



*SURVEY REPORT: 2013*

Report II:

# Teacher Hiring

April 2013

San Francisco Unified School District

## Summary

This survey report contains the results of the 2009-10, 2010-11, and 2011-12 Principal Surveys conducted by Stanford's Center for Education Policy Analysis (CEPA).

## NOTES ABOUT THE SURVEY

This survey report contains the results of the 2009-10, 2010-11, and 2011-12 Principal Surveys conducted by Stanford's Center for Education Policy Analysis (CEPA).

The following results are based on the Stanford surveys of Principals from each year. The corresponding sample sizes are: 50 (2011-12), 65 (2010-11), and 88 (2009-10) and the corresponding response rate is: 43% (2011-12), 54% (2010-11) and 82% (2009-10).

## ABOUT CEPA

Stanford's Center for Education Policy Analysis (CEPA), an independent research center, unites an interdisciplinary array of nationally prominent scholars from across the campus to provide the depth and scale of research needed to affect education policy in meaningful ways. The core researchers are drawn from the fields of economics, law, political science, psychology, public policy, and sociology, and currently reside in the schools of Arts and Humanities, Business, Education and Law, as well as at the Hoover Institution. Their rigorous inquiry is based on the empirical realities of schools, well grounded in the needs of policy makers and education practitioners, and aimed directly at improving education for all students.

## LEGEND

<> Indicates a reference to the actual survey question number, linked to the appendix

>>> Indicates the context or framing of subsequent sub-question

An indent indicates this is a sub-question

► Indicates a bullet point, highlighting main points from the results

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## ABOUT THIS REPORT

Research team: Niu Gao, Heather Hough, Grace Karr, Susanna Loeb, Mari Muraki, Michelle Reiningger

This survey report was prepared by Niu Gao, a Data Analyst with the Center for Education Policy Analysis (CEPA) at Stanford University.

Questions or comments, please contact CEPA at: [contactcepa@stanford.edu](mailto:contactcepa@stanford.edu)

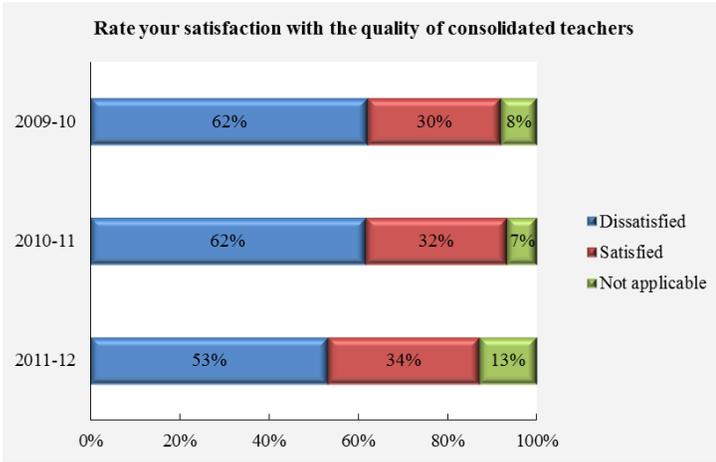
## A. SUMMARY OF FINDINGS

### SECTION I. Key Patterns & Trends

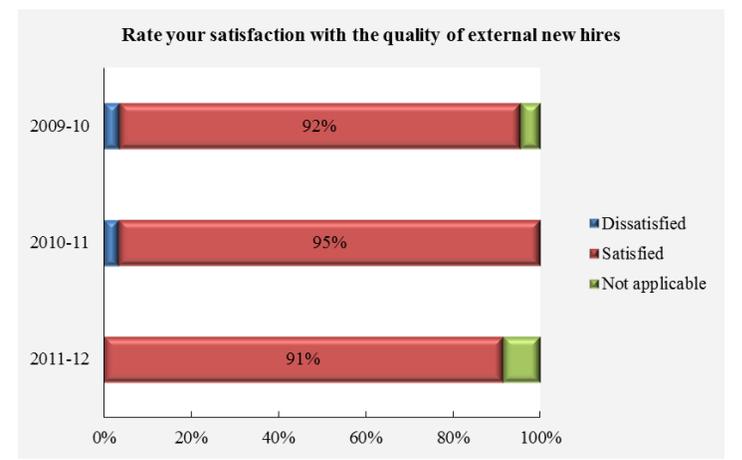
- ⇒ There are differences in principals' satisfaction with the quality of teachers in different pools. Majorities of principals were not satisfied with the quality of consolidated teachers, while over 90 percent of them were satisfied with the quality of external new hires. Over the years, the share of principals not satisfied with voluntary transfers almost doubled from 2009-10 (15%) to 2011-12 (28%) (Q8).
- ⇒ Most principals think the SFUSD Human Resources is helpful in staffing schools with high quality teachers; however, they were not satisfied with the hiring and transfer process (Q43).
- ⇒ In 2009-10, most principals were satisfied with the process (56%) but not the timeline (49%) of hiring voluntary transfer teachers. In 2010-11 and 2011-12, most principals were satisfied with both the process and the timeline of hiring voluntary transfers (Q44).
- ⇒ In 2009-10 and 2010-11 school years, majorities of principals were satisfied with the process and timeline of hiring external transfers. In 2011-12, however, most (51%) principals were not satisfied with the timeline of hiring external transfers (Q45).
- ⇒ In 2009-10, over one-half of principals (58%) did not think the pool of available new hires included enough teachers in high need subject areas. In 2010-11, 50% of them did not think so. In 2011-12, however, over one-half of principals (51%) think the pool included enough teachers in high need subject areas (Q46).
- ⇒ Over 60 percent of principals were not satisfied with level of discretion they have to hire consolidated teachers. Close to half of principals were satisfied with the level of discretion they have to hire voluntary transfers. About one third of principals were not satisfied with the level of discretion they have to hire laid off teachers. Most principals (>70%) were satisfied with the level of discretion they have to hire external new hires (Q47).
- ⇒ Less than 20 percent of teaching vacancies were filled by teachers placed by human resources (Q48).

## SECTION II. SELECT SURVEY RESULTS

Please rate your satisfaction with the quality of teachers in each of the following pools? <Q8>



Source: Stanford survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 47 (2011-12); 63 (2010-11); 87 (2009-10).

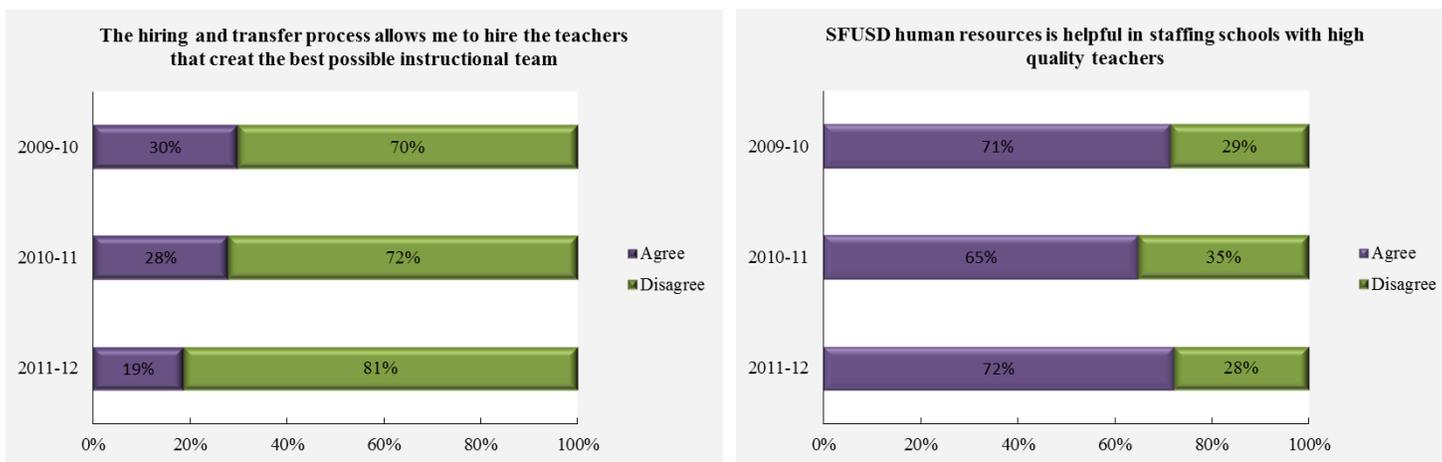


Source: Stanford survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 47 (2011-12); 63 (2010-11).  
 This survey item was not included in the 2009-10 survey.

Source: Stanford survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 47 (2011-12); 63 (2010-11); 87 (2009-10).

► There are differences in principal’s satisfaction with the quality of teachers in different pools. Majorities of principals were not satisfied with the quality of consolidated teachers, while over 90 percent of them were satisfied with the quality of external new hires. Over the years, the share of principals not satisfied with voluntary transfers almost doubled from 2009-10 (15%) to 2011-12 (28%).

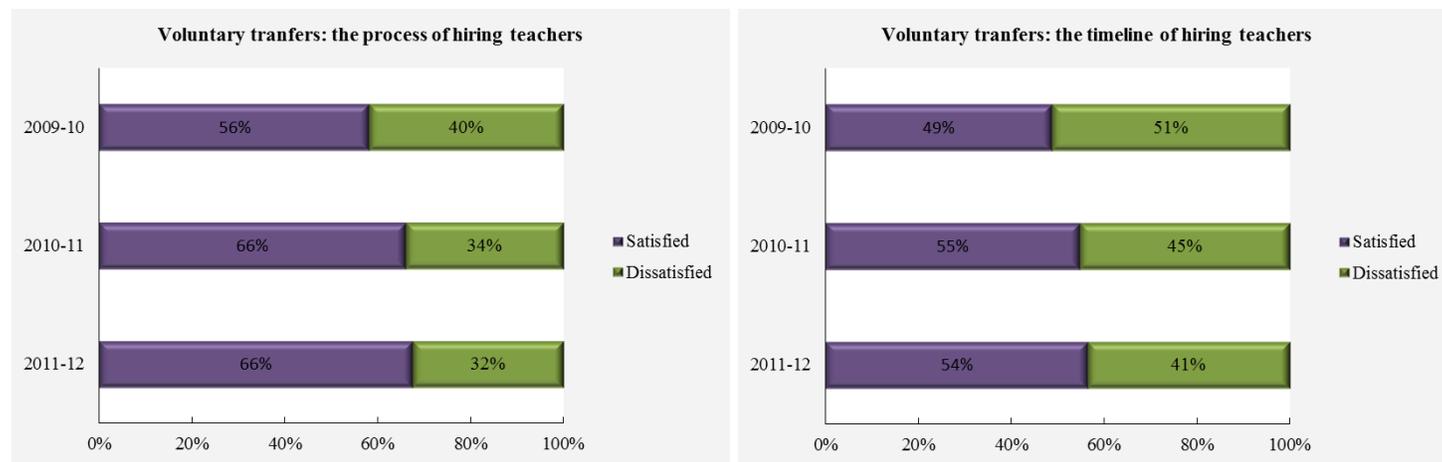
To what extent do you agree/disagree with the following statements? <Q43>



Source: Stanford survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 43 (2011-12); 56 (2010-11); 84 (2009-10).

► Most principals think the SFUSD Human Resources is helpful in staffing schools with high quality teachers; however, they were not satisfied with the hiring and transfer process.

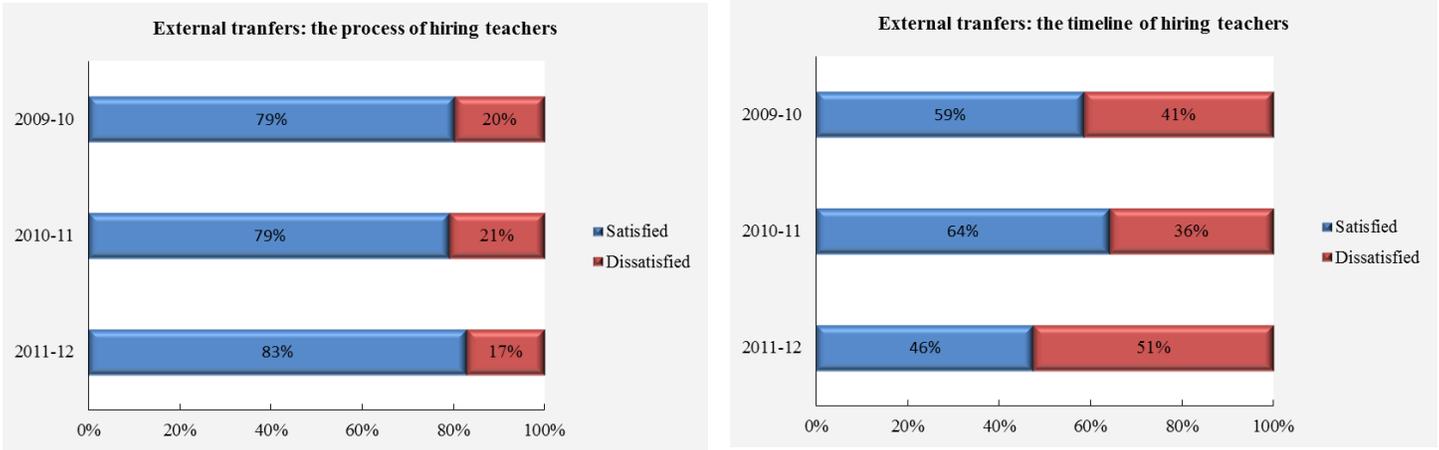
Voluntary Transfers? <Q44>



Source: Stanford survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 41 (2011-12); 53 (2010-11); 82 (2009-10).  
 Some numbers do not add up to 100% due to missing entries.

► In 2009-10, most principals (56%) were satisfied with the process but not the timeline (49%) of hiring voluntary transfer teachers. In 2010-11 and 2011-12, most principals were satisfied with both the process and the timeline of hiring voluntary transfers.

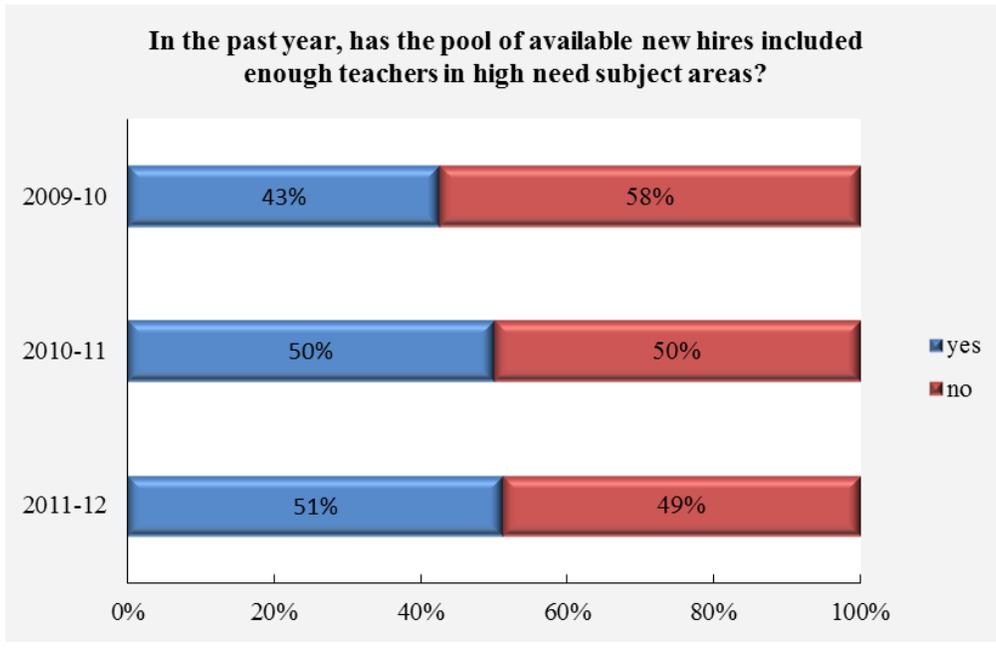
External Teachers? <Q45>



Source: Stanford Survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 41 (2011-12); 53 (2010-11), 82 (2009-10).  
 Numbers do not add up to 100% due to missing entries.

► In 2009-10 and 2010-11 school years, majorities of principals were satisfied with the process and timeline of hiring external transfers. In 2011-12, however, most principals (51%) were not satisfied with the timeline of hiring external transfers.

In the past year, has the pool of available new hires included enough teachers in high need subject areas? <Q46>

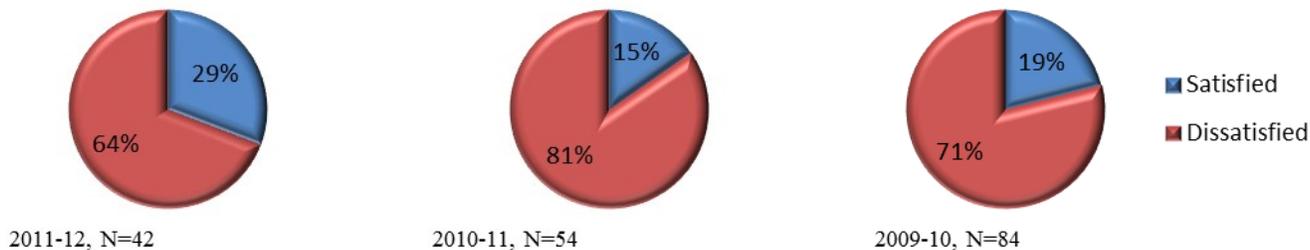


► In 2009-10, over one-half of principals (58%) did not think the pool of available new hires included enough teachers in high need subject areas. In 2010-11, 50% of them did not think so. In 2011-12, however, over one-half of principals (51%) think the pool included enough teachers in high need subject areas.

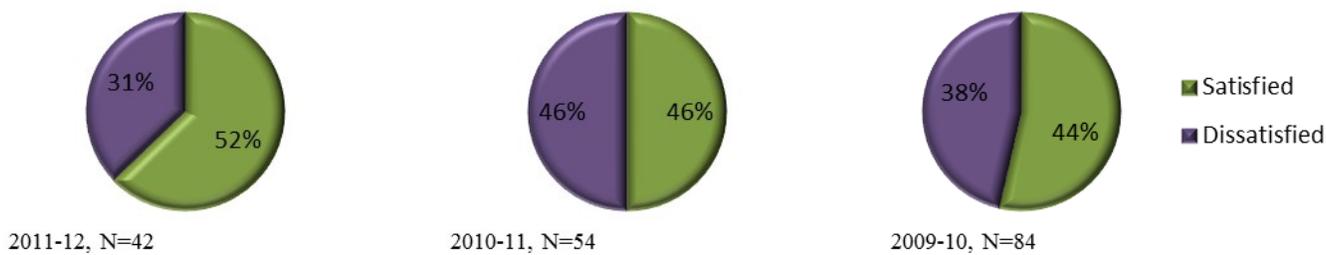
Source: Stanford Survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 39 (2011-12); 50 (2010-11), 80 (2009-10).  
 Numbers do not add up to 100% due to missing entries.

Please rate your satisfaction with the level of discretion you have to hire the teachers you want from the following pools. <Q47> (note that numbers may not add up to 100% due to missing entries)

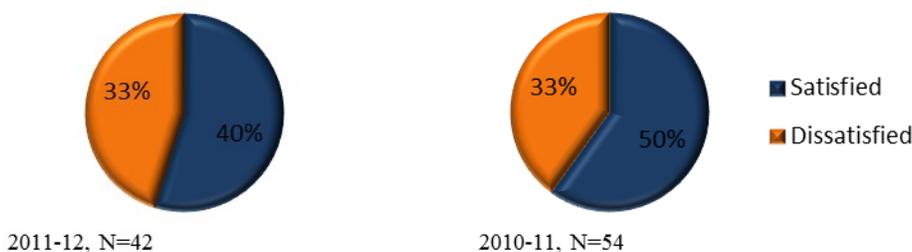
**Consolidated Teachers:**



**Voluntary Transfers:**

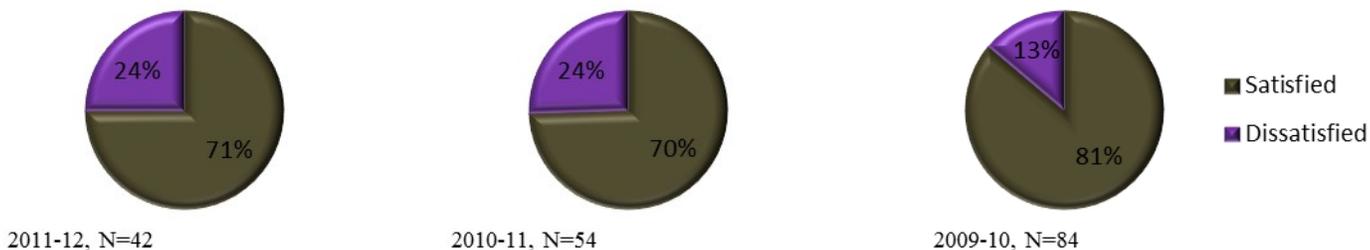


**Laid Off Teachers who have been Rehired:**



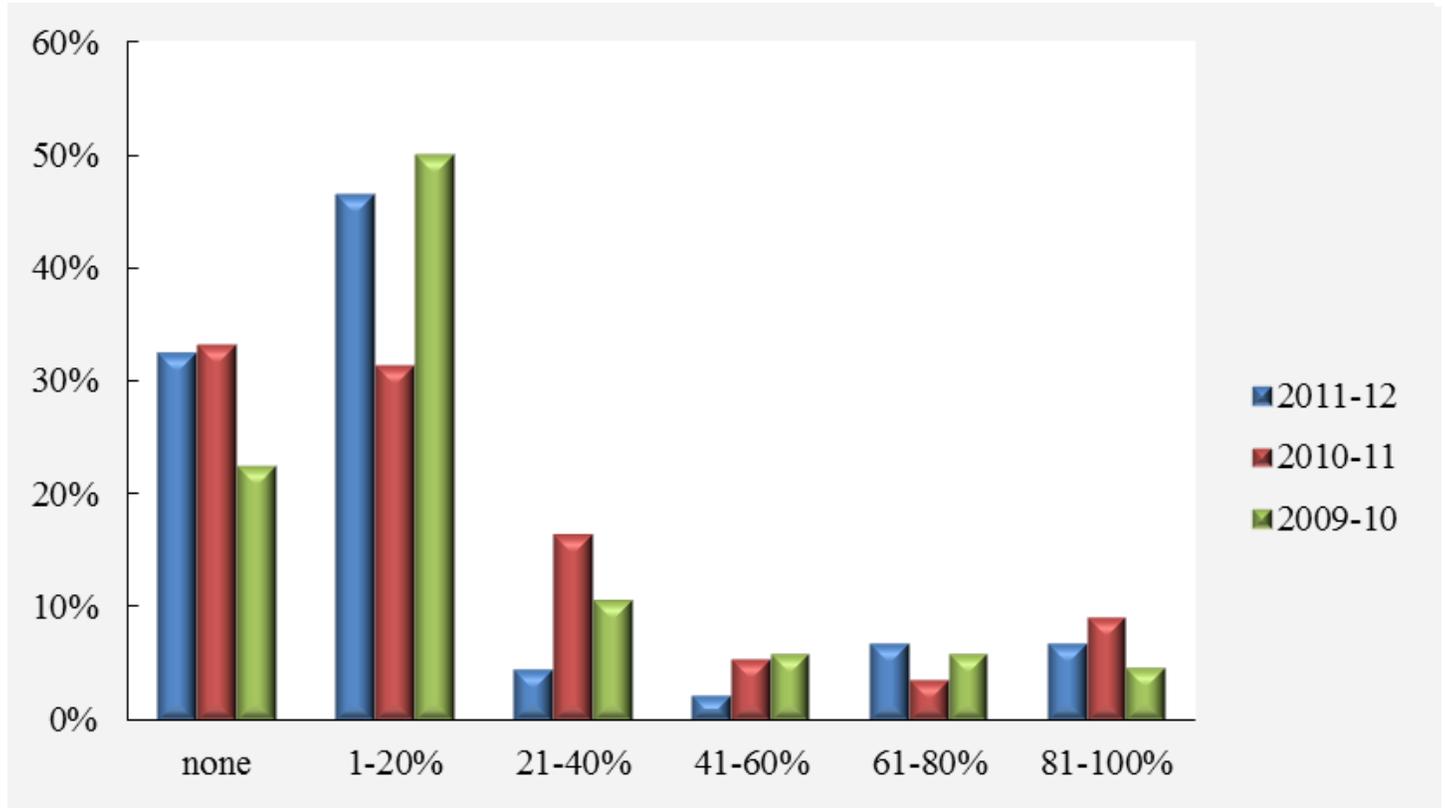
► Over 60 percent of principals were not satisfied with the level of discretion they have to hire consolidated teachers. Close to half of principals were satisfied with the level of discretion they have to hire voluntary transfers. About one-third of principals were not satisfied with the level of discretion they have to hire laid off teachers. And most principals (>70%) were satisfied with the level of discretion they have to hire external new hires.

**External New Hires:**



Source: Stanford Survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 612 (2011-12); 630 (2010-11), 834 (2009-10).

Over the past year, what percentages of your vacancies have been filled by teachers placed by human resources? <Q48>



1. Source: Stanford survey of principals, 2011-12, 2010-11, 2009-10
2. Number of valid responses: 43 (2011-12), 54 (2010-11), 84 (2009-10)

Source: Stanford Survey of principals, 2011-12, 2010-11, 2009-10.  
 Number of valid responses: 43 (2011-12); 54 (2010-11), 84 (2009-10).

► Less than 20 percent of teaching vacancies were filled by teachers placed by human resources.

CENTER FOR EDUCATION POLICY ANALYSIS

At Stanford University

520 Galvez Mall, CERAS Building

Stanford, CA 94305-3084

Phone: (650) 736-1258

[contactcepa@stanford.edu](mailto:contactcepa@stanford.edu)

[cepa.stanford.edu](http://cepa.stanford.edu)

