





























































A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Director of Federal + Special Project

PART I: PERSONAL DATA

- 1. Age 36
- 2. Race/Ethnic Background Caucasian
- 3. Past and Current marital Status (check those that apply)
  - Single, never married
  - Married for the first time
  - Remarried
  - Divorced
  - Widowed

4. Number of Children 1  
Ages of Children 14; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input checked="" type="checkbox"/> Medium-sized city	<input checked="" type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 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.)

- 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 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?

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Older brothers | <input type="checkbox"/> Older sisters   |
| <input type="checkbox"/> Younger brothers          | <input type="checkbox"/> Younger sisters |



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		Washington State U.		Washington State U.
Major(s)		Guidance & Counseling		Guidance & Counseling
Dates when Attended Grad School	19__ to 19__	19 <del>64</del> to 19 <del>67</del>	19__ to 19__	19 <del>70</del> to 19 <del>74</del>
Approx. No. of <u>Months</u> of <u>fulltime</u> study	Mo.	8 Mo.	Mo.	16 Mo.
Years of Admin. Experience when Degree Received	Yr.	0 Yr.	Yr.	0 Yr.
Did you apply for financial aid?	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>
Did you receive a loan?	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>
Did you receive a fellowship or assistantship?	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes <input checked="" type="checkbox"/> No ___
Did you receive sabbatical pay?	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>

PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary  
 Unified *K-12*  
 Secondary  
 Other (please specify) \_\_\_\_\_

2. Which of the following best describes the location 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 Schools

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 first decide to seek an administrative or supervisory position?

34.

8. At what age were you first appointed to an administrative or supervisory position?

34

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?

Very Important     Important     Somewhat Important     Not Very Important     Not At All Important



	<u>Age When Took Job</u>	<u>Approx. Salary</u>	<u>Yrs. In Position</u>	<u>for jobs in ed. Building Enrol'mt.</u>	<u>District Enrol'mt.</u>
f.	<u>33</u>	<u>\$13,600</u>	<u>1973 to</u>	<u>—</u>	<u>—</u>
	<u>Title</u>	<u>(fulltime)</u>	<u>1974</u>		
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>State</u>				
g.	<u>34</u>	<u>\$12,000</u>	<u>1974 to</u>	<u>—</u>	<u>—</u>
	<u>Title</u>	<u>(fulltime)</u>	<u>1975</u>		
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>State</u>				
h.	<u>35</u>	<u>21,000</u>	<u>1975 to</u>	<u>1000</u>	<u>3600</u>
	<u>Title</u>	<u>(fulltime)</u>	<u>1976</u>		
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>State</u>				
i.	<u>36</u>	<u>21,500</u>	<u>1976 to</u>	<u>—</u>	<u>3600</u>
	<u>Title</u>	<u>(fulltime)</u>	<u>1977</u>		
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>State</u>				
j.	<u>—</u>	<u>—</u>	<u>19__ to</u>	<u>—</u>	<u>—</u>
	<u>Title</u>	<u>(fulltime)</u>	<u>19__</u>		
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>State</u>				

(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.
- 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?

Yes  No

If yes, what were/are they? personal life vs career life  
keeping a family together well save  
developing, mobile careers

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

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  
 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?

retirement  
 \_\_\_\_\_  
 \_\_\_\_\_

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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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.

	1	2	3	4	5	6	7
a. My career plans have always been to advance to more important positions.					(5)		
b. I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues.						(6)	
c. A woman owes it to herself to watch constantly for better job opportunities.			(3)				
d. I am very satisfied with my present position		(2)					
e. The <u>most important</u> aspect of a career for me is a congenial living environment.						(6)	

AGREE                  NEUTRAL                  DISAGREE

AGREE                  NEUTRAL                  DISAGREE

- |   | AGREE |   | NEUTRAL |   |   | DISAGREE |   |
|---|-------|---|---------|---|---|----------|---|
| f. The <u>most important</u> aspect of a career for me is good working relationships.               | 1     | 2 | 3       | 4 | 5 | 6        | 7 |
| g. The <u>most important</u> aspect of a career for me is holding a job which advances that career. | 1     | 2 | 3       | 4 | 5 | 6        | 7 |
| h. The <u>most important</u> aspect of a career for me is being near friends and family.            | 1     | 2 | 3       | 4 | 5 | 6        | 7 |

If you are not presently married, skip i-m, and go to the next question.

- |   | AGREE |   | NEUTRAL |   |   | DISAGREE |   |
|---|-------|---|---------|---|---|----------|---|
| 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 |
| j. If my husband were offered a job in another place, I would go with him <u>even if</u> 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 |
| l. If I were offered a 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 superintendentcies. 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.

*If you are asking which of these is more like my choice I mark Ms. B.*

*Who am I to judge someone else's choice*

*Each of us does what we must do.*



## 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.

4/1

064

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

064

Title of Your Present Position Asst. Supt. Instruction

3

PART I: PERSONAL DATA

- 1. Age 47
- 2. Race/Ethnic Background White
- 3. Past and Current marital Status (check those that apply)
  - Single, never married
  - Married for the first time
  - Remarried
  - Divorced
  - Widowed

47

1

2

0

0

0

0

0

- 4. Number of Children 3  
Ages of Children 25 ; 21 ; 19 ; \_\_\_ ; \_\_\_ ; \_\_\_ .

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input checked="" type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

06

1

W

W

W

W

W

W

W

W

6. Which of the following best describes your father's occupation?  
(Check only one.)

2

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  
 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.)

3

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?

4

1 Older brothers      1 Older sisters  
 Younger brothers       Younger sisters





PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) K-12

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city

2

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

2

4. To whom do you directly report? (Give title of position, not name of holder.)

Superintendent

2  
015

5. Approximately how many staff members do you supervise? 15

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

0

c. Is your school a vocational-technical school? Yes \_\_\_\_\_

No \_\_\_\_\_

0

CARD 02

064  
3

5

1

2

7. At what age did you first decide to seek an administrative or supervisory position?

30

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) \_\_\_\_\_
- 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 spouse*
- 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   
  Important   
  Somewhat Important   
  Not Very Important   
  Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u>	<u>22</u> <sup>16</sup>	<u>2,400</u>	19 <u>51</u> <sup>4 mos.</sup> to <u>52</u>	<u>500</u>	<u>1000</u>
Title of 1st position		(if full-time)	<u>52</u>		
Name of district (if ed. job)		(if part-time)	<u>52</u>		
State in which located					
				<u>52-56 - unknown</u>	
b. <u>Teacher</u>	<u>26</u> <sup>6</sup>	<u>4000</u>	19 <u>51</u> to <u>57</u>	<u>500</u>	<u>1000</u>
Title		(fulltime)			
District/Town		(parttime)			
State					
c. <u>Teacher</u>	<u>29</u>	<u>9,000</u>	19 <u>59</u> to <u>67</u>	<u>700</u>	<u>2500</u>
Title		(fulltime)			
District/Town		(parttime)			
State					
d. <u>Special Ed. Director</u>	<u>37</u>	<u>12,000</u>	19 <u>67</u> to <u>73</u>		<u>3000</u>
Title		(fulltime)			
District/Town		(parttime)			
State					
e. <u>Asst. Supt. Instruction</u>	<u>43</u> <sup>18</sup>	<u>18,000</u>	19 <u>73</u> to <u>Present</u>		<u>3400</u>
Title		(fulltime)			
District/Town		(parttime)			
State					

1.  
1  
2  
3  
1  
18.  
06  
3.  
1.  
1  
2  
5  
1  
10  
10  
30  
37  
43  
43  
24



1  
2  
18

Age When Took Job   Approx. Salary   Yrs. In Position   for jobs in ed.  
Building   District  
Enrol'mt.   Enrol'mt.

f. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/ Town  
\_\_\_\_\_ (parttime)  
State

g. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/ Town  
\_\_\_\_\_ (parttime)  
State

h. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/ Town  
\_\_\_\_\_ (parttime)  
State

i. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/Town  
\_\_\_\_\_ (parttime)  
State

j. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/Town  
\_\_\_\_\_ (parttime)  
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.
- 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?

Yes  No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

1  
1  
8  
0  
2



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 |          |
|--|-------|-------|---------|---------|----------|----------|
| a. My career plans have always been to advance to more important positions.  | 1     | (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      |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1     | 2     | 3       | (4)     | 5        | 6 7      |
| d. I am very satisfied with my present position  | 1     | (2)   | 3       | 4       | 5        | 6 7      |
|  |       | AGREE |         | NEUTRAL |          | DISAGREE |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1     | (2)   | 3       | 4       | 5        | 6 7      |

1  
2  
4  
4  
6  
6

6  
4  
6

f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE	
	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
--	---	---	---	-----	---	-----

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 married, skip i-m, and go to the next question.

2

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE	
	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	4	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
--	---	-----	---	---	---	-----

6

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	(6) 7

2

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.

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.

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.

1

       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.

4/12

062

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

062

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Title of Your Present Position Asst. Supt.

PART I: PERSONAL DATA

- 1. Age 35
- 2. Race/Ethnic Background White
- 3. Past and Current marital Status (check those that apply)
  - Single, never married
  - Married for the first time
  - Remarried
  - Divorced
  - Widowed

4. Number of Children 2  
 Ages of Children 2; 8; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input checked="" type="checkbox"/> Small town/city	<input checked="" type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million



6. Which of the following best describes your father's occupation?  
(Check only one.)

- 4
- 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.)

- 7
- 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 mother have? (Indicate only the highest level.)

- 5
- 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?

- 8
- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Older brothers | <input type="checkbox"/> Older sisters              |
| <input type="checkbox"/> Younger brothers          | <input checked="" type="checkbox"/> Younger sisters |

10. In what religion were you raised?  
(Write "NA" if you received no religious training.)

Presbyterian

5

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? Catholic

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	5	6	7
Very Weak			Average			Very Strong

6

12. What do you consider your political affiliation?

Republican Party

Democratic Party

Independent

Other (please specify) \_\_\_\_\_

2

13. To what political or civic organizations do you belong?

Womans Federated Club

1

14. If you are married, what is the occupation of your husband?

Sales Representative - Clothing Manufacturing Company

How does your husband's salary compare to yours?

Less than your salary

About the same as your salary

More than your salary

6

3

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 Texas State Univ.

21

5

2



PART II: YOUR CAREER

1. In what type of district is your present position?

Elementary

Unified

Secondary

Other (please specify) K-12 Independent School Dist.

2

2. Which of the following best describes the location of your district? (Choose only one.)

Rural area

Small town or city

Medium-sized city

Suburb in metropolitan area

Large city

2

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

1

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? \_\_\_\_\_

0000

6. If you are a building administrator N/A

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

0

c. Is your school a vocational-technical school? Yes \_\_\_\_\_

No \_\_\_\_\_

0

CARD 02

7. At what age did you first decide to seek an administrative or supervisory position?

32

062

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
- Central Office Administrator (specify position) Superintendent
- 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) \_\_\_\_\_

4

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

Very Important     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Social Secretary</u> Title of 1st position <u>Washington D.C.</u> Name of district (if ed. job) State in which located	<u>23</u>	<u>4100</u>	<u>1963 to 64</u> (if full-time) <u>1964</u> (if part-time)		
b. <u>Graduate Asst</u> Title <u>ETS4</u> District/Town <u>Texas</u> State	<u>24</u>		<u>1964 to 65</u> (fulltime) <u>\$1200 mo.</u> (parttime)		
c. <u>English Teacher</u> Title <u>Suburban Springs</u> District/Town <u>TX</u> State	<u>25</u>	<u>\$4300</u>	<u>1965 to 70</u> (fulltime) <u>1970</u> (parttime)		<u>1700</u>
d. <u>Eng Teacher</u> Title <u>Louisville</u> District/Town <u>Tex</u> State	<u>30</u>	<u>\$4900</u>	<u>1970 to 71</u> (fulltime) <u>1971</u> (parttime)		<u>2000</u>
e. <u>Homemaker</u> Title <u>Lafayette</u> District/Town <u>La.</u> State	<u>31</u>	<u>X</u>	<u>1971 to 72</u> (fulltime) <u>1972</u> (parttime)		

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	Age When Took Job	Approx. Salary	Yrs. In Position	for jobs in ed. Building District Enrol'mt. Enrol'mt.
f.	<u>32</u>	<u>\$16000</u> (fulltime)	<u>1972</u> to <u>1973</u>	<u>10,000</u>
	<u>Instructor</u> Title			
	<u>ETSU</u> District/Town			
	<u>Texas</u> State	<u>(parttime)</u>		
g.	<u>33</u>	<u>\$15000</u> (fulltime)	<u>1973</u> to <u>1975</u>	<u>1400</u>
	<u>Curr. Dir</u> Title			
	<u>Commerce</u> District/Town			
	<u>Texas</u> State	<u>(parttime)</u>		
h.	<u>34</u>	<u>\$20000</u> (fulltime)	<u>1975</u> to <u>present</u>	<u>1400</u>
	<u>Asst'supt</u> Title			
	<u>Commerce</u> District/Town			
	<u>Texas</u> State	<u>(parttime)</u>		
i.	_____	_____	19__ to _____	_____
	Title	(fulltime)	19__	
	District/Town	(parttime)		
	State			
j.	_____	_____	19__ to _____	_____
	Title	(fulltime)	19__	
	District/Town	(parttime)		
	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.
- 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.

3

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.

1

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

7

8

16. Have there been barriers to your career development?

Yes  No

If yes, what were/are they? \_\_\_\_\_

\_\_\_\_\_

2



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

If you are not willing to leave, what is your major reason for wanting to stay in your present position?

Job satisfaction

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?

Job satisfaction

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			MY JOB AS IT SHOULD BE		
	Better than Average	Worse than Average		Better than Average	Worse than Average	
a. Job Security	—	X	—	X	—	—
b. Opportunity to be helpful to others	—	X	—	X	—	—
c. Prestige in the community	X	—	—	X	—	—
d. Opportunity for independent thought & action	—	X	—	X	—	—
e. Self-fulfillment	X	—	—	X	—	—

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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 |     |
|--|-------|---|---------|---|----------|-----|
| a. My career plans have always been to advance to more important positions.  | 1     | 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 |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1     | 2 | 3       | 4 | 5        | 6 7 |
| d. I am very satisfied with my present position  | 1     | 2 | 3       | 4 | 5        | 6 7 |
|  | AGREE |   | NEUTRAL |   | DISAGREE |     |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1     | 2 | 3       | 4 | 5        | 6 7 |

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f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE	
	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.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	6 7

h. The most important aspect of a career for me is being near friends and family.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	6 7

If you are not presently married, skip i-m, and go to the next question.

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	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.

	AGREE		NEUTRAL		DISAGREE	
	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.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	6 7

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	6 7

m. My husband's occupation is one which can be done in most places.

	AGREE		NEUTRAL		DISAGREE	
	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

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## COMMENTS AND REACTIONS

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4114

057

A STUDY OF CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Assistant Supt.

057

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42

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PART I: PERSONAL DATA

- 1. Age 42
- 2. Race/Ethnic Background Caucasian
- 3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

- 4. Number of Children 1
- Ages of Children 20; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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.")

<u>Type of Community</u>	<u>Population</u>
<input checked="" type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 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.)

- 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 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      1 Older sisters  
 Younger brothers    1 Younger sisters







PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) \_\_\_\_\_

2. Which of the following best describes the location 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.)

Associate Supt.

5. Approximately how many staff members do you supervise? 18

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 \_\_\_\_\_

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CARD 02

057

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At what age did you first decide to seek an administrative or supervisory position?

29

8. At what age were you first appointed to an administrative or supervisory position?

35

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?

Very Important    Important    Somewhat Important    Not Very Important    Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Secretary</u> Title of 1st position  Name of district (if ed. job)  State in which located	<u>18</u>	<u>\$345</u>	<u>1953 to 56</u>  <u>19</u> (if full-time)		
b. <del>Homemaker</del> <u>Homemaker</u> Title  District/Town  State	<u>21</u>	<input checked="" type="checkbox"/>	<u>1956 to 62</u>  <u>1962</u> (parttime)		
c. <u>Part-Time Student</u> Title (evenings)  District/Town  State			<u>1956 to 62</u>  <u>1962</u> (parttime)		
d. <u>Teacher</u> Title <u>Houston ISD</u> District/Town <u>Texas</u> State	<u>27</u>	<u>\$5,000</u>	<u>1962 to 67</u>  <u>1967</u> (parttime)		
e. <u>Principal</u> Title <u>Houston ISD</u> District/Town <u>Texas</u> State	<u>32</u>	<u>11,000</u>	<u>1967 to 72</u>  <u>1972</u> (parttime)		

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	<u>Age When</u> <u>Took Job</u>	<u>Approx.</u> <u>Salary</u>	<u>Yrs. In</u> <u>Position</u>	<u>for jobs in ed.</u> <u>Building District</u> <u>Enrol'mt. Enrol'mt</u>
f. <u>Asst Supt.</u> Title <u>Houston ISD</u> District/Town State	<u>39</u>	<u>18,000</u> (fulltime)	<u>1972</u> to _____ <u>present</u> (parttime)	
g. _____ Title District/Town State	_____	_____	19__ to _____ 19__ (parttime)	
h. _____ Title District/Town State	_____	_____	19__ to _____ 19__ (parttime)	
i. _____ Title District/Town State	_____	_____	19__ to _____ 19__ (parttime)	
j. _____ Title District/Town State	_____	_____	19__ to _____ 19__ (parttime)	

(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.
- 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.

2

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.

1

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

8

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16. Have there been barriers to your career development?

- Yes
- No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2



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         |
|--|----------|----------|------------------|
| a. My career plans have always been to advance to more important positions.  | 1        | 2        | 3 4 5 <u>6</u> 7 |
| b. I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues. | 1        | <u>2</u> | 3 4 5 6 7        |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1        | 2        | 3 <u>4</u> 5 6 7 |
| d. I am very satisfied with my present position  | <u>1</u> | 2        | 3 4 5 6 7        |
|  | AGREE    | NEUTRAL  | DISAGREE         |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1        | <u>2</u> | 3 4 5 6 7        |

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f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL			DISAGREE
	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
--	---	---	---	---	---	-------

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 married, skip i-m, and go to the next question.

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL			DISAGREE
	(1)	2	3	4	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)
--	---	---	---	---	---	-------

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL			DISAGREE
	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 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.

4/15

OSS

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

OSS

Title of Your Present Position Assistant Supt.

3

PART I: PERSONAL DATA

49

1. Age 49

2. Race/Ethnic Background W

1

3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

2

4. Number of Children 2

Ages of Children 22; 18; \_\_\_; \_\_\_; \_\_\_; \_\_\_

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 first as "home.")

<u>Type of Community</u>	<u>Population</u>
<input checked="" type="checkbox"/> Rural	<input checked="" type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

1

1

1

8

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 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.)

- 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 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. In what religion were you raised?  
(Write "NA" if you received no religious training.)

Baptist

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.)

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 Baptist Church

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)? Speech Education

From what institution did you graduate? Wayland Baptist College

6

6

7

1

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1

21

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.)

41  
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was a graduate and post graduate as well as in the summer but right

	PROGRAM OF STUDY OR DEGREE RECEIVED			
	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended			✓	
Major(s)				
Dates when Attended	19 <del>68</del> to 19 <del>69</del>	19 <del>67</del> to <del>68</del> 19 <del>68</del> to 19 <del>69</del>	19 <del>67</del> to	19__ to
Grad School	19 <del>68</del>	19 <del>69</del>	19 <del>67</del>	19__
Approx. No. of Months of fulltime study		Mo.	Mo.	Mo.
Years of Admin. Experience when Degree Received		Yr.	Yr.	Yr.
Did you apply for financial aid?	Yes ___ No ✓	Yes ___ No ✓	Yes ___ No ✓	Yes ___ No ___
Did you receive a loan?	Yes ___ No ✓	Yes ___ No ✓	Yes ___ No ✓	Yes ___ No ___
Did you receive a fellowship or assistantship?	Yes ___ No ✓	Yes ___ No ✓	Yes ___ No ✓	Yes ___ No ___
Did you receive sabbatical pay?	Yes ___ No ✓	Yes ___ No ✓	Yes ___ No ✓	Yes ___ No ___

University of Houston  
Special Educ. Supervision Administration

5 & 5+ 65 69  
19~~68~~ to 19~~69~~ 19~~67~~ to ~~68~~ 19~~68~~ to 19~~69~~

PART II: YOUR CAREER

1. In what type of district is your present position?

Elementary

Unified

Secondary

Other (please specify) assist supt of total district

2. Which of the following best describes the location 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.)

Deputy Supt.

5. Approximately how many staff members do you supervise? 115

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 \_\_\_\_\_

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# CARD 02

055

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3

7. At what age did you first decide to seek an administrative or supervisory position?

38

8. At what age were you first appointed to an administrative or supervisory position?

44

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) Encouraged me to enroll in graduate school

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     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u> Title of 1st position <u>Keller</u> Name of district (if ed. job) <u>Texas</u> State in which located	<u>22</u>	<u>2800.</u> (if full-time)	<u>1949</u> to <u>1953</u>	<del>800</del> <u>300</u>	<u>800</u>
b. <u>Teacher</u> Title <u>JL Worth</u> District/Town <u>Texas</u> State	<u>26</u>	<u>3200.</u> (fulltime)	<u>1953</u> to <u>1957</u>	<u>800</u>	<u>32000</u>
c. <u>Teacher</u> Title <u>Housewife</u> District/Town State	<u>27</u>	<u>—</u> (fulltime)	<u>1959</u> to <u>1959</u>		
d. <u>Teacher</u> Title <u>Sarantow</u> District/Town <u>Texas</u> State	<u>38</u>	<u>4500.</u> (fulltime)	<u>1959</u> to <u>1962</u>	<u>800</u>	<u>49000.</u>
e. <u>HAC</u> Title <u>Houston</u> District/Town <u>Texas</u> State	<u>31</u>	<u>5600</u> (fulltime)	<u>1962</u> to <u>1971</u>	<u>1500</u>	<u>8000</u>

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23

	<u>Age When Took Job</u>	<u>Approx. Salary</u>	<u>Yrs. In Position</u>	<u>Building Enrol'mt.</u>	<u>District Enrol'mt.</u>
f.	<u>Director</u> 39	\$ <u>15000</u>	19 <u>71</u> to _____	_____	<u>1200</u>
	<u>Cypress Fairbanks</u>	(fulltime)	19 <u>76</u>		
	<u>Texas</u>	(parttime)			
	<u>State</u>				
g.	<u>Asst Supt.</u> 48	<u>123000</u>	19 <u>76</u> to _____	_____	<u>15000</u>
	<u>Cypress Fairbanks</u>	(fulltime)	19 <u>77</u>		
	<u>Texas</u>	(parttime)			
	<u>State</u>				
h.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
i.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
j.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				

(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.
- 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.

4

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.

1

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

8

16. Have there been barriers to your career development?

- Yes  No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

0

2

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

If you are not willing to leave, what is your major reason for wanting to stay in your present position?

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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?

---



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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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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.

2

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.

	1	2	3	4	5	6	7
a. My career plans have always been to advance to more important positions.				4			

4

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

c. A woman owes it to herself to watch constantly for better job opportunities.	1	2	3	4	5	6	7
---	---	---	---	---	---	---	---

7

	1	2	3	4	5	6	7
d. I am very satisfied with my present position	1						
		AGREE		NEUTRAL		DISAGREE	

7

e. The <u>most important</u> aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7
---	---	---	---	---	---	---	---

7

6  
4  
7  
1  
7  
4  
7  
2

f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE		
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	
---	---	---	---	---	---	---	--

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 married, skip i-m, and go to the next question.

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE		
1	2	3	4	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	
---	---	---	---	---	---	---	--

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE		
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 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.

4/4

054

A STUDY OF CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

054

Title of Your Present Position Asst. Supt. for Instruction

3

PART I: PERSONAL DATA

1. Age 38

38

2. Race/Ethnic Background Caucasian

1

3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

2

4. Number of Children 2

Ages of Children 6; 8; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

1  
1  
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 first as "home.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input checked="" type="checkbox"/> Large city	<input checked="" type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

8

- 5
6. Which of the following best describes your father's occupation?  
(Check only one.)

Farmer  
 Unskilled or semiskilled laborer  
 Skilled laborer or craftsman  
 White collar employee  
 Professional  
 Other (please specify) \_\_\_\_\_

- 7
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
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

- 1
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.)

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

6

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  
Weak      Strong

1

12. What do you consider your political affiliation?

Republican Party

Democratic Party

Independent

Other (please specify) \_\_\_\_\_

2

13. To what political or civic organizations do you belong?

Local civic club -

1

14. If you are married, what is the occupation of your husband?

Project engineer - NASA

5

How does your husband's salary compare to yours?

Less than your salary

About the same as your salary

More than your salary

3

15. In what year did you complete your Bachelor's degree? '60

What was your major(s)? El. Ed.

From what institution did you graduate? \_\_\_\_\_

Sam Houston State University

21

1

3

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		<u>Univ Houston</u>		<u>U. of H</u>
Major(s)				
Dates when Attended Grad School	19__ to 19__	19 <u>60</u> to 19 <u>61</u>	19__ to 19__	19 <u>62</u> to 19 <u>72</u>
Approx. No. of Months of fulltime study	Mo.	<u>12</u> Mo.	Mo.	<u>9</u> Mo.
Years of Admin. Experience when Degree Received	Yr.	<u>0</u> Yr.	Yr.	<u>2</u> Yr.
Did you apply for financial aid?	Yes ___ No ___	Yes <input checked="" type="checkbox"/> No ___	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>
Did you receive a loan?	Yes ___ No ___	Yes <input checked="" type="checkbox"/> No ___	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>
Did you receive a fellowship or assistantship?	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>
Did you receive sabbatical pay?	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No <input checked="" type="checkbox"/>

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PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) K-12

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city

2

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

2

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? 150

150

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

0

c. Is your school a vocational-technical school? Yes \_\_\_\_\_  
No \_\_\_\_\_

0

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CARD 02

054

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4

~~X~~

~~X~~

2

3

7. At what age did you first decide to seek an administrative or supervisory position?

8

8. At what age were you first appointed to an administrative or supervisory position?

29

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?

Very Important   
  Important   
  Somewhat Important   
  Not Very Important   
  Not At All Important

*More encouraging than important to my decision.*

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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u> Title of 1st position <u>Houston</u> Name of district (if ed. job) <u>TX</u> State in which located	<u>21</u>	<u>4,500.</u> (if full-time) <u>1964</u> (if part-time)	<u>1964</u> to <u>1964</u>	<u>?</u>	<u>very large</u>
b. <u>Teacher</u> Title <u>Clear Creek</u> District/Town <u>TX</u> State	<u>25</u>	<u>5,500</u> (fulltime) <u>1967</u> (parttime)	<u>1964</u> to <u>1967</u>	<u>?</u>	<u>10,000</u>
c. <u>Teacher</u> Title <u>Friendswood</u> District/Town <u>TX</u> State	<u>28</u>	<u>6,100</u> (fulltime) <u>1967</u> (parttime)	<u>1967</u> to <u>1968</u>	<u>750</u>	<u>1,150</u>
d. <u>Asst. Prin.</u> Title <u>Friendswood</u> District/Town <u>TX</u> State	<u>29</u>	<u>6,600</u> (fulltime) <u>1968</u> (parttime)	<u>1968</u> to <u>1969</u>	<u>800</u>	<u>1,500</u>
e. <u>Acting Prin.</u> Title <u>Friendswood</u> District/Town <u>TX</u> State	<u>30</u>	<u>9,000</u> (fulltime) <u>1969</u> (parttime)	<u>1969</u> to <u>1970</u>	<u>1,050</u>	<u>1,900</u>

most of the are approx small or average

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23



	<u>Age When Took Job</u>	<u>Approx. Salary</u>	<u>Yrs. In Position</u>	<u>for jobs in ed.</u>	
				<u>Building Enrol'mt.</u>	<u>District Enrol'mt.</u>
f.	<u>Principal 31</u>	<u>12,050</u>	<u>1970 to 1975</u>	<u>1150</u>	<u>2,500</u>
	<u>Title</u>	<u>(fulltime)</u>			
	<u>Greenwood</u>				
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>TX</u>				
	<u>State</u>				

*Accurate*

g.	<u>Asst. Supt. 33</u>	<u>22,450</u>	<u>1975 to 1977</u>	<u>3,010</u>	
	<u>Title</u>	<u>(fulltime)</u>			
	<u>Greenwood</u>				
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>TX</u>				
	<u>State</u>				

h.	<u>                    </u>	<u>                    </u>	<u>19__ to 19__</u>	<u>                    </u>	<u>                    </u>
	<u>Title</u>	<u>(fulltime)</u>			
	<u>                    </u>				
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>                    </u>				
	<u>State</u>				

i.	<u>                    </u>	<u>                    </u>	<u>19__ to 19__</u>	<u>                    </u>	<u>                    </u>
	<u>Title</u>	<u>(fulltime)</u>			
	<u>                    </u>				
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>                    </u>				
	<u>State</u>				

j.	<u>                    </u>	<u>                    </u>	<u>19__ to 19__</u>	<u>                    </u>	<u>                    </u>
	<u>Title</u>	<u>(fulltime)</u>			
	<u>                    </u>				
	<u>District/Town</u>	<u>(parttime)</u>			
	<u>                    </u>				
	<u>State</u>				

(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.
- 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?

- Yes                       No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

1

1

8

0

2

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

If you are not willing to leave, what is your major reason for wanting to stay in your present position?

*It suits me fine now — meaningful, challenging work with stimulating intellectual personnel*

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?

*Same as above*

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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7  
7  
1-1-222

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.

2

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 always been to advance to more important positions.  | 1        | <u>2</u> | 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. | <u>1</u> | 2        | 3       | 4        | 5        | 6 7 |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1        | 2        | 3       | <u>4</u> | 5        | 6 7 |
| d. I am very satisfied with my present position  | <u>1</u> | 2        | 3       | 4        | 5        | 6 7 |
|  | AGREE    |          | NEUTRAL |          | DISAGREE |     |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1        | 2        | 3       | <u>4</u> | 5        | 6 7 |

2

7

4

7

4

4

	AGREE		NEUTRAL		DISAGREE	
f. The <u>most important</u> aspect of a career for me is good working relationships.	1	2	3	4	5	6 7

3

g. The <u>most important</u> aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6 7
---	---	---	---	---	---	-----

4

h. The <u>most important</u> aspect of a career for me is being near friends and family.	1	2	3	4	5	6 7
--	---	---	---	---	---	-----

If you are not presently married, skip i-m, and go to the next question.

3

	AGREE		NEUTRAL		DISAGREE	
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

2

j. If my husband were offered a job in another place, I would go with him <u>even if</u> 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	2	3	4	5	6 7
--	---	---	---	---	---	-----

6

	AGREE		NEUTRAL		DISAGREE	
l. If I were offered a 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

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.

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.

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.

2

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.

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

4/11

048

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

048

Title of Your Present Position Asst Supt.

3

PART I: PERSONAL DATA

45

1. Age 45

2. Race/Ethnic Background W

1

3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

3

4. Number of Children 2

Ages of Children 20 22; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

0

0

2

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input checked="" type="checkbox"/> 100,000 to 249,999
<input checked="" type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

7



6. Which of the following best describes your father's occupation?  
(Check only one.)

- 3
- 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
  - 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.)

- 1
- 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?

1

_____ Older brothers	_____ Older sisters
<u>2</u> Younger brothers	<u>2</u> 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  No

If you are presently a member of a church or religious group, what kind is it? Lutheran

7

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

4

12. What do you consider your political affiliation?

Republican Party

Democratic Party

Independent

Other (please specify) \_\_\_\_\_

2

13. To what political or civic organizations do you belong?

none

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

More than your salary

0

15. In what year did you complete your Bachelor's degree? 1967

35

What was your major(s)? Ed. Ed - History

1

From what institution did you graduate?

Incarnate Word College

5



PART II: YOUR CAREER

1. In what type of district is your present position?

Elementary

Unified

Secondary

Other (please specify)

*2*  
Independent School District

2. Which of the following best describes the location of your district? (Choose only one.)

Rural area

Small town or city

Medium-sized city

Suburb in metropolitan area

Large city

*1*

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

*2*

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? 50

*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

*0*

c. Is your school a vocational-technical school? Yes \_\_\_\_\_

No \_\_\_\_\_

*0*

Card 02

048

3

3

2

2

7. At what age did you first decide to seek an administrative or supervisory position?

40

8. At what age were you first appointed to an administrative or supervisory position?

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

Building Administrator

Central Office Administrator  
(specify position) Asst Suptx Supt

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) Offered a fellowship

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    Important    Somewhat Important    Not Very Important    Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u>	<u>21</u>	<u>4000</u>	<u>1967</u> to <u>71</u>	<u>600</u>	<u>5000</u>
Title of 1st position	<u>21</u> <u>14</u>	(if full-time)	<u>19</u> <u>67</u>		
Name of district (if ed. job)	<u>ALAMO HEIGHTS</u>				
State in which located	<u>Texas</u>	(if part-time)			
b. <u>Principal</u>	<u>29</u>	<u>9500</u>	19 <u>71</u> to <u>72</u>	<u>600/5000</u>	
Title		(fulltime)	19 <u>71</u>		
District/Town	<u>ALAMO HEIGHTS</u>				
State	<u>Texas</u>	(parttime)			
c. <u>Principal</u>	<u>39</u>	<u>15000</u>	19 <u>72</u> to <u>73</u>	<u>present</u>	<u>300/3000</u>
Title	<u>39</u>	(fulltime)	19 <u>72</u>		
District/Town	<u>Camel</u>				
State	<u>Texas</u>	(parttime)			
d. <u>Asst Supt</u>	<u>40</u>	<u>23000</u>	19 <u>73</u> to <u>present</u>	<u>3500</u>	
Title	<u>40</u>	(fulltime)	19 <u>73</u>		
District/Town	<u>Camel</u>				
State	<u>Texas</u>	(parttime)			
e. _____	_____	_____	19 _____ to _____	_____	_____
Title		(fulltime)	19 _____		
District/Town					
State		(parttime)			

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40  
04  
1  
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23

	<u>Age When</u> <u>Took Job</u>	<u>Approx.</u> <u>Salary</u>	<u>Yrs. In</u> <u>Position</u>	<u>for jobs in ed.</u> <u>Building</u> <u>Enrol'mt.</u>	<u>District</u> <u>Enrol'mt.</u>
f.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
g.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
h.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
i.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
j.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				

(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.
- 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?

- Yes       No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

1  
1  
202



17. In your career, are you willing to move to another district in the same state in order to get a better position?

- Yes, willing to move to any districts *some*
- 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?

\_\_\_\_\_

\_\_\_\_\_

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 *almost*
- 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 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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1

2

2

-----

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 |     |
|--|-------|---|---------|---|----------|-----|
| a. My career plans have always been to advance to more important positions.  | 1     | 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 |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1     | 2 | 3       | 4 | 5        | 6 7 |
| d. I am very satisfied with my present position  | 1     | 2 | 3       | 4 | 5        | 6 7 |
|  | AGREE |   | NEUTRAL |   | DISAGREE |     |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1     | 2 | 3       | 4 | 5        | 6 7 |

1

6

6

3

5

2

6  
3  
2

- |   | AGREE |   | NEUTRAL |   |   | DISAGREE |   |
|---|-------|---|---------|---|---|----------|---|
| f. The <u>most important</u> aspect of a career for me is good working relationships.               | 1     | 2 | 3       | 4 | 5 | 6        | 7 |
| g. The <u>most important</u> aspect of a career for me is holding a job which advances that career. | 1     | 2 | 3       | 4 | 5 | 6        | 7 |
| h. The <u>most important</u> aspect of a career for me is being near friends and family.            | 1     | 2 | 3       | 4 | 5 | 6        | 7 |

If you are not presently married, skip i-m, and go to the next question.

0  
0  
0  
0  
0

- |   | AGREE |   | NEUTRAL |   |   | DISAGREE |   |
|---|-------|---|---------|---|---|----------|---|
| 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 |
| j. If my husband were offered a job in another place, I would go with him <u>even if</u> 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 |
| l. If I were offered a 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 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.

I began my career at a time when I knew what I wanted. Many supportive educators encouraged me and doors have been opened to me. I like people, I like what I do.

4/1

039

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position PRINCIPAL

PART I: PERSONAL DATA

- 1. Age 30
- 2. Race/Ethnic Background ANGLO
- 3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

4. Number of Children -0-  
 Ages of Children N/A; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input checked="" type="checkbox"/> 10,000 to 99,999
<input checked="" type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

039  
4  
30  
1  
1  
0  
0  
0  
5

6. Which of the following best describes your father's occupation?  
(Check only one.)

3

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.)

5

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 mother have? (Indicate only the highest level.)

6

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?

6

2 Older brothers       Older sisters  
 Younger brothers       Younger sisters

10. In what religion were you raised?  
(Write "NA" if you received no religious training.)

ROMAN CATHOLIC

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.

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?

NONE

14. If you are married, what is the occupation of your husband?

N/A

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? 67

What was your major(s)? Social Studies

From what institution did you graduate? \_\_\_\_\_

NAZARETH CAMPUS - SPALDING COLLEGE

2

2

5

2

0

0

0

20

8

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.)

23  
1  
1  
2  
12  
60  
2  
2  
2  
2  
2

26 zeros  
↓

	PROGRAM OF STUDY OR DEGREE RECEIVED			
	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended	_____	<u>OHIO STATE</u>	_____	_____
	_____	_____	<u>UNIV. HOUSTON</u>	_____
Major(s)	_____	_____	_____	_____
Dates when Attended Grad School	19 <del>69</del> to 19 <del>70</del>	19 <sup>69</sup> to 19 <del>70</del>	19 <sup>74</sup> to 19 <u>present</u> <i>all part time</i>	19__ to 19__
Approx. No. of Months of fulltime study	_____ Mo.	<u>12</u> Mo.	_____ Mo.	_____ Mo.
Years of Admin. Experience when Degree Received	_____ Yr.	<u>0</u> Yr.	_____ Yr.	_____ Yr.
Did you apply for financial aid?	Yes _____ No _____	Yes _____ No <u>✓</u>	Yes _____ No <u>✓</u>	Yes _____ No _____
Did you receive a loan?	Yes _____ No _____	Yes _____ No <u>✓</u>	Yes _____ No <u>✓</u>	Yes _____ No _____
Did you receive a fellowship or assistantship?	Yes _____ No _____	Yes _____ No <u>✓</u>	Yes _____ No <u>✓</u>	Yes _____ No _____
Did you receive sabbatical pay?	Yes _____ No _____	Yes _____ No <u>✓</u>	Yes _____ No <u>✓</u>	Yes _____ No _____

PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary  
 Unified  
 Secondary  
 Other (please specify) \_\_\_\_\_

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area  
 Small town or city  
 Medium-sized city  
 Suburb in metropolitan area  
 Large city

5

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. To whom do you directly report? (Give title of position, not name of holder.)

Assistant Deputy Superintendent

1

5. Approximately how many staff members do you supervise? 20

020

6. If you are a building administrator

a. What is the range of grades your school serves? 6-10

9

b. What is the sex composition of your school?

- Mostly girls  
 About equally boys and girls  
 Mostly boys

3

c. Is your school a vocational-technical school? Yes

No

1

Card 02

7. At what age did you first decide to seek an administrative or supervisory position?

28

039

8. At what age were you first appointed to an administrative or supervisory position?

28

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) \_\_\_\_\_

2

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) \_\_\_\_\_

4

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

Important

Somewhat Important

Not Very Important

Not At All Important

2

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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Collator</u> Title of 1st position <u>OHIO</u> Name of district (if ed. job) State in which located	<u>20</u>	<u>p/t</u> (if full-time) <u>1<sup>st</sup> hr</u> (if part-time)	<u>summer 19</u> to <u>19</u>		
b. <u>Assistant Librarian</u> Title <u>CLEVELAND</u> District/Town <u>OHIO</u> State	<u>21</u>	<u>500 net</u> (fulltime) <u>(parttime)</u>	<u>Feb 1968</u> to <u>Aug 1968</u>		
c. <u>ELEM. TEACHER</u> Title <u>CLEVE CATH. DISTRICT</u> District/Town <u>OHIO</u> State	<u>22</u>	<u>520 net</u> (fulltime) <u>(parttime)</u>	<u>Aug 1968</u> to <u>June 1969</u> <u>STUDENT JUNE 69 - AUG 70</u>	<u>500</u>	
d. <u>HEAD TELLER</u> Title <u>CLEVE.</u> District/Town <u>OHIO</u> State	<u>24</u>	<u>465</u> (fulltime) <u>(parttime)</u>	<u>Aug 1970</u> to <u>Sept. 1972</u> <u>73</u>		
e. <u>ENG. TEACHER</u> Title <u>SEABROOK</u> District/Town <u>TEXAS</u> State	<u>27</u>	<u>600</u> (fulltime) <u>(parttime)</u>	<u>JAN 1973</u> to <u>DEC 1973</u> <u>74</u>	<u>100</u>	<u>N/A</u>

1  
1  
2  
1  
1  
05  
02  
2  
2  
2  
2  
1  
2  
2  
2  
2  
02  
03

28  
28  
28  
29  
02  
2  
1  
17

	Age When Took Job	Approx. Salary	Yrs. In Position	for jobs in ed. Building Enrol'mt.	District Enrol'mt.
f.	<u>28</u>	<u>900</u>	<u>JAN</u> <u>1974</u> to <u>Aug</u> <u>1975</u>		
	Title <u>PRINCIPAL</u> <u>SEABROOK</u>	(fulltime)			
	District/ Town <u>TEXAS</u>	(parttime)			
	State				
g.	<u>29</u>	<u>1395</u>	<u>Aug</u> <u>1975</u> to <u>150</u> <u>PRESENT</u> <u>18</u>	<u>100 000</u>	
	Title <u>PRINCIPAL</u> <u>HOUSTON 150</u>	(fulltime)			
	District/ Town <u>TEXAS</u>	(parttime)			
	State				
h.	_____	_____	19__ to _____		
	Title	(fulltime)			
	District/ Town	(parttime)			
	State				
i.	_____	_____	19__ to _____		
	Title	(fulltime)			
	District/Town	(parttime)			
	State				
j.	_____	_____	19__ to _____		
	Title	(fulltime)			
	District/Town	(parttime)			
	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.
- 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 *or Law*
- Uncertain
- Do not plan to seek another position

16. Have there been barriers to your career development?

Yes  No

If yes, what were/are they? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

1

3

6

0

2

3

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

If you are not willing to leave, what is your major reason for wanting to stay in your present position?

\_\_\_\_\_  
\_\_\_\_\_

2

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?

\_\_\_\_\_  
\_\_\_\_\_

1  
1  
1  
2  
1  
2  
1  
1  
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 AS IT NOW IS			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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.

2

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.

4

4

2

2

6

- |  | AGREE |       | NEUTRAL |         | DISAGREE |          |   |
|--|-------|-------|---------|---------|----------|----------|---|
| a. My career plans have always been to advance to more important positions.  | 1     | 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 |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1     | 2     | 3       | 4       | 5        | 6        | 7 |
| d. I am very satisfied with my present position  | 1     | 2     | 3       | 4       | 5        | 6        | 7 |
|  |       | AGREE |         | NEUTRAL |          | DISAGREE |   |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1     | 2     | 3       | 4       | 5        | 6        | 7 |



5  
3  
5  
0  
0  
0  
0  
0

f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE	
	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.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	6 7

h. The most important aspect of a career for me is being near friends and family.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	6 7

If you are not presently married, skip i-m, and go to the next question.

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	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.

	AGREE		NEUTRAL		DISAGREE	
	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.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	6 7

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	5	6 7

m. My husband's occupation is one which can be done in most places.

	AGREE		NEUTRAL		DISAGREE	
	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

1

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

038

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Principal

PART I: PERSONAL DATA

- 1. Age 35
- 2. Race/Ethnic Background BLACK
- 3. Past and Current marital Status (check those that apply)
  - Single, never married
  - Married for the first time
  - Remarried
  - Divorced
  - Widowed

4. Number of Children 1  
 Ages of Children 14; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input checked="" type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

038  
 4  
 35  
 2  
 5  
 0  
 1  
 0  
 9

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 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.)

- 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 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?

<u>4</u> Older brothers	<u>1</u> Older sisters
<u>1</u> Younger brothers	<u>2</u> Younger sisters

3

1

3

8

10. In what religion were you raised?  
(Write "NA" if you received no religious training.)

BAPTIST

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.)

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?

Neighborhood Civic Club

14. If you are married, what is the occupation of your husband?

ROAD SCAPING

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? 1963

What was your major(s)? Biology, P.E.

From what institution did you graduate? Prairie View

ADM

20135  
6  
6  
5  
2  
1  
4  
3  
2  
3  
2

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.)

33  
2  
1  
1  
99  
02  
2  
2  
2  
2

PROGRAM OF STUDY OR DEGREE RECEIVED

	B + 30	Master's	M + 30	Doctorate
			or Specialist	
Institution(s) Attended			U. of M.	
			Prine	
Major(s)			Psychology	
			Adm.	
Dates when Attended Grad School	19 <sup>65</sup> to 19 <sup>67</sup>	19 <sup>73</sup> to 19 <sup>75</sup>	19__ to 19__	19__ to 19__
Approx. No. of Months of <u>fulltime</u> study	Mo.	Mo.	Mo.	Mo.
Years of Admin. Experience when Degree Received	1 1/2 Yr.	Yr.	Yr.	Yr.
Did you apply for financial aid?	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No ___	Yes ___ No ___
Did you receive a loan?	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No ___	Yes ___ No ___
Did you receive a fellowship or assistantship?	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No ___	Yes ___ No ___
Did you receive sabbatical pay?	Yes ___ No <input checked="" type="checkbox"/>	Yes ___ No ___	Yes ___ No ___	Yes ___ No ___

13 zeros



PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) Independent

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city

5

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

4. To whom do you directly report? (Give title of position, not name of holder.)

Asst Area Supt.

1

5. Approximately how many staff members do you supervise? 20

0 20

6. If you are a building administrator

a. What is the range of grades your school serves? 7-12

4

b. What is the sex composition of your school?

- Mostly girls
- About equally boys and girls
- Mostly boys

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c. Is your school a vocational-technical school? Yes

No

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7. At what age did you first decide to seek an administrative or supervisory position?

29

8. At what age were you first appointed to an administrative or supervisory position?

29

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) Placed in the Acting Position

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     Important     Somewhat Important     Not Very Important     Not At All Important



	<u>Age When</u> <u>Took Job</u>	<u>Approx.</u> <u>Salary</u>	<u>Yrs. In</u> <u>Position</u>	<u>for jobs in ed.</u> <u>Building District</u> <u>Enrol'mt. Enrol'mt.</u>
f.	_____	_____	19__ to _____	_____
	Title	(fulltime)	19__	_____
	_____			
	District/ Town	(parttime)		
	_____			
	State			
g.	_____	_____	19__ to _____	_____
	Title	(fulltime)	19__	_____
	_____			
	District/ Town	(parttime)		
	_____			
	State			
h.	_____	_____	19__ to _____	_____
	Title	(fulltime)	19__	_____
	_____			
	District/ Town	(parttime)		
	_____			
	State			
i.	_____	_____	19__ to _____	_____
	Title	(fulltime)	19__	_____
	_____			
	District/Town	(parttime)		
	_____			
	State			
j.	_____	_____	19__ to _____	_____
	Title	(fulltime)	19__	_____
	_____			
	District/Town	(parttime)		
	_____			
	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.
- 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.

3

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.

1

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

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16. Have there been barriers to your career development?

Yes                       No

If yes, what were/are they? Racial  
\_\_\_\_\_  
\_\_\_\_\_

1

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

If you are not willing to leave, what is your major reason for wanting to stay in your present position?

Reared here (Roots)

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?

Husband & Roots

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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	---	---	---	---	---	---
b. Opportunity to be helpful to others	---	---	---	---	---	---
c. Prestige in the community	---	---	---	---	---	---
d. Opportunity for independent thought & action	---	---	---	---	---	---
e. Self-fulfillment	---	---	---	---	---	---

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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.

2

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 always been to advance to more important positions.  | 1 | (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 |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1 | (2)   | 3       | 4        | 5 | 6 7 |
| d. I am very satisfied with my present position  | 1 | (2)   | 3       | 4        | 5 | 6 7 |
|  |   | AGREE | NEUTRAL | DISAGREE |   |     |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1 | 2     | (3)     | 4        | 5 | 6 7 |

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f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE	
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	4	5	6	7
---	-----	---	---	---	---	---

If you are not presently married, skip i-m, and go to the next question.

4

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE	
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	(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
---	---	---	-----	---	---	---

7

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE	
1	2	3	4	5	6	(7)

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.



## 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.

4/27

026

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Superintendent

PART I: PERSONAL DATA

1. Age 42
2. Race/Ethnic Background white / Slovak
3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

4. Number of Children 0
- Ages of Children N/A; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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.")

<u>Type of Community</u>	<u>Population</u>
<input checked="" type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input checked="" type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

026

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42

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1

6. Which of the following best describes your father's occupation?  
(Check only one.)

6  
 Farmer  
 Unskilled or semiskilled laborer  
 Skilled laborer or craftsman  
 White collar employee  
 Professional  
 Other (please specify) Self employed grocer

7. Which of the following best describes your mother's occupation?  
(Check only one.)

1  
 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 mother have? (Indicate only the highest level.)

2  
 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

- 8  
9. How many brothers and sisters did you have as a child?

0 Older brothers      2 Older sisters  
1 Younger brothers    1 Younger sisters



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		<u>West Va University</u>	<u>WVU</u>	<u>WVU</u>
Major(s)		<u>El. Ed</u>	<u>Reading</u>	<u>Reading + Teacher Ed</u>
Dates when Attended Grad School	19__ to 19__	19 <u>57</u> to 19 <u>59</u>	19 <u>62</u> to 19 <u>63</u>	19 <u>71</u> to 19 <u>72</u>
Approx. No. of Months of fulltime study	Mo.	<u>24</u> Mo.	<u>9</u> Mo.	<u>18</u> Mo.
Years of Admin. Experience when Degree Received	Yr.	<u>0</u> Yr.	<u>0</u> Yr.	<u>4</u> Yr.
Did you apply for financial aid?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Did you receive a loan?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Did you receive a fellowship or assistantship?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Did you receive sabbatical pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) \_\_\_\_\_

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city

1

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

1

4. To whom do you directly report? (Give title of position, not name of holder.)

Board of Education

3

5. Approximately how many staff members do you supervise? 125

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
- About equally boys and girls
- Mostly boys

2

c. Is your school a vocational-technical school? Yes   
No

2

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7. At what age did you first decide to seek an administrative or supervisory position?

35

8. At what age were you first appointed to an administrative or supervisory position?

35

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?

Very Important     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u> Title of 1st position <u>Willoughby, Ohio</u> Name of district (if ed. job) <u>Ohio</u> State in which located	<u>20</u>	<u>3000</u>	<u>1955</u> to <u>1956</u> (if full-time)	<u>200</u>	<u>5000</u>
b. <u>Teacher</u> Title <u>Dunkard Twp</u> District/Town <u>PA</u> State	<u>21</u>	<u>2800</u> (fulltime)	<u>1956</u> to <u>1958</u> (parttime)	<u>250</u>	<u>1500</u>
c. <u>Teacher</u> Title <u>Carmichaels</u> District/Town <u>PA</u> State	<u>23</u>	<u>3600</u> (fulltime)	<u>1958</u> to <u>1964</u> (parttime)	<u>185</u>	<u>1500</u>
d. <u>Rdg. Spec.</u> Title <u>Carmichaels</u> District/Town <u>PA</u> State	<u>31</u>	<u>6800</u> (fulltime)	<u>1966</u> to <u>1968</u> (parttime)	<u>All Schools</u>	<u>1500</u>
e. <u>Dir. of Rdg.</u> Title <u>Carmichaels</u> District/Town <u>PA</u> State	<u>34</u>	_____ (fulltime)	<u>1968</u> to _____ <u>1969</u> _____ (parttime)	_____	_____

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26



	Age When Took Job	Approx. Salary	Yrs. In Position	for jobs in ed. Building District Enrol'mt. Enrol'mt.	
f. <u>Elem. Supv</u> Title <u>Carmichael</u> District/Town <u>PA</u> State	<u>35</u>	<u>13500</u> (fulltime)	<u>1969</u> to <u>1972</u> (parttime)	<u>All</u> <u>Schools</u>	<u>1500</u>
g. <u>Asst. Prof.</u> Title <u>Penn State U.</u> District/Town <u>PA</u> State	<u>38</u>	<u>\$14500</u> (fulltime)	<u>1972</u> to <u>1973</u> <u>74</u> (parttime)	<u>N/A</u>	
h. <u>West Va.</u> <u>University</u> Title <u>Morgantown</u> District/Town <u>WV</u> State	<u>39</u>	<u>\$16000</u> (fulltime)	<u>1974</u> to <u>1975</u> (parttime)	<u>N/A</u>	
i. <u>Superintendent</u> Title District/Town State	<u>40-44</u>	<u>19500 -</u> <u>25500</u> (fulltime)	<u>1974</u> to <u>1977 (present)</u> (parttime)	<u>All -</u> <u>1487 - 1487</u>	
j. _____ Title District/Town State	_____	_____	19__ to 19__ (parttime)	_____	_____

(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.
- 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.

3

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.

1

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

20

16. Have there been barriers to your career development?

Yes  No

If yes, what were/are they?

Sex discrimination for positions  
in administration at the higher levels

1

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

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  
 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 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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	—	—	✓	✓	—	—
b. Opportunity to be helpful to others	—	✓	—	—	✓	—
c. Prestige in the community	✓	—	—	✓	—	—
d. Opportunity for independent thought & action	—	—	✓	✓	—	—
e. Self-fulfillment	—	—	✓	✓	—	—

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 1

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.

1

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.

	1	2	3	4	5	6	7		
	AGREE		NEUTRAL			DISAGREE			
a. My career plans have always been to advance to more important positions.	1	2	3	4	5	6	7	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	6	7	2	
c. A woman owes it to herself to watch constantly for better job opportunities.	1	2	3	4	5	6	7	1	
d. I am very satisfied with my present position	1	2	3	4	5	6	7	3	
		AGREE		NEUTRAL			DISAGREE		
e. The <u>most important</u> aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	3	

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AGREE                      NEUTRAL                      DISAGREE

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

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 married, skip i-m, and go to the next question.

AGREE                      NEUTRAL                      DISAGREE

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

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

AGREE                      NEUTRAL                      DISAGREE

l. If I were offered a 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 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

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

4/19

023

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Dist. Supt.

023

3

PART I: PERSONAL DATA

1. Age 42
2. Race/Ethnic Background Black
3. Past and Current marital Status (check those that apply)

42

2

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

2

4. Number of Children 1
- Ages of Children 14; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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 first as "home.")

1

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input checked="" type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input checked="" type="checkbox"/> Greater than 1.5 million

0

9



6. Which of the following best describes your father's occupation?  
(Check only one.)

- 3
- 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.)

- 5
- 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 mother have? (Indicate only the highest level.)

- 5
- 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?

- 6
- |   |  |
|---|--|
| <u>2</u> Older brothers                   | <input type="checkbox"/> Older sisters   |
| <input type="checkbox"/> Younger brothers | <input type="checkbox"/> 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  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      7  
Very      Average      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?

Sorority  
Social Clubs

14. If you are married, what is the occupation of your husband?

Supervisor

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?

56

What was your major(s)?

El. Ed.

From what institution did you graduate?

Penn State

8

8

4

2

4

4

1

2

1

1



PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) \_\_\_\_\_

2. Which of the following best describes the location 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.)

Deputy Supt For Field Operations

5. Approximately how many staff members do you supervise? 4,500

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 \_\_\_\_\_

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CARD 02

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4

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7. At what age did you first decide to seek an administrative or supervisory position?

27

8. At what age were you first appointed to an administrative or supervisory position?

31

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?

Very Important     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u>	<u>21</u>	<u>3,400</u>	<u>1956 to 62</u>		
Title of 1st position		(if full-time)	<u>19</u>		
Name of district (if ed. job)		(if part-time)			
State in which located					
b. <u>Homemaker</u>	<u>27</u>	<u>✓</u>	<u>1962 to 63</u>		
Title		(fulltime)	<u>1963</u>		
District/Town		(parttime)			
State					
c. <u>Adm. Asst to Principal</u>	<u>28</u>	<u>16,000</u>	<u>1967 to 69</u>		
Title		(fulltime)	<u>1969</u>		
District/Town		(parttime)			
State					
d. <u>Principal</u>	<u>34</u>	<u>23,000</u>	<u>1969 to 72</u>		
Title		(fulltime)			
District/Town		(parttime)			
State					
e. <u>Asst to Supt</u>	<u>37</u>	<u>33,000</u>	<u>1972 to 75</u>	<u>14</u>	<u>285,000</u>
Title		(fulltime)			
District/Town		(parttime)			
State					

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	<u>Age When Took Job</u>	<u>Approx. Salary</u>	<u>Yrs. In Position</u>	<u>for jobs in ed.</u> <u>Building Enrol'mt.</u>	<u>District Enrol'mt.</u>
f.	<u>40</u>	<u>38,000</u>	<u>1975</u> to _____	_____	<u>36,000</u>
	<u>Title</u>	<u>(fulltime)</u>	19__ to _____	_____	_____
	<u>District/ Town</u>	<u>(parttime)</u>	19__	_____	_____
	<u>State</u>			_____	_____
g.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	<u>(fulltime)</u>	19__	_____	_____
	<u>District/ Town</u>	<u>(parttime)</u>		_____	_____
	<u>State</u>			_____	_____
h.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	<u>(fulltime)</u>	19__	_____	_____
	<u>District/ Town</u>	<u>(parttime)</u>		_____	_____
	<u>State</u>			_____	_____
i.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	<u>(fulltime)</u>	19__	_____	_____
	<u>District/ Town</u>	<u>(parttime)</u>		_____	_____
	<u>State</u>			_____	_____
j.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	<u>(fulltime)</u>	19__	_____	_____
	<u>District/ Town</u>	<u>(parttime)</u>		_____	_____
	<u>State</u>			_____	_____

(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.
- 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?

Yes  No

If yes, what were/are they? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

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2



17. In your career, are you willing to move to another district in the same state in order to get a better position?

- 1  
 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

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 education

18. In your career, are you willing to move to another state in order to get a better position?

- 2  
 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?

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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1  
2  
2  
1  
1  
1

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.

- |  | 1 | 2     | 3 | 4       | 5 | 6        | 7   |
|--|---|-------|---|---------|---|----------|-----|
| a. My career plans have always been to advance to more important positions.  |   | (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   |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1 | 2     | 3 | (4)     | 5 | 6        | 7   |
| d. I am very satisfied with my present position  | 1 | (2)   | 3 | 4       | 5 | 6        | 7   |
|  |   | AGREE |   | NEUTRAL |   | DISAGREE |     |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1 | 2     | 3 | 4       | 5 | 6        | (7) |

2

2

4

4

6

1

5

AGREE                  NEUTRAL                  DISAGREE

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 married, skip i-m, and go to the next question.

AGREE                  NEUTRAL                  DISAGREE

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)

7

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.      AGREE                  NEUTRAL                  DISAGREE  
1    2    3    4    5    6    (7)

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.

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.

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SUPT. DIST. #4 APR 13 1977

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019

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

019

Title of Your Present Position Assistant Superintendent

3

PART I: PERSONAL DATA

64

1. Age 64
2. Race/Ethnic Background White
3. Past and Current marital Status (check those that apply)
- Single, never married
  - Married for the first time
  - Remarried
  - Divorced
  - Widowed

1

3

4. Number of Children 1
- Ages of Children 35; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

00

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.")

1

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input checked="" type="checkbox"/> Small town/city	<input checked="" type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

W

6. Which of the following best describes your father's occupation?  
(Check only one.)

4

- 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
- 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.)

3

- 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?

1

- |  |   |
|--|---|
| <input type="checkbox"/> Older brothers                | <input type="checkbox"/> Older sisters                |
| <input checked="" type="checkbox"/> 3 Younger brothers | <input checked="" type="checkbox"/> 1 Younger sisters |







PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) K-12

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city

3

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. To whom do you directly report? (Give title of position, not name of holder.)

Superintendent of Schools

2

5. Approximately how many staff members do you supervise? 12

012

6. If you are a building administrator

a. What is the range of grades your school serves? ~~1-12~~

0

b. What is the sex composition of your school?

- Mostly girls
- About equally boys and girls
- Mostly boys

0

c. Is your school a vocational-technical school? Yes

No

0

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3

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9

9

7. At what age did you first decide to seek an administrative or supervisory position?

45

8. At what age were you first appointed to an administrative or supervisory position?

47

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) no one

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) none

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     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Camp Counselor</u>	<u>21</u>		19 <u>33</u> to		
Title of 1st position		(if full-time)	19 <u>34</u>		
Name of district (if ed. job)		<u>\$100</u> (if part-time)	<u>3 mos</u> 19 <u>33</u> 19 <u>34</u>		
State in which located					
b. <u>E1 Teacher</u>	<u>22</u>	<u>\$900</u> <sup>#2100</sup>	19 <u>34</u> to		
Title		(fulltime)	19 <u>46</u>		
District/Town		(parttime)			
State					
c. <u>E1 Teacher</u>	<u>34</u>	<u>5000</u> (?) <del>1946</del>	19 <u>46</u> to		
Title		(fulltime)	19 <u>54</u>		
District/Town		(parttime)			
State					
d. <u>Remedial Reading Supervisor</u>	<u>42</u>	<u>\$9,000</u>	19 <u>54</u> to		
Title		(fulltime)	19 <u>58</u>		
District/Town		(parttime)			
State					
e. <u>E1 Sch Supervisor</u>	<u>46</u>	<u>18,000</u>	19 <u>58</u> to	<u>16000</u>	
Title		(fulltime)	19 <u>70</u>		
District/Town		(parttime)			
State					

*one year part on maternity leave enr. 70*

*6000? 19  
Concyeen out for doctoral study*

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	<u>Age When</u> <u>Took Job</u>	<u>Approx.</u> <u>Salary</u>	<u>Yrs. In</u> <u>Position</u>	<u>for jobs in ed.</u> <u>Building District</u> <u>Enrol'mt. Enrol'mt.</u>	
f.	<u>58</u>	<u>22,000</u> <u>per year</u>	<u>19 70</u> to _____		
	<u>Ass't Supt</u>				
	<u>Bealdern Area</u>		<u>19 present</u>		
	<u>Pa</u>				
	<u>State</u>				
g.	_____	_____	19__ to _____		
	<u>Title</u>		<u>(fulltime)</u>		
	<u>District/ Town</u>		19__		
	<u>State</u>		<u>(parttime)</u>		
h.	_____	_____	19__ to _____		
	<u>Title</u>		<u>(fulltime)</u>		
	<u>District/ Town</u>		19__		
	<u>State</u>		<u>(parttime)</u>		
i.	_____	_____	19__ to _____		
	<u>Title</u>		<u>(fulltime)</u>		
	<u>District/ Town</u>		19__		
	<u>State</u>		<u>(parttime)</u>		
j.	_____	_____	19__ to _____		
	<u>Title</u>		<u>(fulltime)</u>		
	<u>District/ Town</u>		19__		
	<u>State</u>		<u>(parttime)</u>		

(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.
- 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

*I must retire this year but am seeking a position as coordinator of program development with an international women's educational honorary. If nothing comes of this, have been offered two part-time positions. One with a foundation one in an intermediate unit (county unit)*

16. Have there been barriers to your career development?

Yes  No

If yes, what were/are they? A feeling that to reach higher was a lost cause.

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

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  
 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 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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2-2-2

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 |
|--|---------|---------|----------|
| a. My career plans have always been to advance to more important positions.  | 1 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    |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | (1)     | 2 3 4   | 5 6 7    |
| d. I am very satisfied with my present position  | 1 (2)   | 3 4     | 5 6 7    |
|  | AGREE   | NEUTRAL | DISAGREE |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1 2 3   | (4)     | 5 6 7    |

1

5

6

7

6

4



7  
2  
4

f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE	
	1	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
		(2)				

h. The most important aspect of a career for me is being near friends and family.

	1	2	3	4	5	6 7
				(4)		

If you are not presently married, skip i-m, and go to the next question.

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	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
--	---	---	---	---	---	-----

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE	
	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
--	---	---	---	---	---	-----

6  
0  
0  
0  
0

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.

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.

1

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.

Over the years I have found that Superintendents differ in their ability to accept me as a coworker and have some reason after knowing each better personally that this is tied to their reactions to their mother and wife relationships. May I add that of the seven I worked with, only two have ~~been~~ tried to block my effectiveness and rejected working cooperatively.

9/22

016

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

016

3

Title of Your Present Position Ass't Super-Instruction Personnel

55

PART I: PERSONAL DATA

- 1. Age 55
- 2. Race/Ethnic Background WASP
- 3. Past and Current marital Status (check those that apply)

31

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

2

4. Number of Children 1  
Ages of Children 26; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

00

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.")

1

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input checked="" type="checkbox"/> Small town/city	<input checked="" type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

3

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 4
- 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
  - 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.)

- 4
- 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?

- 1
- |  |   |
|--|---|
| <input type="checkbox"/> Older brothers              | <input type="checkbox"/> Older sisters              |
| <input checked="" type="checkbox"/> Younger brothers | <input checked="" type="checkbox"/> Younger sisters |





PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) \_\_\_\_\_

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city

1

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

2

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? 180

180

6. If you are a building administrator

a. What is the range of grades your school serves? N/A

0

b. What is the sex composition of your school?

- Mostly girls
- About equally boys and girls
- Mostly boys

0

c. Is your school a vocational-technical school? Yes \_\_\_\_\_

No \_\_\_\_\_

0



CARD 02

7. At what age did you first decide to seek an administrative or supervisory position?

45

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
- Building Administrator
- Central Office Administrator (specify position) \_\_\_\_\_
- College Professor
- Spouse
- Family
- Other (please specify) \_\_\_\_\_

2

*equally* ( )

~~3~~

~~4~~

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) \_\_\_\_\_

4

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     Important     Somewhat Important     Not Very Important     Not At All Important

2

*Without support of husband would not have been possible -*

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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u> Title of 1st position <u>Slatington</u> Name of District (if ed. job) <u>PA</u> State in which located	<u>21</u>	<u>1300</u>	<u>1942</u> to <u>1944</u> <u>45</u> (if full-time) <u>45</u> (if part-time)	<u>600</u>	<u>2000</u>
b. <u>Teacher</u> Title <u>Quarryville</u> District/Town <u>PA</u> State	<u>24</u>	<u>1800</u> (fulltime)	<u>1945</u> to <u>1947</u> (parttime)	<u>500</u>	<u>1400</u>
c. <u>Supervisor</u> Title <u>Salanco</u> District/Town <u>PA</u> State	<u>26</u>	<u>2400</u> (fulltime)	<u>1947</u> to <u>1956</u> (parttime)	<u>N/A - adult program</u>	
d. <u>Teacher - Dept Chairman</u> Title <u>Penn Manor</u> District/Town <u>PA</u> State	<u>35</u> <u>13</u> <u>48</u>	<u>4200</u> (fulltime)	<u>1956</u> to <u>1969</u> (parttime)	<u>1600</u>	<u>5500</u> <u>69-71</u> <u>59</u> <u>50</u> <u>13</u>
e. <u>Ass't Prin</u> Title <u>Eastern</u> District/Town <u>PA</u> State	<u>49</u>	<u>14,500</u> (fulltime)	<u>1971</u> to <u>1972</u> (parttime)	<u>1200</u>	<u>3000</u>

2  
0  
0  
0  
0  
0  
0  
0  
0  
3  
1  
2  
1  
4  
3  
1  
1819  
15  
45  
49  
53  
53  
63  
1  
2  
26

	<u>Age When</u> <u>Took Job</u>	<u>Approx.</u> <u>Salary</u>	<u>Yrs. In</u> <u>Position</u>	<u>for jobs in ed.</u> <u>Building</u>	<u>District</u> <u>Enrol'mt.</u>	<u>District</u> <u>Enrol'mt.</u>
f. <u>Principal</u> Title <u>Eastern</u> District/Town <u>PA</u> State	<u>51</u>	<u>17,500</u> (fulltime)	<u>1972 to</u> <u>19 74</u> (parttime)	<u>1300</u>	<u>3000</u>	
g. <u>Ass't Supt</u> Title <u>Eastern</u> District/Town <u>PA</u> State	<u>53</u>	<u>now</u> <u>25,600</u> (fulltime)	<u>1974 to</u> <u>19 Present</u> (parttime)		<u>3100</u>	
h. _____ Title _____ District/Town _____ State	_____	_____	19____ to _____ (fulltime) 19____ (parttime)			
i. _____ Title _____ District/Town _____ State	_____	_____	19____ to _____ (fulltime) 19____ (parttime)			
j. _____ Title _____ District/Town _____ State	_____	_____	19____ to _____ (fulltime) 19____ (parttime)			

(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.
- 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 - *would move faster*
- 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?

- Yes       No

If yes, what were/are they? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

1

1

4

0

2

3

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

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
- 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?

Husband's position

\_\_\_\_\_

\_\_\_\_\_

6

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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<u>X</u>	—	—	—	—	—
b. Opportunity to be helpful to others	<u>X</u>	—	—	—	—	—
c. Prestige in the community	—	<u>X</u>	—	—	—	—
d. Opportunity for independent thought & action	<u>X</u>	—	—	—	—	—
e. Self-fulfillment	<u>X</u>	—	—	—	—	—

*not change*

1-1-2-2-1-1-1

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 always been to advance to more important positions.  | 1     | 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 |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | 1     | 2     | 3       | 4       | 5        | 6        | 7 |
| d. I am very satisfied with my present position  | 1     | 2     | 3       | 4       | 5        | 6        | 7 |
|  |       | AGREE |         | NEUTRAL |          | DISAGREE |   |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1     | 2     | 3       | 4       | 5        | 6        | 7 |

1  
3  
2  
2  
6  
5

4  
2  
2

f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE	
	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
--	---	---	---	---	---	-----

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 married, skip i-m, and go to the next question.

1  
7  
5  
7  
2

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE	
	1	2	3	4	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
--	---	---	---	---	---	-----

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE	
	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.

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.

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.

1

- 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 similar study was done by me 7 years ago - It seems to agree with my own circumstances - Lack of mobility limits job opportunities but they are still available if one is prepared and hunts for them - Most women in PA wait for someone to offer a position -

I have suffered 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. Civic organizations are lacking for females but like others, I'm active professionally - even held a state office.

My return to school for administrative work was chiefly on interest on influencing a greater portion of the educational program than just a single department. The doctorate 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 had a problem.

4/15

012

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Secondary Principal

PART I: PERSONAL DATA

1. Age 48
2. Race/Ethnic Background Protestant
3. Past and Current marital Status (check those that apply)
- Single, never married
  - Married for the first time
  - Remarried
  - Divorced
  - Widowed

4. Number of Children       
Ages of Children     ;     ;     ;     ;     ;     .

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input checked="" type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

012  
4  
48  
1  
1  
0007

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 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.)

- 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 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?

- |   |  |
|---|--|
| <input type="checkbox"/> Older brothers   | <input type="checkbox"/> Older sisters   |
| <input type="checkbox"/> Younger brothers | <input type="checkbox"/> 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 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			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?

\_\_\_\_\_

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)? \_\_\_\_\_

From what institution did you graduate? \_\_\_\_\_

\_\_\_\_\_

0  
0  
0  
0  
0  
0  
0  
0  
0  
2 / 1  
/ 1  
/

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	<u>Penn State P.S.</u>	<u>P.S.</u>	<u>P.S.</u>	<u>Penn State U</u>
Major(s)	<u>Civil/Env</u>	<u>—</u>	<u>—</u>	<u>Admin</u>
Dates when Attended Grad School	19 <u>54</u> to 19 <u>  </u>	19 <u>  </u> to 19 <u>  </u>	19 <u>  </u> to 19 <u>  </u>	19 <u>  </u> to 19 <u>65</u>
Approx. No. of <u>Months</u> of <u>fulltime</u> study	<u>  </u> Mo.	<u>  </u> Mo.	<u>  </u> Mo.	<u>10</u> Mo.
Years of Admin. Experience when Degree Received	<u>  </u> Yr.	<u>  </u> Yr.	<u>  </u> Yr.	<u>0</u> Yr.
Did you apply for financial aid?	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>✓</u>
Did you receive a loan?	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>✓</u>
Did you receive a fellowship or assistantship?	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>✓</u>
Did you receive sabbatical pay?	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u>	Yes <u>  </u> No <u>  </u> ✓

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PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) Area

4

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city

4

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. To whom do you directly report? (Give title of position, not name of holder.)

Asst Supt

1

5. Approximately how many staff members do you supervise? 100

100

6. If you are a building administrator

a. What is the range of grades your school serves? 10-12

2

b. What is the sex composition of your school?

- Mostly girls
- About equally boys and girls
- Mostly boys

2

c. Is your school a vocational-technical school? Yes   
No

2

Card 02

7. At what age did you first decide to seek an administrative or supervisory position?

35

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8. At what age were you first appointed to an administrative or supervisory position?

38

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

- Immediate Supervisor
- Building Administrator
- 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?

Very Important     Important     Somewhat Important     Not Very Important     Not At All Important





	<u>Age When</u> <u>Took Job</u>	<u>Approx.</u> <u>Salary</u>	<u>Yrs. In</u> <u>Position</u>	<u>for jobs in ed.</u> <u>Building District</u> <u>Enrol'mt. Enrol'mt.</u>
f.	_____	_____	19__ to _____	_____
	<u>Title</u>	(fulltime)	19__	_____
	<u>District/ Town</u>	(parttime)		
	<u>State</u>			
g.	_____	_____	19__ to _____	_____
	<u>Title</u>	(fulltime)	19__	_____
	<u>District/ Town</u>	(parttime)		
	<u>State</u>			
h.	_____	_____	19__ to _____	_____
	<u>Title</u>	(fulltime)	19__	_____
	<u>District/ Town</u>	(parttime)		
	<u>State</u>			
i.	_____	_____	19__ to _____	_____
	<u>Title</u>	(fulltime)	19__	_____
	<u>District/Town</u>	(parttime)		
	<u>State</u>			
j.	_____	_____	19__ to _____	_____
	<u>Title</u>	(fulltime)	19__	_____
	<u>District/Town</u>	(parttime)		
	<u>State</u>			

(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.
- 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.

4

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.

1

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

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16. Have there been barriers to your career development?

- Yes
- No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

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  
 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 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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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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.

~~X~~ I am impressed with what I have yet to do.

2

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 always been to advance to more important positions.	1	2	3	4	5	6 7

4

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 constantly for better job opportunities.	1	2	3	4	5	6 7
---	---	---	---	---	---	-----

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d. I am very satisfied with my present position	1	2	3	4	5	6 7
	AGREE		NEUTRAL		DISAGREE	

7

e. The <u>most important</u> aspect of a career for me is a congenial living environment.	1	2	3	4	5	6 7
---	---	---	---	---	---	-----

7

7

	AGREE		NEUTRAL		DISAGREE		
f. The <u>most important</u> aspect of a career for me is good working relationships.	1	2	3	4	5	6	7

3

g. The <u>most important</u> aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
---	---	---	---	---	---	---	---

4

h. The <u>most important</u> aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
--	---	---	---	---	---	---	---

If you are not presently married, skip i-m, and go to the next question.

0

	AGREE		NEUTRAL		DISAGREE		
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 <u>even if</u> 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
--	---	---	---	---	---	---	---

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	AGREE		NEUTRAL		DISAGREE		
l. If I were offered a 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.

## 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.

4/22

009

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position Principal - High School

PART I: PERSONAL DATA

- 1. Age 65
- 2. Race/Ethnic Background White Italian
- 3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

4. Number of Children None  
Ages of Children \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input checked="" type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

009

4

65

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4



6. Which of the following best describes your father's occupation?  
(Check only one.)

- 3
- 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  
 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.)

- 3
- 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?

- 1
- Older brothers       Older sisters  
 3 Younger brothers       1 Younger sisters



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.)

13 zeros ↑  
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 2  
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 18  
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 2  
 2  
 2  
 2  
 2

PROGRAM OF STUDY OR DEGREE RECEIVED

	PROGRAM OF STUDY OR DEGREE RECEIVED			
	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended	_____	_____	_____ <i>Marywood</i>	_____
	_____	_____	_____ <i>Univ of Scranton</i>	_____
	_____	_____	_____ <i>Penn. State Univ.</i>	_____
Major(s)	_____	_____	_____ <i>Administration</i>	_____
	_____	_____	_____ <i>Supervision</i>	_____
Dates when Attended Grad School	19__ to 19__	19__ to 19__	19 <sup>58</sup> to 19 <sup>68</sup>	19__ to 19__
Approx. No. of Months of fulltime study	_____ Mo.	_____ Mo.	18 Mo.	_____ Mo.
Years of Admin. Experience when Degree Received	_____ Yr.	_____ Yr.	15 Yr.	_____ Yr.
Did you apply for financial aid?	Yes _____ No _____	Yes _____ No _____	Yes _____ No <input checked="" type="checkbox"/>	Yes _____ No _____
Did you receive a loan?	Yes _____ No _____	Yes _____ No _____	Yes _____ No <input checked="" type="checkbox"/>	Yes _____ No _____
Did you receive a fellowship or assistantship?	Yes _____ No _____	Yes _____ No _____	Yes _____ No <input checked="" type="checkbox"/>	Yes _____ No _____
Did you receive sabbatical pay?	Yes _____ No _____	Yes _____ No _____	Yes _____ No <input checked="" type="checkbox"/>	Yes _____ No _____

13 zeros ↓

PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary  
 Unified  
 Secondary  
 Other (please specify) \_\_\_\_\_

3

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area  
 Small town or city  
 Medium-sized city  
 Suburb in metropolitan area  
 Large city

3

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

2

4. To whom do you directly report? (Give title of position, not name of holder.)

Superintendent

2

060

5. Approximately how many staff members do you supervise? 60

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  
 About equally boys and girls  
 Mostly boys

2

c. Is your school a vocational-technical school? Yes

No

2

Cardo2

7. At what age did you first decide to seek an administrative or supervisory position?

42

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8. At what age were you first appointed to an administrative or supervisory position?

42

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) \_\_\_\_\_

2

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) \_\_\_\_\_

4

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?

3

Very Important     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u>	<u>23</u>		19 <u>35</u> to		
Title of 1st position		(if full-time)	19 <u>43</u>		
Name of district (if ed. job)		(if part-time)		<u>243</u>	<u>35</u> <u>8</u>
State in which located					
b. <u>Teacher</u>	<u>31</u>	<input checked="" type="checkbox"/>	19 <u>43</u> to		
Title		(fulltime)	19 <u>45</u>		
District/Town		(parttime)			
State					
c. <u>vice principal</u>	<u>33</u>	<input checked="" type="checkbox"/>	19 <u>45</u> to		
Title		(fulltime)	19 <u>61</u>	<u>561</u>	<u>45</u> <u>16</u>
District/Town	<u>15</u>	(parttime)			
State					
d. <u>Principal</u>	<u>49</u>	<input checked="" type="checkbox"/>	19 <u>61</u> to		
Title		(fulltime)	19 <u>77</u>		
District/Town		(parttime)			
State					
e. _____			19__ to		
Title		(fulltime)	19__		
District/Town		(parttime)			
State					

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	<u>Age When</u> <u>Took Job</u>	<u>Approx.</u> <u>Salary</u>	<u>Yrs. In</u> <u>Position</u>	<u>for jobs in ed.</u> <u>Building District</u> <u>Enrol'mt. Enrol'mt.</u>	
f.	_____	_____	19__ to _____	_____	_____
	Title	(fulltime)	19__		
	_____				
	District/ Town	(parttime)			
	_____				
	State				
g.	_____	_____	19__ to _____	_____	_____
	Title	(fulltime)	19__		
	_____				
	District/ Town	(parttime)			
	_____				
	State				
h.	_____	_____	19__ to _____	_____	_____
	Title	(fulltime)	19__		
	_____				
	District/ Town	(parttime)			
	_____				
	State				
i.	_____	_____	19__ to _____	_____	_____
	Title	(fulltime)	19__		
	_____				
	District/Town	(parttime)			
	_____				
	State				
j.	_____	_____	19__ to _____	_____	_____
	Title	(fulltime)	19__		
	_____				
	District/Town	(parttime)			
	_____				
	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.
- 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

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.

2

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

5

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16. Have there been barriers to your career development?

- Yes
- No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2



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

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  
 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 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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1  
1  
1  
2  
2  
1  
1

9

9

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 |     |
|--|-------|-----|---------|-----|----------|-----|
| a. My career plans have always been to advance to more important positions.  | (1)   | 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 |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | (1)   | 2   | 3       | 4   | 5        | 6 7 |
| d. I am very satisfied with my present position  | (1)   | 2   | 3       | 4   | 5        | 6 7 |
|  | AGREE |     | NEUTRAL |     | DISAGREE |     |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1     | (2) | 3       | 4   | 5        | 6 7 |

1

4

1  
7

6

6

	AGREE		NEUTRAL		DISAGREE
f. The <u>most important</u> aspect of a career for me is good working relationships.	1	(2)	3	4	5 6 7

2

g. The <u>most important</u> aspect of a career for me is holding a job which advances that career.	1	(2)	3	4	5 6 7
---	---	-----	---	---	-------

6

h. The <u>most important</u> aspect of a career for me is being near friends and family.	1	(2)	3	4	5 6 7
--	---	-----	---	---	-------

If you are not presently married, skip i-m, and go to the next question.

0

	AGREE		NEUTRAL		DISAGREE
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 <u>even if</u> 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
--	---	---	---	---	-------

0

	AGREE		NEUTRAL		DISAGREE
l. If I were offered a 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.

2

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.

1

## COMMENTS AND REACTIONS

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4/11

371

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

371

Title of Your Present Position Superintendent

1

PART I: PERSONAL DATA

55

1. Age 55

2. Race/Ethnic Background Caucasian

1

3. Past and Current marital Status (check those that apply)

1

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

0

0

4. Number of Children —

0

Ages of Children —; —; —; —; —; —.

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.")

2

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 area

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 father's occupation?  
(Check only one.)

- 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.)

- 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 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      1 Older sisters  
1 Younger brothers      2 Younger sisters

8







PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary  
 Unified  
 Secondary  
 Other (please specify) \_\_\_\_\_

2. Which of the following best describes the location 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.)

Board of Directors

5. Approximately how many staff members do you supervise? 10

6. If you are a building administrator

a. What is the range of grades your school serves? K-8

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

1

2

1

3

010

6

2

2

CARD 02

371

1

1



7

3

7. At what age did you first decide to seek an administrative or supervisory position?

46 in public schools.  
earlier in private schools

8. At what age were you first appointed to an administrative or supervisory position?

31- in a private school

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) Requested by Board of Directors

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     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Teacher</u> Title of 1st position <u>Parochial School</u> Name of district (if ed. job) <u>Illinois</u> State in which located	<u>21</u>		19 <u>57</u> to <u>1967</u> (if full-time)  (if part-time)		
b. <u>Principal</u> Title  District/Town <u>Illinois</u> State	<u>31</u>		19 <u>52</u> to <u>1967</u> (fulltime)  (parttime)		
c. <u>Superintendent</u> Title <u>District 63</u> District/Town <u>Illinois</u> State	<u>46</u>	<u>\$11700.00</u>	19 <u>67</u> to <u>1977</u> (fulltime)  (parttime)	<u>169</u>	<u>169</u>
d. _____ Title  District/Town State	_____		19__ to 19__ (fulltime)  (parttime)		
e. _____ Title  District/Town State	_____		19__ to 19__ (fulltime)  (parttime)		

2000002  
 000000  
 000000  
 1  
 1  
 1  
 1  
 2  
 2  
 2  
 100  
 24  
 31  
 31  
 46  
 46  
 09  
 1

2  
12

Age When Took Job    Approx. Salary    Yrs. In Position    for jobs in ed.  
Building Enrol'mt.    District Enrol'mt.

f. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/ Town  
\_\_\_\_\_ (parttime)  
State

g. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/ Town  
\_\_\_\_\_ (parttime)  
State

h. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/ Town  
\_\_\_\_\_ (parttime)  
State

i. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/Town  
\_\_\_\_\_ (parttime)  
State

j. \_\_\_\_\_ 19\_\_ to \_\_\_\_\_  
Title (fulltime)  
\_\_\_\_\_ 19\_\_  
District/Town  
\_\_\_\_\_ (parttime)  
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.
- 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.

5

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.

2

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

1  
0

16. Have there been barriers to your career development?

- Yes
- No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2



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.

1

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 always been to advance to more important positions.	1	2	3	4	5	6	7	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
c. A woman owes it to herself to watch constantly for better job opportunities.	1	2	3	4	5	6	7	4
d. I am very satisfied with my present position	1	2	3	4	5	6	7	1
		AGREE		NEUTRAL		DISAGREE		
e. The <u>most important</u> aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7	7

7

5

4

1

7



7  
5  
7  
0  
0  
0  
0  
0

f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE		
	(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
--	---	---	---	---	-----	---	---

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 married, skip i-m, and go to the next question.

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE		
	1	2	3	4	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
--	---	---	---	---	---	---	---

l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE		
	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 against evening study so that she can be at home with her family.

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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

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4/21

342

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

342

Title of Your Present Position Assistant Superintendent

3

PART I: PERSONAL DATA

- 1. Age 56
- 2. Race/Ethnic Background White
- 3. Past and Current marital Status (check those that apply)

56

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

1

1

- 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 first as "home.")

0

0

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input checked="" type="checkbox"/> 10,000 to 99,999
<input checked="" type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

6

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 4
- 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
  - 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.)

- 4
- 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?

- 6
- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Older brothers | <input type="checkbox"/> Older sisters   |
| <input type="checkbox"/> Younger brothers          | <input type="checkbox"/> Younger sisters |





PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary  
 Unified  
 Secondary  
 Other (please specify) \_\_\_\_\_

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area  
 Small town or city  
 Medium-sized city  
 Suburb in metropolitan area  
 Large city

4

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

2

4. To whom do you directly report? (Give title of position, not name of holder.)

Supt. of Schools

2  
750

5. Approximately how many staff members do you supervise? 750

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

0

0

c. Is your school a vocational-technical school? Yes \_\_\_\_\_

No \_\_\_\_\_

0



CARD 02

7. At what age did you first decide to seek an administrative or supervisory position?

30

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
- Central Office Administrator (specify position) Supt.
- College Professor
- Spouse
- Family
- Other (please specify) \_\_\_\_\_

3

~~3~~

~~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) \_\_\_\_\_

4

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   
  Important   
  Somewhat Important   
  Not Very Important   
  Not At All Important

1



	<u>Age When</u> <u>Took Job</u>	<u>Approx.</u> <u>Salary</u>	<u>Yrs. In</u> <u>Position</u>	<u>for jobs in ed.</u> <u>Building District</u> <u>Enrol'mt. Enrol'mt.</u>	
f.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/ Town</u>	(parttime)			
	<u>State</u>				
g.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/ Town</u>	(parttime)			
	<u>State</u>				
h.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/ Town</u>	(parttime)			
	<u>State</u>				
i.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
j.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				

(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.
- 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.

4

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.

0

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

4

0

16. Have there been barriers to your career development?

Yes                       No

If yes, what were/are they? Preference for men  
in superintendent positions.

1

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

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  
 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 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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	—	<input checked="" type="checkbox"/>	—	<input checked="" type="checkbox"/>	—	—
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	—	—	<input checked="" type="checkbox"/>	—	—
c. Prestige in the community	<input checked="" type="checkbox"/>	—	—	<input checked="" type="checkbox"/>	—	—
d. Opportunity for independent thought & action	—	<input checked="" type="checkbox"/>	—	<input checked="" type="checkbox"/>	—	—
e. Self-fulfillment	—	<input checked="" type="checkbox"/>	—	<input checked="" type="checkbox"/>	—	—

1  
2  
1  
1  
1  
1  
2  
1  
2  
1

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 always been to advance to more important positions.	(1)	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
--	---	---	-----	---	---	---	---

c. A woman owes it to herself to watch constantly for better job opportunities.	1	(2)	3	4	5	6	7
---	---	-----	---	---	---	---	---

d. I am very satisfied with my present position	1	2	3	4	(5)	6	7
		AGREE		NEUTRAL		DISAGREE	

e. The <u>most important</u> aspect of a career for me is a congenial living environment.	1	2	3	(4)	5	6	7
---	---	---	---	-----	---	---	---

1

1

5

2

3

4

5

3

2

0

0

0

0

0

	AGREE		NEUTRAL			DISAGREE	
f. The <u>most important</u> aspect of a career for me is good working relationships.	1	2	3	4	5	6	7
g. The <u>most important</u> aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
h. The <u>most important</u> aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7

If you are not presently married, skip i-m, and go to the next question.

	AGREE		NEUTRAL			DISAGREE	
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
j. If my husband were offered a job in another place, I would go with him <u>even if</u> 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

	AGREE		NEUTRAL			DISAGREE	
l. If I were offered a 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.

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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

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5-10-77

335

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position State Superintendent  
of Public Instruction

335

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PART I: PERSONAL DATA

- 1. Age 46
- 2. Race/Ethnic Background Caucasian
- 3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

- 4. Number of Children -6-  
Ages of Children 25 ; 24 ; 22 ; 21 ; 19 ; 16 .

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input checked="" type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 5
- 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.)

- 7
- 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 mother have? (Indicate only the highest level.)

- 7
- 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?

7

<u>0</u> Older brothers	<u>0</u> Older sisters
<u>0</u> Younger brothers	<u>0</u> Younger sisters



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.)

3A zeros  
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	PROGRAM OF STUDY OR DEGREE RECEIVED			
	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended	_____	_____	_____	_____
		-none-		
Major(s)	_____	_____	_____	_____
Dates when Attended Grad School	19__ to 19__	19__ to 19__	19__ to 19__	19__ to 19__
Approx. No. of Months of <u>fulltime</u> study	_____ Mo.	_____ Mo.	_____ Mo.	_____ Mo.
Years of Admin. Experience when Degree Received	_____ Yr.	_____ Yr.	_____ Yr.	_____ Yr.
Did you apply for financial aid?	Yes _____ No _____	Yes _____ No _____	Yes _____ No _____	Yes _____ No _____
Did you receive a loan?	Yes _____ No _____	Yes _____ No _____	Yes _____ No _____	Yes _____ No _____
Did you receive a fellowship or assistantship?	Yes _____ No _____	Yes _____ No _____	Yes _____ No _____	Yes _____ No _____
Did you receive sabbatical pay?	Yes _____ No _____	Yes _____ No _____	Yes _____ No _____	Yes _____ No _____

PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) State Department of Education

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2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city (Statewide)

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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

N.A.

9

4. To whom do you directly report? (Give title of position, not name of holder.)

Taxpayers of the state of Arizona

90

5. Approximately how many staff members do you supervise? 320

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 \_\_\_\_\_  
No \_\_\_\_\_

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7. At what age did you first decide to seek an administrative or supervisory position?

44

8. At what age were you first appointed to an administrative or supervisory position?

N.A.

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?

Very Important   
  Important   
  Somewhat Important   
  Not Very Important   
  Not At All 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.

34 zero  
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N.A.	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a.	_____	_____	19__ to _____	_____	_____
	<u>Title of 1st position</u>	(if full-time)	19__		
	<u>Name of district (if ed. job)</u>	(if part-time)			
	<u>State in which located</u>				
b.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
c.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
d.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
e.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				



	<u>Age When Took Job</u>	<u>Approx. Salary</u>	<u>Yrs. In Position</u>	<u>for jobs in ed. Building Enrol'mt.</u>	<u>District Enrol'mt.</u>
f.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/ Town</u>	(parttime)			
	<u>State</u>				
g.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/ Town</u>	(parttime)			
	<u>State</u>				
h.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/ Town</u>	(parttime)			
	<u>State</u>				
i.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				
j.	_____	_____	19__ to _____	_____	_____
	<u>Title</u>	(fulltime)	19__		
	<u>District/Town</u>	(parttime)			
	<u>State</u>				

(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.
- 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.

4

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.

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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

8

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16. Have there been barriers to your career development?

- Yes
- No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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17. In your career, are you willing to move to another district in the same state in order to get a better position?

N.A.

- 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

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  
 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 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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<u>X</u>	—	—	—	—	—
b. Opportunity to be helpful to others	<u>X</u>	—	—	—	—	—
c. Prestige in the community	<u>X</u>	—	—	—	—	—
d. Opportunity for independent thought & action	<u>X</u>	—	—	—	—	—
e. Self-fulfillment	<u>X</u>	—	—	—	—	—

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 |          |
|--|-------|-------|---------|---------|----------|----------|
| a. My career plans have always been to advance to more important positions.  | (1)   | 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      |
| c. A woman owes it to herself to watch constantly for better job opportunities.  | (1)   | 2     | 3       | 4       | 5        | 6 7      |
| d. I am very satisfied with my present position  | (1)   | 2     | 3       | 4       | 5        | 6 7      |
|  |       | AGREE |         | NEUTRAL |          | DISAGREE |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.  | 1     | 2     | 3       | (4)     | 5        | 6 7      |

2

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f. The most important aspect of a career for me is good working relationships.

	AGREE		NEUTRAL		DISAGREE		
	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
--	-----	---	---	---	---	---	---

h. The most important aspect of a career for me is being near friends and family.

	1	2	(3)	4	5	6	7
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- If you are not presently married, skip i-m, and go to the next question.

N.A.

i. If my husband were offered a job in another place, I would seek a job there too.

	AGREE		NEUTRAL		DISAGREE		
	1	2	3	4	5	6	7

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	4	5	6	7
--	---	---	---	---	---	---	---

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
--	---	---	---	---	---	---	---

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l. If I were offered a good job in another place, my husband would go with me even if there were not a job there for him.

	AGREE		NEUTRAL		DISAGREE		
	1	2	(3)	4	5	6	7

1

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.

## 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.

3/30

A STUDY OF CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

Title of Your Present Position PRINCIPAL

PART I: PERSONAL DATA

- 1. Age 50
- 2. Race/Ethnic Background White
- 3. Past and Current marital Status (check those that apply)
  - Single, never married
  - Married for the first time
  - Remarried
  - Divorced
  - Widowed

4. Number of Children 0  
Ages of Children \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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.")

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input checked="" type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input checked="" type="checkbox"/> Greater than 1.5 million

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9



6. Which of the following best describes your father's occupation?  
(Check only one.)

6

- Farmer
- Unskilled or semiskilled laborer
- Skilled laborer or craftsman
- White collar employee
- Professional
- Other (please specify) Small Business Man

7. Which of the following best describes your mother's occupation?  
(Check only one.)

5

- 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 mother have? (Indicate only the highest level.)

2

- 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
- Younger sisters



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

	PROGRAM OF STUDY OR DEGREE RECEIVED			
	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended	<u>University of Chicago</u>	<u>X</u>	<u>                    </u>	<u>                    </u>
	<u>Ariz. State Univ.</u>	<u>                    </u>	<u>X</u>	<u>                    </u>
Major(s)	<u>Social Science</u>	<u>                    </u>	<u>Educ. Adm</u>	<u>                    </u>
Dates when Attended	19__ to	19__ to	19__ to	19__ to
Grad School	19__	19__	19__	19__
Approx. No. of Months of fulltime study	<u>60</u> Mo.	<u>                    </u> Mo.	<u>24</u> Mo.	<u>                    </u> Mo.
Years of Admin. Experience when Degree Received	<u>0</u> Yr.	<u>                    </u> Yr.	<u>1</u> Yr.	<u>                    </u> Yr.
Did you apply for financial aid?	Yes <u>X</u> No <u>                    </u>	Yes <u>                    </u> No <u>                    </u>	Yes <u>                    </u> No <u>X</u>	Yes <u>                    </u> No <u>                    </u>
Did you receive a loan?	Yes <u>                    </u> No <u>X</u>	Yes <u>                    </u> No <u>                    </u>	Yes <u>                    </u> No <u>X</u>	Yes <u>                    </u> No <u>                    </u>
Did you receive a fellowship or assistantship?	Yes <u>X</u> No <u>                    </u>	Yes <u>                    </u> No <u>                    </u>	Yes <u>                    </u> No <u>X</u>	Yes <u>                    </u> No <u>                    </u>
Did you receive sabbatical pay?	Yes <u>                    </u> No <u>X</u>	Yes <u>                    </u> No <u>                    </u>	Yes <u>                    </u> No <u>X</u>	Yes <u>                    </u> No <u>                    </u>

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PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary  
 Unified  
 Secondary  
 Other (please specify) \_\_\_\_\_

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area  
 Small town or city  
 Medium-sized city  
 Suburb in metropolitan area  
 Large city

4

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. To whom do you directly report? (Give title of position, not name of holder.)

Assistant Superintendent of Secondary Schools

1

5. 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  
 About equally boys and girls  
 Mostly boys

2

c. Is your school a vocational-technical school? Yes

No

2

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7. At what age did you first decide to seek an administrative or supervisory position?

39

8. At what age were you first appointed to an administrative or supervisory position?

41

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) Asked me to perform  
Some administrative duties

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     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Clerk in factory</u>	<u>14</u>		19 <u>39</u> to		
Title of 1st <u>store</u> position		(if full-time)	19 <u>40</u>		
Name of district (if ed. job)		<u>\$10/wk?</u> (if part-time)			
State in which located					
b. <u>Clerk in</u>	<u>20</u>		19 <u>45</u> to		
Title <u>Dept store</u>		(fulltime)	19 <u>48</u>		
District/Town		<u>\$25/wk</u> (parttime)			
State					
c. <u>Substitute teacher</u>			19__ to		
Title <u>Chicago</u>		(fulltime)	19__		
District/Town <u>ILLINOIS</u>		(parttime)			
State					
d. <u>Teacher</u>	<u>26</u>	<u>\$6,000</u>	19 <u>50</u> to	<u>2500</u>	<u>1,000,000</u>
Title <u>Chicago</u>		(fulltime)	19 <u>61</u>		
District/Town <u>ILLINOIS</u>		<u>\$8,000</u> (parttime)			
State					
e. <u>Teacher</u>	<u>35</u>	<u>6,000</u>	19 <u>61</u> to	<u>2000</u>	<u>30,000</u>
Title <u>Scottsdale</u>		(fulltime)	19 <u>68</u>		
District/Town <u>AZ</u>		<u>18,000</u> (parttime)			
State					

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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.
- 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 *Perhaps*
- 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?

Yes  No

If yes, what were/are they? *I do believe that I might have become an asst. principal earlier had I been a male. But generally, I have been blessed with encouragement from all.*

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

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 & I am

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?

Above - plus my husband's asthma & my arthritis benefit from this climate & I'm close to my family &

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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b. Opportunity to be helpful to others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prestige in the community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Opportunity for independent thought & action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Self-fulfillment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6

6

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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 always been to advance to more important positions.   | 1   | (2)   | 3       | 4        | 5 | 6 7 |
| b. I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving contro-<br>versial <u>national</u> issues. | 1   | (2)   | 3       | 4        | 5 | 6 7 |
| c. A woman owes it to herself to watch constantly for better job opportunities.   | 1   | 2     | 3       | (4)      | 5 | 6 7 |
| d. I am very satisfied with my present position   | (1) | 2     | 3       | 4        | 5 | 6 7 |
|   |     | AGREE | NEUTRAL | DISAGREE |   |     |
| e. The <u>most important</u> aspect of a career for me is a congenial living environment.   | 1   | (2)   | 3       | 4        | 5 | 6 7 |

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AGREE                  NEUTRAL                  DISAGREE

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

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 married, skip i-m, and go to the next question.

AGREE                  NEUTRAL                  DISAGREE

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

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

AGREE                  NEUTRAL                  DISAGREE

l. If I were offered a 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 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.

*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 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.

5-2-77

300

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

300

Title of Your Present Position Deputy Superintendent-Educational Services

3

PART I: PERSONAL DATA

56

1. Age 56

01

2. Race/Ethnic Background Caucasian

3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

1

4. Number of Children 0

Ages of Children \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

0

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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 first as "home.")

7

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Under 2,500
<input type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input checked="" type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input checked="" type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 3
- 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
  - 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.)

- 5
- 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?

- 7
- |   |  |
|---|--|
| <input type="checkbox"/> Older brothers   | <input type="checkbox"/> Older sisters   |
| <input type="checkbox"/> Younger brothers | <input type="checkbox"/> Younger sisters |





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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 DEGREE RECEIVED			
	B + 30	Master's	M + 30 or Specialist	Doctorate
Institution(s) Attended	_____	<u>U. of Ariz.</u>	<u>U. of Calif. Berkeley (Adm. Cert)</u>	<u>U. of Ariz.</u>
Major(s)	_____	<u>English</u>	_____	<u>Secondary Edc. Administration</u>
Dates when Attended Grad School	19__ to 19__	19 <u>42</u> to 19 <u>43</u>	<u>Summers</u> 19 <u>52</u> to 19 <u>57</u>	19 <u>70</u> to 19 <u>72</u>
Approx. No. of Months of fulltime study	_____ Mo.	<u>12</u> Mo.	_____ Mo.	<u>24</u> Mo.
Years of Admin. Experience when Degree Received	_____ Yr.	<u>0</u> Yr.	<u>2</u> Yr.	<u>15</u> Yr.
Did you apply for financial aid?	Yes _____ No _____	Yes _____ No <u>X</u>	Yes _____ No <u>X</u>	Yes _____ No <u>X</u>
Did you receive a loan?	Yes _____ No _____	Yes _____ No <u>X</u>	Yes _____ No <u>X</u>	Yes _____ No <u>X</u>
Did you receive a fellowship or assistantship?	Yes _____ No _____	Yes <u>X</u> No _____	Yes _____ No _____	Yes <u>X</u> No _____
Did you receive sabbatical pay?	Yes _____ No _____	Yes _____ No <u>X</u>	Yes _____ No _____	Yes _____ No <u>X</u>

PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary
- Unified
- Secondary
- Other (please specify) \_\_\_\_\_

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area
- Small town or city
- Medium-sized city
- Suburb in metropolitan area
- Large city

3

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

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? \_\_\_\_\_

0000

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

0

c. Is your school a vocational-technical school? Yes \_\_\_\_\_

No \_\_\_\_\_

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7. At what age did you first decide to seek an administrative or supervisory position?

33

8. At what age were you first appointed to an administrative or supervisory position?

34

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) 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

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 Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
<u>(Safford Jr.)</u>					
a. <u>Teacher (Eng.)</u>	<u>22</u>	<u>1536.00</u>	<u>1943</u> to <u>1946</u>	<u>799</u>	<u>13,164</u>
Title of 1st position <u>Tucson Dist. #1</u>					
Name of district (if ed. job) <u>Tucson, AZ</u>					
State in which located <u>(Tucson High)</u>					
b. <u>Teacher (Eng.)</u>	<u>25</u>	<u>2300.00</u>	<u>1946</u> to <u>1954</u>	<u>2186</u>	<u>15,091</u>
Title (fulltime) <u>Tucson Dist. #1</u>					
District/Town (parttime) <u>Tucson, AZ</u>					
State (parttime) <u>(Tucson High)</u>					
c. <u>Dean/Girls</u>	<u>35</u>	<u>5500.00</u>	<u>1954</u> to <u>1955</u>	<u>3601</u>	<u>26,030</u>
Title (fulltime) <u>Tucson Dist. #1</u>					
District/Town (parttime) <u>Tucson, AZ</u>					
State (parttime) <u>(Pueblo High)</u>					
* <u>Acting Prin.</u>	<u>45</u>	<u>13,335</u>	<u>1964</u> to <u>1965</u>	<u>2234</u>	<u>51,889</u>
Title (fulltime) <u>Tucson Dist. #1</u>					
District/Town (parttime) <u>Tucson, AZ</u>					
State (parttime) <u>(Pueblo High)</u>					
** <u>Leave of Absence</u>	<u>1970</u>	<u>46</u>			
e. <u>Dir. Staff Dev.</u>	<u>51</u>	<u>21,715</u>	<u>1972</u> to <u>1974</u>	<u>67,536</u>	
Title (fulltime) <u>Tucson Dist. #1</u>					
District/Town (parttime) <u>Tucson, AZ</u>					
State (parttime) <u>(Pueblo High)</u>					
* <u>Asst. Prin.</u>			<u>1955-56</u>		
** <u>Principal</u>			<u>1965-70</u>		

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	Age When <u>Took Job</u>	Approx. <u>Salary</u>	Yrs. In <u>Position</u>	<u>for jobs in ed.</u> Building District <u>Enrol'mt. Enrol'mt.</u>
<b>Asst. Supt.</b>				
f.	<u>Educ. Services</u> 53	<u>28,713</u>	19 <u>74</u> to _____	<u>69,131</u>
	Title _____	(fulltime)		
	<u>Tucson Dist. #1</u>		19 <u>76</u>	
	District/ Town _____			
	<u>Tucson, AZ</u>	(parttime)		
	State _____			
<b>Deputy Supt.</b>				
g.	<u>Educ. Services</u> 55	<u>35,010.</u>	19 <u>76</u> to _____	<u>60,408</u>
	Title _____	(fulltime)		
	<u>Tucson Dist. #1</u>		19 <u>76</u>	
	District/ Town _____			
	<u>Tucson, AZ</u>	(parttime)		
	State _____			
h.	_____	_____	19 _____ to _____	_____
	Title _____	(fulltime)		
	_____		19 _____	
	District/ Town _____			
	_____	(parttime)		
	State _____			
i.	_____	_____	19 _____ to _____	_____
	Title _____	(fulltime)		
	_____		19 _____	
	District/ Town _____			
	_____	(parttime)		
	State _____			
j.	_____	_____	19 _____ to _____	_____
	Title _____	(fulltime)		
	_____		19 _____	
	District/ Town _____			
	_____	(parttime)		
	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.
- 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.

3

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.

1

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

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16. Have there been barriers to your career development?

Yes  No

If yes, what were/are they? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2

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

If you are not willing to leave, what is your major reason for wanting to stay in your present position?

I enjoy the community and appreciate the school system

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?

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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	—	<u>X</u>	—	—	—	—
b. Opportunity to be helpful to others	<u>X</u>	—	—	—	—	—
c. Prestige in the community	—	X	—	—	—	—
d. Opportunity for independent thought & action	<u>X</u>	—	—	—	—	—
e. Self-fulfillment	<u>X</u>	—	—	—	—	—

7

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1

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.

  X   I am impressed with what I have yet to do.

2

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 always been to advance to more important positions.	1	2	3	4	5	6	7
						⑦	
b. I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving contro- versial <u>national</u> issues.	1	2	3	4	5	6	7
				④			
c. A woman owes it to herself to watch constantly for better job opportunities.	1	2	3	4	5	6	7
						⑥	
d. I am very satisfied with my present position	1	2	3	4	5	6	7
		②					
		AGREE		NEUTRAL		DISAGREE	
e. The <u>most important</u> aspect of a career for me is a congenial living environment.	1	2	3	4	5	6	7
			③				

7

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	AGREE		NEUTRAL		DISAGREE		
f. The <u>most important</u> aspect of a career for me is good working relationships.	1	2	3	4	5	6	7

0

g. The <u>most important</u> aspect of a career for me is holding a job which advances that career.	1	2	3	4	5	6	7
---	---	---	---	---	---	---	---

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h. The <u>most important</u> aspect of a career for me is being near friends and family.	1	2	3	4	5	6	7
--	---	---	---	---	---	---	---

If you are not presently married, skip i-m, and go to the next question.

0

	AGREE		NEUTRAL		DISAGREE		
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 <u>even if</u> 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
--	---	---	---	---	---	---	---

0

	AGREE		NEUTRAL		DISAGREE		
l. If I were offered a 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.

?  
Depends on  
Individual

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.

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

ng

*Florence Reynolds*

4/11

293

A STUDY OF  
CAREERS OF WOMEN IN EDUCATIONAL ADMINISTRATION

293

Title of Your Present Position Assoc. Supt. for Instruction 3

PART I: PERSONAL DATA

47

1. Age 47

2. Race/Ethnic Background American (Irish-German)

1

3. Past and Current marital Status (check those that apply)

- Single, never married
- Married for the first time
- Remarried
- Divorced
- Widowed

2

4. Number of Children 2

Ages of Children 23; 22; \_\_\_; \_\_\_; \_\_\_; \_\_\_.

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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.")

2

<u>Type of Community</u>	<u>Population</u>
<input type="checkbox"/> Rural	<input checked="" type="checkbox"/> Under 2,500
<input checked="" type="checkbox"/> Small town/city	<input type="checkbox"/> 2,500 to 9,999
<input type="checkbox"/> Medium-sized city	<input type="checkbox"/> 10,000 to 99,999
<input type="checkbox"/> Suburb in metropolitan area	<input type="checkbox"/> 100,000 to 249,999
<input type="checkbox"/> Large city	<input type="checkbox"/> 250,000 to 1.5 million
	<input type="checkbox"/> Greater than 1.5 million

8

6. Which of the following best describes your father's occupation?  
(Check only one.)

- 4
- Farmer
  - Unskilled or semiskilled laborer
  - Skilled laborer or craftsman
  - White collar employee
  - Professional
  - Other (please specify) Proprietor of small business

7. Which of the following best describes your mother's occupation?  
(Check only one.)

- 1
- 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 mother have? (Indicate only the highest level.)

- 3
- 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?

- 8
- Older brothers  Older sisters
  - Younger brothers  Younger sisters

10. In what religion were you raised? *formal*  
(Write "NA" if you received no religious training.)

NA (Rec'd great deal of moral training)

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? \_\_\_\_\_

How strong do you consider your affiliation with your present church or religious group? (Circle the number which best describes that affiliation.)

0

1	2	3	4	5	6	7
Very Weak			Average			Very Strong

0

12. What do you consider your political affiliation?

\_\_\_ Republican Party

Democratic Party

\_\_\_ Independent

\_\_\_ Other (please specify) \_\_\_\_\_

2

13. To what political or civic organizations do you belong?

None - current job demands prevent giving time to political or civic groups (unless you count NAACP?)

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

1

15. In what year did you complete your Bachelor's degree? 1950

What was your major(s)? History

From what institution did you graduate? Univ. of Minnesota

20

5

1



PART II: YOUR CAREER

1. In what type of district is your present position?

- Elementary  
 Unified  
 Secondary  
 Other (please specify) \_\_\_\_\_

2

2. Which of the following best describes the location of your district? (Choose only one.)

- Rural area  
 Small town or city  
 Medium-sized city  
 Suburb in metropolitan area  
 Large city

4

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. To whom do you directly report? (Give title of position, not name of holder.)

Deputy Superintendent

1

5. Approximately how many staff members do you supervise? 10 directly ;

6. If you are a building administrator

200 in my departments

a. What is the range of grades your school serves? ~~1-12~~

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

0  
0  
0



Card 02

293

3

5

5

3

7. At what age did you first decide to seek an administrative or supervisory position?

40

8. At what age were you first appointed to an administrative or supervisory position?

41

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) Encouragement from colleagues

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     Important     Somewhat Important     Not Very Important     Not At All 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.

	Age When Took Job	Approx. Salary	Yrs. in Position	for jobs in education	
				Building Enrol'mt.	District Enrol'mt.
a. <u>Secy.</u>	<u>18</u>	<u>754</u>	<u>1947 to 50</u>		
Title of 1st position		(if hr. full-time)	<u>19</u>		
Name of district (if ed. job)		(if part-time)			
<u>V. of Minn.</u>					
State in which located					
b. <u>Teaching Asst.</u>			<u>1950 to 51</u>		
Title			(fulltime)		
District/Town			<u>19</u>		
<u>V. of Minn.</u>			(parttime)		
State		<u>1500 per annum</u>			
c. <u>Exec. Secy.</u>	<u>22</u>	<u>\$1.90</u>	<u>1951 to 53</u>		
Title		(fulltime)	<u>19</u>		
District/Town		<u>per hr.</u>			
<u>Minn. World Affairs Center</u>			(parttime)		
State					
d. <u>Editor</u>	<u>33</u>		<u>1962 to 64</u>		
Title			(fulltime)		
District/Town		<u>\$3.00 per hr.</u>	<u>19</u>		
State		(parttime)			
e. <u>teacher</u>	<u>35</u>	<u>\$6500 - \$12,000</u>	<u>1965 to 70</u>		
Title			(fulltime)		
District/Town			<u>19</u>		
State			(parttime)		
<u>Montgomery Co., Maryland</u>					

From 53-62 - full-time homemaker except for comm. work & contributions to husband's research publications

1  
0  
0  
3  
0  
12  
09  
1  
1  
1  
2  
3  
1  
06  
40  
41  
44  
45  
03  
2  
37

239

Age When Took Job	Approx. Salary	Yrs. In Position	for jobs in ed.	
			Building Enrol'mt.	District Enrol'mt.

f. Teacher-Specialist <sup>\$14,000</sup> 19 70 to 71  
 Title (fulltime)  
Mont. County Public Schs 19\_\_\_\_  
 District/Town (parttime)  
Dept. of Pupil + Prog. Appraisal  
 State Maryland

g. Asst. Dir. <sup>\$25,000</sup> 41 <sup>\$20,000</sup> 19 71 to 74  
 Title (fulltime)  
Pupil + Prog. Appraisal 19\_\_\_\_  
 District/Town (parttime)  
Mont. Co.  
 State Md.

h. Assoc. Supt. <sup>\$32,000</sup> 44 <sup>\$37,000</sup> 19 74 to present  
 Title (fulltime)  
Mont. Co. Md. 19\_\_\_\_ 77  
 District/Town (parttime)  
 State

i. \_\_\_\_\_ 19\_\_\_\_ to \_\_\_\_\_  
 Title (fulltime) 19\_\_\_\_  
 District/Town (parttime)  
 State

j. \_\_\_\_\_ 19\_\_\_\_ to \_\_\_\_\_  
 Title (fulltime) 19\_\_\_\_  
 District/Town (parttime)  
 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.
- 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 *(if lived over during some time period)*
- In education, but different from my present career
- In another field of employment *(if lived over in future)*
- 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 <sup>or federal</sup> education department
- Position in higher education
- Uncertain
- Do not plan to seek another position

16. Have there been barriers to your career development?

Yes  No

If yes, what were/are they?

Cultural expectations I accepted; Need to concentrate efforts in early years of marriage in promoting husband's career.

4

4  
5

1

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

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  
 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 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			MY JOB AS IT SHOULD BE		
	Better than Average	Average	Worse than Average	Better than Average	Average	Worse than Average
a. Job Security	—	—	✓	—	—	✓
b. Opportunity to be helpful to others	✓	—	—	✓	—	—
c. Prestige in the community	✓	—	—	✓	—	—
d. Opportunity for independent thought & action	✓	—	—	✓	—	—
e. Self-fulfillment	—	✓	—	—	✓	—

3

2

3

1

2

2

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.

	1	2	3	4	5	6	7
	AGREE		NEUTRAL		DISAGREE		
a. My career plans have always been to advance to more important positions.				4			
b. I enjoy participating in discussions involving controversial <u>local</u> issues more than in those involving controversial <u>national</u> issues.				4			
c. A woman owes it to herself to watch constantly for better job opportunities.	1						
d. I am very satisfied with my present position				3			
e. The <u>most important</u> aspect of a career for me is a congenial living environment.						5	

1  
4  
4  
1  
5  
3

21  
4  
1

AGREE                  NEUTRAL                  DISAGREE

- 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
- h. The most important aspect of a career for me is being near friends and family (assuming this doesn't mean spouse.)      1    2    3    4    5    6    7

If you are not presently married, skip i-m, and go to the next question.

AGREE                  NEUTRAL                  DISAGREE

0  
0  
0  
0  
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
- 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
- l. If I were offered a 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 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.

2

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  
Unrealistic  
most women  
don't really  
set clear  
career  
goals.



#### 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.

Interesting questionnaire.  
Good luck in your  
study + in your  
career!

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One important training ground  
for my job was volunteer  
organizations such as the  
League of Women Voters in  
which I held leadership  
positions in several  
cities + states.