

## News Brief

### Principal Shortages Right Around the Corner in Our Local Districts

Our local district administrators tell us that they are beginning to experience shortages of individuals filling leadership positions in our schools. Our local district statistics align with the national trends. In a national 2002 survey, the National Association of Elementary School Principals (NAESP), reported that 66% of the principals in 2002 would retire in the next 6 to 10 years. The U.S. Bureau of Labor Statistics reports that there will be a 13% increase in job openings for education administrators between 2000 and 2010, and that a large proportion of administrators are expected to retire within that ten year period.

The studies also show that several barriers exist for people entering leadership positions. Principals work longer days, work nights and work year-round and principals are not paid commensurately with their responsibilities and accountability. Today, veteran teachers and National Board Certified Teachers can make a salary higher than that of some new principals. Between highly experienced teachers and new administrators, the average daily pay rate, considering the number of hours worked within a week, may be less for principals. In today's high stakes accountability of graded schools in Florida, principals also face tremendous pressure. The salaries over the years have not increased with the new demands.

To help districts begin to address the leadership shortage and to determine the best ways to prepare leaders of 21<sup>st</sup> Century schools, we created a state advisory group, the Florida Executive Educational Leaders Partnership (FEELP), in 2005. FEELP advisors have met with ICL staff four times to help direct us on ways to work with our local school districts to prepare future leaders and to increase the pool of quality applicants. We will begin the next school year by hosting the Jerry Maygarden Leaders for Education Forum where will bring together community, business and educational leaders to discuss how to build 21<sup>st</sup> Century schools. We will also recruit our first cohort of future leaders into a Leap to Lead™ Schools program. Working together with Escambia, Santa Rosa, Okaloosa and Walton County School Districts we will prepare high performing leaders to lead our 21<sup>st</sup> Century schools.

#### FEELP Advisors

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