1968			
A2 State		(parttime)				6 4

Age When Approx. Yrs. In Building District Took Job Salary Position Enrol'mt. Enrol'mt. 19,000 196 to 2500 40,000 (fulltime) Scattsda District/Town 1970 (parttime) g. Asst Principal 43 # 19 vov 1970 to 2000 fo, ood
Title (fulltime) (parttime) 24 ood 1975 to 1900 40000 (fulltime) 19 present cattsdale (parttime) State i. Title (fulltime)₁₉ District/Town (parttime) State j Title (fulltime) 19 District/Town (parttime) State

(use additional sheet if necessary)

for jobs in ed.

13.	which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?	
	I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others.	1
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	
	In education, similar to my present career	
	In education, but different from my present career	
	In another field of employment Berhaps	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	
	Position in larger district	7
	Position in smaller district	
	Superintendency	
	Position in state education department	^
	Position in higher education	
	Do not plan to seek another position	
16.	Have there been barriers to your career development? Yes No	+
	If yes, what were are they? I do helieve that I meg	of price
	become an asit principal earlier Rad It	reena
	male. But generally I have been bles with encouragement from all.	sed
	with encouragement from all.	

. It is an expect, are you willing to move to mother district in the good state in order as exist a godd to go a state of

	17.	the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
		Yes, but only to a neighboring district
10		X Not willing to leave present district
9		If you are not willing to leave, what is your major
		reason for wanting to stay in your present position?
		I tend to stay in one place when I'm happy &
		lam
	18.	In your career, are you willing to move to another state in
		order to get a better position?
		Yes, willing to move to any state
-		Yes, but only within present geographic region or area
6		If you are not willing to leave, what is your major
		reason for wanting to stay in your present location?
		athritis herefit from this climate & I'm clase
		to my family of
1	19.	On the chart below evaluate your job as it is now and as you feel it should be. For each item check only one space on
-		each part of the chart.
6		MY JOB AS IT NOW IS AS IT SHOULD BE
		Better Worse Better Worse
		than Average than than Average than
1		Average Average Average Average
		a. Job Security X X
-		b. Opportunity to
		be helpful to X X
		c. Prestige in the community
		d. Opportunity for
1		independent X X X X X X X X X X X X X X X X X X X
i		e. Self-fulfillment X
-		

20.	When you think about your two statements comes close about that career? (Choose	est to r	efle					
	XI am impressed wi	th how f	ar I	have	come			
	I am impressed wi	th what	I ha	ve yet	to	do.		
21.	Each of the statements in are about careers in eduction women's careers in general circle the number to the describing how you feel a only one number for each between numbers. There as	ational l. For right wh bout the statemen	admineach ich statt, an	state state comes tement	ation ement clos t. C	or , est to ircle circle		
	answers.	AGREE	N	EUTRAI		DIS	AGREE	7
a	My career plans have 1 always been to advance to more important position		3	4	5	6	7	2
Ъ	·I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues.	9	3	4	5	6	7	6
С	A woman owes it to herself to watch constantly for better job opportunities.	2	3	4	5	6	7	47
d	I am very satisfied with my present position	2 AGREE	3	4 NEUTRA	5 AL	6 DIS	7 AGREE	1
е	The most important aspect of a career for me is a congenial living environment.	3	3	4	5	6	7	6

7	f.The most important aspect of a career for me is good working relationships.	1	2	3	4	5	6	7
5	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
6	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
	If you are not presently presently present question.	marri	ed, sk	ip i-	-m, ar	nd go	to th	е
		A	GREE	NEU	TRAL		DISA	GREE
10	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
7	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7
	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
4	1.If I were offered a	A	GREE	NEU	JTRAL		DISA	GREE
	good job in another place, my husband would go with me even if ther were not a job there for him.		2	3	4	5	6	7
	m.My husband's occupation is one which can be don in most places.		2	3	4	5	6	7

AGREE NEUTRAL

DISAGREE

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

> Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

before your choice.

Ms. B decides for evening study to prepare for further career development and promotion.

It depends on the needs of the individuals. 23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check

> Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education. position of importance

Ms. D feels that she has had a successful career because she has been able to reach a in her community.

COMMENTS AND REACTIONS

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

A STUDY OF

CAREERS	OF	WOMEN	IN	EDUCATIONAL	ADMINISTRATION
OTT THE	~-	11 01 1771		TIPO OTTI T OTTI	1771171177777777

3	-	A
3		

Title of Your Present Position De	puty Superintendent-Educational So	ervices
PART I: PERSONAL DATA		56
1. Age56		01
2. Race/Ethnic Background Cauca	asion	
3. Past and Current marital Status	s (check those that apply)	
X Single, never	married	/
Married for the	e first time	
Remarried		
Divorced		0
Widowed		A
4. Number of Children 0		0
Ages of Children;;	ii	0
5. In what type of community did ; prior to college? (If you live		
choose the community that you		7
Type of Community	Population	/
Rural	Under 2,500	
Small town/city	2,500 to 9,999	
X Medium-sized city	10,000 to 99,999	
The state of the s	100,000 to 249,999	
area Large city	250,000 to 1.5 million	
	Greater than 1.5 million	

	6.	Which of the following best describes your <u>father's</u> occupation? (Check only one.)
		Farmer
-		Unskilled or semiskilled laborer
7		X Skilled laborer or craftsman
		White collar employee
		Professional
		Other (please specify)
	7.	Which of the following best describes your <u>mother's</u> occupation? (Check only one.)
		X Homemaker
1		Farmer
1		Domestic Worker
1		Unskilled or semiskilled laborer
		Skilled laborer or craftswoman
		White collar employee
		Professional
		Other (please specify)
	8.	How much formal education did your $\underline{\text{mother}}$ have? (Indicate only the highest level.)
		Less than eighth grade
		Completed eighth grade
		Some high school
		Completed high school
_		X Some college
		Associate or Technical degree
		Baccalaureate degree
		Some graduate work
		Graduate or professional degree
	9.	How many brothers and sisters did you have as a child?
7		Older brothers Older sisters
		Younger brothers Younger sisters
/		anglish a wiet

	Protestant	
		0
1.	Are you presently a member of a church or religious group?	
	Yes_X No	
	If you are presently a member of a church or religious group, what kind is it? Presbyterian	5
	How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)	3
	2 3 X 4 5 6 7 Average Very	
ery eak		
2.	What do you consider your political affiliation?	1
	Republican Party	
	X Democratic Party	
	Independent	
	Other (please specify)	
3.	To what political or civic organizations do you belong? Zonta Club; previously Democratic organization;	4
	Y.M.C.A. Board; Child Guidance Clinic Board	and .
4.	If you are married, what is the occupation of your husband?	0
	How does your husband's salary compare to yours?	
	Less than your salary	6
	About the same as your salary	
	More than your salary	2
5.	In what year did you complete your Bachelor's degree? 1942 What was your major(s)? English	21
		5
	From what institution did you graduate?	

Land Strong and Otto

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for $\frac{\text{each}}{\text{degree}}$ degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30	Master's	M + 30 or Specialist	
Institution(s) Attended		H.of Ariz	U. of Calif	U.of Ariz.
Major(s)		English		Secondary Edc. Administration
Dates when Attended Grad School	19 to	19_ 42 .0	Summers 1952 to 1957	19 <u>70</u> to
Approx. No. of Months of fulltime study	Mo.	12 Mo.	Мо.	24 Mo.
Years of Admin. Experience when Degree Reco	Yr.	0 Yr.	2 Yr.	15 Yr.
Did you apply	Yes	Yes	Yes	Yes
for financial aid?	No	No X	No X	No X
Did you receive a loan?	Yes	Yes X	Yes X	Yes X
Did you receive a fellowship or assistantship?	Yes	Yes X No	Yes	Yes X No
Did you receive sabbatical pay?	Yes	Yes	Yes	Yes X

PART II: YOUR CAREER

1.	In what type of district is your present position?	
	Elementary	7
	X Unified	1
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	2
	Small town or city	3
	X Medium-sized city	
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	. 1
	Smaller than most districts	7
	About the same as most districts	
	Larger than most districts	
	X Largest enrollment of all districts	
4.	To whom do you directly report? (Give title of position, not name of holder.) Superintendent	2
5.	Approximately how many staff members do you supervise?	000
6.	If you are a building administrator	10
	a. What is the range of grades your school serves?	0
	b. What is the sex composition of your school?	
	Mostly girls	19
	About equally boys and girls	0
	Mostly boys	
	c. Is your school a vocational-technical school? YesNo	0

Card 02	7.	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
		33
300	8.	At what age were you first appointed to an administrative or supervisory position?
		34
3	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
		Immediate Supervisor
		Building Administrator
3		X Central Office Administrator (specify position) Associate Superintendent
		College Professor
		Spouse
		Family
		Other (please specify)
	10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
		Financial aid
		Sponsorship
4		I was asked to be an intern
		X Received suggestions on what steps to take
		Other (please specify)
	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
1		X VeryImportantSomewhatNot VeryNot At All ImportantImportantImportant

12. On the chart below and on the next page, please <u>briefly</u> outline the positions you have held both <u>in</u> and <u>out</u> of education. Include any time you spent as a <u>fulltime</u> homemaker as well. Also include part-time positions.

For each position you need to provide only that information which is <u>applicable</u>. Please begin with your <u>first</u> position after college graduation and work forward in time.

Age When		Yrs. in Position	Building	in education District Enrol'mt.
(Safford Jr.) a. Teacher(Eng.) 22 Title of lst	1536.00 (if		799	13,164
Position Tucson Dist.#1 Name of district	full- time)(1	1946 st positi	ion)	
(if ed. job)	(if			
Tucson, AZ State in which	part- time)			
(Tucson High)				
Title 25	2300.00 (fulltime)	19 <u>46</u> to	2186	15,091
Tucson Dist.#1 District/Town		19 <u>54</u>		
Tucson, AZ State (Tucson High)	(parttime)			
Dean/Girls 35	5500.00	1954 to	3601	26,030
Title Tucson Dist.#1 District/Town	(fulltime)		110000	
Tucson, AZ	(parttime)			
(Pueblo High)				
Acting Prin. 45	13,335	1964 to	2234	51,889
Title	(fulltime)	2066		
Tucson Dist.#1 District/Town		1965	1	2
Tucson, AZ 46	(parttime)	70	(AD-1	
State Absence 1970			w.	
.Dir.Staff Dev. 51	21,715	19 72 to		67,536
Title	(fulltime)			
Tucson Dist.#1 District/Town		19 74		
Tucson, AZ State	(parttime)			
sst. Prin.Pueblo High rincipal Pueblo High		1955-56 1965-70		

200000002

	Age When Took Job		Yrs. In Position		in ed. District Enrol'mt.
Asst.Supt. f. Educ.Service	s 53	28,713	20.7/4		60 121
Title Tucson Dist.: District/Town Tucson,AZ State		(fulltime	19 76	4,0	69,131
Deputy Supt. Educ.Services	55		19 76 to		60,408
Title TucsonDist #1 District/ Town	LEP (I	(fulltime	19		
Tucson, AZ State		(parttime	2)		
h		(fulltime	19 to		
State State		(parttime	e)	rangu ;	
i	Attention		19 to		
District/Town State		(parttime	80.75		
j		(fulltime	19 to		
District/Town		(parttim	19		
State					

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you <u>presently</u> manage cooking and housework?	
	I do most of the cooking and housework myself	
	I do most of the cooking myself, but share the	
	housework with others. X I do most of the cooking myself, but pay someone to do most of the housework.	2
	I share the cooking and housework with others.)
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	If you could live your life over, which kind of career would you choose?	
	X In education, similar to my present career	1
	In education, but different from my present career	- 1
	In another field of employment	
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	
	Position in larger district	C
	Position in smaller district	X
	Superintendency	0
	Position in state education department	
	Position in higher education	^
	Uncertain	0
	X Do not plan to seek another position	
16.	Have there been barriers to your career development?	
	Yes X No)
	If yes, what were/are they?	4

17.		you willing to move to a rder to get a better pos	THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO IS NAMED IN COL
	Yes, willing	to move to any district	
	Yes, but only	to a district like prese	ent district
	Yes, but only	to a neighboring distric	et
	X Not willing t	o leave present district	
7	The state of the s	ot willing to leave, what	
1	I enjoy t	the community and app	reciate
	the school	1 system	Secular Vision
18.	In your career, are order to get a bett	you willing to move to a er position?	another state in
	Yes, willing	to move to any state	
	yes, but only	within present geograph	ic region or area
1	Not willing t	o leave present state	
1		ot willing to leave, what canting to stay in your pr	
2 19.		evaluate your job as it for each item check only	
7		MY JOB	MY JOB
dem		AS IT NOW IS	AS IT SHOULD BE
1		Better Worse	Better Worse
1		than Average than Average Average	than Average than Average Average
	a Jah Cannitu	X	
2	a. Job Security	And Antone Joseph Property	
2	b. Opportunity to be helpful to others	<u>x</u>	
1	c. Prestige in the community	x	
1	d. Opportunity for independent thought & action	X	
	e. Self-fulfillmer	it X	

20.	When you think about you two statements comes cloabout that career? (Choo	ses	st to r	efle	cting	the f	follow you fe	ving eel	2
	I am impressed w	rit!	h how f	ar I	have	come			2
	X I am impressed w	rit	h what	I ha	ve yet	to	do.		
21.	Each of the statements is are about careers in edu women's careers in general circle the number to the describing how you feel only one number for each between numbers. There answers.	ral e r ab	tional For ight whout the tatemer	admi each nich e sta	nistra state comes tement nd do	tion ment clos . C	or est t ircle circl	e	
	answers.		AGREE	N	EUTRAL	,	DIS	AGREE	/
a	.My career plans have always been to advance to more important posit:	1 ion	2	3	4	5	6	0	1
Ъ	·I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	4	5	6	7	4
c	·A woman owes it to herself to watch con- stantly for better job opportunities.	1	2	3	4	5	6	7	6
đ	.I am very satisfied with my present position	1	2 AGREE	3	4 NEUTR	5 AL	6 DIS	7 SAGREE	6
e	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	5

		AG	REE	NEU	JTRAL		DISAG	REE
7	f. The most important aspect of a career for me is good working relationships.	0	2	3	4	5	6	7
0	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
0	h.The most important aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
	If you are not presently $\underline{\underline{m}}$ next question.	arrie	d, ski	p i-r	n, and	d go	to the	9
		AG	REE	NEU.	TRAL		DISAC	FREE
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	14	5	6	7
	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7
	1.If I were offered a	AC	REE	NEU	TRAL		DISA	GREE
C	good job in another place, my husband would go with me even if there were not a job there for him.		2	3	4	5	6	7
	m.My husband's occupation is one which can be done in most places.	e 1	2	3	4	5	6	7

Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

> Two women have worked up from the ranks to superintendencies. women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

X Ms. A decides against evening study so that she can be at home with her family.

X Ms. B decides for evening study to Depends on prepare for further Individual career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

> Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education. Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

The questionnaire, in my opinion, deals only with a person's personal and professional goals, it doesn't look at career decisions as a part of the administrator's interest in broad community educational goals. Both men and women in administrative positions must have a personal commitment to using whatever ability they have and time available to further the development of educational systems within a democracy.

Since I don't have knowledge of the design of this study, I wonder if some of the questions are a trifle superficial.

Thank you for inviting me to participate.

Florence S. Reynolds, Ed. D. Deputy Superintendent Educational Services

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Flacree Tegross

A STUDY OF

CAREERS	OF	WOMEN	TN	EDUCATIONAL	ADMINISTRATION

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Tit	le of Your Present Position HSS	oc. Jupt. for LASTV	uction
PAR	T I: PERSONAL DATA		11-
1.	Age 47	d Missister on the man	4/
2.	Race/Ethnic Background Americ	in (Irish-German)	1
	Past and Current marital Status ('
	Single, never mar	ried	2
	Married for the f	rirst time	
	Remarried		^
	Divorced		0
	Widowed		0
4.	Number of Children 2		
	Ages of Children 23; 22;		2
5.	In what type of community did you prior to college? (If you lived choose the community that you thi	in more than one place,	0
	Type of Community P	opulation	2
	Rural	Under 2,500	
	Small town/city	2,500 to 9,999	
	Medium-sized city	10,000 to 99,999	
	Suburb in metropolitan	100,000 to 249,999	
	area Large city	250,000 to 1.5 million	
		Greater than 1.5 million	

0.	(Check only one.)
	Farmer
	Unskilled or semiskilled laborer
1	Skilled laborer or craftsman
10	White collar employee
4	Professional
'	Other (please specify) reprietor of
7.	Which of the following best describes your mother's occupation? (Check only one.)
	Homemaker
	Farmer
	Domestic Worker
1	Unskilled or semiskilled laborer
	Skilled laborer or craftswoman
-	White collar employee
	Professional
	Other (please specify)
8.	How much formal education did your <u>mother</u> have? (Indicate only the highest level.)
	Less than eighth grade
	Completed eighth grade
	Some high school-
フ	Completed high school
1	Some college
1	Associate or Technical degree
	Baccalaureate degree
	Some graduate work
	Graduate or professional degree
9.	How many brothers and sisters did you have as a child?
	Older brothers Older sisters
(7)	Younger brother Younger sisters
X	
U	

10. In what religion were you raised; tormed (Write "NA" if you received no religious training.) **NA*** (Rec Agreat deal of Moral training.) **NA*** (Rec Agreat deal of Moral training.) 11. Are you presently a member of a church or religious group? Yes No If you are presently a member of a church or religious group, what kind is it? How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.) 1	20				Corne	1			
Yes No	10.	/ HT TOC THE	TI Jou II	CCT ACC 110	TCTTETOUS	OT GTHTHE	movel t	raining)	0
If you are presently a member of a church or religious group, what kind is it? How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.) 1 2 3 4 5 6 7 Very Average Very Strong 12. What do you consider your political affiliation? Republican Party Democratic Party Independent Other (please specify) 13. To what political or civic organizations do you belong? None — carrent job demends present Giving time to feliptical or evoic groups (unkled to the feliptical or country) How does your hysband's salary compare to yours? Less than your salary About the same as your salary More than your salary More than your salary More than your salary To what year did you complete your Bachelor's degree? History What was your major(s)? History	11.	Are you pre	sently a m	member of a	church or	religio	us group?		0
How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.) 1 2 3 4 5 6 7 Very Average Very Strong 12. What do you consider your political affiliation? Republican Farty Democratic Farty Independent Other (please specify) 13. To what political or civic organizations do you belong? None — carrent job demends prevent Gilling time to political or evoic groups (unless filling) 14. If you are married, what is the occupation of your husband? Profits Sor How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary More than your salary More than your salary More than your salary More than your salary More than your salary More than your salary? What was your major(s)? History		Yes	No V						
present church or religious group? (Circle the number which best describes that affiliation.) 1 2 3 4 5 6 7 Very Average Very Strong 12. What do you consider your political affiliation? Republican Party Democratic Party Independent Other (please specify) 13. To what political or civic organizations do you belong? None — carrent job demends prevent Giring time to political or cycle groups (and the groups of the groups) 14. If you are married, what is the occupation of your husband? Professor How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary More than your salary More than your salary More than your Bachelor's degree? 1950 What was your major(s)? History					of a chur	ch or re	ligious		0
Weak 12. What do you consider your political affiliation? Republican Party Democratic Party Independent Other (please specify) 13. To what political or civic organizations do you belong? None — carrent ob demends prevent Gining time to folitical or civic groups (andex you cannt 14. If you are married, what is the occupation of your husband? What does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary 15. In what year did you complete your Bachelor's degree? What was your major(s)? History		present chi	urch or re	eligious gr	oup? (Cir				0
Weak 12. What do you consider your political affiliation? Republican Party Democratic Party Independent Other (please specify) 13. To what political or civic organizations do you belong? None — carrent ob demends prevent Giring time to folitical or civic groups (andex you cannt 14. If you are married, what is the occupation of your husband? Who does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary More than your salary 15. In what year did you complete your Bachelor's degree? 1950 What was your major(s)? History	1	2	3	4	5	6	7		1
Republican Party Democratic Party Independent Other (please specify) 13. To what political or civic organizations do you belong? None — Carrent job demands prevent Giring time to political or civic groups (canks) If you are married, what is the occupation of your husband? Frotessor How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary More than your salary 15. In what year did you complete your Bachelor's degree? 1950 What was your major(s)? History				Average					0
Republican Party Democratic Party Independent Other (please specify) 13. To what political or civic organizations do you belong? None — Carrent job demands prevent Giring time to political or civic groups (canks) 14. If you are married, what is the occupation of your husband? Professor How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary More than your salary 15. In what year did you complete your Bachelor's degree? 1950 What was your major(s)? History	12.	What do you	consider	your polit	ical affil	iation?			
Democratic Party Independent Other (please specify) 13. To what political or civic organizations do you belong? None — current job demends prevent Giving time to political or civic groups (unless find time to political or civic groups (unless find time to political or civic groups (unless your are married, what is the occupation of your husband? Frotessor How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary More than your salary 15. In what year did you complete your Bachelor's degree? What was your major(s)? History									
Independent Other (please specify) 13. To what political or civic organizations do you belong? None — carrent job demands prevent Giving time to political or civic groups (and the groups of the groups) If you are married, what is the occupation of your husband? When the same as your salary About the same as your salary More than your salary More than your salary In what year did you complete your Bachelor's degree? Manual School of the same of the		/							1
Other (please specify)				Jy					1
None — carrent job demends prevent Giving time to political or civic groups (and be sold time to political or civic gr				enecify)					
None — carrent job demends prevent Giring time to political or civic groups (ankled) 14. If you are married, what is the occupation of your husband? Professor How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary 15. In what year did you complete your Bachelor's degree? What was your major(s)? History						6			
14. If you are married, what is the occupation of your husband? Professor How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary More than your salary Should be same as your salary More than your salary More than your salary 15. In what year did you complete your Bachelor's degree? What was your major(s)? History	13.							. 4	
How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary In what year did you complete your Bachelor's degree? 1950 What was your major(s)? History		None	- ea	rent	00 40	mena.	preve	11	4665
How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary In what year did you complete your Bachelor's degree? 1950 What was your major(s)? History		911179	Time	to fol	tical	or c	IVIC 9	rough s Ca	4 6
How does your husband's salary compare to yours? Less than your salary About the same as your salary More than your salary In what year did you complete your Bachelor's degree? What was your major(s)? History	14.	If you are n	married,	what is the	occupation	n of you	r husband?	you con	MACE
Less than your salary About the same as your salary More than your salary More than your salary 15. In what year did you complete your Bachelor's degree? 1950 What was your major(s)? #1story									5
About the same as your salary More than your salary 15. In what year did you complete your Bachelor's degree? 1950 What was your major(s)? History		How does you	ur husband	i's salary	compare to	yours?			
More than your salary 15. In what year did you complete your Bachelor's degree? 1950 What was your major(s)? History			Less t	chan your s	alary				1
15. In what year did you complete your Bachelor's degree? 1950 What was your major(s)? History			About	the same a	s your sal	ary			
What was your major(s)? History		3	More	than your s	alary				30
What was your major(s)? History	15.	In what year	r did you	complete y	our Bachel	or's deg	ree? 195	0	10
1 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			7.00				rtrustikasi.		-
					/	Iniv.	04. Mi	nnesota	2
					- 4		A Thomas		

GRADUATE EDUCATION

If you have not completed any graduate education, please place the word "none" on the chart below and go on to Part II.

If you have pursued a graduate program of studies, please provide the information requested on the chart below for $\frac{\text{each}}{\text{degree}}$ degree or certificate. (Note: B + 30 and M + 30 refer to semester hours; the quarter-hour equivalents are B + 45 and M + 45.)

PROGRAM OF STUDY OR DEGREE RECEIVED

Institution(s) (4.)	+ 30	Master's Am. U.	M + 30 or Specialist	Am. U.
Dates when	19 <u>50</u> to	1964 to 1966	19 to	1968 to
Approx. No. of Months of fulltime study Years of Admin.	9 Mo.	O Mo.	Mo.	<u> </u>
Experience when Degree Rece	O Yr.		Yr.	Yr.
Did you apply for financial aid?	Yes	Yes	Yes	Yes
Did you receive a loan?	Yes No	Yes	Yes No	Yes No
Did you receive a fellowship or assistantship?	Yes No	Yes	Yes No	Yes No
Did you receive sabbatical pay?	Yes No	Yes	Yes	Yes No

PART II: YOUR CAREEK

1.	. In what type of district is your <u>present</u> position?	•
	Elementary	
	Unified	1
	Secondary	
	Other (please specify)	
2.	Which of the following best describes the <u>location</u> of your district? (Choose only one.)	
	Rural area	1
	Small town or city	4
	Medium-sized city	- 1
	Suburb in metropolitan area	
	Large city	
3.	How does the enrollment of your district compare with the enrollment of other districts in your state?	2
	Smaller than most districts	2
	About the same as most districts	
	Larger than most districts	
	Largest enrollment of all districts	- 1
4.	Deputy Superintendent	
5.	Approximately how many staff members do you supervise? 10 dire	t/4;
6.	If you are a building administrator	in my
	a. What is the range of grades your school serves?	epatment:
	b. What is the sex composition of your school?	
	Mostly girls	0
	About equally boys and girls	0
	Mostly boys	0
	c. Is your school a vocational-technical school? Yes	0
	. No	
	ka 1920 kata kacamatan dari da 1920 kacamatan da 1920 kacamatan da 1920 kacamatan da 1920 kacamatan da 1920 ka	

Card	02

	NAME OF THE OWNER, OF THE OWNER, OF THE OWNER, OF THE OWNER, OWNER, OWNER, OWNER, OWNER, OWNER, OWNER, OWNER,	
293	7.	At what age did you <u>first</u> <u>decide</u> to seek an administrative or supervisory position?
3	8.	At what age were you first appointed to an administrative or supervisory position? 4/
	9.	If you received encouragement to pursue a supervisory or administrative career, who was most important in giving you that encouragement? (choose only one)
		Immediate Supervisor
		Building Administrator
5		Central Office Administrator (specify position)
		College Professor
		Spouse
		Family
		Other (please specify)
	` 10.	If you received encouragement, what kind of encouragement did you receive? (check as many as apply)
		Financial aid
E		Sponsorship
		I was asked to be an intern
		Received suggestions on what steps to take
		V Other (please specify) Encourage ment
2	11.	If you received encouragement to pursue a supervisory or administrative career, how important was that encouragement in your decision to become a supervisor or administrator?
5		VeryImportantSomewhatNot VeryNot AtImportantI

12.	On the chart below and on the next page, please briefly outline the positions you have held both in and out of education. Include any time you spent as a fulltime homemaker as well. Also include part-time positions.
	For each position you need to provide only that information which is applicable. Please begin with your first position after college graduation and work forward in time. for jobs in education
	Age When Approx. Yrs. in Building District Took Job Salary Position Enrol'mt. Enrol'mt.
	Title of 1st position Name of district (if ed. job) Title of 1st full- ime)
	V. Alinn part- State in which time)
	Title District/Town Partiale 1950 to 5/ 1950 per armam Partiale
	c. Exec. Seey. 77 1.90 195/ to 53
	District/Town Center (parttime) State District/Town William 49
	Careers for College Man 3.00 per hr.
	e. teacher 35 96500 - 9/2,000 1965 to 70
	Pesource teacher 19_ District/Town Co., Mary and
	Public 27

			Yrs. In Position	for jobs Building Enrol'mt.	in ed. District Enrol'mt.
Tucher-Spice Mont. Connt	Public	Show	. 19		
District/Town Dept of State Mary	Pepil +	Rivargime	a) Appr		
Title	og. App	vai sil	19	74	
State MAL.	+ 432	(parttime		hree	art
Title Mmt- District/ Town	ma	(fulltime	19	prese	
i		(fulltim	19 to		
District/Town State		(parttim			
j Title District/Town		(fulltim	19 to		
State		(parttim	ie)		

(use additional sheet if necessary)

13.	Which of the following statements <u>best</u> describes how you presently manage cooking and housework?	
	I do most of the cooking and housework myself	1
	I do most of the cooking myself, but share the housework with others. I do most of the cooking myself, but pay someone to do most of the housework. I share the cooking and housework with others.	T
	I share the cooking with others and pay someone to do most of the housework.	
	I pay someone to do most of the cooking and the housework.	
14.	rould troughouse?	1.
	✓ In education, similar to my present career (if lived over definition) — In education, but different from my present career — Vin another field of employment (if lived over in feature)	urigs
	In education, but different from my present career	me peno
	VIn another field of employment (if lived over in future	re)
	No paid employment; homemaker.	
15.	Which of the following positions do you hope to obtain in the future. Check as many as apply.	
	Teacher in a public school	1
	Position in larger district	4
	Position in smaller district	- 1
	Superintendency Chal	
	Superintendency Position in state education department	E
	Position in higher education	0
	Uncertain	
	Do not plan to seek another position	
16		1
16.	Have there been barriers to your career development? Yes No	
		- 1
	If yes, what were are they? Cultural expectations	
	I accepted; Weed to concentrate	
	I accepted; Need to concentrate efforts in early years of marriage on promoting husband's career.	
	m promoting husband's career.	

	17.	In your career, are you willing to move to another <u>district</u> in the <u>same</u> state in order to get a better position?
		Yes, willing to move to any district
		Yes, but only to a district like present district
		Yes, but only to a neighboring district
		Not willing to leave present district
2		If you are not willing to leave, what is your major
		reason for wanting to stay in your present position?
	18.	In your career, are you willing to move to another state in order to get a better position?
		Yes, willing to move to any state
		Yes, but only within present geographic region or area
7		Not willing to leave present state
6		If you are not willing to leave, what is your major
		reason for wanting to stay in your present location?
7		
2	19.	On the chart below evaluate your job as it is now and as you
1		feel it should be. For each item check only one space on each part of the chart.
1		
1		MY JOB MY JOB
,		AS IT NOW IS AS IT SHOULD BE Better Worse Better Worse
		than Average than than Average than
1		Average Average Average Average
1		a. Job Security
i		b. Opportunity to be helpful to others
i		c. Prestige in the community
2		d. Opportunity for independent thought & action
7		e. Self-fulfillment •

20.	When you think about yo two statements comes cl about that career? (Cho	osest	to re	efle					
	I am impressed	with 1	how fa	ar I	have	come.			
	I am impressed	with	what :	I har	ve yet	to d	0.		
21.	Each of the statements are about careers in ed women's careers in gene circle the number to th describing how you feel only one number for each between numbers. There answers.	ucati ral. e rig abou h sta	For the temen	admineach ich of statt, an	states somes tement	tion ment, close . Ci not c	or st to rcle ircle		4
		A	GREE	NI	EUTRAL		DISA	GREE	
a	My career plans have always been to advance to more important posit	l ions.		3	0	5	6	7	4
	I enjoy participating in discussions involvin controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues	1	2	3	0	5	6	7	-1
c.	A woman owes it to herself to watch con- stantly for better job opportunities.	0	2	3	4	5	6	7	1
d.	I am very satisfied with my present position	1 AG	2 (REE	3	4 NEUTRA	-	6 DISA	7 GREE	5
e.	The most important aspect of a career for me is a congenial living environment.	1	2	3	4	0	6	7	3

11	1		AGREE		NEUTRAL			DISAGREE	
4	f.The most important aspect of a career for me is good working relationships.	1	2	3	0	5	6	7	
4	g. The most important aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7	
1	h.The most important aspect of a career for me is being near friends and family (assume the content of the cont		2 4 This				6 S pac	(T)	
	If you are not presently ment question.								
		A	GREE	NI	EUTRAL		DIS	AGREE	
0	i.If my husband were offered a job in another place, I would seek a job there too.	1	2	3	4	5	6	7	
0	j.If my husband were offered a job in another place, I would go with him even if there was not a job for me.	1	2	3	4	5	6	7	
0	k.If I were offered a good job in another place, my husband would look for a job there.	1	2	3	4	5	6	7	
	1.If I were offered a	A	GREE	N	NEUTRAL			DISAGREE	
0	good job in another place, my husband would go with me even if there were not a job there for him.	1	2	3	4	5	6	7	
0	m.My husband's occupation is one which can be done in most places.	1	2	3	4	5	6	7	

22. Getting ahead in a career is a long and strenuous process. It may be particularly so for many women who also have family responsibilities. In your opinion, which of the two women below made the most adequate adjustment to the situation? Place a check before your choice.

Two women have worked up from the ranks to superintendencies. Both women have little time in the evenings, and like to spend what time they have with their families. However, any opportunity for further career development requires considerable advanced study in the evenings at a nearby university.

Ms. A decides against evening study so that she can be at home with her family.

Ms. B decides for evening study to prepare for further career development and promotion.

23. Success in work means different things to different people. Two women are described below. In your opinion, which woman has defined success similarly to the way you would define it? Place a check before your choice.

Two women worked hard and effectively all their lives in the public schools. Over the years each woman has attained a responsible position in the district, but neither has really attained the position she has been seeking.

Ms. C feels that her career has not been fully successful because she has not reached a top position in education.

Ms. D feels that she has had a successful career because she has been able to reach a position of importance in her community.

2

most women don't reach set seem career

This page has been provided for any comments or reactions you wish to express about this questionnaire or about your experiences in educational administration. As with the questionnaire, your anonymity will be safeguarded. If comments made here are used in the final report the identity of the source will not be revealed.

fateresting questionnaire.

How luck in your
study + in your
career!

In my grip was volunteer brysnizations such as the seasone of Avenuer Voters in which I held bestership proitions in several printies in several