

Erie County Technical School
Leadership Management Survey 2003-2004

6/18/2004

Categories	School Board	Director	Principal	RCTC Manager	Business Manager	Facilities	Technology	HR	Teachers	Main Priorities	Quality of Education Improving	Safe	Behavior	Students Motivated	Teachers Knowledge
2003-2004 Results	2.71	2.75	2.84	2.57	3.07	2.57	3.26	2.94	3.23	2.73	2.81	3.23	2.86	2.43	3.39
Grade	B-	B-	B-	C+	B	C+	B	B-	B	B-	B-	B	B-	C+	B+
2002-2003 Results	2.53	2.74	2.95		2.98	2.60	3.19	2.80	3.40	2.77	2.74	3.07	2.79	2.46	3.37
Grade	C+	B-	B-	*	B-	C+	B	B-	B+	B-	B-	B	B-	C+	B+
Change	0.18	0.01	(0.11)		0.09	(0.03)	0.07	0.14	(0.17)	(0.04)	0.07	0.16	0.07	(0.03)	0.02

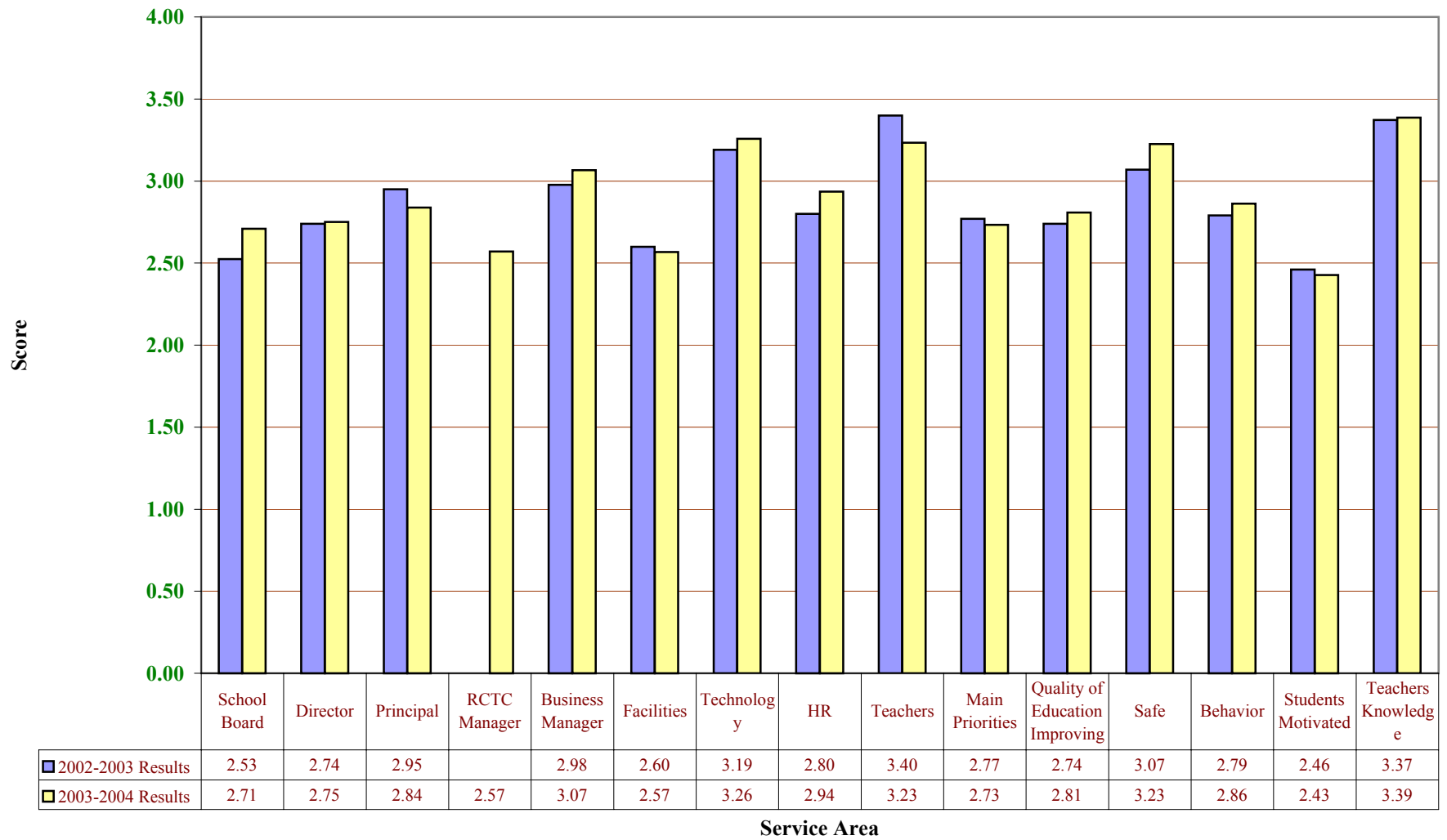
	Teachers Care	Principal/ Students	Parents Responsible	Parents Satisfied	Cost- Effective	Supplies & Materials Available	Decision Management	Board/ Students	Board Policy	Director Leader	Director as Manager	Principal Leader	Principal Manager	Teachers' Attitudes	Time to Technical Education
2003-2004 Results	3.39	2.81	1.83	2.66	2.39	2.54	2.39	2.37	2.47	2.61	2.77	2.63	2.77	2.81	2.75
Grade	B+	B-	C-	C+	C+	C+	C+	C+	C+	C+	B-	C+	B-	B-	B-
2002-2003 Results	3.33	3.00	2.00	2.83	2.48	2.74	2.33	1.98	2.10	2.43	2.74	2.76	2.74	2.62	2.36
Grade	B	B	C	B-	C+	B-	C+	C	C	C+	B-	B-	B-	C+	C+
Change	0.06	(0.19)	(0.17)	(0.17)	(0.09)	(0.20)	0.06	0.39	0.37	0.18	0.03	(0.13)	0.03	0.19	0.39

	Time to Academics	Parents Assist	Parents Participate	School Community	Public Perception	Technology as Teaching Tool	Technology Administration	Facility Conditions	Fill Vacancies	Line of Communication	Planning Time	Instructional Services	Guidance Services	Placement Services	Special Education Services
2003-2004 Results	2.56	1.78	1.69	2.52	2.32	2.78	3.01	3.15	0.77	0.50	0.68	3.13	2.93	2.56	3.20
Grade	C+	C-	C-	C+	C+	B-	B	B				B	B-	C+	B
2002-2003 Results		1.68	1.66	2.55		3.05	3.15	3.24	0.72	0.56	0.76	3.28			
Grade	*	C-	D+	C+	*	B	B	B				B	*	*	*
Change		0.10	0.03	(0.03)		(0.27)	(0.14)	(0.09)	0.05	(0.06)	(0.08)	(0.15)			

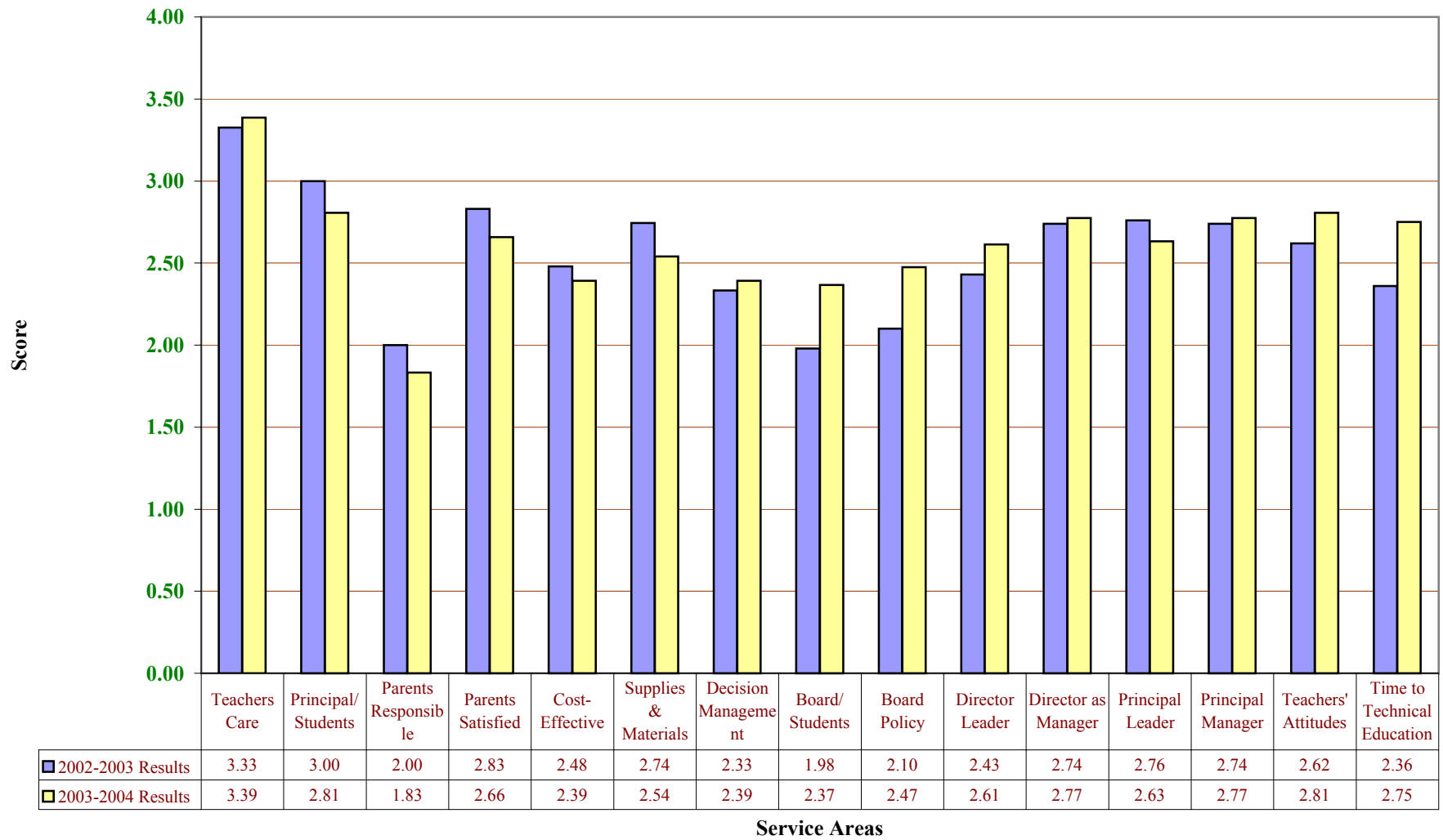
	Instructional Aides	Maintenance	Clerical Services	Custodial	Transport	Human	Food	Staff Development	Technology & Information	Purchasing Services	Financial	QMS	Public Relations Services	Overall
2003-2004 Results	3.08	2.93	3.34	3.09	2.74	3.03	3.00	2.47	3.13	2.66	2.78	2.80	2.80	2.84
Grade	B	B-	B+	B	B-	B	B	C+	B	C+	B-	B-	B-	B-
2002-2003 Results		3.17		3.15	2.97	2.89	3.40	2.66	3.05	2.51	3.03	2.39		2.93
Grade	*	B	*	B	B-	B-	B+	C+	B	C+	B	C+	*	B-
Change		(0.24)		(0.06)	(0.23)	0.14	(0.40)	(0.19)	0.08	0.15	(0.25)	0.41		(0.09)

*: New Category in 2003-2004

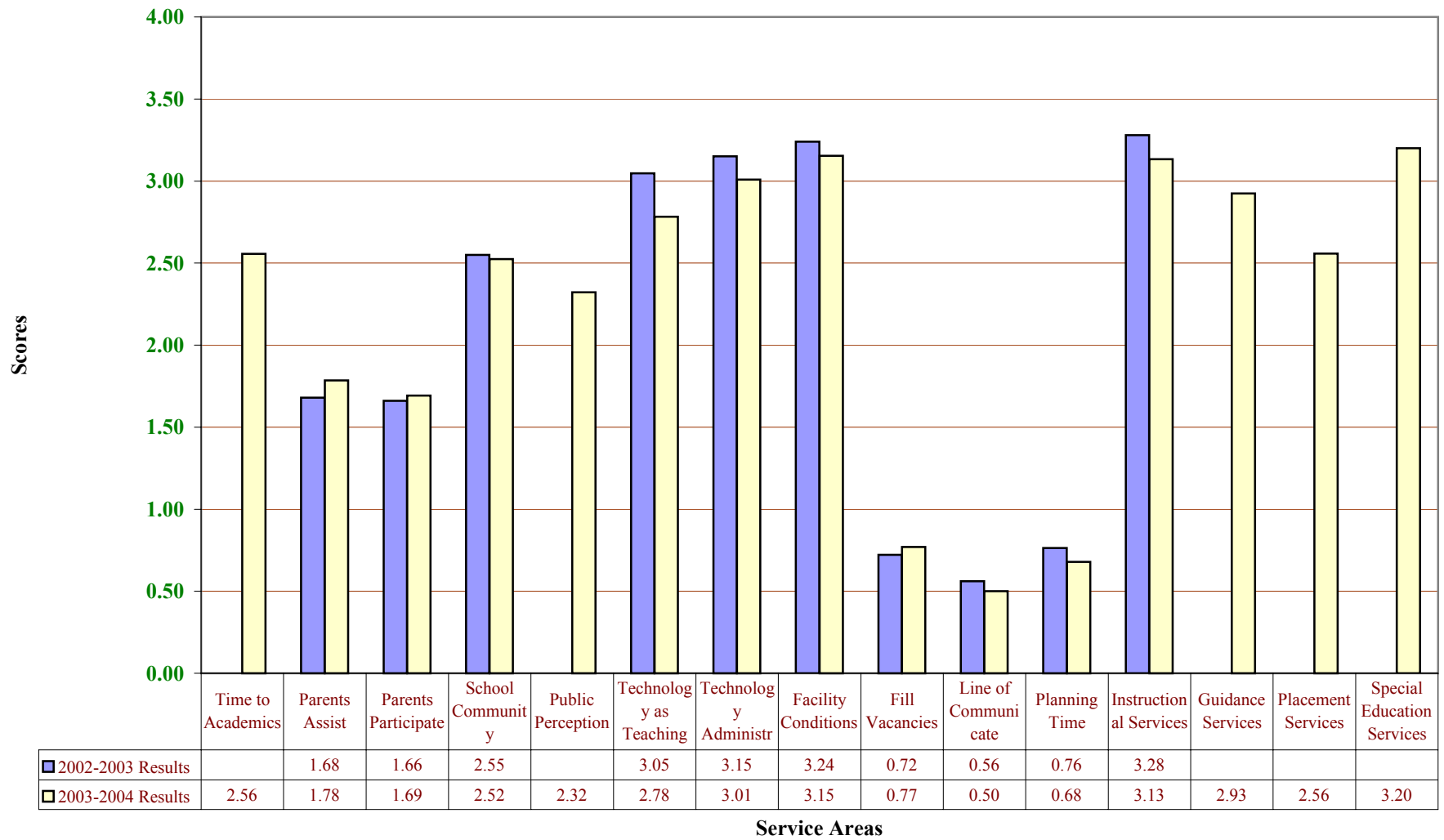
Leadership and Management Survey Part 1



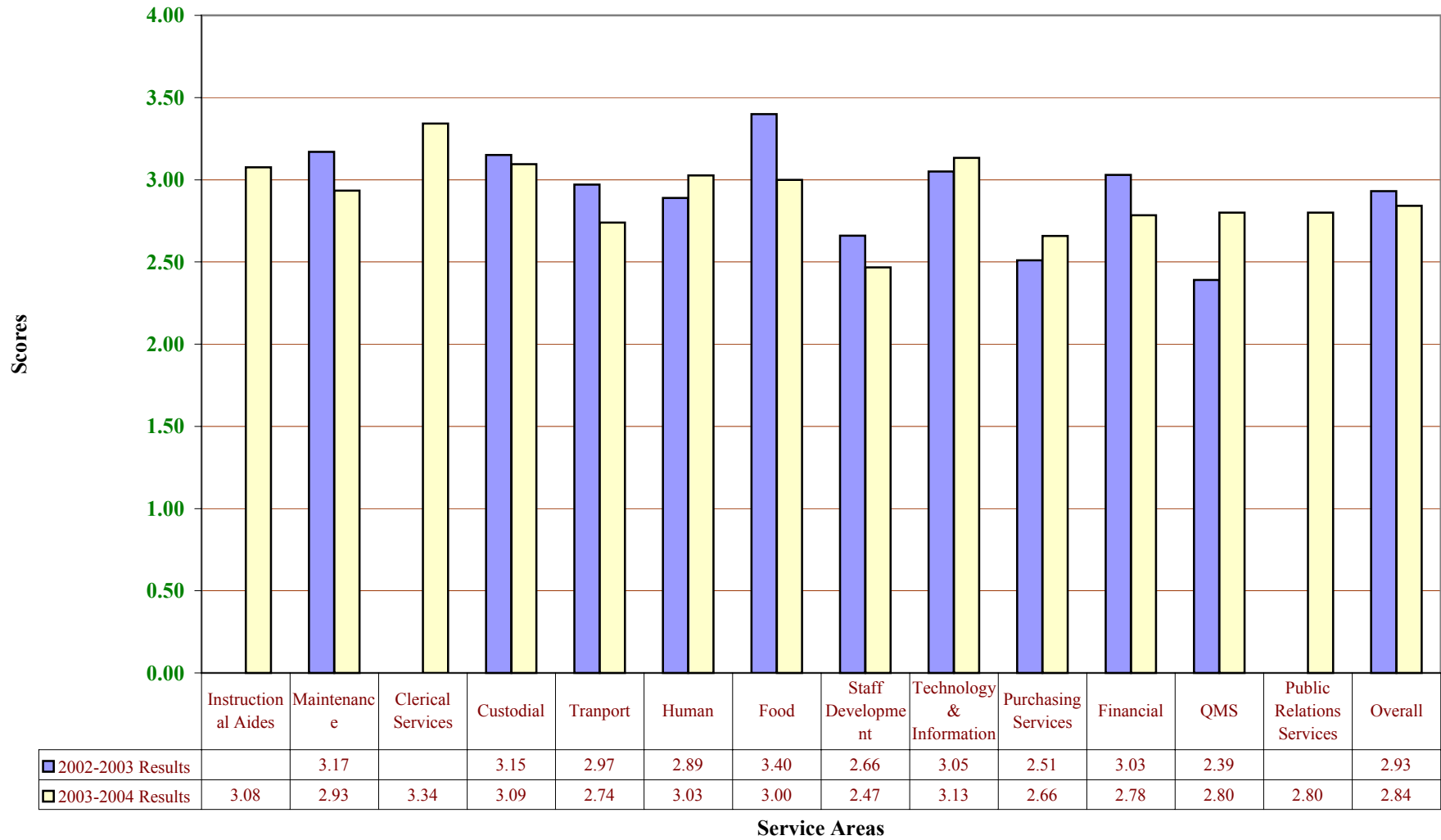
Leadership and Management Survey Part 2



Leadership and Management Survey Part 3



Leadership and Management Survey Part 4



Erie County Technical School
Leadership & Management Survey—2003-2004
Responses to Narrative Questions and Other Comments

42. Improve Operational Efficiency

1. Phone System
2. I'd like to see a rotation system for shampooing carpets and painting rooms. Mine hasn't been painted in many years.
3. Confirmation the work requests have been received. Posting of sick days and personal days on payroll information/check.
4. Board members spend time in the classroom to meet the instructors and see operations from within. Have staff, parents, business and admin all involved in the school's operational efficiency. Also staff, parents, business and admin should be involved with evaluation of yearly contracted staff including administration positions.
5. Poor communication
6. Some individuals need to be better team players. Students with behavior problems need to go.
7. Concentrate on the positive in personnel not nit pick about little things. Morale is still very low!
8. No ideas at present. Too many meetings.

43. Communication Improved

1. I have never noticed any lack of communication between admin & staff. Always available in a reasonable time.
2. Faculty input has been encouraged and used. The fact that you are using this form! Emails, I can access my email from home . . . ! Frequent principal interaction & support.
3. Have not.
4. Staff is more aware of school's long-term goals.
5. Be fair to all employees--treat them equal. Teachers take 1 1/2 hrs for lunch, either by hiding in their room or eating in Eagle's Nest and some take 1/2 hrs break 2 times a day--not fair to students who don't have money or want to work.
6. Email is getting better.
7. We now have meeting to let us know what's going on for the week, (good idea).
8. Open, honest conversations with admin.
9. Early-bird contract, but still feeling of none-trust with directions, vision of the school.
10. Leadership committee, faculty meetings.
11. It's the same as it always has been.
12. Website
13. Thru human resource coordinator.

45. Quality Action Plan

1. How many people actually get the message?
2. I'm excited about the improvements planned. I hope the faculty will realized that change is necessary and the students will benefit.
3. OK

4. Great--headed in the right direction.
5. It's a wonderful plan.
6. Doing excellent job.
7. If implemented correctly and fully funded it could be the best thing to happen to ECTS.
8. We need to focus on the class content, improving trade technology, better ways to teach to our students. There is a lot of wasted energy and money put into new "slogans" and administrative thinking on how to make a better wheel. Lets focus on a great school, a motivated student, higher education per lab and the rest will fall into place.
9. Needs to be promoted more often.
10. May threaten jobs in the end. Stated motives for plan seem to be changing--hoping for adult participation with high school students.

46. Other Comments

1. Why does the board approve of a person working 3 days a week get full benefits? Why do some use sick days or personal days differently?
2. It is important that you know you are doing good things here. It is much easier to "coast" and not make changes. It takes integrity and vision to move forward.
3. Our budget this year sucked.
4. The purchase system is cumbersome and hard to use. Ability to purchase supplies is cut off too early in the school year.
5. We all need to improve upon what we are "presently" doing (fine tune). To be leaders in "our" own right--not follow the ideas of others.
6. Student absence policy should be enforced--the part about dismissal.
7. Please don't turn off lights when I'm still in the office. Would like to see grounds weeded, front of building doesn't look great--paint peeling off.
8. I have found that students who are disruptive usually have non-supportive parents. Not much interaction unless there is a problem.
9. Some are negative--most are positive, I think.
10. Would like to see walls painted.
11. 43c. Kids who want co-op are helped.
12. 43d. Would like to encourage assessment of appropriate placements in labs. Would like to see testing adaptations (actual test construction for S.N. kids).
13. 43k. Too much "tan" food--high in fat & starch. How about giving these kids stir-fry veggies, dark green salads, yogurt, salad bar? Not enough "fresh" produce in cafeteria line.
14. 43l. Survey of needs will help.
15. 44f. Give Bill more help.
16. 44h. They need help.
17. 44m. We need training on technology.