

Preliminary Administrative Services  
End of Program Survey Cohort 8

**EXPECTATIONS**

1. The ELDA program has met my expectations

	Response Percent	Response Count
Strongly Agree	50.0%	3
Agree	33.3%	2
Somewhat	16.7%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

**PHILOSOPHY**

2. The program has influenced my philosophy of educational leadership

	Response Percent	Response Count
Strongly Agree	83.3%	5
Agree	16.7%	1
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

**PREPARATION**

3. The ELDA program has provided sufficient preparation in operational skills and knowledge

	Response Percent	Response Count
Strongly Agree	50.0%	3

**3. The ELDA program has provided sufficient preparation in operational skills and knowledge**

Agree	16.7%	1
Somewhat	16.7%	1
Disagree	0.0%	0
Strongly Disagree	16.7%	1

**FOUNDATION**

**4. The ELDA program has provided sufficient foundation in education and leadership theory**

	Response Percent	Response Count
Strongly Agree	66.7%	4
Agree	33.3%	2
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

**COURSEWORK**

**5. The coursework has provided a sufficient balance of instructional theory and operational practice**

	Response Percent	Response Count
Strongly Agree	50.0%	3
Agree	16.7%	1
Somewhat	16.7%	1
Disagree	16.7%	1
Strongly Disagree	0.0%	0

**APPRENTICESHIP**

**6. The apprenticeship fostered critical self-reflection and growth**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>83.3%</b>	<b>5</b>
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	16.7%	1
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0
	0.0%	0

**GOALS**

**7. ELDA influenced my professional goals**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	33.3%	2
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**COLLABORATION**

**8. The apprenticeship strengthened my capacity for working collaboratively with other instructional staff members**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>83.3%</b>	<b>5</b>
<b>Agree</b>	16.7%	1

**8. The apprenticeship strengthened my capacity for working collaboratively with other instructional staff members**

Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0
	0.0%	0

**PREPARATION**

**9. The program prepared me to lead schools with a diverse student population**

	Response Percent	Response Count
Strongly Agree	33.3%	2
Agree	66.7%	4
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

**SITE LEADERSHIP**

**10. The ELDA program has provided sufficient preparation for the demands of site leadership**

	Response Percent	Response Count
Strongly Agree	33.3%	2
Agree	16.7%	1
Somewhat	50.0%	3
Disagree	0.0%	0
Strongly Disagree	0.0%	0

**SPECIAL TOPICS**

11. The special topic seminars have provided practical skills, theory and knowledge relevant to the responsibilities of site leadership

	Response Percent	Response Count
Strongly Agree	50.0%	3
Agree	16.7%	1
Somewhat	33.3%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

#### COURSEWORK

12. The university coursework has provided practical skills, theory and knowledge relevant to the responsibilities of site leadership

	Response Percent	Response Count
Strongly Agree	33.3%	2
Agree	66.7%	4
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

#### RECOMMENDATIONS

13. I would recommend the ELDA program to friends/colleagues interested in pursuing principalship

	Response Percent	Response Count
Strongly Agree	66.7%	4
Agree	33.3%	2
Somewhat	0.0%	0

13. I would recommend the ELDA program to friends/colleagues interested in pursuing principalship

Disagree	0.0%	0
Strongly Disagree	0.0%	0
	0.0%	0

**STRENGTHS**

14. This program has strengthened my understanding of and capacity to address a range of groups and cultures

	Response Percent	Response Count
Strongly Agree	33.3%	2
Agree	<b>66.7%</b>	<b>4</b>
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

**PART II- RANKING**

15. Please rank the following factors in order of their importance in your decision to participate in the ELDA program (1=least important factor, 6=most important factor)

	1	2	3	4	5	6	Response Count
Apprenticeship (20 days per year)	0.0% (0)	0.0% (0)	20.0% (1)	0.0% (0)	0.0% (0)	<b>80.0%</b> <b>(4)</b>	5
Program focus on building instructional leaders	0.0% (0)	0.0% (0)	20.0% (1)	0.0% (0)	<b>60.0%</b> <b>(3)</b>	20.0% (1)	5
Potential for career advancement	20.0% (1)	20.0% (1)	0.0% (0)	<b>40.0%</b> <b>(2)</b>	20.0% (1)	0.0% (0)	5
Affiliation with USD	0.0% (0)	<b>50.0%</b> <b>(3)</b>	0.0% (0)	<b>50.0%</b> <b>(3)</b>	0.0% (0)	0.0% (0)	6
Opportunity to earn Master's or	<b>33.3%</b>	0.0%	<b>33.3%</b>	0.0%	<b>33.3%</b>	0.0%	6

15. Please rank the following factors in order of their importance in your decision to participate in the ELDA program (1=least important factor, 6=most important factor)

Doctorate credit	(2)	(0)	(2)	(0)	(2)	(0)	
Cohort model	33.3% (2)	16.7% (1)	16.7% (1)	16.7% (1)	0.0% (0)	16.7% (1)	6

16. Please rank the following program components in order of their importance to your overall learning to date (1=least important factor, 5=most important factor)

	1	2	3	4	5	Response Count
ELDA coursework	0.0% (0)	20.0% (1)	60.0% (3)	0.0% (0)	20.0% (1)	5
Special topic seminars	33.3% (2)	33.3% (2)	33.3% (2)	0.0% (0)	0.0% (0)	6
Cohort members	50.0% (3)	16.7% (1)	16.7% (1)	16.7% (1)	0.0% (0)	6
Apprenticeship	0.0% (0)	0.0% (0)	0.0% (0)	40.0% (2)	60.0% (3)	5
Relationship with your mentoring principal	0.0% (0)	16.7% (1)	0.0% (0)	50.0% (3)	33.3% (2)	6

#### MENTOR

17. A good role model

	Response Percent	Response Count
Strongly Agree	83.3%	5
Agree	16.7%	1
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

**18. Supportive and Encouraging**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>83.3%</b>	<b>5</b>
<b>Agree</b>	33.3%	2
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**19. Helpful**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>83.3%</b>	<b>5</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**20. Models effective leadership skills**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>100.0%</b>	<b>6</b>
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0



**21. Limits my opportunities in leadership**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	20.0%	1
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	20.0%	1
<b>Strongly Disagree</b>	<b>80.0%</b>	<b>4</b>

**22. Facilitates reflection**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	33.3%	2
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**23. Helps me build confidence as a leader**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>100.0%</b>	<b>6</b>
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**24. Helps me enhance my communication skills**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>100.0%</b>	<b>6</b>
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**25. Does not have sufficient time to work with me**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	0.0%	0
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	40.0%	2
<b>Strongly Disagree</b>	<b>60.0%</b>	<b>3</b>

**26. Offers sound advice and suggestions**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>100.0%</b>	<b>5</b>
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**27. Exposes me to a wide range of experiences**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>83.3%</b>	<b>5</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**28. Delegates responsibilities**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	16.7%	1

**29. Gives me busy work**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	0.0%	0
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	16.7%	1
<b>Strongly Disagree</b>	<b>83.3%</b>	<b>5</b>

**30. Provides good mentorship**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>100.0%</b>	<b>6</b>
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**31. Demonstrates self-reflective practice**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>83.3%</b>	<b>5</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**32. Coaches me in how to move forward**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	33.3%	2
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

## UNIVERSITY SUPERVISOR

### 33. A good role model

	Response Percent	Response Count
Strongly Agree	66.7%	4
Agree	16.7%	1
Somewhat	16.7%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

### 34. Supportive and Encouraging

	Response Percent	Response Count
Strongly Agree	66.7%	4
Agree	16.7%	1
Somewhat	16.7%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

### 35. Helpful

	Response Percent	Response Count
Strongly Agree	66.7%	4
Agree	16.7%	1
Somewhat	16.7%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

**36. Models effective leadership skills**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	33.3%	2
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**37. Limits my opportunities in leadership**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	0.0%	0
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	16.7%	1
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	<b>83.3%</b>	<b>5</b>

**38. Facilitates reflection**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>50.0%</b>	<b>3</b>
<b>Agree</b>	33.3%	2
<b>Somewhat</b>	16.7%	1
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**39. Helps me build confidence as a leader**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	16.7%	1
<b>Strongly Disagree</b>	0.0%	0

**40. Helps me enhance my communication skills**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	16.7%	1
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**41. Does not have sufficient time to work with me**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	0.0%	0
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	33.3%	2
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	<b>66.7%</b>	<b>4</b>

**42. Offers sound advice and suggestions**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	16.7%	1
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**43. Exposes me to a wide range of experiences**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>50.0%</b>	<b>3</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	33.3%	2
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**44. Delegates responsibilities**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>40.0%</b>	<b>2</b>
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	<b>40.0%</b>	<b>2</b>
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	20.0%	1



**45. Gives me busy work**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	0.0%	0
<b>Agree</b>	0.0%	0
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	16.7%	1
<b>Strongly Disagree</b>	<b>83.3%</b>	<b>5</b>

**46. Provides good mentorship**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	0.0%	0
<b>Disagree</b>	16.7%	1
<b>Strongly Disagree</b>	0.0%	0

**47. Demonstrates self-reflective practice**

	<b>Response Percent</b>	<b>Response Count</b>
<b>Strongly Agree</b>	<b>50.0%</b>	<b>3</b>
<b>Agree</b>	33.3%	2
<b>Somewhat</b>	16.7%	1
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**48. Coaches me in how to move forward**

	Response Percent	Response Count
<b>Strongly Agree</b>	<b>66.7%</b>	<b>4</b>
<b>Agree</b>	16.7%	1
<b>Somewhat</b>	16.7%	1
<b>Disagree</b>	0.0%	0
<b>Strongly Disagree</b>	0.0%	0

**PART III****49. Has the program to date met your expectations? Why or why not?**

1. I expected to learn from knowledgeable, capable leaders, and I did.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
2. Somewhat.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
3. Yes...above and beyond.	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
4. Yes, I feel I am sufficiently prepared to begin work as a school administrator.	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5. Yes!	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
6. For the most part, yes, however, there are far too many reflections and reflection papers. At times, the course work seems redundant. We did the same final assignment for Carol's class, as we did for Debbie's class.	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>

**50. What factors are most important to your overall satisfaction with the ELDA program?**

1. The people with whom I worked and from whom I learned, along with the leadership experience I gained.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
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**49. Has the program to date met your expectations? Why or why not?**

2. The internship experience.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
3. The apprentice aspect...a great match was made.	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
4. Apprenticeship.	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5. First, the courses and amazing instructors including; Debbie Beldock, Melinda & Freda, Frank Kemerer, Hands & Osborne plus the Spotlights and the 3 Day Conference exceeded my expectations! Next, yet equally as important was the apprenticeship along with my amazing university supervisor who always believed in my leadership voice and led my to improvement and meeting her expected deadlines. I loved her firmness with kindness to keep me accountable for timelines! Because of my binders being organized, I was able to have time to dedicate to my class projects.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
6. The CPSELS and in-school experiences while working with our University supervisor. It provided, practical, hands-on education.	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>

**51. Which classes have been most helpful? Why?**

1. The instructional classes and the school law classes were most helpful. Several of the special topics were interesting, but because there was only one session of most of them, they were less helpful. The budget sessions, because there were two, were best.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
2. The Law and the Diversity class.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
3. Carol Osborne's and Debbie Beldock's because they both had real life scenarios that we had to learn about and apply to the class.	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
4. Educational Law, and Instructional Leadership. Each shared information that was immediately applicable.	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5. What was helpful was the order the classes were presented in the two years.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>

### 51. Which classes have been most helpful? Why?

6.	All except the special topics and diversity as they provided activities that we can use and benefit from as principals. Frank's law class was awesome!	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>
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### 52. Which classes were least helpful? Why?

1.	One class in particular was very disorganized. It made learning difficult, because I was always trying to figure out the nuts and bolts instead of processing new information and being reflective.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
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2.	All classes were helpful.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
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3.	The diversity class because it seemed like a repeat of undergrad or credential work. Most of our school settings are diverse and the class did not teach me anything I didn't already know. Also, the instructor was underprepared with the syllabus and assignments were confusing. Her communication was poor.	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
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4.	none	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
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5.	The Diversity class was the most confusing because of the uncertain organization of the syllabus changing.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
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6.	The diversity class was a complete and total waste of time. It had FAR TOO MUCH busy work, the assignments were not relevant in making us strong leaders, and it was totally disorganized. The human relations class was also a complete waste of time, especially in the middle of the year, before grades are due, and having to use a personal day. I DO NOT think it should be this way.	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>
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### 53. How has your cohort supported or constrained your learning experience in the program?

1.	Making connections with others has been supportive of learning.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
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2.	Some cohort members were not as prepared as could be.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
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3.	Some members were difficult to deal with in group assignments but that's real life so it was a learning experience. I wondered how some cohort members were in ELDA in the first place. Their beliefs didn't match what we	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
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**53. How has your cohort supported or constrained your learning experience in the program?**

were learning.		
4. Cohort is supportive- intelligent and creative group.	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5. My cohort was a support in my learning experiences.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
6. It has constrained my learning experience because I felt as though I learned from only a few members of the cohort.	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>

**54. How has your working relationship with your supervising principal supported or constrained your learning?**

1. My supervising principal changed mid-program. The first was highly supportive. The second less so. I learned from both a positive, and a less positive example of leadership.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
2. The supervising principal provided many reflective opportunities. Sometimes the principal would ask me to write reflections on certain assignments, then, we would discuss the reflection. Note: These are note the reflections required for the program.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
3. Amazing...very supportive and I learned a lot!!!	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
4. -	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5. By allowing me to be a part of every moment of the day of a principal.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
6. It has supported it dramatically, because I have learned what NOT to do as a principal, how NOT to treat staff members, and how NOT to react to students, and how NOT to delegate every aspect of my job as principal, thus leaving me with little to no respect of staff members.  My mentor principal, on the other hand, was fabulous! The complete opposite.	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>

**55. How is the program shaping your personal philosophy of educational leadership?**

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1.	I had not defined my philosophy before entering this program. I have grown tremendously simply by beginning to define it.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
2.	Although, I had a strong philosophy before, I have had the opportunity to revise it. In addition, my philosophy was backed by my intuition, but now is backed by research.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
3.	I am able to define it now and feel that I am a stronger leader because of ELDA.	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
4.	I believe all children can learn. An educational leader must mobilize the skills and talents of the teachers to ensure that all children DO learn.	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5.	The ELDA program shaped my thinking and my voice to become a refined educational leader with a purpose.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
6.	It has shaped and embraced my philosophy of leadership through the experiences in the CPSELS, allowing me to learning from my mistakes.	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>

**56. How would you describe the underlying program theory of the ELDA?**

1.	Leaders are built through deep knowledge and broad, applied experience.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
2.	Instructional leadership is a great theory to keep building upon. I believe the internship requirement of the program is key to the ELDA program.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
3.	Being a leader where students come first and always at the heart of each decision that impacts the school community.	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
4.	-	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5.	The program theory is a realistic foundation of the internship along with the research and theory of the course work.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
6.	All educational philosophy and instructional leadership, about 15% of principal's day, and zero about instructional and operational management, and what actually goes into running a school.	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>

**57. How has the program influenced your professional goals for site leadership?**

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1.	I have knowledge that will support my work in schools, no matter which level I choose to pursue. I'm not sure the program changed my goals.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
2.	My goals are the same as they were when I entered the program.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
3.	It helped me slow down...I'll take my time to become an administrator...there isn't a rush!	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
4.	I want to work as a vice principal for a year or two before becoming a principal. I think I need to practice using all of the knowledge I've gained.	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5.	In a financial time of crisis, I have become confident with my 2 years of the ELDA program that I will be a successful leader to any position I may be assigned.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
6.	By allowing me to develop a belief system	Mon, Jun 15, 2009 1:22 PM	<a href="#">Find...</a>

**58. Has the program to date met your expectations? Why or why not?**

1.	Yes. See number 49.	Sun, Jun 28, 2009 7:43 PM	<a href="#">Find...</a>
2.	I cannot say that it has or it hasn't. The program had many valuable aspects to it, however, like all programs, there is also need for improvement.	Wed, Jun 24, 2009 3:17 PM	<a href="#">Find...</a>
3.	YES...the internship experience and mentor principals all were additional supports I did not expect.	Wed, Jun 17, 2009 7:32 PM	<a href="#">Find...</a>
4.	yes	Tue, Jun 16, 2009 6:09 AM	<a href="#">Find...</a>
5.	Absolutely! Not only does the ELDA program have a great reputation, I now am responsible to uphold the expectations of what I have learned as a great educational leader.	Mon, Jun 15, 2009 8:50 PM	<a href="#">Find...</a>
6.	As far as theory and instructional leadership, the coursework and experience is wonderful. However, more considerations need to be given the few of us who are classroom teachers. It is easy for a resource teacher to complete apprenticeships and teach summer school. But, those of us with actual classroom responsibilities have had to make sacrifices, where the resource teachers have not. We have had to do our apprenticeship in the summer, not		

**57. How has the program influenced your professional goals for site leadership?**

getting the full picture of administration, have had to take a \$10,000 pay cut, not being able to teach summer school, and have had to use our personal days for a class and our internship. This should not happen and is wrong. The program needs to raise tuition to cover the cost of substitutes for those teaching in the classroom so we do not have to use our personal days for the human relations class, do part of our internship during the school year, and not take a pay cut because we are doing summer internship. You can give the 'it pays off in the long-run' speech all you want. The fact of the matter is, we are teachers, who live month-to-month, and it is very difficult to pay for ELDA tuition, AND not being able to teach summer school or having any other employment opportunities for that matter.

Also, there needs to more attention given to the operational side of administration. EDLA paints this picture of leadership where it is ALL instructional leadership. Bottom line, is that it is not. More attention needs to be given to the operational aspect of administration and how to balance the operational side with instructional side. You cannot have a solid instructional program at a school without it operating effectively. It's just my opinion, but have you ever seen a school that has a sound instructional program that does not operate effectively?