

Preliminary Administrative Services
Midpoint Program Survey Cohort 8

EXPECTATIONS

1. The ELDA program is meeting my expectations

	Response Percent	Response Count
Strongly Agree	66.7%	8
Agree	16.7%	2
Somewhat	16.7%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

PHILOSOPHY

2. The program is influencing my philosophy of educational leadership

	Response Percent	Response Count
Strongly Agree	50.0%	6
Agree	25.0%	3
Somewhat	16.7%	2
Disagree	8.3%	1
Strongly Disagree	0.0%	0

PREPARATION

3. The ELDA program is providing sufficient preparation in operational skills and knowledge

	Response Percent	Response Count
Strongly Agree	33.3%	4

3. The ELDA program is providing sufficient preparation in operational skills and knowledge

Agree	33.3%	4
Somewhat	25.0%	3
Disagree	8.3%	1
Strongly Disagree	0.0%	0

FOUNDATION

4. The ELDA program is providing sufficient foundation in education and leadership theory

	Response Percent	Response Count
Strongly Agree	50.0%	6
Agree	33.3%	4
Somewhat	16.7%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

COURSEWORK

5. The coursework is providing a sufficient balance of instructional theory and operational practice

	Response Percent	Response Count
Strongly Agree	16.7%	2
Agree	50.0%	6
Somewhat	33.3%	4
Disagree	0.0%	0
Strongly Disagree	0.0%	0

APPRENTICESHIP

6. The apprenticeship fostered critical self-reflection and growth

	Response Percent	Response Count
Strongly Agree	41.7%	5
Agree	25.0%	3
Somewhat	25.0%	3
Disagree	0.0%	0
Strongly Disagree	0.0%	0
	8.3%	1

GOALS

7. ELDA is influencing my professional goals

	Response Percent	Response Count
Strongly Agree	50.0%	6
Agree	41.7%	5
Somewhat	8.3%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

COLLABORATION

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

	Response Percent	Response Count
Strongly Agree	33.3%	4
Agree	41.7%	5

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

Somewhat	25.0%	3
Disagree	0.0%	0
Strongly Disagree	0.0%	0

PREPARATION

9. The program is preparing me to lead schools with a diverse student population

	Response Percent	Response Count
Strongly Agree	27.3%	3
Agree	36.4%	4
Somewhat	18.2%	2
Disagree	18.2%	2
Strongly Disagree	0.0%	0
	0.0%	0

SITE LEADERSHIP

10. The ELDA program is providing sufficient preparation for the demands of site leadership

	Response Percent	Response Count
Strongly Agree	36.4%	4
Agree	45.5%	5
Somewhat	18.2%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

SPECIAL TOPICS

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

	Response Percent	Response Count
Strongly Agree	36.4%	4
Agree	27.3%	3
Somewhat	27.3%	3
Disagree	9.1%	1
Strongly Disagree	0.0%	0

COURSEWORK

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

	Response Percent	Response Count
Strongly Agree	45.5%	5
Agree	45.5%	5
Somewhat	9.1%	1
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	63.6%	7
Agree	36.4%	4
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

STRENGTHS

14. This program is strengthening my understanding of and capacity to address a range of groups and cultures

	Response Percent	Response Count
Strongly Agree	18.2%	2
Agree	54.5%	6
Somewhat	18.2%	2
Disagree	9.1%	1
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)	27.3% (3)	0.0% (0)	18.2% (2)	9.1% (1)	36.4% (4)	9.1% (1)	11
Program focus on building instructional leaders	0.0% (0)	10.0% (1)	0.0% (0)	20.0% (2)	10.0% (1)	60.0% (6)	10
Potential for career advancement	10.0% (1)	20.0% (2)	0.0% (0)	20.0% (2)	30.0% (3)	20.0% (2)	10
Affiliation with USD	10.0% (1)	10.0% (1)	60.0% (6)	10.0% (1)	10.0% (1)	0.0% (0)	10
Opportunity to earn Master's or Doctorate credit	27.3% (3)	9.1% (1)	9.1% (1)	36.4% (4)	9.1% (1)	9.1% (1)	11

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)

Cohort model	18.2% (2)	45.5% (5)	9.1% (1)	9.1% (1)	9.1% (1)	9.1% (1)	11
--------------	--------------	----------------------------	-------------	-------------	-------------	-------------	----

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)	18.2% (2)	18.2% (2)	27.3% (3)	36.4% (4)	11
Special topic seminars	36.4% (4)	27.3% (3)	36.4% (4)	0.0% (0)	0.0% (0)	11
Cohort members	45.5% (5)	36.4% (4)	18.2% (2)	0.0% (0)	0.0% (0)	11
Apprenticeship	9.1% (1)	18.2% (2)	27.3% (3)	9.1% (1)	36.4% (4)	11
Relationship with your mentoring principal	9.1% (1)	0.0% (0)	0.0% (0)	63.6% (7)	27.3% (3)	11

MENTOR

17. A good role model

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	45.5%	5
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

18. Supportive and Encouraging

17. A good role model

	Response Percent	Response Count
Strongly Agree	72.7%	8
Agree	27.3%	3
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

19. Helpful

	Response Percent	Response Count
Strongly Agree	72.7%	8
Agree	27.3%	3
Somewhat	9.1%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

20. Models effective leadership skills

	Response Percent	Response Count
Strongly Agree	70.0%	7
Agree	30.0%	3
Somewhat	10.0%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

21. Limits my opportunities in leadership

	Response Percent	Response Count
Strongly Agree	0.0%	0
Agree	9.1%	1
Somewhat	9.1%	1
Disagree	27.3%	3
Strongly Disagree	54.5%	6

22. Facilitates reflection

	Response Percent	Response Count
Strongly Agree	72.7%	8
Agree	9.1%	1
Somewhat	18.2%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

23. Helps me build confidence as a leader

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	9.1%	1
Somewhat	27.3%	3
Disagree	0.0%	0
Strongly Disagree	0.0%	0

24. Helps me enhance my communication skills

	Response Percent	Response Count
Strongly Agree	45.5%	5
Agree	27.3%	3
Somewhat	27.3%	3
Disagree	0.0%	0
Strongly Disagree	0.0%	0

25. Does not have sufficient time to work with me

	Response Percent	Response Count
Strongly Agree	0.0%	0
Agree	0.0%	0
Somewhat	0.0%	0
Disagree	54.5%	6
Strongly Disagree	45.5%	5

26. Offers sound advice and suggestions

	Response Percent	Response Count
Strongly Agree	72.7%	8
Agree	9.1%	1
Somewhat	18.2%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

27. Exposes me to a wide range of experiences

	Response Percent	Response Count
Strongly Agree	45.5%	5
Agree	36.4%	4
Somewhat	0.0%	0
Disagree	18.2%	2
Strongly Disagree	0.0%	0

28. Delegates responsibilities

	Response Percent	Response Count
Strongly Agree	54.5%	6
Agree	18.2%	2
Somewhat	9.1%	1
Disagree	18.2%	2
Strongly Disagree	0.0%	0

29. Gives me busy work

	Response Percent	Response Count
Strongly Agree	0.0%	0
Agree	18.2%	2
Somewhat	0.0%	0
Disagree	18.2%	2
Strongly Disagree	63.6%	7

30. Provides good mentorship

	Response Percent	Response Count
Strongly Agree	54.5%	6
Agree	27.3%	3
Somewhat	18.2%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

31. Demonstrates self-reflective practice

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	27.3%	3
Somewhat	9.1%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

32. Coaches me in how to move forward

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	18.2%	2
Somewhat	18.2%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

UNIVERSITY SUPERVISOR

33. A good role model

	Response Percent	Response Count
Strongly Agree	72.7%	8
Agree	27.3%	3
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

34. Supportive and Encouraging

	Response Percent	Response Count
Strongly Agree	81.8%	9
Agree	18.2%	2
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

35. Helpful

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	36.4%	4
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

36. Models effective leadership skills

	Response Percent	Response Count
Strongly Agree	72.7%	8
Agree	18.2%	2
Somewhat	9.1%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

37. Limits my opportunities in leadership

	Response Percent	Response Count
Strongly Agree	10.0%	1
Agree	10.0%	1
Somewhat	0.0%	0
Disagree	30.0%	3
Strongly Disagree	50.0%	5

38. Facilitates reflection

	Response Percent	Response Count
Strongly Agree	81.8%	9
Agree	9.1%	1
Somewhat	9.1%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

39. Helps me build confidence as a leader

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	27.3%	3
Somewhat	9.1%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

40. Helps me enhance my communication skills

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	27.3%	3
Somewhat	9.1%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

41. Does not have sufficient time to work with me

	Response Percent	Response Count
Strongly Agree	9.1%	1
Agree	0.0%	0
Somewhat	9.1%	1
Disagree	27.3%	3
Strongly Disagree	54.5%	6

42. Offers sound advice and suggestions

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	36.4%	4
Somewhat	0.0%	0
Disagree	0.0%	0
Strongly Disagree	0.0%	0

43. Exposes me to a wide range of experiences

	Response Percent	Response Count
Strongly Agree	54.5%	6
Agree	27.3%	3
Somewhat	18.2%	2
Disagree	0.0%	0
Strongly Disagree	0.0%	0

44. Delegates responsibilities

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	9.1%	1
Somewhat	18.2%	2
Disagree	9.1%	1
Strongly Disagree	0.0%	0

45. Gives me busy work

	Response Percent	Response Count
Strongly Agree	10.0%	1
Agree	0.0%	0
Somewhat	10.0%	1
Disagree	30.0%	3
Strongly Disagree	50.0%	5

46. Provides good mentorship

	Response Percent	Response Count
Strongly Agree	70.0%	7
Agree	20.0%	2
Somewhat	10.0%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

47. Demonstrates self-reflective practice

	Response Percent	Response Count
Strongly Agree	72.7%	8
Agree	18.2%	2
Somewhat	9.1%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

48. Coaches me in how to move forward

	Response Percent	Response Count
Strongly Agree	63.6%	7
Agree	27.3%	3
Somewhat	9.1%	1
Disagree	0.0%	0
Strongly Disagree	0.0%	0

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

1.	Yes. The Elda program has given me strong foundations that I have used on a daily basis.	Tue, Jul 15, 2008 7:32 AM	Find...
2.	Yes	Mon, Jun 2, 2008 12:35 PM	Find...
3.	Yes, through each class I have learned new and exciting information.	Tue, May 20, 2008 2:01 PM	Find...
4.	Yes..the California Law School course and the practicum has provided me with a knowledge base that I was lacking.	Sat, May 17, 2008 10:39 AM	Find...
5.	It has surpassed my expectations! I am impressed with the array of passionate, intelligent, educators I have met in only 9 months.	Thu, May 15, 2008 10:39 PM	Find...
6.	Yes. I am learning so much - it is a quality program.	Thu, May 15, 2008 6:46 PM	Find...
7.	The program is excellent, I am very happy with my choice.	Thu, May 15, 2008 11:42 AM	Find...
8.	Yes. It has helped me grow a lot/	Thu, May 15, 2008 11:38 AM	Find...
9.	Yes--the supervisor experience has been amazing. The match with my mentoring principal was excellent and thoughtful.	Thu, May 15, 2008 10:41 AM	Find...

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

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

1.	The entire experience. The relationships that are built within the organization.	Tue, Jul 15, 2008 7:32 AM	Find...
2.	Practicum experience	Mon, Jun 2, 2008 12:35 PM	Find...
3.	The relationships that are formed in the cohort, through the internship, and the act that the instructors care about you and really know thier stuff!!!!	Tue, May 20, 2008 2:01 PM	Find...
4.	Quality of the instructors, the staff and the course offerings	Sat, May 17, 2008 10:39 AM	Find...
5.	My growth in thinking, speaking, and being a passionate, intelligent leader.	Thu, May 15, 2008 10:39 PM	Find...
6.	My supervisor, the coursework, and the cohort model.	Thu, May 15, 2008 6:46 PM	Find...
7.	I love the internship, I feel very fortunate to have such a great mentor principal.	Thu, May 15, 2008 11:42 AM	Find...
8.	That I am learning more.	Thu, May 15, 2008 11:38 AM	Find...
9.	The professionalism that is shared in our cohort by our instructors and colleagues.	Thu, May 15, 2008 10:41 AM	Find...

51. Which classes have been most helpful? Why?

1.	All the classes have been extremely useful, I have been able to use all of them so far on a real life basis.	Tue, Jul 15, 2008 7:32 AM	Find...
2.	School Law	Mon, Jun 2, 2008 12:35 PM	Find...
3.	Honestly, they have all been useful.	Tue, May 20, 2008 2:01 PM	Find...
4.	I have only taken one so far and it has been superb	Sat, May 17, 2008 10:39 AM	Find...
5.	Each class has and will continue to be a resource in my present profession and also in the future.	Thu, May 15, 2008 10:39 PM	Find...
6.	I would have to say school law - because it is so essential in the day to day issues.	Thu, May 15, 2008 6:46 PM	Find...
7.	The education law class was very informative	Thu, May 15, 2008 6:46 PM	Find...

51. Which classes have been most helpful? Why?

		2008 11:42 AM	
8.	Carol Osborne's class/	Thu, May 15, 2008 11:38 AM	Find...
9.	Frank K.'s class on ED LAW because I feel more confident in the law now and know where to look if I have an issue -- I have evidence to support by decisions.	Thu, May 15, 2008 10:41 AM	Find...

52. Which classes were least helpful? Why?

1.	None	Tue, Jul 15, 2008 7:32 AM	Find...
2.	Technology	Mon, Jun 2, 2008 12:35 PM	Find...
3.	None!	Tue, May 20, 2008 2:01 PM	Find...
4.	n/a	Sat, May 17, 2008 10:39 AM	Find...
5.	None!	Thu, May 15, 2008 10:39 PM	Find...
6.	I didn't take a course that I didn't find very helpful.	Thu, May 15, 2008 6:46 PM	Find...
7.	The special topics aren't as engaging as the other courses.	Thu, May 15, 2008 11:42 AM	Find...
8.	Special topics	Thu, May 15, 2008 11:38 AM	Find...
9.	none to date.	Thu, May 15, 2008 10:41 AM	Find...

53. How has your cohort supported or constrained your learning experience in the program?

1.	My cohort has been extremely supportive and even the students that clash with my personality have helped me grow my leadership potential because they have made me more reflective.	Tue, Jul 15, 2008 7:32 AM	Find...
2.	Most of the cohort does not fully participate in discussions.	Mon, Jun 2, 2008 12:35 PM	Find...
3.	The people in my cohort have taught me patience and have inspired me!	Tue, May 20, 2008 2:01 PM	Find...

53. How has your cohort supported or constrained your learning experience in the program?

4.	It has not...the biggest challenge is finding the time.	Sat, May 17, 2008 10:39 AM	Find...
5.	My cohort has been a support in their contribution to share their varied professional experiences.	Thu, May 15, 2008 10:39 PM	Find...
6.	They have been great. There is alot of support within the cohort.	Thu, May 15, 2008 6:46 PM	Find...
7.	My cohort is great, I like how diverse our backgrounds are.	Thu, May 15, 2008 11:42 AM	Find...
8.	People need to be supportive of one another, but they also need think about what they are going to say before thy say it. If they already know everything, why are they going through the program?	Thu, May 15, 2008 11:38 AM	Find...
9.	Sometimes I feel that our cohort discusses personal issues that lead us off topic and away from the learning. But for the most part, the experiences have been great. Tavistock helped us reconnect.	Thu, May 15, 2008 10:41 AM	Find...

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

1.	I have been given opportunities that I would not have been given as a classroom teacher I am very thankful.	Tue, Jul 15, 2008 7:32 AM	Find...
2.	N/A	Mon, Jun 2, 2008 12:35 PM	Find...
3.	My supervising principal at my home school site has help me to grow trmendously as a leader!	Tue, May 20, 2008 2:01 PM	Find...
4.	n/a	Sat, May 17, 2008 10:39 AM	Find...
5.	I was blessed to have received such a dedicated mentor to be my guide down this path of vision, beliefs and accountability. She is clear on timelines, quality, and compassion!	Thu, May 15, 2008 10:39 PM	Find...
6.	My supervisor is amazing. She works with me - she is assertive, honest, and encouraging.	Thu, May 15, 2008 6:46 PM	Find...
7.	The principal at my site has not impacted my learning at all, he is not	Thu, May 15, 2008 11:42 AM	Find...

53. How has your cohort supported or constrained your learning experience in the program?

		AM	
8.	My supervising principal is wonderful. She has helped, supported, and made me be reflective about what I am doing.	Thu, May 15, 2008 11:38 AM	Find...
9.	"Support" is my principal's middle name! Amazing opportunities and valuable learning experiences--my favorite part of ELDA! I feel like I am part of the team.	Thu, May 15, 2008 10:41 AM	Find...

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

1.	I am becoming much more reflective and I am also learning to really voice my beliefs in everything I do.	Tue, Jul 15, 2008 7:32 AM	Find...
2.	Building a professional learning community is key!	Mon, Jun 2, 2008 12:35 PM	Find...
3.	With knowlege comes enlightenment and this program has help to develop how I think about different problems in education.	Tue, May 20, 2008 2:01 PM	Find...
4.	Too soon to tell.	Sat, May 17, 2008 10:39 AM	Find...
5.	The program is enriching and nuturing my thoughts, my voice, and my actions to point to	Thu, May 15, 2008 10:39 PM	Find...
6.	It is becoming more detailed and I feel more confident because of it.	Thu, May 15, 2008 6:46 PM	Find...
7.	The platform is really helping me develop my voice.	Thu, May 15, 2008 11:42 AM	Find...
8.	I have begun to look at things differently.	Thu, May 15, 2008 11:38 AM	Find...
9.	It is building my early foundation of a personal theory and I am changing it as I experience more as a leader.	Thu, May 15, 2008 10:41 AM	Find...

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

1.	I believe ELDA is a program that promotes strong leadership through reflection and sound educational pratics.	Tue, Jul 15, 2008 7:32 AM	Find...
2.	Ethical	Mon, Jun 2, 2008 10:35 PM	Find...

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

		PM	
3.	Thus far I think that you can tell the program itself is founded on strong educational beliefs that we are here for all children and that we must be STAR teachers in order to be STA Principals.	Tue, May 20, 2008 2:01 PM	Find...
4.	Practical, hands-on courses. The ELDA course load balances our job responsibilities with our studies.	Sat, May 17, 2008 10:39 AM	Find...
5.	Educating teachers to become intense learners to know how to use voice and actions to become a leader of leaders with the same goal of raising student learning.	Thu, May 15, 2008 10:39 PM	Find...
6.	I love the cohort model. The classes have been amazing so far.	Thu, May 15, 2008 6:46 PM	Find...
7.	They are trying to develop our leadership voice to be as strong as possible.	Thu, May 15, 2008 11:42 AM	Find...
8.	Hands on learning	Thu, May 15, 2008 11:38 AM	Find...
9.	Cooperative learning.	Thu, May 15, 2008 10:41 AM	Find...

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

1.	I know that I want to be a principal.	Tue, Jul 15, 2008 7:32 AM	Find...
2.	The program has opened my mind to the challenges of working with diverse learners	Mon, Jun 2, 2008 12:35 PM	Find...
3.	I think I am definitely on the right track.	Tue, May 20, 2008 2:01 PM	Find...
4.	Too soon to tell.	Sat, May 17, 2008 10:39 AM	Find...
5.	Since I began the program, I am continually referring to learned ideas to make my professional decisions towards goals.	Thu, May 15, 2008 10:39 PM	Find...
6.	It has made them clearer and more attainable.	Thu, May 15, 2008 6:46 PM	Find...

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

7. I now am looking into the doctrate program.	Thu, May 15, 2008 11:42 AM	Find...
8. I have refined what I am doing.	Thu, May 15, 2008 11:38 AM	Find...
9. It has helped me think about my future goals and where I want to be in two and 10 years.	Thu, May 15, 2008 10:41 AM	Find...

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

1. Yes, I am satisfied with my experience thus far and know that the remainder of the program will help me to become a stronger leader.	Tue, Jul 15, 2008 7:32 AM	Find...
2. Yes	Mon, Jun 2, 2008 12:35 PM	Find...
3. Yes, the only thing that I have been disappointed in has been my internship.	Tue, May 20, 2008 2:01 PM	Find...
4. Yes, I now have the tools to remain familiar with California School Law.	Sat, May 17, 2008 10:39 AM	Find...
5. Exceeded my expectations!	Thu, May 15, 2008 10:39 PM	Find...
6. Yes. I have had the opportunity to learn as I go - and could not have done it without ELDA	Thu, May 15, 2008 6:46 PM	Find...
7. Yes, it has met me expectations.	Thu, May 15, 2008 11:42 AM	Find...
8. yes. I have gotten a lot out of it.	Thu, May 15, 2008 11:38 AM	Find...
9. Yes. I only wish that it was a year-and-a-half. We could have more classes each semester. I would prefer to have this work finished in less than 2 years.		