

DATA BULLETIN

FALL HIRING REPORT, ADMINISTRATORS, 1998

Recently, school officials have become concerned about a possible shortage of candidates to fill administrative positions. This bulletin summarizes the data concerning administrators from the 1998-99 Fall Hiring Survey and compares it to previous years. Concerns about possible shortages will be addressed.

Table 1. Administrative Hiring Data, 1998-99

Position	Total Positions to Fill	Vacancy: No Qualified Person Found	Median Number Applications	Number Certified Past Year*	Median Applicant Pool Quality Rating**
Principal	55	4	28.0	299	3.0
General Supervisor	10	4	8.0	67	1.0
Assistant Superintendent	6	2	11.0	28	3.0
Director Pupil Personnel	8	0	21.0	52	2.0
Other Administrator	18	3	15.0	96	4.0
Vice Principal	55	2	30.0	317	3.0
School Business Administrator	5	0	13.0	49	2.0
Subject -Area Supervisor	19	7	15.0	113	2.0
Superintendent	22	1	20.0	80	2.0
Totals:	198	23	na	1101	na

*With the exception of superintendent and school business administrator, the number certified this past year as an intermediate administrator was prorated. A total of 972 intermediate administrator certificates were issued.

- ** 1=Few or no minimally qualified applicants
 2=Some acceptable applicants
 3=Many acceptable applicants
 4=Some high-quality applicants
 5=Many high-quality applicants

The 1998 administrative hiring data illustrated in Table 1 does not necessarily validate the concern that there is a shortage of administrators. Most vacancies drew a reasonable number of applicants, there were relatively few unfilled positions, and there were sufficient numbers certified. The median rating of the applicant pool, however, is of concern. The applicant pool for the category "Other Administrator" was the only administrative area with a median rating of 4.

Only 19 of the 51 principals hired (37%) came from applicant pools rated as having "some high-quality applicants" or better. Table 2 reveals that the median number of applications received for administrative vacancies has declined in the past 10 years. This is especially true for principal, assistant superintendent and superintendent.

Table 2. Median Applications for Selected Administrative Positions, 1988-1998

Year*	Principal	Vice Principal	General Supervisor	Asst. Superintendent	Superintendent
1998	28	30	8	11	20
1997	29	40	20	34	36
1995	40	38	26	30	31
1994	40	43	16	75	41
1993	50	43	30	53	80
1992	53	50	29	63	50
1991	60	45	49	56	58
1990	60	45	13	65	49
1989	43	31	20	49	45
1988	34	24	15	60	50

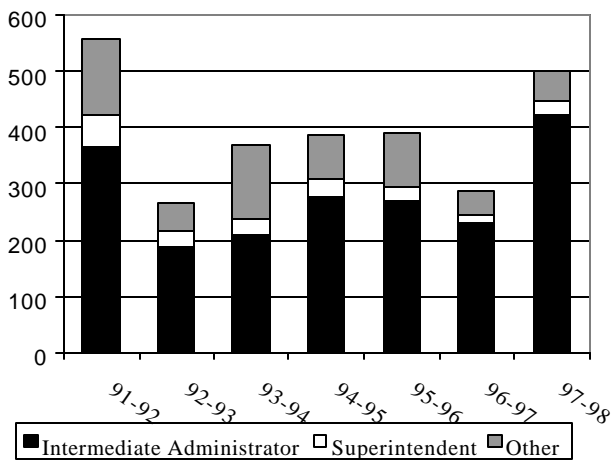
* No data collected in 1996.

The maximum number of applications a position announcement elicits (not shown) is also informative. This year, West Hartford drew 58 applications for one principal position, while in 1992 a principal position drew 97 applications. Similarly, Groton drew 36 applications for a principal position this year, compared to 100 applications in 1992.

The situation for superintendent is also disconcerting. The median number of applications received is significantly lower than in past years (see Table 2). The

lower number could possibly be explained by the increased use of search firms by districts. The search firms forward to the district boards of education only those applicants that meet specific qualifications. Therefore, an exact count of applications received is difficult to obtain. More revealing is the actual number of applications received by districts not using a search firm. This year Clinton received 52 applications. The same position in Ridgefield in 1992 drew 120 applications. Ridgefield used a search firm this year and received a total of 25 applications. Of greater concern, however, is the rating of applicants for superintendent positions. The median applicant pool rating of superintendents this year was a 2, or “some acceptable applicants.”

Figure 1. Number of New Administrator Certificates



The marketplace of administrators is unlikely to get better in the short term. The 1997-98 school year does show an increase in the number of first certificates issued for administrative positions. However, this could be due in part to a push to obtain certification before new requirements are implemented in the year 2000. Figure 1 shows that the number of people who were awarded an administrative certificate for the first time declined from 557 in 1991-92 to 288 in 1996-97. As of April of the 1998-99 school year 22 people had received their first administrative certificate.

Are all people holding administrative certificates acting in an administrative capacity?

As of January 1999, 4,725 people held an intermediate administrative certificate. Of those, 2,326 were serving in an administrative capacity. The remaining 2,399 were teaching in various areas (see Table 3).

Table 3. Teachers and Support Staff with Intermediate Administrative Certification

Position	Age 25-34	Age 35-44	Age 45-54	Age 55-64	# Serving as Dept. Chair
Elementary	18	51	175	56	1
Special Education	9	100	174	42	23
Specific Subject-Area Teachers	36	233	808	306	251
Pupil Personnel Services	4	27	152	71	34
Totals:	67	411	1309	475	309

Of the 2399 teachers holding an intermediate administrative certificate 309 are serving as a department chairperson under a department chairperson endorsement. Two main differences in the requirements for endorsement as department chairperson and intermediate administrator are the number of graduate credits received and the number of months spent teaching. Perhaps this is the population that will emerge as new principals and assistant superintendents.

Table 4. Teachers and Intermediate Administrators with Superintendent Certification

Position	Age 30-34	Age 35-44	Age 45-54	Age 55-64	Age 65 & up
Teacher	0	1	3	6	0
Vice Principal	0	0	0	3	1
Assistant Superintendent	0	1	28	11	0
Dept. Chairperson	0	0	0	1	0
Pupil Personnel Director	0	0	6	6	0
General Supervisor	0	0	4	0	1
Totals:	0	2	41	27	2