ABSTRACT
                This publication presents results of a survey that
sought to identify significant educational needs as perceived by
school officials in the states of Alaska, Idaho, Montana, Oregon, and
Washington. Data were gathered through questionnaires mailed to the
school board chairman and superintendent of each local school
district, as well as the principal and one teacher in each school of
each local district. Respondents were asked to indicate types of
people with a particular problem or need not being met,
administrative and management functions needing improvement,
curriculum areas needing improvement or expansion, and instructional
methods needing improvement or expansion. Survey responses are first
briefly summarized and described for the entire Northwest region and
then presented in detail for each individual state. A sample of the
survey questionnaire is also included. (JG)

**Survey Results:**
**Educational Needs**
**in the Pacific Northwest**

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Survey Results:
Educational Needs
in the Pacific Northwest

April 1976

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710 S.W. Second Avenue
Portland, Oregon 97204

Northwest Regional Educational Laboratory

## SUMMARY OF REGIONAL PRIORITY NEEDS

| | Alaska | Idaho | Montana | Oregon | Washington | Total |
|---|---|---|---|---|---|---|
| **I. People with a particular problem or need not being met** | | | | | | |
| (1) Gifted/Talented | (1) 46 | (1) 119 | (1) 82 | (2) 227 | (1) 367 | 841 |
| (2) Low Ability | (7) 11 | (3) 41 | (2) 30 | (1) 284 | (2) 130 | 496 |
| (3) Dropouts | (2) 19 | (2) 60 | (3) 27 | (3) 110 | (3) 122 | 338 |
| (4) Early Childhood | (4) 15 | (4) 31 | (5) 13 | (4) 100 | (5) 63 | 222 |
| (5) Adults | (3) 18 | (5) 29 | (4) 25 | (6) 31 | (6) 54 | 157 |
| (6) Ethnic Groups | (5) 12 | (7) 14 | (9) 6 | (7) 30 | (4) 37 | 149 |
| (7) Handicapped | (5) 12 | (6) 17 | (5) 13 | (9) 26 | (7) 32 | 100 |
| (8) Environmental Background | 7 | 4 | (7) 7 | (8) 28 | (8) 28 | 74 |
| (9) Emotionally Disturbed | 1 | 5 | 4 | (5) 36 | (9) 26 | 62 |
| (10) Geographic Location | 4 | 4 | (7) 7 | 12 | 16 | 43 |
| **II. Administrative and management functions needing improvement** | | | | | | |
| (1) Evaluation | (1) 33 | (1) 91 | (1) 87 | (1) 200 | (1) 421 | 832 |
| (2) Finance | (2) 32 | (12) 37 | (2) 73 | (2) 186 | (2) 278 | 606 |
| (3) Discipline | (6) 18 | (7) 59 | (5) 42 | (5) 134 | (5) 170 | 423 |
| (4) Grading/Graduation Requirements | (6) 18 | (4) 62 | (17) 18 | (3) 175 | (19) 42 | 420 |
| (5) Curriculum Change | (3) 22 | (11) 39 | (6) 37 | (4) 145 | (4) 175 | 416 |
| (6) Staff Development | (5) 21 | (3) 66 | (3) 48 | (10) 85 | (7) 156 | 376 |
| (7) Citizen Involvement | (11) 12 | (4) 66 | (13) 25 | (7) 100 | (5) 170 | 373 |
| (8) Communications | (11) 12 | (8) 50 | (11) 28 | (6) 105 | (9) 140 | 335 |
| (9) Accountability | 8 | (13) 34 | (10) 29 | (16) 46 | (3) 193 | 310 |
| (10) Bargaining/Negotiations | (10) 13 | (6) 61 | (8) 36 | (8) 87 | (10) 110 | 307 |
| (11) Planning | (3) 22 | (9) 43 | (4) 46 | (9) 87 | (11) 108 | 305 |
| (12) Facilities | (9) 14 | (2) 68 | (9) 32 | (13) 60 | (13) 91 | 265 |
| (13) Needs Assessment | 7 | (10) 40 | (12) 26 | (11) 68 | (14) 89 | 250 |
| (14) Testing | (13) 11 | (14) 27 | (18) 15 | (14) 58 | (12) 94 | 205 |
| (15) Working Relations (internal) | (8) 15 | (16) 22 | (6) 37 | 15 | (15) 81 | 170 |
| (16) Decision Making/Problem Solving | 3 | (18) 19 | (12) 20 | 39 | (17) 78 | 159 |
| (17) Attendance | 6 | (15) 23 | (14) 22 | (15) 47 | (18) 54 | 152 |
| (18) Staffing Patterns | (13) 11 | 8 | (20) 12 | 39 | (16) 79 | 149 |
| (19) Organization | 3 | 17 | (16) 19 | (12) 64 | (19) 42 | 145 |
| (20) Management Information | | 5 | (15) 20 | 29 | 31 | 87 |
| (21) Extended Year | 2 | 5 | 9 | (16) 40 | 31 | 87 |

| | | | | | | |
|---|---|---|---|---|---|---|
| (22) Student Records | 4 | 6 | (20) 12 | 39 | 24 | 85 |
| (23) Equal Education | 1 | (17) 21 | (19) 14 | 3 | 19 | 58 |

### III. Curriculum areas needing improvement or expansion

| | | | | | | |
|---|---|---|---|---|---|---|
| (1) Reading | (1) 37 | (1) 95 | (2) 56 | (1) 193 | (1) 258 | 639 |
| (2) Math | (8) 19 | (6) 61 | (4) 54 | (4) 141 | (2) 235 | 510 |
| (3) Career Education | (4) 23 | (3) 75 | (5) 44 | (2) 154 | (4) 190 | 486 |
| (4) English/Language Arts | (3) 29 | (2) 88 | (7) 36 | (5) 110 | (3) 252 | 416 |
| (5) Science | (6) 20 | (8) 44 | (6) 43 | (3) 146 | (8) 153 | 406 |
| (6) Vocational Education | (2) 30 | (3) 75 | (1) 58 | (12) 66 | (7) 155 | 385 |
| (7) Social Studies | (6) 20 | (14) 31 | (3) 55 | (9) 91 | (5) 183 | 380 |
| (8) Health | (5) 21 | (11) 35 | (12) 22 | (6) 108 | (6) 160 | 346 |
| (9) Creative Arts | (13) 12 | (5) 72 | (8) 34 | (10) 77 | (11) 87 | 282 |
| (10) Physical Ed/Athletics | (12) 14 | (7) 51 | (10) 23 | (13) 58 | (9) 122 | 268 |
| (11) Environment/Energy | (13) 12 | (10) 41 | (15) 16 | (8) 100 | (12) 76 | 245 |
| (12) Music | (16) 8 | (9) 43 | (10) 23 | (14) 52 | (10) 99 | 225 |
| (13) Affective Education | (11) 15 | (13) 33 | (9) 24 | (10) 77 | (13) 63 | 212 |
| (14) Consumer Education | (10) 16 | (14) 31 | (13) 20 | (7) 102 | 24 | 193 |
| (15) Foreign Language | 4 | (11) 35 | (14) 19 | (16) 41 | (14) 60 | 159 |
| (16) Motor-Perceptual Skills | (15) 11 | (16) 23 | (17) 12 | (15) 48 | (16) 55 | 149 |
| (17) Ethnic Studies | (9) 17 | 11 | 11 | 28 | (14) 60 | 127 |
| (18) Computer Education | 5 | 2 | (16) 14 | 25 | 25 | 71 |

### IV. Instructional methods needing improvement or expansion

| | | | | | | |
|---|---|---|---|---|---|---|
| (1) Motivation | (1) 31 | (2) 119 | (2) 64 | (2) 197 | (1) 245 | 656 |
| (2) Accelerated/Enrichment Activities | (1) 31 | (1) 124 | (1) 84 | (1) 224 | (7) 101 | 564 |
| (3) Individualization | (3) 27 | (3) 63 | (5) 40 | (5) 135 | (3) 153 | 418 |
| (4) Alternative Programs | (6) 21 | (6) 45 | (6) 35 | (4) 146 | (4) 150 | 397 |
| (5) Competency Based Instruction | (4) 25 | (7) 43 | (11) 17 | (3) 150 | (5) 147 | 382 |
| (6) Diagnosis/Prescription | (9) 15 | (9) 36 | (3) 45 | (6) 101 | (2) 160 | 357 |
| (7) Home-Parent Instruction | (4) 25 | (4) 51 | (4) 42 | (8) 87 | (8) 95 | 300 |
| (8) School Environment | (10) 12 | (5) 49 | (11) 17 | (10) 54 | (6) 138 | 270 |
| (9) Ability Grouping | 8 | (11) 23 | (7) 31 | (7) 88 | (11) 64 | 214 |
| (10) Community Centered Instruction | (8) 17 | (8) 42 | (8) 24 | (9) 55 | (12) 62 | 200 |
| (11) Ungraded Instruction | 7 | (10) 32 | (10) 19 | (11) 53 | (10) 66 | 177 |
| (12) Interdisciplinary Instruction | 15 | (13) 14 | (9) 20 | (12) 44 | (9) 75 | 158 |
| (13) Bilingual/Bicultural Instruction | (7) 20 | (12) 22 | 7 | 12 | 55 | 116 |
| (14) Peer-Cross Age Instruction | 0 | (13) 14 | 30 | (13) 32 | 28 | 104 |
| (15) Use of Technology | 5 | 11 | (14) 12 | 12 | 31 | 71 |
| (16) Compensatory Programs | 4 | 0 | (13) 16 | 11 | 23 | 54 |

## GENERAL IMPLICATIONS AND SELECTED COMMENTS

### I. People with a particular problem or need not being met

1. Nearly half of all respondents felt the needs of the gifted and talented are not being met. It was the top priority in all states except Oregon, where it was second. Nearly twice as many people identified this group as any other.

2. Low ability students and dropouts were ranked as second and third priorities with the exception of Alaska.

### II. Administrative and management functions needing improvement

3. Evaluation was the first priority for improvement in all five states. This need was about evenly split between evaluation of staff and evaluation of programs.

4. Finance was the second priority in four states, but drops to 12th in Montana. This was most often expressed as a current critical need, as opposed to a future anticipated need. There may be a significant relationship between this and designation of Cost Effectiveness as a future need.

5. Staff development is ranked as a higher need in Alaska, Idaho and Montana than in Oregon and Washington.

6. Facility needs are of much more concern to educators in Idaho than in the other four states.

7. Student Discipline--ranked 5th to 7th in each of the states--may be an even more significant problem because it usually is designated as critical rather than important or an anticipated future need.

8. Graduation Requirements and Grading Systems ranked higher in Oregon than other states, presumably because of the State adoption of new competency based requirements. This is supported by high Oregon rankings of Curriculum Change, Competency Based Programs, Alternative Programs and Individualized Instruction.

9. Educators who indicated a need for Citizen Involvement and Participation tended to indicate it as a future anticipated need rather than being critical or important currently.

### III. Curriculum areas needing improvement or expansion

10. Basics--lead by Reading and Math--received highest rankings. If English/ Language Arts were combined with Reading, this priority would be even more marked.

11. Vocational Education, although ranking 6th regionwide, ranked 1st, 2nd and 3rd in Montana, Alaska and Idaho. Career Education, which ranked at least 5th in each state, was 2nd in Oregon. Any confusion or differences in the definition of these terms cannot be determined from the data. If Career and Vocational Ed were combined as a single category, this would be the No. 1 priority.

12. The Fine Arts (Creative Arts-Music) received a relatively high ranking across the region. However, the data do not indicate the type of need in this area.

13. Physical Education/Athletics, ranked 7th to 13th in each of the five states, seems to reflect separate needs: improved physical education for elementary students, modification of athletic programs to provide increased opportunities for women, and perhaps refocusing of physical education program on leisure areas such as hiking.

14. Despite the reputation of the Northwest for its environmental consciousness, Environment/Energy ranked only 11th.

IV. Instructional methods needing improvement or expansion

15. Student Motivation received top ranking, being 1st or 2nd in each state.

16. Accelerated Courses and Enrichment Activities ranked 2nd, which is consistent with the ranking of Gifted and Talented students as the No. 1 group with unmet needs. Interestingly, this need ranked 1st in four states, but 7th in Washington State.

17. The 3rd ranking of Home-Parent Instruction also is consistent with the ranking of Early Childhood as the No. 4 group with unmet needs.

18. Although indicated as an area needing improvement by 116 respondents, only in Alaska and Idaho did Bilingual/Bicultural Instruction rank in the top 16 instructional areas needing improvement or expansion.

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# ALASKA SUMMARY

I.  <u>People with a particular problem or need not being met</u>

|  |  |
|---|---|
| Gifted/Talented | 46 |
| Dropouts | 19 |
| Adults | 18 |
| Early Childhood | 15 |
| Handicapped | 12 |
| Ethnic Groups | 12 |
| Low Ability | 11 |

II.  <u>Administrative and management functions needing improvement</u>

|  |  |
|---|---|
| Evaluation | 33 |
| Finance | 32 |
| Planning | 22 |
| Curriculum Change | 22 |
| Staff Development | 21 |
| Discipline | 18 |
| Grading/Graduation Requirements | 18 |
| Working Relationships (internal) | 15 |
| Facilities | 14 |
| Bargaining/Negotiations | 13 |
| Communications | 12 |
| Citizen Involvement | 12 |
| Testing | 11 |
| Staffing Patterns | 11 |

III.  <u>Curriculum areas needing improvement or expansion</u>

|  |  |
|---|---|
| Reading | 37 |
| Vocational Education | 30 |
| English/Language Arts | 29 |
| Career Education | 23 |
| Health | 21 |
| Social Studies | 20 |
| Science | 20 |
| Math | 19 |
| Ethnic Studies | 17 |
| Consumer Education | 16 |
| Affective Education | 15 |
| Physical Education | 14 |
| Creative Arts | 12 |
| Environment/Energy | 12 |
| Motor-Perceptual Skills | 11 |
| Music | 8 |

IV.  <u>Instructional methods needing improvement or expansion</u>

I. People with a particular problem or need not being met

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Adults | 3 | 1 | 6 | 4 | 2 | 2 | 18 |
| Average Students | - | - | - | 1 | - | - | 1 |
| Bilingual | 1 | - | - | - | 1 | - | 2 |
| Drug Problems | 1 | - | - | - | - | - | 1 |
| Dropouts | 1 | 1 | 6 | 5 | 2 | 4 | 19 |
| Dyslexia | - | - | - | - | 1 | - | 1 |
| Ear Problems | - | - | - | - | 2 | - | 2 |
| Emotionally Disturbed | - | - | - | - | 1 | - | 1 |
| Eskimo | - | - | - | 1 | - | - | 1 |
| Ethnic Group | 2 | 1 | 4 | 1 | - | - | 8 |
| Environmental Background | - | - | 2 | - | 1 | - | 3 |
| Eyesight Handicap | - | - | - | - | 2 | - | 2 |
| Geographic Location | - | - | 1 | - | 1 | - | 2 |
| Handicapped | 1 | - | 4 | 1 | 1 | 1 | 8 |
| High Schoolers | - | - | 1 | - | - | - | 1 |
| High Ability/Gifted | 5 | 3 | 19 | 4 | 10 | 5 | 46 |
| Low Ability | - | - | 3 | - | - | 3 | 6 |
| Low Ability/Retarded | 1 | - | 2 | 1 | 1 | - | 5 |
| Native Students | - | - | 2 | - | - | - | 2 |
| Non-Readers | - | - | 1 | - | - | 1 | 2 |
| Non-Certified Staff | - | - | 1 | - | - | - | 1 |
| Pre-Schoolers | 1 | 1 | 7 | 3 | 2 | 1 | 15 |
| Rural/Isolated Environment | - | 1 | - | - | - | - | 1 |
| Russian | - | - | 1 | - | - | - | 1 |
| Servicemen's Dependents | - | - | 1 | - | - | - | 1 |
| Small Villages | 1 | - | - | - | - | - | 1 |
| Split Homes | - | - | 1 | - | - | - | 1 |
| Vocationally Oriented | 2 | - | 1 | 1 | - | - | 4 |

C = Critical Need
I = Important Need
F = Future Need

IL  Administrative and management functions needing improvement

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **A-V Materials Sharing** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Anti-academic Superintendent** | - | - | - | - | - | 1 | 1 |
| **Accountability** | | | | | | | |
| C | - | - | 1 | 2 | 1 | - | 4 |
| F | 1 | - | 1 | - | 1 | 1 | 4 |
| **Accreditation** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | 1 | - | 2 | - | - | - | 3 |
| F | 1 | - | 2 | 1 | - | - | 4 |
| **Attendance** | | | | | | | |
| C | - | - | 1 | 1 | - | - | 2 |
| I | - | - | - | 2 | - | 1 | 3 |
| F | - | - | - | - | 1 | - | 1 |
| **Administrative Responsibilities** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Assignment Threats** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Budgeting** | | | | | | | |
| C | 2 | - | - | 2 | 1 | - | 5 |
| I | - | - | 2 | 1 | - | 1 | 4 |
| F | 2 | - | - | 1 | - | - | 3 |
| **Building Maintenance** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Building Design** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Board Relations** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Board** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Board Effectiveness** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Board Structure** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Business Manager** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Curriculum Objectives** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Curriculum Administration** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Curriculum Articulation** | | | | | | | |
| C | - | - | 1 | - | - | 1 | 2 |
| I | - | - | 3 | 1 | - | 1 | 5 |
| F | 2 | - | 1 | - | - | 1 | 4 |
| **Curriculum Development** | | | | | | | |
| C | 1 | 1 | - | - | - | 1 | 3 |
| F | 1 | - | - | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Curriculum** | | | | | | | |
| C | - | - | - | 2 | 1 | - | 3 |
| I | - | 1 | - | - | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Curriculum Supervision** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Civil Rights** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Communications** | | | | | | | |
| C | - | - | 3 | - | 2 | 1 | 6 |
| I | - | - | 3 | 1 | 1 | - | 5 |
| F | - | - | - | 1 | - | - | 1 |
| **Change Process** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | - | - | 1 | - | 1 | 1 | 3 |
| F | - | - | - | - | - | 1 | 1 |
| **Competency Level** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Community Schools** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Citizen Involvement/Community Participation** | | | | | | | |
| C | - | - | 1 | 1 | 1 | 1 | 4 |
| I | 1 | - | 1 | 1 | 1 | 1 | 5 |
| F | - | - | 2 | - | - | - | 2 |
| **Community Relations** | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Computerized Management Systems** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Cost Effectiveness** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | 2 | - | - | 1 | - | - | 3 |
| F | 2 | 1 | 1 | - | - | - | 4 |
| **Decentralization** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| F | 1 | - | 2 | - | - | - | 3 |
| **Decision Making/Problem Solving** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | 1 | - | - | - | - | 1 | 2 |
| **Differentiated Staffing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | 1 | - | 1 | - | 1 | - | 3 |
| F | 1 | - | 2 | 2 | - | 1 | 6 |
| **Delegation of Authority** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **District Too Large** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Evaluation** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Employee Housing** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Enrollment Growth** | | | | | | | |
| C | - | - | 1 | - | - | 1 | 2 |
| **Evaluation of Programs** | | | | | | | |
| C | 2 | - | - | 2 | - | 1 | 5 |
| I | 3 | - | 1 | - | - | 1 | 5 |
| F | 1 | - | 2 | - | 1 | 1 | 5 |
| **Evaluation of Staff** | | | | | | | |
| C | 2 | 1 | 2 | 3 | - | - | 8 |
| I | 1 | - | 3 | 2 | - | - | 6 |
| F | 1 | - | 1 | - | - | - | 2 |
| **Equal Education** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Extended Year** | | | | | | | |
| F | 1 | - | - | - | 1 | - | 2 |
| **Facilities** | | | | | | | |
| C | 1 | - | 1 | 2 | - | 1 | 5 |
| F | - | - | 1 | 1 | 1 | - | 3 |
| **Facility Planning** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | 1 | - | 1 | 1 | - | - | 3 |
| **Finance** | | | | | | | |
| C | - | - | 3 | 3 | - | 1 | 7 |
| I | 1 | - | 3 | - | - | - | 4 |
| F | - | - | - | - | 1 | - | 1 |
| **Flexible School Year** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Government Regulations** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Grading Systems** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | - | - | 2 | - | 1 | 1 | 4 |
| F | - | - | 2 | 1 | 2 | - | 5 |
| **Graduation Requirements** | | | | | | | |
| C | 1 | - | - | - | - | 2 | 3 |
| I | - | - | - | 2 | - | - | 2 |
| F | 1 | - | - | 2 | - | - | 3 |
| **Guidance/Counseling** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Group Processes** | | | | | | | |
| I | - | 1 | 1 | - | 1 | - | 3 |
| F | - | - | - | - | 1 | - | 1 |
| **Inservice Education** | | | | | | | |
| C | 1 | - | 3 | 1 | 3 | 1 | 9 |
| I | - | - | 1 | 4 | - | - | 5 |
| F | 1 | - | 2 | 1 | 1 | 1 | 6 |
| **Interpersonal Relations** | | | | | | | |
| C | - | 1 | 4 | 1 | - | 1 | 7 |
| I | - | - | - | - | 1 | 2 | 3 |
| - | 1 | - | 2 | - | - | - | 3 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Interdistrict Programs** | | | | | | | |
| C | - | - | .. | - | 1 | - | 1 |
| I | - | - | - | - | 2 | 1 | 3 |
| F | - | - | - | 1 | - | - | 1 |
| **Leadership** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Management Skills** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Management Information** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Mail Service** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **More Aides** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Management Systems** | | | | | | | |
| C | ● | - | 1 | - | - | - | 1 |
| **More Teachers** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Negotiations and Bargaining/Arbitration** | | | | | | | |
| C | 2 | - | 3 | - | 2 | 1 | 8 |
| I | - | - | 1 | 2 | - | - | 3 |
| F | - | 1 | 1 | - | - | - | 2 |
| **Needs Assessments** | | | | | | | |
| C | - | - | 2 | 1 | 1 | - | 4 |
| I | - | - | - | - | 1 | - | 1 |
| F | 2 | - | - | - | - | - | 2 |
| **Organzational Structure** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| F | - | - | 1 | - | - | - | 1 |
| **Planning** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | 2 | - | - | - | 2 |
| F | - | 1 | - | 1 | - | - | 2 |
| **Planning Time** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Policy Formatior** | | | | | | | |
| C | 4 | - | 1 | - | - | 1 | 6 |
| I | - | - | 2 | - | 1 | - | 3 |
| F | - | - | 5 | - | - | - | 5 |
| **Personnel** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Procurement** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Priorities** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Portable Water** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Program Continuity** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Pupil-Teacher Ratio** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Public Relations** | | | | | | | |
| C | - | 1 | - | - | - | - | 1 |
| **Parental Involvement** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Performance Contracting** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | - | 2 | - | - | 2 |
| F | - | - | 1 | - | - | - | 1 |
| **Research** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Red Tape/Paper Work** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| **Scheduling/Placement** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| F | - | - | - | 1 | - | 1 | 2 |
| **Staff Selection** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Staff Relations** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| I | - | - | 1 | - | - | - | 1 |
| **Student Records** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | - | - | 1 | - | 1 |
| F | - | - | 1 | - | 1 | - | 2 |
| **Student Performance Level** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Staff Retention** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Staff Participation in Principal Evaluation** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Student Discipline** | | | | | | | |
| C | 1 | - | 6 | - | 1 | 2 | 10 |
| I | - | - | 1 | 1 | 1 | - | 3 |
| F | 1 | - | 2 | - | 2 | - | 5 |
| **Testing** | | | | | | | |
| C | 4 | - | 1 | 1 | 1 | - | 7 |
| I | - | - | 1 | 1 | 1 | - | 3 |
| F | - | - | - | 1 | - | - | 1 |
| **Trust** | | | | | | | |
| C | - | 1 | - | - | - | - | 1 |
| **Time Management** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |

C = Critical Need
I = Important Need
F = Future Need

III. Curriculum areas needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Alaska History** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Art** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Affective Education** | | | | | | | |
| C | 3 | 1 | 2 | - | 3 | 1 | 10 |
| I | - | 1 | 1 | 1 | - | - | 3 |
| F | 2 | - | - | - | - | - | 2 |
| **Basic Skills** | | | | | | | |
| C | 1 | 1 | - | - | - | - | 2 |
| **Bilingual** | | | | | | | |
| C | - | 1 | 1 | 1 | - | - | 3 |
| **Business Management** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Broadcast Media** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Career Education** | | | | | | | |
| C | 4 | - | 1 | 1 | 2 | 2 | 10 |
| I | - | 1 | 2 | 3 | 2 | - | 8 |
| F | - | - | 2 | 1 | 2 | - | 5 |
| **Creative Arts** | | | | | | | |
| C | - | - | 1 | 1 | 1 | - | 3 |
| I | 1 | - | 2 | - | - | 1 | 4 |
| F | 1 | - | 1 | 1 | 1 | - | 4 |
| **Consumer Education** | | | | | | | |
| C | 1 | - | 1 | - | 2 | 2 | 6 |
| I | 1 | - | 1 | 2 | - | 1 | 5 |
| F | - | - | 1 | 2 | 2 | - | 5 |
| **Computer Technology** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| F | 1 | 1 | - | - | 1 | 1 | 4 |
| **Community Planning** | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| **Community School** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Communications** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | - | 1 | - | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Curriculum Coordination** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Cultural Heritage** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Driver Education/Safety** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | - | - | - | 1 | 1 |
| F | - | 1 | - | - | - | - | 1 |
| **Drug Alcohol Education** | | | | | | | |
| C | - | - | 1 | 1 | - | - | 2 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Ethnic Studies** | | | | | | | |
| C | 1 | - | - | 1 | - | 1 | 3 |
| I | - | - | 1 | 3 | 1 | 1 | 6 |
| F | 1 | 1 | 1 | - | - | - | 3 |
| **Environment-Energy** | | | | | | | |
| C | - | 1 | 1 | 1 | - | 1 | 4 |
| I | - | - | - | 1 | 2 | - | 3 |
| F | - | - | 2 | 2 | 1 | - | 5 |
| **English** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **English/Literature** | | | | | | | |
| C | 1 | - | 1 | 1 | - | 1 | 4 |
| I | 1 | - | - | 1 | 1 | - | 3 |
| F | - | - | - | - | - | 1 | 1 |
| **English As a Second Language** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Foreign Languages** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | - | 1 | - | 2 | - | - | 3 |
| **Geography** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Health** | | | | | | | |
| C | - | - | 3 | 2 | - | 2 | 7 |
| I | 2 | - | 4 | - | 2 | 1 | 9 |
| F | 1 | 1 | 1 | 1 | - | 1 | 5 |
| **Home Economics** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Kindergarten** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Land Claims** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Language Arts** | | | | | | | |
| C | - | - | 1 | 2 | 2 | - | 5 |
| I | - | - | 3 | - | - | 1 | 4 |
| F | 1 | - | 2 | - | - | - | 3 |
| **Listening Skills** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Math** | | | | | | | |
| C | 2 | - | 3 | 2 | 1 | 1 | 9 |
| I | 1 | - | 2 | 1 | - | 1 | 5 |
| F | - | 1 | 2 | 1 | 1 | - | 5 |
| **Motor-Perceptual Skills** | | | | | | | |
| C | 2 | 1 | 3 | - | - | - | 6 |
| I | - | - | - | - | 3 | - | 3 |
| F | - | - | 2 | - | - | - | 2 |
| **Music** | | | | | | | |
| C | - | 1 | 1 | 1 | - | - | 3 |
| I | 1 | - | 2 | - | 1 | 1 | 5 |
| **Native Culture** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Physical Education-Athletics** | | | | | | | |
| C | - | - | 4 | - | 3 | - | 7 |
| I | - | 1 | 2 | - | 1 | - | 4 |
| F | - | - | - | 2 | - | 1 | 3 |
| **Performance Based Criteria** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Reading** | | | | | | | |
| C | 6 | 1 | 9 | 3 | 6 | 3 | 28 |
| I | 1 | - | 2 | 3 | - | - | 6 |
| F | - | - | 1 | 1 | 1 | - | 3 |
| **Science** | | | | | | | |
| C | 1 | - | 6 | 1 | 4 | 1 | 13 |
| I | - | 1 | 2 | - | - | - | 3 |
| F | - | - | 2 | - | 2 | - | 4 |
| **Social Studies** | | | | | | | |
| C | - | 1 | 4 | 3 | 1 | - | 9 |
| I | 1 | - | 4 | - | 2 | - | 7 |
| F | 1 | - | 1 | - | 2 | - | 4 |
| **Sex Education** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Spelling** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Speech** | | | | | | | |
| C | - | 1 | - | - | 3 | 1 | 5 |
| I | 1 | - | - | - | - | - | 1 |
| **Self-Knowledge** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Special Education** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Vocational Education** | | | | | | | |
| C | 8 | - | 6 | 6 | - | - | 20 |
| I | - | - | 2 | 1 | 3 | 1 | 7 |
| F | - | - | 1 | - | 2 | - | 3 |
| **Values** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Village Management** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Writing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Work Study** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **World Beyond Isolated Areas** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |

C = Critical Need
I = Important Need
F = Future Need

IV. Instructional methods needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Adult-Parent Concern** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Accelerated Courses** | | | | | | | |
| C | 2 | - | 1 | 2 | - | 2 | 7 |
| I | - | 2 | 1 | 1 | 2 | 1 | 7 |
| F | - | 1 | 1 | - | - | - | 2 |
| **Alternative Programs** | | | | | | | |
| C | 2 | 1 | 3 | 2 | 2 | 3 | 13 |
| I | - | 1 | 2 | 3 | - | - | 6 |
| F | - | - | - | 1 | 1 | - | 2 |
| **Ability Grouping** | | | | | | | |
| C | - | 1 | 1 | - | 3 | 1 | 6 |
| I | - | - | 1 | - | 1 | - | 2 |
| **Attitudes** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Bilingual Education** | | | | | | | |
| C | 3 | 1 | 3 | 3 | 1 | - | 11 |
| I | 1 | 1 | 1 | 1 | - | - | 4 |
| F | 1 | - | 2 | 1 | - | - | 4 |
| **Compensatory Instruction** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | 1 | - | 2 | - | - | - | 3 |
| **Community Centered Instruction** | | | | | | | |
| C | 1 | - | 3 | - | - | 1 | 5 |
| I | 3 | - | 1 | 1 | 1 | - | 6 |
| F | 1 | 1 | 1 | 1 | 1 | 1 | 6 |
| **Cross Cultural Involvement** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Cultural Adjustment** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Continuity** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Compulsory Education** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Competency Based Instruction** | | | | | | | |
| C | 3 | - | 4 | 3 | - | 3 | 13 |
| I | - | - | - | 2 | 3 | 1 | 6 |
| F | 2 | 1 | 1 | 1 | - | 1 | 6 |
| **Diagnostic/Prescription** | | | | | | | |
| C | 3 | - | 2 | - | 2 | - | 7 |
| I | 1 | 1 | 2 | 1 | 1 | 1 | 7 |
| F | - | - | 1 | - | - | - | 1 |
| **Diversified Staffing** | | | | | | | |
| F | - | 1 | - | - | - | - | 1 |
| **Enrichment Activities** | | | | | | | |
| C | 1 | - | 6 | 2 | 3 | 1 | 13 |
| I | 1 | 2 | 3 | 1 | 3 | - | 10 |
| F | - | - | 1 | - | - | 1 | 2 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Home-Parent Instruction** | | | | | | | |
| C | 1 | 1 | 3 | 1 | 4 | 1 | 11 |
| I | 1 | - | 2 | 3 | - | - | 6 |
| F | 1 | 1 | 1 | 1 | 1 | - | 5 |
| **Home Environment** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Home Motivation** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Interdisciplinary Instruction** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | 1 | - | 1 | - | 1 | 3 |
| F | - | - | - | - | - | 1 | 1 |
| **Individualized Instruction** | | | | | | | |
| C | 3 | 1 | 6 | 3 | 2 | 2 | 17 |
| I | - | - | - | 1 | 3 | 3 | 7 |
| F | - | - | 1 | 2 | - | - | 3 |
| **Kindergarten** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Motivation** | | | | | | | |
| C | 4 | 1 | 5 | 8 | 7 | 1 | 26 |
| I | - | - | 2 | 2 | - | - | 4 |
| F | - | 1 | - | - | - | - | 1 |
| **Native Teachers** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Paraprofessional Training** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Parent Awareness** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **School Environment** | | | | | | | |
| C | - | 1 | 1 | 1 | - | 1 | 4 |
| I | 1 | - | 2 | 1 | 1 | - | 5 |
| F | - | - | 1 | - | 1 | 1 | 3 |
| **Use of Technology** | | | | | | | |
| C | - | - | 1 | 2 | - | - | 3 |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Ungraded Instruction** | | | | | | | |
| C | - | - | 3 | - | 1 | - | 4 |
| I | - | - | - | - | 2 | - | 2 |
| F | - | - | - | - | 1 | - | 1 |
| **Values-Morality** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Vocational Education Improvement** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |

## IDAHO SUMMARY

I.  <u>People with a particular problem or need not being met</u>

| | |
|---|---:|
| Gifted/Talented | 119 |
| Dropouts | 60 |
| Low Ability | 41 |
| Early Childhood | 31 |
| Adults | 29 |
| Handicapped | 17 |
| Ethnic Groups | 14 |

II.  <u>Administrative and management functions needing improvement</u>

| | |
|---|---:|
| Evaluation | 91 |
| Facilities | 68 |
| Staff Development | 66 |
| Citizen Involvement | 62 |
| Grading/Graduation Requirements | 62 |
| Bargaining/Negotiations | 61 |
| Discipline | 59 |
| Communications | 50 |
| Planning | 43 |
| Needs Assessment | 40 |
| Curriculum Change | 39 |
| Finance | 37 |
| Accountability | 34 |
| Testing | 27 |
| Attendance | 23 |
| Working Relationships (internal) | 22 |
| Equal Education | 21 |
| Decision Making/Problem Solving | 19 |

III.  <u>Curriculum areas needing improvement or expansion</u>

| | |
|---|---:|
| Reading | 95 |
| English/Language Arts | 88 |
| Vocational Education | 75 |
| Career Education | 75 |
| Creative Arts | 72 |
| Math | 61 |
| Physical Education | 51 |
| Science | 44 |
| Music | 43 |
| Environment/Energy | 41 |
| Foreign Language | 35 |
| Affective Education | 33 |

IV.   Instructional methods needing improvement or expansion

I. People with a particular problem or need not being met

| | Supts. | Board Chm. | El/Jr. Hi. Pr'ncipals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Anti-Social Behavior | - | - | - | - | 1 | - | 1 |
| Adults | 5 | - | 11 | 5 | 5 | 3 | 29 |
| Average Students | - | - | 4 | - | 2 | - | 6 |
| Bilingual | - | - | 1 | - | - | - | 1 |
| Culturally Isolated | - | - | - | - | - | 1 | 1 |
| Chicano | - | - | - | - | - | 1 | 1 |
| Children of Disinterested Parents | - | - | - | - | 1 | - | 1 |
| Deaf | - | - | 1 | - | - | - | 1 |
| Dyslexia | - | 1 | - | - | - | - | 1 |
| Dropouts | 8 | 3 | 13 | 13 | 11 | 10 | 58 |
| Delinquents | 1 | - | - | - | - | - | 1 |
| Emotionally Disturbed | - | - | 4 | - | 1 | - | 5 |
| Emotionally Immature | - | - | - | 1 | - | - | 1 |
| Ethnic Group | 2 | - | - | 1 | 6 | 1 | 10 |
| Environmental Background | - | - | 2 | 1 | 1 | - | 4 |
| Exceptional | 1 | - | - | - | - | - | 1 |
| Geographic Location | 1 | - | - | 1 | 2 | - | 4 |
| Handicapped | 1 | 1 | 3 | 2 | 4 | 1 | 12 |
| High Ability/Gifted | 16 | 4 | 45 | 14 | 24 | 16 | 119 |
| Indians | - | - | - | - | 1 | - | 1 |
| Kindergarteners | - | - | - | - | 1 | - | 1 |
| Low Achiever | - | - | 2 | - | 2 | - | 4 |
| Low Ability | 2 | 1 | 3 | 6 | 5 | 6 | 23 |
| Low Ability/Retarded | - | 1 | 2 | 1 | 2 | 1 | 7 |
| Low Ability/but above Special Ed | - | - | 1 | - | 1 | - | 2 |
| Learning Disabled | 1 | - | 1 | - | 1 | 2 | 5 |
| Minority Students | - | - | 1 | - | - | - | 1 |
| Non-readers | - | - | 2 | - | - | 1 | 3 |
| Non-college Bound | 1 | - | - | 1 | - | - | 2 |
| Non-motivated | - | - | 1 | - | - | - | 1 |
| One Parent Homes | - | - | 1 | - | - | - | 1 |
| Post-Graduate | - | - | - | 1 | - | - | 1 |
| Pre-schoolers | 5 | - | 10 | 3 | 7 | 2 | 27 |
| Poor | - | - | - | - | - | 1 | 1 |
| Principals | - | - | 1 | - | - | - | 1 |
| Retarded | 1 | - | 2 | - | 2 | - | 5 |
| Retarded (MR's) | - | - | 1 | - | - | - | 1 |

|  | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Special Ed Students | - | - | - | 1 | 1 | - | 2 |
| Slow Learners | - | - | 2 | - | - | - | 2 |
| Transient | - | - | 1 | - | - | - | 1 |
| Teachers | - | - | 1 | - | - | - | 1 |
| Truancy Students | - | - | - | 1 | - | - | 1 |
| Vocationally Oriented | 2 | - | 1 | 1 | 1 | - | 5 |
| 5-year Olds | - | - | - | - | 1 | - | 1 |

C = Critical Need
I = Important Need
F = Future Need

II.　Administrative and management functions needing improvements

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Attitude of Students** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Accountability** | | | | | | | |
| C | 3 | 2 | 5 | 2 | 1 | 1 | 14 |
| I | 5 | - | 2 | - | 1 | - | 8 |
| F | 3 | - | 4 | 2 | 1 | 2 | 12 |
| **Accreditation** | | | | | | | |
| C | 2 | - | 2 | - | 1 | - | 5 |
| I | - | - | 1 | 2 | - | - | 3 |
| F | - | - | - | - | 1 | 1 | 2 |
| **Attendance** | | | | | | | |
| C | 1 | - | 1 | 2 | 1 | 6 | 11 |
| I | - | 1 | 1 | 1 | 2 | 1 | 6 |
| F | 1 | - | 2 | 3 | - | - | 6 |
| **Affirmative Action** | | | | | | | |
| C | 3 | - | 1 | - | - | - | 4 |
| **Achievement Team** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Athletics** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Attitude Improvement** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Budgeting** | | | | | | | |
| C | - | - | 5 | 2 | 4 | 1 | 12 |
| I | 1 | 1 | 3 | - | 3 | - | 8 |
| F | 1 | - | - | 2 | 3 | 1 | 7 |
| **Board Role** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Bus Operation** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Building Principal** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Bilingual Teachers** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Bookkeeping** | | | | | | | |
| C | - | 1 | - | - | - | - | 1 |
| **Behavior Modification** | | | | | | | |
| F | - | 1 | - | - | - | - | 1 |
| **Board Communications** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Creative Thinking** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Change** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Curriculum Articulation** | | | | | | | |
| C | 1 | - | - | - | 2 | 1 | 4 |
| I | - | - | 3 | 1 | 2 | - | 6 |
| F | 2 | - | 2 | - | 2 | 1 | 7 |
| **Curriculum Development** | | | | | | | |
| C | - | - | 2 | 2 | 1 | - | 5 |
| **Curriculum** | | | | | | | |
| C | 1 | - | 4 | 1 | - | - | 6 |
| I | 2 | - | - | - | 1 | - | 3 |
| F | - | - | 1 | - | - | 1 | 2 |

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| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Curriculum Guidance** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Curriculum Direction** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Curriculum Coordination** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Curriculum Planning** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Civil Rights** | | | | | | | |
| C | 2 | - | - | - | 1 | - | 3 |
| I | 1 | - | 4 | 1 | - | - | 6 |
| F | 1 | - | - | - | - | - | 1 |
| **Civil Rights (Title IX Implementation)** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Communications** | | | | | | | |
| C | 3 | - | 9 | 4 | 7 | 1 | 24 |
| I | - | 1 | 7 | 1 | 3 | 3 | 15 |
| F | - | 1 | 2 | 1 | 3 | 1 | 8 |
| **Change Process** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 3 | 2 | - | 1 | 6 |
| F | - | - | - | 1 | - | - | 1 |
| **Centralization** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| **Credibility** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Central Administration** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Central Supply of Materials** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Citizen Involvement/Community Participation** | | | | | | | |
| C | - | - | 3 | - | 2 | - | 5 |
| I | - | 2 | 2 | 2 | 3 | 3 | 12 |
| F | - | - | 4 | 2 | 2 | 1 | 9 |
| **Community Education** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Community Relations** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Computerized Management** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Cost Effectiveness** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| I | - | - | 1 | 1 | - | 1 | 3 |
| F | 1 | 1 | 1 | - | - | 1 | 4 |
| **Class Size** | | | | | | | |
| C | - | - | - | - | 2 | - | 2 |
| **Credentialling** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Counselors** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Decision Making/Problem Solving** | | | | | | | |
| C | - | - | 2 | 1 | 1 | 3 | 7 |
| I | - | - | 3 | - | - | 1 | 4 |
| F | - | - | 6 | - | 1 | 1 | 8 |
| **Decentralization** | | | | | | | |
| I | - | - | - | - | 2 | - | 2 |

|  | Supts. | Board Chm. | El/Jr. HI. Principals | High School Principals | El/Jr. HI. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Differentiated Staffing** |  |  |  |  |  |  |  |
| I | 1 | - | - | 1 | - | - | 2 |
| **Evaluation** |  |  |  |  |  |  |  |
| F | - | - | 1 | - | - | - | 1 |
| **Employment Practices** |  |  |  |  |  |  |  |
| F | 1 | - | - | - | - | - | 1 |
| **Electives** |  |  |  |  |  |  |  |
| C | - | - | - | 1 | - | - | 1 |
| **Enrollment** |  |  |  |  |  |  |  |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Equal Opportunity** |  |  |  |  |  |  |  |
| F | - | - | 1 | - | - | - | 1 |
| **Equipment** |  |  |  |  |  |  |  |
| I | - | - | 1 | - | - | - | 1 |
| **Evaluation of Instruction** |  |  |  |  |  |  |  |
| C | 1 | - | - | - | - | - | 1 |
| **Evaluation of Programs** |  |  |  |  |  |  |  |
| C | 3 | - | 4 | 2 | 3 | 1 | 13 |
| I | 3 | - | 2 | 3 | - | 3 | 11 |
| F | 3 | 1 | 7 | 1 | 3 | - | 15 |
| **Evaluation of Staff** |  |  |  |  |  |  |  |
| C | 4 | 1 | 10 | 4 | 4 | 2 | 25 |
| I | 2 | 1 | 10 | 2 | 1 | 2 | 18 |
| F | 1 | 1 | 1 | 2 | - | - | 5 |
| **Evaluation of Students** |  |  |  |  |  |  |  |
| I | - | - | 2 | - | - | - | 2 |
| **Equal Education** |  |  |  |  |  |  |  |
| C | - | - | 1 | - | 1 | - | 2 |
| I | - | - | 1 | 1 | - | 1 | 3 |
| F | - | - | 1 | 1 | 3 | 1 | 6 |
| **Extended Year** |  |  |  |  |  |  |  |
| C | - | 1 | - | - | - | - | 1 |
| F | - | - | 2 | 1 | 1 | - | 4 |
| **Facilities** |  |  |  |  |  |  |  |
| C | - | 1 | 5 | 5 | 2 | 1 | 14 |
| I | - | - | 2 | - | 1 | 1 | 4 |
| F | - | - | 2 | - | 1 | - | 3 |
| **Federal Programs** |  |  |  |  |  |  |  |
| C | - | - | 1 | 1 | - | - | 2 |
| **Finance** |  |  |  |  |  |  |  |
| C | 4 | 2 | 14 | 3 | 4 | 5 | 32 |
| I | 1 | - | 4 | - | 3 | 2 | 10 |
| F | 1 | - | 1 | 2 | 3 | - | 7 |
| **Facility Design** |  |  |  |  |  |  |  |
| C | - | - | 3 | 1 | - | 1 | 5 |
| I | 1 | - | 1 | 1 | 2 | - | 5 |
| F | 1 | - | 4 | - | 1 | 2 | 8 |
| **Facility Use** |  |  |  |  |  |  |  |
| F | - | - | - | 1 | - | - | 1 |
| **Grading Systems** |  |  |  |  |  |  |  |
| C | - | - | 8 | 1 | 5 | 2 | 16 |
| I | 2 | - | 8 | 1 | 3 | 1 | 15 |
| F | 1 | 1 | 2 | 1 | 3 | - | 8 |
| **Graduation Requirements** |  |  |  |  |  |  |  |
| C | 2 | - | - | 2 | 2 | 2 | 8 |
| I | 1 | - | - | 4 | 3 | 2 | 10 |
| F | 3 | 2 | - | 2 | - | - | 7 |
| **Group Processes** |  |  |  |  |  |  |  |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |

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| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Help for Gifted Children** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Hot Lunch Program** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Humanization of Instruction** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Inservice Education** | | | | | | | |
| C | 3 | - | 9 | 3 | 3 | 3 | 21 |
| I | 6 | 1 | 15 | 2 | 7 | 3 | 34 |
| F | 1 | - | 5 | 1 | 1 | 3 | 11 |
| **Inspirational Competence** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Instructional Excellence** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Interdistrict Programs** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | - | - | - | 1 | 1 |
| F | 1 | 1 | 1 | - | - | - | 3 |
| **Interpersonal Relations** | | | | | | | |
| C | - | - | 5 | 1 | 4 | - | 10 |
| I | - | 1 | 1 | - | 3 | - | 5 |
| F | - | - | 4 | 1 | 1 | 1 | 7 |
| **Library** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Management** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Management of Finance** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Management of Time** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Management Information** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Management Skills** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Minority Teachers** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **More Counselors** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **More Principals** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **More Teachers** | | | | | | | |
| C | - | - | - | 3 | - | - | 3 |
| **Needs Assessments** | | | | | | | |
| C | 4 | 1 | 9 | - | 3 | 2 | 19 |
| I | 1 | - | 6 | 1 | 2 | - | 10 |
| F | 1 | 1 | 3 | 2 | 2 | 2 | 11 |
| **Negotiations and Bargaining/Arbitration** | | | | | | | |
| C | 6 | 1 | 10 | - | 10 | 3 | 30 |
| I | 2 | 2 | 4 | 1 | 6 | 3 | 18 |
| F | 2 | 1 | 7 | 1 | 1 | 1 | 13 |
| **New Lockers** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Organizational Structure** | | | | | | | |
| C | - | - | 1 | 1 | 3 | 1 | 6 |
| I | - | - | - | - | - | 1 | 1 |
| F | 2 | - | 5 | - | 2 | 1 | 10 |
| **Parental Involvement** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| **Performance Contracting** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Performance Testing** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Planning** | | | | | | | |
| C | - | - | 2 | 1 | - | 2 | 5 |
| I | 2 | - | 3 | - | 1 | - | 6 |
| F | 1 | - | 2 | 1 | 2 | 2 | 8 |
| **Policy Formation** | | | | | | | |
| C | 4 | - | 3 | - | 2 | - | 9 |
| I | 1 | - | 1 | 2 | 4 | - | 8 |
| F | - | - | 2 | 1 | 3 | - | 6 |
| **Principals Competence** | | | | | | | |
| C | - | - | - | - | 2 | - | 2 |
| **Principals Expenses** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Principals Relationships** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Problem Identification Process** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Procurement** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Public Involvement** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Registration** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| **Reports to Parents** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Role Identification** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Salaries** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| **Scheduling/Placement** | | | | | | | |
| C | 1 | - | - | 1 | 1 | 2 | 5 |
| I | - | - | - | - | 2 | 2 | 4 |
| F | 2 | - | - | 2 | - | - | 4 |
| **Scope and Sequence** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Self-Concept** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Special Education** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Staff Relations** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |

| | Supts. | Board Chm. | El./Jr. Hi. Principals | High School Principals | El./Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Student Accountability** | | | | | | | |
| F | - | - | 1 | 1 | - | - | 2 |
| **Student Discipline** | | | | | | | |
| C | 2 | 1 | 6 | 2 | 10 | 5 | 26 |
| I | 3 | 1 | 9 | 1 | 7 | 3 | 24 |
| F | - | - | 6 | 1 | 2 | - | 9 |
| **Superintendent** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Supervision of Instruction** | | | | | | | |
| C | 1 | - | 3 | - | - | - | 4 |
| F | - | - | - | 1 | - | - | 1 |
| **Supervisory Skills** | | | | | | | |
| C | 2 | - | - | - | - | - | 2 |
| **Student Records** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| F | 1 | - | 3 | - | - | - | 4 |
| **Teacher Professionalism** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Teacher-Student Ratio** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Testing** | | | | | | | |
| C | - | - | 3 | - | 1 | 1 | 5 |
| I | 4 | - | 6 | 1 | 1 | - | 12 |
| F | 3 | - | 5 | - | 2 | - | 10 |
| **Textbook Selection** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Trust Between Staff** | | | | | | | |
| C | - | - | - | - | 2 | . | 2 |
| **Unionization** | | | | | | | |
| I | 1 | - | - | - | .. | - | 1 |
| **Use of Committees** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Values** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Vandalism** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| **Vocational Education** | | | | | | | |
| F | - | - | 1 | - | 1 | 1 | 3 |

| | Supts. | Board Chm. | El./Jr. Hi. Principals | High School Principals | El./Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|

C = Critical Need
I = Important Need
F = Future Need

III. Curriculum areas needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Adult Education** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Aesthetics** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Affective Education** | | | | | | | |
| C | - | - | 2 | 1 | 5 | 2 | 10 |
| I | 3 | - | 5 | 2 | 1 | - | 11 |
| F | 1 | 1 | 3 | 2 | 4 | 1 | 12 |
| **Art** | | | | | | | |
| C | - | - | 6 | 1 | 2 | - | 9 |
| **Audiovisual** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Basic Skills** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Bilingual** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Bicultural** | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |
| **Business** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | - | - | - | - | - | 1 | 1 |
| **Career Education** | | | | | | | |
| C | 5 | - | 4 | 8 | 5 | 5 | 27 |
| I | 6 | 1 | 3 | 5 | 9 | 6 | 30 |
| F | 2 | 1 | 9 | 1 | 3 | 2 | 18 |
| **Citizenship** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **College Bound Education** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Communications Skills** | | | | | | | |
| C | 1 | - | 2 | 2 | - | - | 5 |
| F | - | - | 1 | - | - | - | 1 |
| **Computer Technology** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | 3 | - | 1 | 2 | 1 | 1 | 4 |
| F | 1 | - | - | - | 2 | 1 | 4 |
| **Consumer Education** | | | | | | | |
| C | 4 | 1 | 2 | 6 | 3 | 3 | 19 |
| I | 5 | - | 4 | 3 | 2 | 4 | 18 |
| F | 3 | - | 6 | 1 | 2 | 2 | 14 |
| **Coordination K-12** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Counseling** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Crafts** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | - | - | 1 | - | 1 |
| **Creative Arts** | | | | | | | |
| C | 1 | 1 | 6 | 1 | 2 | 4 | 15 |
| I | 5 | 1 | 9 | 3 | 5 | 5 | 28 |
| F | 2 | 1 | 7 | - | 4 | - | 14 |
| **Curriculum Coordination** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Driver Education/Safety** | | | | | | | |
| C | - | - | 1 | 1 | 1 | - | 3 |
| I | - | - | - | - | 1 | 2 | 3 |
| **Drug Education** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Economics** | | | | | | | |
| C | 1 | 2 | - | - | - | - | 3 |
| I | - | - | - | - | 1 | - | 1 |
| **Education for Slow Learners** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Electronics** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **English** | | | | | | | |
| C | 1 | 2 | 5 | 1 | 4 | 1 | 14 |
| I | - | - | 4 | 1 | 1 | 1 | 7 |
| F | - | - | 2 | - | 1 | - | 3 |
| **English/Composition** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **English/Literature** | | | | | | | |
| C | 1 | - | 1 | 1 | 2 | - | 5 |
| I | 1 | - | 2 | 1 | 2 | 1 | 7 |
| F | 1 | - | 3 | 1 | 1 | 1 | 7 |
| **Environment-Energy** | | | | | | | |
| C | - | - | 4 | 1 | 2 | 1 | 8 |
| I | 4 | 1 | 4 | 2 | 3 | 1 | 15 |
| F | 4 | - | 5 | 3 | 3 | 3 | 18 |
| **Ethnic Studies** | | | | | | | |
| C | 2 | - | - | - | 1 | - | 3 |
| I | - | - | - | - | 1 | 1 | 2 |
| F | 1 | - | 2 | - | 1 | 2 | 6 |
| **Evaluation** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Extracurriculum Activities** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Facilities** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Fine Arts** | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |
| I | - | - | - | 1 | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Foreign Languages** | | | | | | | |
| C | 3 | 1 | 2 | 1 | 4 | 2 | 13 |
| I | 1 | - | 4 | 1 | 2 | 4 | 12 |
| F | 2 | 1 | 2 | 2 | 2 | 1 | 10 |
| **Gifted Program** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Handwriting** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 2 | - | - | - | 2 |
| **Health** | | | | | | | |
| C | - | - | 7 | 2 | 2 | 2 | 13 |
| I | 2 | - | 7 | 2 | 3 | - | 14 |
| F | - | - | 6 | - | 2 | 1 | 9 |
| **History** | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| **Home Economics** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Humanistic Education** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Industrial Art** | | | | | | | |
| C | 1 | - | 1 | 1 | - | 1 | 4 |
| **Kindergarten** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Language Arts** | | | | | | | |
| C | 1 | - | 11 | - | 1 | 1 | 14 |
| I | 1 | - | 3 | - | 1 | - | 5 |
| F | - | - | 1 | - | - | - | 1 |
| **Library** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Math** | | | | | | | |
| C | 8 | - | 14 | - | 12 | 4 | 38 |
| I | - | 2 | 4 | 2 | 4 | 2 | 14 |
| F | - | - | 4 | - | 3 | 1 | 8 |
| **Math (Metric)** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Motor Perceptual Skills** | | | | | | | |
| C | 2 | - | 6 | - | 2 | - | 10 |
| I | - | 1 | 4 | 1 | 1 | 1 | 8 |
| F | - | - | - | - | 5 | - | 5 |
| **Music** | | | | | | | |
| C | - | - | 11 | 1 | 4 | - | 16 |
| I | 1 | 1 | 3 | 2 | 5 | 1 | 18 |
| F | 4 | - | 2 | 1 | 1 | 1 | 9 |
| **Penmanship** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Personal Living** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Physical Education** | | | | | | | |
| C | 3 | - | 12 | 3 | 6 | - | 24 |
| I | 2 | - | 5 | 2 | 7 | - | 16 |
| F | 2 | - | 4 | 2 | 3 | - | 11 |
| **Reading** | | | | | | | |
| C | 11 | 1 | 25 | 6 | 14 | 12 | 69 |
| I | 1 | 2 | 6 | 3 | 6 | 2 | 20 |
| F | 1 | - | 1 | 2 | 3 | - | 7 |
| **Recreational** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Respect for Self and Property** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Recreation Space** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Science** | | | | | | | |
| C | 2 | - | 11 | 1 | 5 | 1 | 20 |
| I | 1 | - | 8 | - | 3 | 2 | 14 |
| F | 3 | - | 2 | 1 | 5 | - | 11 |
| **Self-Concept** | | | | | | | |
| F | - | - | 2 | - | - | - | 2 |
| **Social Studies** | | | | | | | |
| C | - | - | 3 | 2 | 3 | - | 13 |
| I | 1 | - | 7 | 2 | 1 | - | 11 |
| F | - | - | 5 | 1 | - | 1 | 7 |
| **Special Education** | | | | | | | |
| C | 1 | - | - | - | 2 | - | 3 |
| F | - | - | - | 1 | - | - | 1 |
| **Speech** | | | | | | | |
| C | - | - | - | 1 | - | 1 | 2 |
| I | - | 1 | 4 | 2 | 2 | 1 | 10 |
| F | 2 | 1 | - | - | 1 | 1 | 4 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Speech-Hearing** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Spelling** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | 3 | - | 1 | 1 | 5 |
| F | - | - | - | - | 1 | - | 1 |
| **Survival Skills** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Study Skills** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Vocabulary** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Vocational Agriculture** | | | | | | | |
| F | 1 | - | - | 1 | - | - | 2 |
| **Vocational Education** | | | | | | | |
| C | 8 | 3 | 6 | 8 | 3 | 8 | ?6 |
| I | 2 | - | 8 | 3 | 6 | 3 | 22 |
| F | 2 | 2 | 5 | 1 | 4 | 1 | 15 |
| **Writing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | - | - | 1 | - | 1 |

34

C = Critical Need
I = Important Need
F = Future Need

IV. Instructional methods needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Ability Grouping** | | | | | | | |
| C | - | - | 2 | 2 | 4 | 4 | 12 |
| I | 1 | - | 2 | 1 | 1 | 2 | 7 |
| F | - | - | 1 | - | 1 | 2 | 4 |
| **Accelerated Courses** | | | | | | | |
| C | 2 | - | 6 | 1 | 5 | 4 | 18 |
| I | 3 | - | 2 | 2 | 6 | 2 | 15 |
| F | 3 | - | 3 | - | 5 | 4 | 15 |
| **Accountability** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Alternative Programs** | | | | | | | |
| C | 2 | - | 5 | 3 | 2 | - | 12 |
| I | 2 | 1 | 4 | 2 | 7 | 7 | 23 |
| F | - | - | 1 | - | 1 | 2 | 4 |
| **Applied Math Survival Skills** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Added Courses** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Basic Program** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Bilingual Education** | | | | | | | |
| C | 1 | - | 3 | - | 3 | 1 | 8 |
| I | 2 | 1 | 2 | - | 3 | 1 | 9 |
| F | 2 | - | 2 | - | - | 1 | 5 |
| **Career Preparation** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Class Size** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Communication** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Community Centered Instruction** | | | | | | | |
| C | 1 | - | 3 | 1 | 1 | 1 | 7 |
| I | 1 | 1 | 3 | 1 | 3 | 1 | 10 |
| F | 5 | 1 | 10 | 1 | 5 | - | 22 |
| **Community Involvement** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Compensatory Instruction** | | | | | | | |
| C | - | - | - | 2 | 1 | 1 | 4 |
| I | - | - | 1 | - | - | - | 1 |
| F | 1 | - | - | 1 | - | - | 2 |
| **Competency Based Instruction** | | | | | | | |
| C | 4 | - | 5 | 5 | 1 | 2 | 17 |
| I | 5 | - | 4 | 1 | - | 2 | 12 |
| F | 4 | - | 3 | 1 | 4 | 2 | 14 |
| **Continuous Progress Curriculum** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Counseling** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Curriculum Coordination** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Diagnostic/Prescription** | | | | | | | |
| C | 3 | - | 4 | 1 | 2 | 1 | 11 |
| I | 3 | - | 8 | 1 | 2 | 2 | 16 |
| F | 2 | 1 | - | 2 | 1 | 3 | 9 |
| **Discipline** | | | | | | | |
| I | 2 | - | - | - | - | - | 2 |
| **Enrichment Activities** | | | | | | | |
| C | 1 | 1 | 12 | 4 | 6 | 3 | 27 |
| I | 2 | 2 | 15 | - | 7 | 5 | 31 |
| F | 4 | - | 5 | 3 | 2 | 4 | 18 |
| **Facilities** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Gifted Programs** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Home-Parent Instruction** | | | | | | | |
| C | 1 | - | 11 | 1 | 10 | 2 | 24 |
| I | 5 | - | 7 | - | 1 | 2 | 15 |
| F | 3 | - | 1 | 5 | 2 | 1 | 12 |
| **Humanization of Instruction** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Individualized Instruction** | | | | | | | |
| C | 10 | - | 17 | 3 | 2 | 2 | 34 |
| I | 2 | 2 | 6 | - | 6 | 1 | 17 |
| F | 1 | - | 4 | 2 | 2 | 3 | 12 |
| **Interdisciplinary Instruction** | | | | | | | |
| C | - | - | - | - | 3 | 1 | 4 |
| I | 2 | - | - | 3 | 1 | 2 | 8 |
| F | - | - | - | - | 1 | 1 | 2 |
| **Interdistrict Coordination** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Kindergarten** | | | | | | | |
| F | - | 1 | 1 | - | - | - | 2 |
| **Motivation** | | | | | | | |
| C | 15 | 4 | 33 | 9 | 18 | 14 | 93 |
| I | 4 | - | 2 | 3 | - | 1 | 10 |
| F | - | - | 7 | 3 | 5 | - | 15 |
| **Multi-Media Centers** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Organizational Patterns** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Overcrowded Classroom** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Over-reliance on Texts** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Parent Participation** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Parent Understanding of State Curriculum Requirements** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Parental Involvement** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| **Peer/Cross Age Instruction** | | | | | | | |
| C | - | - | 3 | - | 1 | - | 4 |
| I | 1 | - | 5 | - | 2 | - | 8 |
| F | - | - | 1 | - | - | 1 | 2 |
| **Placement Testing** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Pride in Work** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Reading** | | | | | | | |
| F | - | - | - | 1 | - | - | i |
| **Relationships** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Remedial Classes** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| **School Environment** | | | | | | | |
| C | 3 | 1 | 6 | 1 | 7 | 3 | 21 |
| I | 1 | - | 5 | 2 | - | 2 | 10 |
| F | 1 | 1 | 6 | 1 | 4 | - | 13 |
| **Self-Concept** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Self-Confidence** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | .. | 1 | - | - | - | 1 |
| **Skill Development** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Social Responsibility** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Substitute Teacher Effectiveness** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Teacher Dedication** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Team Teaching** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Tutoring** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Ungraded Instruction** | | | | | | | |
| C | - | - | 8 | - | 4 | 2 | 14 |
| I | 2 | 1 | 5 | 2 | 1 | - | 11 |
| F | - | 1 | 3 | 1 | 1 | 1 | 7 |
| **Unified Discipline** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Upgraded Instruction** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | - | 1 | 1 | 1 | 3 |
| **Use of Technology** | | | | | | | |
| C | 1 | - | - | 1 | 1 | 1 | 4 |
| I | - | - | - | - | 2 | 1 | 3 |
| F | 2 | - | 2 | - | - | - | 4 |
| **Values** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Vocational Education Improvement** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | - | - | 1 | - | 1 |

I. People with a particular problem or need not being met

| | |
|---|---|
| Gifted/Talented | 82 |
| Low Ability | 30 |
| Dropouts | 27 |
| Adults | 25 |
| Handicapped | 13 |
| Early Childhood | 13 |
| Environmental Background | 7 |
| Geographic Location | 7 |
| Ethnic Groups | 6 |

II. Administrative and management functions needing improvement

| | |
|---|---|
| Evaluation | 87 |
| Finance | 73 |
| Staff Development | 48 |
| Planning | 46 |
| Discipline | 42 |
| Working Relationships (internal) | 37 |
| Curriculum Change | 37 |
| Communications | 28 |
| Bargaining/Negotiations | 36 |
| Facilities | 32 |
| Accountability | 29 |
| Needs Assessment | 26 |
| Citizen Involvement | 25 |
| Attendance | 22 |
| Management Information and Systems | 20 |
| Decision Making/Problem Solving | 20 |
| Organization | 19 |
| Grading/Graduation Requirements | 18 |
| Testing | 15 |
| Equal Education | 14 |
| Student Records | 12 |
| Staffing Patterns | 12 |

III. Curriculum areas needing improvement or expansion

| | |
|---|---|
| Vocational Education | 58 |
| Reading | 56 |
| Social Studies | 55 |
| Math | 54 |
| Career Education | 44 |
| Science | 43 |
| English/Language Arts | 36 |

| Creative Arts | 34 |
| Affective Education | 24 |
| Music | 23 |
| Physical Education | 23 |
| Health | 22 |
| Consumer Education | 20 |
| Foreign Language | 19 |
| Environment/Energy | 16 |
| Computer Education | 14 |
| Motor-Perceptual Skills | 12 |

IV. Instructional methods needing improvement or expansion

| Accelerated/Enrichment Activities | 84 |
| Motivation | 64 |
| Diagnosis/Prescription | 45 |
| Home-Parent Instruction | 42 |
| Individualization | 40 |
| Alternative Programs | 35 |
| Ability Grouping | 31 |
| Community Centered Instruction | 24 |
| Interdisciplinary Instruction | 20 |
| Competency Based Instruction | 17 |
| Compensatory Programs | 16 |
| School Environment | 17 |
| Use of Technology/Computers | 12 |

MONTANA

L.  People with a particular problem or need not being met

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Adults | 7 | - | 6 | 8 | 3 | - | 24 |
| Average Students | - | - | - | 1 | - | - | 1 |
| Culturally Different | 1 | - | - | - | - | - | 1 |
| Custodians | - | - | 1 | - | - | - | 1 |
| Children with visual perception problem | - | - | 1 | - | - | - | 1 |
| Deaf | - | - | 1 | - | - | - | 1 |
| Dyslexia | - | - | 1 | - | - | - | 1 |
| Dropouts | 4 | - | 8 | 8 | 3 | 2 | 27 |
| Educationally Handicapped | - | - | - | - | 1 | - | 1 |
| Emotionally Disturbed | 1 | - | 3 | - | - | - | 4 |
| Ethnic Group | 3 | - | 1 | - | 1 | - | 5 |
| Environmental Background | - | - | 3 | 2 | 2 | - | 7 |
| Geographic Location | 1 | - | 1 | 3 | - | - | 5 |
| Handicapped | 1 | - | 2 | 1 | - | - | 4 |
| Handicapped and Disadvantaged | - | - | - | 1 | 1 | - | 2 |
| High Ability/Gifted | 15 | 1 | 35 | 11 | 14 | 6 | 82 |
| Indians | 3 | - | 2 | - | 1 | - | 6 |
| Kindergarteners | - | - | 2 | - | - | - | 2 |
| Low Achieving/Poor Self Image | - | - | - | 1 | - | - | 1 |
| Low Ability | 1 | - | 5 | 7 | 2 | 3 | 18 |
| Low Ability/Retarded | - | - | 1 | 1 | - | - | 2 |
| Low Ability/but above Special Ed | - | - | 1 | 1 | - | - | 2 |
| Learning Disability | - | - | 1 | - | 2 | - | 3 |
| Non-interested Students | - | - | - | 1 | - | - | 1 |
| Non-Certified Staff | - | - | 1 | - | - | - | 1 |
| Parents | - | - | 1 | - | - | - | 1 |
| Pre-Schoolers | - | - | 6 | 1 | 4 | - | 11 |
| Retarded | - | - | - | 1 | - | - | 1 |
| Retarded (MR'S) | - | - | 1 | - | - | - | 1 |
| Rural/Isolated Environment | 1 | - | - | - | - | - | 1 |
| Slow Learners | - | - | 2 | - | 1 | - | 3 |
| Secondary Students | - | - | - | 1 | - | - | 1 |
| Those not involved in athletics or other extracurricular programs | - | - | 1 | - | - | - | 1 |
| Unemployed High School Graduates | 2 | - | - | - | - | - | 2 |
| Teachers | - | - | 1 | - | - | - | 1 |
| Transient Population | - | - | 1 | - | - | - | 1 |
| Vocationally Oriented | 1 | - | 1 | - | - | - | 2 |
| 75-90 IQ Range | - | - | 1 | - | - | - | 1 |

C = Critical Need
I = Important Need
F = Future Need

II. Administrative and management functions needing improvement

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Accountability | | | 6 | 2 | 1 | 1 | 13 |
| C | 3 | - | 2 | 2 | 1 | - | 6 |
| I | 1 | - | - | 3 | 3 | - | 9 |
| F | 1 | 2 | | | | | |
| Accreditation | | | 2 | - | 2 | - | 5 |
| C | 1 | - | 1 | - | - | - | 1 |
| I | - | - | - | - | 2 | - | 3 |
| F | 1 | - | | | | | |
| Absenteeism | | 1 | - | - | - | - | 1 |
| C | - | | | | | | |
| Attendance | | | 1 | 3 | - | 1 | 9 |
| C | 4 | - | 2 | 2 | - | 3 | 3 |
| I | 1 | - | 1 | 2 | - | - | 4 |
| F | 1 | - | | | | | |
| Administrative Help (lack of) | | 1 | - | - | - | - | 1 |
| I | - | | | | | | |
| Administrative Salary Schedule | | - | 1 | - | - | - | 1 |
| I | - | | | | | | |
| Achievement Testing | | - | 1 | 1 | - | - | 2 |
| I | - | | | | | | |
| Affirmative Action Implementation | | - | - | - | - | - | 1 |
| I | 1 | | | | | | |
| Alternative Programs | | - | 1 | - | - | - | 1 |
| F | - | | | | | | |
| Assignment of Responsibility | | - | 2 | - | - | - | 2 |
| C | - | | | | | | |
| Budgeting (Levy Passage) | | - | 2 | - | - | - | 2 |
| C | - | | | | | | |
| Budgeting | | | - | - | 1 | - | 1 |
| C | - | - | - | 2 | 4 | 1 | 10 |
| I | 2 | 1 | 4 | 1 | - | - | 6 |
| F | 1 | - | | | | | |
| Building Program | | - | - | - | - | - | 1 |
| C | 1 | | | | | | |
| Building/Facilities | | - | 3 | - | 2 | - | 7 |
| F | 1 | | | | | | |
| Board Role | | - | 1 | 1 | - | - | 2 |
| C | - | | | | | | |
| Board Policies | | - | - | 1 | - | - | 1 |
| I | - | | | | | | |
| Bookkeeping System | | - | 1 | - | - | - | 1 |
| C | - | | | | | | |
| Building Administrative Team | | - | - | - | - | - | 1 |
| C | 1 | | | | | | |
| Building Involvement Skills | | - | - | - | - | - | 1 |
| I | 1 | | | | | | |
| Building Principals Curriculum Leadership | | - | - | - | - | - | 1 |
| I | 1 | | | | | | |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Business Manager | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Competency Based Education | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Curriculum Articulation | | | | | | | |
| C | 1 | 1 | 3 | 2 | 1 | - | 8 |
| I | 3 | - | 3 | - | 2 | - | 8 |
| F | - | - | 3 | 1 | 1 | - | 5 |
| Curriculum Evaluation | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| Curriculum Updating | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Curriculum Coordination in District | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Curriculum | | | | | | | |
| C | - | - | 2 | 2 | - | - | 4 |
| F | 1 | - | 1 | - | - | - | 2 |
| Curriculum Sequencing | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Curriculum D ection | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| Curriculum Guides | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| Curriculum Revision | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| Curriculum Grade Level Guidelines | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| Civil Rights | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |
| I | 1 | - | 1 | - | - | - | 2 |
| Civil Rights (Title IX Implementation) | | | | | | | |
| F | - | - | - | - | 1 | 1 | 2 |
| Consolidation | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| Coordination | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Classroom Observation | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Communications | | | | | | | |
| C | - | - | 3 | - | 4 | 1 | 8 |
| I | 1 | 1 | 4 | 4 | 2 | 2 | 14 |
| F | 1 | - | 5 | - | - | - | 6 |
| Change Process | | | | | | | |
| C | 1 | - | 3 | - | 1 | - | 5 |
| I | - | - | 5 | 1 | - | - | 6 |
| F | - | - | 3 | 1 | 1 | - | 5 |

| | Supts. | Board Chrn. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Citizen Involvement/Community Participation** | | | | | | | |
| C | 1 | - | 2 | - | 1 | - | 4 |
| I | 4 | - | 2 | - | 1 | 1 | 8 |
| F | 3 | 1 | 3 | - | 1 | - | 8 |
| **Community Relations** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Computerized Management Systems** | | | | | | | |
| C | 2 | - | - | - | - | - | 2 |
| I | - | - | 1 | - | - | - | 1 |
| F | 1 | - | 1 | - | - | - | 2 |
| **Confidentiality** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Cost Effectiveness** | | | | | | | |
| C | - | - | 3 | - | 1 | - | 4 |
| I | 1 | - | 2 | - | 1 | - | 4 |
| F | 5 | - | 4 | - | 3 | 1 | 13 |
| **Class Size** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Computerized Reporting** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Control of Non-Certified Personnel** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Change from K-6-3 to K-5-3-4** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Counselors in Elementary** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Coordination between schools** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Decision Making/Problem Solving** | | | | | | | |
| C | - | - | 3 | - | 1 | - | 4 |
| I | 1 | - | 1 | 1 | 4 | 1 | 8 |
| F | 1 | - | 4 | 1 | 1 | - | 7 |
| **Development of Trust and Communications** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Development of Credibility** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Determining Leadership Goals** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Differentiated Staffing** | | | | | | | |
| I | - | - | 2 | - | - | - | 2 |
| **Depends on Coal and Oil Activity** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Evaluation** | | | | | | | |
| C | - | 2 | - | - | 1 | 1 | 4 |
| I | 1 | - | 1 | - | - | - | 2 |
| F | - | - | 1 | - | - | - | 1 |
| **Employee Relations** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Evaluation Systemwide** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Evaluation of Programs** | | | | | | | |
| C | 2 | - | 8 | 4 | 2 | - | 16 |
| I | 3 | - | 9 | 2 | - | - | 14 |
| F | - | - | - | 2 | 3 | - | 5 |
| **Evaluation of Staff** | | | | | | | |
| C | 2 | 1 | 7 | 3 | 3 | 1 | 17 |
| I | 2 | - | 5 | 4 | - | 1 | 12 |
| F | 3 | 1 | 5 | 2 | 1 | 1 | 13 |
| **Equal Education** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | 1 | - | - | - | 2 | 1 | 4 |
| F | - | - | 1 | - | 1 | 1 | 3 |
| **Elementary Guidance** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Extended Year** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | 2 | 1 | - | 1 | 4 |
| F | 1 | - | - | 2 | - | 1 | 4 |
| **Extracurricular Activities Negative Effect** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Facilities** | | | | | | | |
| C | 7 | - | 1 | 1 | - | 2 | 11 |
| I | 1 | - | 2 | - | 2 | - | 5 |
| F | - | - | 4 | 2 | - | 1 | 7 |
| **Finance** | | | | | | | |
| C | 4 | - | 6 | 1 | 3 | 1 | 15 |
| I | - | 1 | 2 | - | 1 | - | 4 |
| F | 3 | - | 5 | 1 | 1 | 1 | 11 |
| **Foundation Program Improvement** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Grading Systems** | | | | | | | |
| C | 1 | - | 2 | 1 | 2 | 1 | 7 |
| I | 2 | 1 | 5 | 2 | 3 | - | 13 |
| F | 1 | 1 | 5 | 1 | 2 | - | 10 |
| **Graduation Requirements** | | | | | | | |
| C | - | - | - | 3 | 1 | - | 4 |
| I | - | - | 2 | 2 | 2 | 1 | 7 |
| F | 1 | - | - | - | 2 | 2 | 5 |
| **Guidance/Counseling** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Guidance-Testing Coordination** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Group Processes** | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |
| I | - | - | 1 | - | - | - | 1 |
| F | 3 | - | - | - | - | - | 3 |
| **Help for Gifted Children** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Human Relations** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Hiring Practices** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Humanization of Instruction | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Handicapped Children | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Health Services | | | | | | | |
| F | - | - | 1 | 1 | - | - | 2 |
| Hot Lunch Program | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Inservice Education | | | | | | | |
| C | 4 | - | 7 | 2 | 3 | - | 16 |
| I | 5 | - | 12 | 5 | 2 | - | 24 |
| F | - | - | 1 | 1 | 2 | 1 | 5 |
| Inservice--Special Education | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Interpersonal Relations | | | | | | | |
| C | - | - | 5 | 1 | 1 | 1 | 9 |
| I | 2 | - | 2 | 1 | 2 | - | 7 |
| F | - | - | - | - | 1 | - | 1 |
| Interpersonal Communications | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| Indian Education | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Interdistrict Programs | | | | | | | |
| I | 1 | - | 1 | - | 1 | - | 3 |
| F | 1 | - | 1 | 1 | - | 1 | 4 |
| Intermediate Principal | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| Kindergarten Inclusion | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Keeping up on reading methods | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Keeping staff with decreasing enrollment | | | | | | | |
| F | - | - | - | 2 | - | - | 2 |
| Management Teams | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Management Decisions | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| Management by Objectives | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Management Training for Principals | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Management Training | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Management (central supply ordering) | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Management Information | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | 2 | - | 1 | - | 3 |
| F | - | - | 2 | - | - | - | 2 |

45

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Management Supervision** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Middle School Acceptance** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **More Clerical Help** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **More Teachers** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Negotiations and Bargaining/Arbitration** | | | | | | | |
| C | 3 | 1 | 4 | 1 | 4 | - | 13 |
| I | 1 | - | 5 | - | 1 | 1 | 8 |
| F | 3 | 6 | 4 | - | 2 | 1 | 16 |
| **Needs Assessments** | | | | | | | |
| C | 2 | 1 | 3 | - | 1 | 1 | 8 |
| I | 1 | - | 4 | 1 | 3 | 1 | 10 |
| F | 1 | - | 3 | 1 | 2 | 1 | 8 |
| **Need half-time principal in one building when 1 principal has 2 schools** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Nongraded Organization (need for)** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Need for top leadership** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Organizational Structure** | | | | | | | |
| C | 2 | - | 4 | - | 1 | 1 | 8 |
| I | 1 | - | 1 | 1 | 1 | 1 | 5 |
| F | 1 | - | 2 | 1 | 1 | - | 5 |
| **Overcrowding** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Planning** | | | | | | | |
| C | 1 | - | 3 | 2 | 1 | - | 7 |
| I | 1 | - | - | 1 | - | 1 | 3 |
| F | - | - | 1 | 1 | 1 | 1 | 4 |
| **Planning District Goals** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Administrative Planning** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Planning Prevocational Training** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Planning Schedule** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Planning Relevant Curriculum** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Playgrounds** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Planning Education for Affective Development** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Policy Formation** | | | | | | | |
| C | 3 | - | 2 | 1 | - | 1 | 7 |
| I | 4 | - | 3 | 1 | 1 | 1 | 9 |
| F | 1 | - | 3 | 1 | 1 | 1 | 7 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Long-Range Planning** I | - | - | 1 | - | - | - | 1 |
| **Public Relations** C | - | - | 3 | - | - | - | 3 |
| **Parental Involvement** I | - | - | 1 | - | - | - | 1 |
| **Performance Contracting** C | - | - | - | 1 | - | - | 1 |
| I | - | - | 2 | - | - | - | 2 |
| **Principals Duties** F | - | - | 1 | - | - | - | 1 |
| **Permanent Records** C | - | - | - | - | 1 | - | 1 |
| **Pupil Personnel** I | 1 | - | - | - | - | - | 1 |
| **Role Identification** C | - | - | 1 | - | - | - | 1 |
| **Relations between administration/ staff** I | - | - | 1 | - | - | - | 1 |
| **Responsibility of Administration** F | - | - | - | - | - | 1 | 1 |
| **School Year** C | - | - | 1 | - | - | - | 1 |
| **Scheduling/Placement** C | - | - | 2 | 2 | 1 | 1 | 6 |
| F | 1 | - | 2 | - | - | - | 3 |
| **Staff Management** C | - | - | 1 | - | - | - | 1 |
| **Staff Reduction** I | 1 | - | - | - | - | - | 1 |
| **Staff Decision Making** I | 1 | - | - | - | - | - | 1 |
| **Staff Relations** C | - | - | 1 | - | - | - | 1 |
| **Staff Handbook** I | - | - | - | 1 | - | - | 1 |
| **Salaries** F | - | - | 1 | - | - | - | 1 |
| **SPECS Implementation** C | - | - | 1 | - | - | - | 1 |
| **Secretarial Help** C | 1 | - | 1 | - | - | - | 2 |
| **Strike Plans** C | - | - | 1 | - | - | - | 1 |
| **School Board** C | - | - | 1 | - | - | - | 1 |
| I | - | - | - | - | 1 | - | 1 |
| **Student Records** C | 2 | - | - | - | 1 | - | 3 |
| I | - | - | 3 | - | 1 | - | 4 |
| F | 1 | - | - | 2 | - | - | 3 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Student Reporting** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Student Discipline** | | | | | | | |
| C | 3 | - | 5 | 1 | 6 | 2 | 17 |
| I | 2 | - | 10 | 3 | 2 | 2 | 19 |
| F | 2 | - | 2 | - | - | 1 | 5 |
| **Student Accountability** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Supervision of Special Education** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Testing** | | | | | | | |
| C | 2 | - | 3 | - | 2 | - | 7 |
| I | - | - | 1 | - | 3 | - | 4 |
| F | - | - | 1 | - | 1 | - | 2 |
| **Teacher Preparation** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Teacher Aids** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Teacher input on policy making** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Textbook Selection** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Time Management** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Team Administration** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Values Clarification** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Vocational Education** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Vocational School Development** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Vice Principals in elementary schools over 500** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |

MONTANA

III. Curriculum areas needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Aesthetics** | | | | | | | |
| C | -- | - | 1 | - | -- | - | 1 |
| **Art** | | | | | | | |
| C | 1 | - | 1 | - | 1 | 1 | 4 |
| I | - | - | 2 | - | 1 | - | 3 |
| F | - | - | 1 | 1 | - | - | 2 |
| **Affective Education** | | | | | | | |
| C | 2 | - | 4 | - | 1 | - | 7 |
| I | 3 | - | 3 | 1 | - | - | 7 |
| F | 1 | - | 6 | 1 | 2 | - | 10 |
| **Athletics** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Athletics (girls)** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Adult Education** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Activity oriented materials** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Audiovisual** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Basic Skills** | | | | | | | |
| C | 1 | - | - | - | - | 1 | 2 |
| F | - | - | - | - | - | 1 | 1 |
| **Business** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Bicultural (Indian)** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Career Education** | | | | | | | |
| C | 4 | - | 8 | 2 | 1 | - | 15 |
| I | 3 | - | 4 | 2 | 1 | 2 | 12 |
| F | 5 | - | 8 | 1 | 2 | 1 | 17 |
| **Critical Thinking Skills** | | | | | | | |
| C | - | - | 1 | - | - | 1 | 2 |
| I | - | - | - | - | 1 | - | 1 |
| **Creative Arts** | | | | | | | |
| C | 2 | - | 1 | - | 2 | - | 5 |
| I | 3 | - | 2 | 2 | 5 | - | 12 |
| F | 2 | - | 1 | 1 | 1 | 1 | 6 |
| **Consumer Education** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| I | 1 | - | 3 | 1 | 3 | 2 | 10 |
| F | 3 | - | 2 | 1 | 1 | 1 | 9 |
| **Computer Technology** | | | | | | | |
| C | 1 | - | - | 1 | - | - | 2 |
| I | 3 | - | - | 2 | 1 | - | 6 |
| F | 1 | - | - | - | 2 | 3 | 6 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Curriculum Evaluation** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Curriculum Objectives** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Communications Arts** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Commercial Area** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Citizenship** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Curriculum Coordination** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Curriculum Updating** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Driver Education/Safety** | | | | | | | |
| I | 1 | - | - | 1 | - | - | 2 |
| **Decision Making** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Education of Handicapped** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Ethnic Studies** | | | | | | | |
| C | 2 | - | - | - | - | - | 2 |
| I | 2 | - | - | - | 1 | - | 3 |
| F | 3 | - | 2 | - | 1 | - | 6 |
| **Environment-Energy** | | | | | | | |
| C | 1 | - | - | - | 2 | - | 3 |
| I | 2 | - | 2 | 1 | 2 | - | 7 |
| F | - | - | 3 | 1 | 1 | 1 | 6 |
| **English** | | | | | | | |
| I | 2 | - | 2 | 1 | - | - | 5 |
| F | 1 | - | 1 | - | 1 | - | 3 |
| **English/Literature** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | 2 | 2 | - | - | 4 |
| F | - | - | 1 | - | - | - | 1 |
| **English/Reading** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **English/Writing** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Extracurriculum Activities** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Foreign Languages** | | | | | | | |
| C | 3 | - | - | 2 | - | 1 | 6 |
| I | 2 | 1 | 1 | 2 | 2 | - | 8 |
| F | 1 | - | 1 | 2 | 2 | - | 6 |
| **Gifted Program** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Health** | | | | | | | |
| C | 1 | - | 4 | 3 | 1 | - | 9 |
| I | 3 | - | 5 | 3 | - | 1 | 12 |
| F | - | - | - | - | 1 | - | 1 |

Page 3

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **History** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Home Economics** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Humanistic Education** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Industrial Art** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Increasing staff with dropping enrollment** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Indian Studies** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Kindergarten** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Language Arts** | | | | | | | |
| C | 1 | - | 11 | 1 | - | - | 13 |
| I | 1 | - | 3 | - | - | - | 4 |
| F | - | - | - | - | 1 | - | 1 |
| **Leisure Time Activities** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Library** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Listening Skills** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Math** | | | | | | | |
| C | 4 | - | 16 | 4 | 4 | 1 | 29 |
| I | 2 | - | 12 | 2 | 1 | 1 | 18 |
| F | 1 | - | 5 | - | 1 | - | 7 |
| **Math (Metric)** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | 1 | - | 2 |
| **Music** | | | | | | | |
| C | 5 | - | 1 | - | 4 | - | 10 |
| I | 2 | - | 2 | 2 | 4 | - | 10 |
| F | - | - | 2 | - | - | - | 2 |
| **Music (Instrumental)** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Motor Perceptual Skills** | | | | | | | |
| C | - | - | 3 | - | 1 | 1 | 5 |
| I | - | - | 4 | - | - | - | 4 |
| F | 1 | - | 2 | - | - | - | 3 |
| **Low achievers not qualifying as learning disabilities** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **On the Job Training** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Physical Education** | | | | | | | |
| C | 1 | - | 1 | - | 2 | - | 4 |
| I | - | - | 5 | 2 | 1 | - | 8 |
| F | 1 | - | 3 | - | 1 | 2 | 7 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Physical Education and Health** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Physical Education Facilities** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Phonics** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Preschool Readiness** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Penmanship** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Postsecondary Programs in High School** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Reading** | | | | | | | |
| C | 6 | - | 11 | 5 | 5 | 1 | 28 |
| I | 3 | - | 9 | 2 | 1 | - | 15 |
| F | 2 | - | 6 | - | - | - | 8 |
| **Reading and Phonics** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Reading and List Composition** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Reasoning** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Reading and Language Arts** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Science** | | | | | | | |
| C | 3 | - | 11 | 1 | 5 | - | 20 |
| I | 2 | - | 8 | 3 | 2 | 1 | 16 |
| F | 1 | - | 4 | 1 | - | - | 6 |
| **Science-Conceptual Approach** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Social Studies** | | | | | | | |
| C | 4 | - | 14 | 7 | 7 | - | 32 |
| I | 3 | - | 9 | 1 | 1 | 1 | 15 |
| F | 2 | - | 4 | 2 | - | - | 8 |
| **Sex Education** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Spelling** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Speech** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | 1 | - | 1 | 1 | 2 | - | 5 |
| F | - | - | 1 | - | - | - | 1 |
| **Speech-Drama** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Separate texts on geography and history** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Thinking Skills** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Vocational Education** | | | | | | | |
| C | 5 | - | 7 | 4 | 2 | 1 | 19 |
| I | 5 | - | 4 | 4 | 2 | 4 | 19 |
| F | 4 | 1 | 3 | 6 | 2 | 2 | 18 |
| **Vocational Agriculture** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Writing** | | | | | | | |
| I | - | - | 1 | - | - | 1 | 2 |
| **Writing-Written Expression** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Written and Oral Communications** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **...hat to take out of the curriculum to make time for what is left?** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |

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MONTANA

IV. Instructional methods needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Accelerated Courses** | | | | | | | |
| C | - | - | 5 | 1 | 5 | 1 | 12 |
| I | 3 | - | 5 | 5 | 3 | - | 16 |
| F | 2 | - | 6 | - | 3 | 1 | 12 |
| **Achievement Testing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Alternative Programs** | | | | | | | |
| C | 5 | - | 2 | 4 | 1 | - | 12 |
| I | 5 | - | 5 | 3 | 1 | - | 14 |
| F | 2 | - | 3 | 2 | 2 | 2 | 11 |
| **Ability Grouping** | | | | | | | |
| C | - | - | 2 | 1 | 1 | - | 4 |
| I | - | - | 3 | 1 | 1 | - | 5 |
| F | - | - | 1 | - | - | - | 1 |
| **Adult Education** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Above Average Programs** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Accountability** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Articulation of Curriculum K-12** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Assurance of Competency** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Applied Math Survival Skills** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Building Facilities** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Bilingual Education** | | | | | | | |
| C | - | - | 1 | 1 | - | - | 2 |
| I | - | - | - | 1 | 2 | - | 3 |
| F | 2 | - | - | - | - | - | 2 |
| **Compensatory Instruction** | | | | | | | |
| C | 1 | - | - | 3 | - | - | 4 |
| I | - | - | 2 | - | - | - | 2 |
| F | - | - | - | 2 | - | - | 2 |
| **Courses for low level students** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Computer Support** | | | | | | | |
| F | 1 | - | 1 | - | - | - | 2 |
| **Community Centered Instruction** | | | | | | | |
| C | - | - | 3 | 2 | 1 | - | 6 |
| I | 4 | - | 2 | - | 3 | - | 9 |
| F | 3 | - | 1 | - | 3 | 1 | 8 |

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Page 2

| | SIpts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Community OJT** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Competency Based Instruction** | | | | | | | |
| C | - | - | 2 | 2 | 1 | - | 5 |
| I | 1 | - | 1 | 1 | - | - | 3 |
| F | 3 | - | 4 | 2 | - | - | 9 |
| **Curriculum Expansion** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Curriculum Coordination** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Continuous Progress Instruction** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Communications with Parents** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Counseling** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Diagnostic/Prescription** | | | | | | | |
| C | 3 | - | 4 | - | 1 | 1 | 9 |
| I | 4 | - | 2 | 2 | 2 | 1 | 11 |
| F | 1 | - | 7 | 2 | - | - | 10 |
| **Enrichment Activities** | | | | | | | |
| C | 5 | - | 6 | 3 | 4 | - | 18 |
| I | 2 | 1 | 6 | 5 | 7 | 3 | 24 |
| F | 7 | - | 8 | 4 | 1 | - | 20 |
| **Employer-Employee Relations** | | | | | | | |
| F | - | - | - | - | - | - | 1 |
| **Elementary Writing and Reading** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Evaluation of Affective Areas** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Federal Funding Continuation** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Faculty-Student Relations** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Grouping for Learning** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Grading** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Home-Parent Instruction** | | | | | | | |
| C | 1 | - | 6 | - | 5 | 1 | 13 |
| I | 4 | - | 4 | 2 | 4 | 1 | 15 |
| F | 3 | - | 5 | 2 | 2 | 1 | 13 |
| **Humanization of Instruction** | | | | | | | |
| I | - | - | 1 | - | - | . | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Home Economics** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Interdisciplinary Instruction** | | | | | | | |
| C | 2 | - | - | 2 | 2 | - | 6 |
| I | 2 | - | 3 | - | 2 | 2 | 9 |
| F | 1 | - | 1 | - | 1 | 1 | 4 |

Page 3

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Individualized Instruction** | | | | | | | |
| C | - | - | 5 | 1 | 4 | - | 10 |
| I | 5 | - | 4 | 4 | 1 | 1 | 15 |
| F | 2 | - | 7 | 3 | - | 2 | 14 |
| **Intelligence Testing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Involvement of People** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Interpersonal/Staff Relationships** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Individual Student Programs** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Kindergarten** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Lack of Space/Classrooms** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Low Level Courses** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Low Pupil-Teacher Ratio** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Metric System** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Middle Schools (grades 7-5)** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Motivation** | | | | | | | |
| C | 4 | - | 4 | . | 6 | 4 | 18 |
| I | 4 | 1 | 3 | 5 | 3 | 2 | 18 |
| F | 5 | - | 14 | 7 | 1 | 1 | 28 |
| **Multiage Groupings** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Needs Assessment** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Outdoor Education** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Primary Reading** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Prescription Teaching** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Parental Involvement** | | | | | | | |
| C | 1 | - | - | - | - | 1 | 2 |
| I | - | - | 1 | - | - | - | 1 |
| **Parent understanding of state curriculum requirements** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Preparation Time for Teachers** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Prescriptive Teaching** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Peer, Cross Age Instruction** | | | | | | | |
| I | 2 | - | - | - | - | - | 2 |
| F | - | - | 1 | - | - | - | 1 |

Page 4

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Phonics** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Physical Education and Health** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Questioning Techniques** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Progress Reports/Continuum** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Reading** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Resource Rooms** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Remedial Classes** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **School Environment** | | | | | | | |
| C | - | - | 1 | - | - | 2 | 3 |
| I | 2 | - | 2 | 2 | - | 1 | 7 |
| F | 2 | - | 4 | 1 | - | - | 7 |
| **School Size** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Special Services** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **School-Parent Relations** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Science Improvement in Grades** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Speech and Drama** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Spelling** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Science** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Sequenced Curriculum** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Student Placement Services** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Student Rights** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Self-Esteem** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Supportive Service Organization** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Textbook Selection** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Teacher Assessment Techniques** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |

Page 5

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Transfer to Middle School System | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| Teacher Aids | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| Teacher-Student Rapport | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Teacher Motivation | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| Training for Interdisciplinary Programs | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| Team Teaching | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| Teacher Rights | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Use of Technology | | | | | | | |
| C | - | - | 1 | 1 | - | - | 2 |
| I | 2 | - | 3 | - | 2 | - | 7 |
| F | - | - | - | 1 | 1 | - | 2 |
| Ungraded Instruction | | | | | | | |
| C | - | - | 1 | 1 | 1 | - | 3 |
| I | 3 | - | 3 | - | 2 | - | 8 |
| F | 1 | - | 5 | - | 1 | - | 7 |
| Ungraded Primary | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| Vocational Education Improvement | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | 1 | - | - | - | 1 | 2 |
| F | - | - | - | 1 | - | - | 1 |

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# OREGON SUMMARY

## I. People with a particular problem or need not being met

| | |
|---|---|
| Low Ability | 284 |
| Gifted/Talented | 227 |
| Dropouts | 110 |
| Early Childhood | 100 |
| Emotionally Disturbed | 36 |
| Adults | 31 |
| Ethnic Groups | 30 |
| Environmental Background | 28 |
| Handicapped | 26 |
| Behavior Problems | 17 |
| Geographic Location | 12 |

## II. Administrative and management functions needing improvement

| | |
|---|---|
| Evaluation | 200 |
| Finance | 186 |
| Grading/Graduation Requirements | 175 |
| Curriculum Change | 143 |
| Discipline | 134 |
| Communications | 105 |
| Citizen Involvement | 100 |
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| Planning | 86 |
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| Organization | 64 |
| Facilities | 60 |
| Testing | 58 |
| Attendance | 47 |
| Accountability | 46 |
| Extended Year | 40 |

## III. Curriculum areas needing improvement or expansion

| | |
|---|---|
| Reading | 193 |
| Career Education | 154 |
| Science | 146 |
| Math | 141 |
| English/Language Arts | 110 |
| Health | 108 |
| Consumer Education | 102 |
| Environment/Engergy | 100 |
| Social Studies | 91 |
| Creative Arts | 77 |

| | |
|---|---|
| Affective Education | 77 |
| Vocational Education | 66 |
| Physical Education | . 58 |
| Music | 52 |
| Motor-Perceptual Skills | 48 |
| Foreign Language | 41 |

IV. <u>Instructional methods needing improvement or expansion</u>

| | |
|---|---|
| Accelerated/Enrichment Activities | 224 |
| Motivation | 197 |
| Competency Based Instruction | 150 |
| Alternative Programs | 146 |
| Individualization | 135 |
| Diagnosis/Prescription | 101 |
| Ability Grouping | 88 |
| Home-Parent Instruction | 87 |
| Community Centered Instruction | 55 |
| School Environment | 54 |
| Interdisciplinary Instruction | 44 |
| Peer-Cross Age Instruction | 32 |

# OREGON

L. People with a particular problem or need not being met

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Adults | 4 | - | 11 | 7 | 6 | 3 | 31 |
| Attendance Problems | - | - | 1 | - | 1 | - | 2 |
| Apathetic | - | - | - | 1 | - | - | 1 |
| Average Students | - | - | 2 | 1 | 1 | 1 | 5 |
| Behavior Problems | - | - | 1 | 2 | 4 | 1 | 8 |
| Bused Students | - | - | - | - | 1 | - | 1 |
| Chicano | - | - | - | - | 1 | - | 1 |
| Culturally Deprived | - | - | 1 | - | - | - | 1 |
| Culturally Low Parents | - | - | 1 | - | - | - | 1 |
| Disruptive Students | - | - | - | 1 | - | - | 1 |
| Disenchanted Junior High | - | 1 | - | - | - | - | 1 |
| Discipline-Social Problems | 1 | - | 4 | 1 | - | - | 6 |
| Dropouts | 17 | 2 | 25 | 25 | 22 | 19 | 110 |
| Dyslexia | - | - | 1 | - | 1 | - | 2 |
| Educationally Handicapped | 1 | 1 | - | - | - | - | 2 |
| Emotionally Handicapped-Disturbed | 5 | - | 15 | 2 | 14 | - | 36 |
| Environmental Background | 4 | - | 10 | 5 | 8 | 1 | 28 |
| Ethnic Group | 2 | - | 5 | 1 | 11 | - | 19 |
| Exceptional Students | - | - | - | 1 | - | - | 1 |
| Extreme Learning Problems | 1 | - | 1 | - | 1 | - | 3 |
| Force Outs | - | - | 1 | - | - | - | 1 |
| Gifted in Non-Academic Areas | - | - | 1 | - | - | - | 1 |
| Geographic Location | 2 | 1 | 2 | 4 | 2 | 1 | 12 |
| Handicapped | 6 | - | 8 | 1 | 9 | 2 | 26 |
| High Ability/Gifted | 20 | 4 | 85 | 18 | 70 | 29 | 226 |
| Hyperactive | - | - | 2 | - | - | - | 2 |
| Indians | 1 | - | 1 | 1 | 1 | - | 4 |
| Juvenile Delinquents | 1 | - | - | - | - | - | 1 |
| Kindergarteners | 1 | - | 1 | - | 2 | - | 4 |
| Learning Disabled | 2 | - | 9 | 3 | 4 | - | 18 |
| Low Ability | 3 | - | 17 | 12 | 18 | 10 | 60 |
| Low Ability/Retarded | 3 | 1 | 5 | 3 | 12 | 1 | 25 |
| Low Achieving | - | - | 2 | - | - | - | 2 |
| Low Income | - | - | 1 | - | 1 | - | 2 |
| Multiple Program Instruction | - | - | - | 1 | - | - | 1 |
| Non-English Speaking | - | - | - | 1 | 1 | - | 2 |
| Non-Interested Students | - | - | - | - | - | 1 | 1 |

Page 2

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Non-Readers | - | - | 3 | 2 | 3 | 1 | 9 |
| Non-Certified Staff | - | - | - | 1 | - | - | 1 |
| Non-Attenders | - | - | - | - | 1 | - | 1 |
| Parents | - | - | 1 | - | 1 | - | 2 |
| Pre-Schoolers | 11 | - | 38 | 3 | 38 | 6 | 96 |
| Remedial | - | - | - | - | 1 | - | 1 |
| Retarded | - | 2 | - | - | - | - | 2 |
| Resistant Learners | - | - | - | 1 | - | - | 1 |
| Retarded (MR's) | - | - | 1 | - | - | - | 1 |
| Reluctant Learners | - | - | - | - | - | 1 | 1 |
| Single Parent Students | - | - | 2 | - | - | - | 2 |
| Slow Learners | - | - | 3 | - | - | - | 3 |
| Speech Problems | 1 | - | - | - | 1 | - | 2 |
| Spanish | - | - | 2 | - | - | - | 2 |
| Students Who Don't Identify With Own Age Group | - | - | 1 | - | - | - | 1 |
| Special Ed. Students | - | - | - | - | 1 | - | 1 |
| Socially Handicapped | - | - | 1 | - | 2 | - | 3 |
| Turned Off | - | - | - | 1 | - | - | 1 |
| Transient Population | - | - | 1 | - | - | - | 1 |
| Teachers | - | - | - | - | 1 | - | 1 |
| Unmotivated | 3 | 1 | 3 | 2 | 1 | - | 10 |
| Underachievers | 1 | - | 1 | 1 | - | - | 3 |
| Vietnamese | - | - | - | - | 3 | - | 3 |
| Vocationally Oriented | - | 1 | 1 | - | 1 | 1 | 4 |
| Women | - | - | 1 | - | 1 | - | 2 |

OREGON

II. Administrative and management functions needing improvement

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Accounting Department | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| Administrative Functions Hierarchy | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Athletics | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| Administrative Evaluation | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | 1 | - | - | - | - | 1 | 2 |
| Accountability | | | | | | | |
| F | - | - | 4 | 1 | - | - | 5 |
| Audiovisual Services | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| Attendance | | | | | | | |
| C | 1 | - | 7 | 7 | 4 | 5 | 24 |
| I | 2 | - | 4 | 3 | 2 | 2 | 13 |
| F | 1 | - | - | 2 | 2 | 2 | 7 |
| Administrative Assistance | | | | | | | |
| C | 3 | - | 5 | - | - | - | 9 |
| I | - | - | - | 1 | - | - | 1 |
| Administrative-Clerical | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| Alternative Programs | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| Assignment of Management | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Administrative Policies | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| Assistant Principals | | | | | | | |
| F | - | - | - | - | 1 | 1 | 2 |
| Advisors and Coaches | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| Business Managers | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Budgeting | | | | | | | |
| C | 1 | - | 6 | 3 | 6 | 2 | 18 |
| I | 1 | - | 4 | 1 | 12 | 1 | 19 |
| F | 1 | - | 2 | - | - | 3 | 6 |
| Building Maintenance | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| Building/Facilities | | | | | | | |
| F | 1 | 1 | - | 1 | - | - | 3 |
| Board Role | | | | | | | |
| C | 1 | - | - | 1 | - | - | 2 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Board Policies** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Building Principals** | | | | | | | |
| I | 1 | - | .- | - | - | - | 1 |
| **Business Administration** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Contract Administration** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Curriculum Development** | | | | | | | |
| C | 3 | 1 | - | 1 | - | - | 5 |
| I | - | - | 1 | 1 | 1 | - | 3 |
| **Curriculum Extension Downward** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Centralization** | | | | | | | |
| C | - | - | 2 | 1 | 2 | - | 5 |
| I | - | - | 2 | 2 | - | - | 4 |
| F | - | - | 2 | 2 | 2 | - | 6 |
| **Curriculum Relevancy** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Competency Based Education** | | | | | | | |
| C | 1 | - | - | - | - | 2 | 3 |
| I | - | - | - | - | - | 1 | 1 |
| F | - | - | - | 1 | 1 | - | 2 |
| **Curriculum Articulation** | | | | | | | |
| C | 4 | - | 12 | 9 | 6 | 3 | 30 |
| I | 2 | 1 | 18 | 2 | 6 | 1 | 32 |
| F | 4 | - | 14 | 2 | 2 | 1 | 20 |
| **Curriculum Planning** | | | | | | | |
| C | 1 | - | 1 | 1 | 4 | - | 7 |
| I | - | - | - | - | 2 | - | 2 |
| **Curriculum Coordination** | | | | | | | |
| C | - | - | - | - | 2 | 1 | 3 |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | - | 1 | 1 | - | 2 |
| **Curriculum** | | | | | | | |
| C | - | - | 8 | - | - | - | 8 |
| I | 1 | - | - | 1 | - | 1 | 3 |
| F | 1 | - | - | 1 | - | 2 | 4 |
| **Curriculum (Goal Based)** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Curriculum Direction** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Curriculum Goals** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Curriculum Revision** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | 1 | - | 2 | - | - | - | 3 |
| F | 1 | - | 3 | - | - | - | 4 |
| **Curriculum Design** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Civil Rights** | | | | | | | |
| I | - | - | 2 | 1 | - | 1 | 4 |
| F | 2 | - | - | - | - | - | 2 |
| **Career Ed Expansion** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Certification of Staff** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Communications** | | | | | | | |
| C | 4 | - | 16 | 8 | 20 | 5 | 53 |
| I | 4 | - | 18 | 2 | 10 | 1 | 35 |
| F | 1 | - | 6 | 2 | 6 | 2 | 17 |
| **Change Process** | | | | | | | |
| C | 1 | - | 2 | 2 | 2 | - | 7 |
| I | 1 | - | 6 | - | 4 | - | 11 |
| F | - | - | 4 | 3 | 2 | 1 | 10 |
| **Cooperation With Social Agencies** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Curriculum Evaluation** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Credibility** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Conflict Resolution** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Community Support** | | | | | | | |
| C | - | 1 | - | 1 | - | - | 2 |
| F | - | - | - | - | - | 1 | 1 |
| **Coordination Between Buildings** | | | | | | | |
| C | - | 1 | - | - | - | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| **Citizenship Instruction** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Citizen Involvement/Community Participation** | | | | | | | |
| C | - | 1 | 12 | - | 2 | 2 | 17 |
| I | 3 | - | 22 | 5 | 16 | 2 | 48 |
| F | 2 | 1 | 14 | 4 | 10 | - | 31 |
| **Community Role** | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| **Computerized Management Systems** | | | | | | | |
| C | - | - | 2 | 1 | - | 1 | 4 |
| I | 1 | - | 3 | - | - | - | 4 |
| F | 2 | - | 1 | 1 | - | - | 4 |
| **Cost Effectiveness** | | | | | | | |
| C | 1 | - | 2 | 2 | 1 | 1 | 7 |
| I | 1 | - | 4 | 2 | 1 | - | 8 |
| F | 1 | - | 2 | - | 1 | 1 | 5 |
| **Changing Society Needs** | | | | | | | |
| F | - | 1 | - | - | - | - | 1 |
| **Counseling** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Decision Making/Problem Solving** | | | | | | | |
| C | 2 | 1 | 8 | 2 | 4 | 1 | 18 |
| I | 2 | - | 4 | 2 | 4 | 1 | 13 |
| F | - | - | 4 | 3 | - | 1 | 8 |
| **Data Processing** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Differentiated Staffing** | | | | | | | |
| C | 1 | - | 2 | - | - | - | 3 |
| I | - | - | 6 | 2 | 4 | - | 12 |
| F | 1 | 1 | 5 | - | 2 | 2 | 11 |
| **Delegation-Follow Through** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Discipline** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Evaluation** | | | | | | | |
| C | - | - | - | 2 | 4 | - | 6 |
| I | - | - | - | - | - | 1 | 1 |
| **Equipment** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Evaluation Tools** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Evaluation of Performance** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Enrollment Decline** | | | | | | | |
| C | - | - | 5 | 1 | - | - | 6 |
| **Enrollment Growth** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Evaluation of Programs** | | | | | | | |
| C | 3 | 2 | 6 | 3 | 10 | 3 | 27 |
| I | 8 | 2 | 10 | 6 | 2 | 4 | 32 |
| F | 7 | - | 12 | 6 | 7 | 1 | 33 |
| **Evaluation of Staff** | | | | | | | |
| C | 9 | 1 | 16 | 4 | 14 | 3 | 46 |
| I | 4 | 2 | 22 | 6 | 8 | - | 42 |
| F | 2 | - | 4 | 2 | - | 2 | 10 |
| **Equal Education** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | . | - | - | - | 1 | - | 2 |
| **Extended Year** | | | | | | | |
| C | 1 | - | 2 | - | 2 | 1 | 6 |
| I | - | - | 2 | 1 | 2 | 3 | 8 |
| F | 1 | 1 | 12 | 3 | 8 | 1 | 26 |
| **FTE Formulas** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Facilities** | | | | | | | |
| C | 1 | - | 14 | 4 | 2 | 2 | 23 |
| I | 2 | - | 6 | - | - | - | 8 |
| F | 3 | - | 4 | - | - | 3 | 10 |
| **Finance** | | | | | | | |
| C | 12 | 1 | 28 | 10 | 13 | 8 | 72 |
| I | 1 | - | 14 | 3 | 4 | 1 | 23 |
| F | 2 | - | 10 | 3 | 8 | 2 | 25 |

Page 5

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Facility Design** | | | | | | | |
| C | 1 | - | - | - | 2 | 2 | 5 |
| I | 1 | - | - | - | 2 | - | 3 |
| F | 1 | - | 1 | 3 | 1 | - | 6 |
| **Fiscal-Conversion to PPBS** | | | | | | | |
| I | 1 | - | 1 | - | - | - | 2 |
| F | 1 | - | - | - | - | - | 1 |
| **Grievance-Fair Dismissal** | | | | | | | |
| C | - | - | - | 2 | 1 | - | 3 |
| **Grading Systems** | | | | | | | |
| C | 1 | - | 18 | 1 | 16 | - | 36 |
| I | - | - | 13 | 3 | 10 | 3 | 34 |
| F | 3 | - | 14 | 1 | 6 | 1 | 25 |
| **Graduation Requirements** | | | | | | | |
| C | 6 | - | 6 | 5 | 6 | 4 | 27 |
| I | 2 | - | 2 | 6 | 2 | 4 | 16 |
| F | 5 | - | 3 | 6 | 6 | 1 | 26 |
| **Guidance/Counseling** | | | | | | | |
| C | - | - | - | - | 2 | - | 2 |
| I | - | - | - | - | - | 1 | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Group Processes** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| I | 2 | - | 6 | 1 | - | 1 | 10 |
| F | - | - | 2 | - | - | 1 | 3 |
| **Goal Development** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Hot Lunch Program** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Information Processing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Implementing Priorities** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Inservice Education** | | | | | | | |
| C | - | - | 12 | 4 | 4 | 3 | 23 |
| I | 5 | - | 12 | 5 | 26 | 3 | 51 |
| F | 3 | - | 4 | 3 | - | 2 | 12 |
| **Interpersonal Relations** | | | | | | | |
| C | 1 | - | 14 | 2 | 10 | 4 | 31 |
| I | 1 | - | 6 | 3 | 8 | 1 | 19 |
| F | - | - | - | - | 2 | 1 | 3 |
| **Interdistrict Programs** | | | | | | | |
| C | - | - | 2 | - | 2 | - | 4 |
| I | 1 | - | 4 | 1 | 2 | 1 | 9 |
| F | 1 | - | 10 | 2 | 6 | - | 19 |
| **Job Descriptions** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Kindergarten Inclusion** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Library** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |

| | Supts. | Board Chm. | El/ Jr. Hi. Principals | High School Principals | El/ Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Leadership** | | | | | | | |
| C | - | - | - | - | 1 | 2 | 3 |
| F | - | - | - | 1 | - | - | 1 |
| **Management Teams** | | | | | | | |
| C | - | - | 1 | 3 | - | 1 | 5 |
| I | - | - | 3 | - | - | - | 3 |
| F | 1 | - | - | - | - | - | 1 |
| **Management of Time** | | | | | | | |
| C | 1 | - | 5 | 1 | - | - | 7 |
| **Management Priorities** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Media Facilities** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Middle School** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Management Information** | | | | | | | |
| C | - | - | - | - | 4 | - | 4 |
| I | 1 | - | - | 2 | 2 | - | 5 |
| F | 2 | - | 6 | - | - | 1 | 9 |
| **Management Model** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Maintenance of Standards** | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| **Minimum Standards** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| F | - | 1 | - | - | - | - | 1 |
| **Motivation of Staff** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **More Clerical Help** | | | | | | | |
| I | - | - | 2 | - | - | - | 2 |
| **More Administrators** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| I | - | - | 2 | - | 1 | - | 3 |
| F | - | - | - | - | 1 | - | 1 |
| **More Staff** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Negotiations and Bargaining/Arbitration** | | | | | | | |
| C | 7 | 1 | 18 | 4 | 10 | 2 | 42 |
| I | 3 | - | 10 | 3 | 14 | 4 | 34 |
| F | 2 | - | - | 1 | 4 | 3 | 10 |
| **Needs Assessments** | | | | | | | |
| C | 5 | - | 14 | 2 | 6 | 3 | 30 |
| I | 8 | 1 | 6 | 1 | 6 | 2 | 24 |
| F | - | - | 6 | 4 | 4 | 1 | 15 |
| **Off-Campus Credit** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Organizational Structure** | | | | | | | |
| C | - | 1 | 6 | 2 | 4 | 3 | 16 |
| I | 2 | - | 2 | - | 2 | 2 | 8 |
| F | 1 | - | 18 | 3 | 2 | 1 | 25 |

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| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Overtesting** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Planning** | | | | | | | |
| C | 2 | - | 8 | 4 | - | 2 | 16 |
| I | 4 | - | 4 | - | - | 1 | 9 |
| F | - | - | 4 | 3 | - | 2 | 9 |
| **Planning for Growth** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Planning Time** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | - | - | 1 | - | - | 1 | 2 |
| **Prescriptive Teaching** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Probation-Renewal** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Policy Formation** | | | | | | | |
| C | 4 | - | - | - | 6 | - | 10 |
| I | 4 | - | 15 | - | 6 | 1 | 26 |
| F | 3 | - | 2 | 1 | 6 | 1 | 13 |
| **Policy on Hearings** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Physical Planning** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Purchasing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Priority Setting** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Pupil Services** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Public Relations** | | | | | | | |
| C | - | 1 | 1 | - | 4 | 2 | 8 |
| I | 1 | - | 3 | - | - | - | 4 |
| F | 1 | - | - | - | 1 | - | 2 |
| **Performance Contracting** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| I | 2 | - | - | - | - | - | 2 |
| F | - | 1 | 1 | - | - | - | 2 |
| **Record Keeping** | | | | | | | |
| C | - | - | 1 | 1 | - | - | 2 |
| **Role of Superintendent** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Staff Ratio** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Scheduling/Placement** | | | | | | | |
| C | 1 | - | 2 | - | 2 | 4 | 9 |
| I | 2 | - | 6 | 2 | - | 3 | 13 |
| F | 2 | - | 6 | 1 | - | 5 | 14 |
| **Staff Relations** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | - | - | 1 | - | - | - | 1 |

|  | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Staff Supervision** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Staff Decision Making** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Student-Teacher Interaction** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Staff Selection** | | | | | | | |
| C | 2 | - | - | - | - | - | 2 |
| **Staffing** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | - | - | 1 | - | 1 |
| **Safety Requirements** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Staff Morale** | | | | | | | |
| C | - | - | - | 1 | 1 | - | 2 |
| **Skill Centers** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Salaries** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Student Records** | | | | | | | |
| C | 2 | - | 4 | 1 | 2 | - | 9 |
| I | - | - | 4 | 6 | 4 | 3 | 17 |
| F | 3 | - | 8 | 2 | - | - | 13 |
| **State Standardization** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **State Minimum Standards** | | | | | | | |
| C | 3 | - | - | 2 | - | - | 5 |
| F | 3 | - | - | 2 | - | - | 5 |
| **State Mandated Paperwork** | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |
| I | 1 | - | 1 | - | - | - | 2 |
| **Special Education** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| F | 1 | - | 1 | - | - | - | 2 |
| **Supervision of Transportation** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Supervision of Schools** | | | | | | | |
| C | - | - | 1 | - | - | 1 | 2 |
| F | 1 | - | 1 | - | - | - | 2 |
| **System Design** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Student Aides** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Student Rights and Responsibilities** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Student Discipline** | | | | | | | |
| C | 1 | 1 | 24 | 5 | 30 | 8 | 69 |
| I | 3 | 1 | 14 | 6 | 10 | 3 | 37 |
| F | 1 | - | 12 | 2 | 10 | 3 | 28 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Student Government** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Supervision of Activities** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Student Fees** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Student Supervision** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Teacher Planning** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | - | 1 | - | - | 1 |
| **Transportation** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Teacher Attitudes** | | | | | | | |
| C | 1 | - | - | 1 | - | - | 2 |
| **Textbook Selection** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| **Tenure** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Titled Programs** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Trust** | | | | | | | |
| C | - | - | - | - | 2 | - | 2 |
| **Transition-H. S. to Citizen** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Taxing System** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Teacher Transfer Policy** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Tracking Students (individualized learning)** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Trade Areas** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Testing** | | | | | | | |
| C | - | - | 10 | - | 12 | - | 22 |
| I | 3 | - | 12 | 2 | 2 | 2 | 21 |
| F | 3 | - | 9 | 1 | 2 | - | 15 |
| **Union Relations** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Vocational Education** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | - | - | - | 1 | 1 |
| **Women's Rights** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Work Load** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Year Around School** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | 1 | - | - | - | - | - | 1 |

C = Critical Need  
I = Important Need  
F = Future Need

III.  Curriculum areas needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Alternative Programs** | | | | | | | |
| F | - | - | 1 | 1 | - | - | 2 |
| **Advanced Placement** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **American Studies** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Arts** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | 1 | 2 | - | - | - | 3 |
| **Art** | | | | | | | |
| C | - | - | 2 | - | 2 | - | 4 |
| F | 1 | - | - | - | - | - | 1 |
| **Affective Education** | | | | | | | |
| C | 2 | - | 19 | 6 | 4 | 1 | 32 |
| I | 3 | - | 6 | 6 | 3 | 1 | 24 |
| F | 2 | 1 | 4 | 3 | 10 | 1 | 21 |
| **Assessment** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Athletics** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Alternative Education** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Athletics for Girls** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Basic Skills** | | | | | | | |
| C | - | - | 2 | 4 | 4 | - | 10 |
| I | - | - | 2 | - | - | - | 2 |
| F | - | - | - | 2 | - | 1 | 3 |
| **Business Education** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Bilingual** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Career Education** | | | | | | | |
| C | 10 | 1 | 20 | 9 | 6 | 10 | 56 |
| I | 10 | 1 | 32 | 12 | 6 | 6 | 67 |
| F | 5 | - | 8 | 7 | 12 | 2 | 34 |
| **Critical Thinking Skills** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Creative Arts** | | | | | | | |
| C | 2 | 1 | 8 | 2 | 8 | 3 | 24 |
| I | 4 | - | 12 | 2 | 6 | 1 | 25 |
| F | 2 | - | 4 | 3 | 6 | 1 | 16 |
| **Consumer Education** | | | | | | | |
| C | 4 | - | 6 | 6 | 13 | 4 | 33 |
| I | 2 | - | 14 | 7 | 14 | 5 | 42 |
| F | 5 | 2 | 6 | 2 | 10 | 2 | 27 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Computer Technology** | | | | | | | |
| C | 1 | - | 2 | - | 4 | 1 | 8 |
| I | 2 | - | 6 | 2 | 2 | 2 | 14 |
| F | - | - | - | 2 | - | 1 | 3 |
| **Counseling and Guidance** | | | | | | | |
| C | - | - | - | 2 | - | - | 2 |
| **Citizenship** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Child Development** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Crafts** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Competency Based Education** | | | | | | | |
| C | 1 | - | 2 | - | - | - | 3 |
| F | - | - | - | 2 | - | - | 2 |
| **College Prep** | | | | | | | |
| I | 1 | - | - | 1 | - | - | 2 |
| **Child Services** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Competencies** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Curriculum Overload** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Curriculum Objectives** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Communications** | | | | | | | |
| C | 1 | - | 2 | - | - | 1 | 4 |
| **Citizenship** | | | | | | | |
| C | - | - | - | 3 | - | - | 3 |
| **Curriculum Coordination** | | | | | | | |
| C | - | - | - | 1 | 2 | 1 | 4 |
| I | - | - | - | - | - | 1 | 1 |
| **Curriculum Evaluation** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Driver Education/Safety** | | | | | | | |
| C | - | - | - | 2 | - | 1 | 3 |
| F | - | 1 | - | 1 | - | 1 | 3 |
| **Decision Making** | | | | | | | |
| I | - | 1 | - | 1 | - | - | 2 |
| **Emotional Child** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Ethnic Studies** | | | | | | | |
| C | - | - | 2 | 1 | 4 | 3 | 10 |
| I | 1 | - | 4 | 1 | 4 | 1 | 11 |
| F | - | - | - | 2 | 4 | 1 | 7 |
| **Environment-Energy** | | | | | | | |
| C | 1 | 1 | 18 | 2 | 8 | 2 | 32 |
| I | 4 | - | 4 | 6 | 12 | 4 | 30 |
| F | 2 | - | 22 | 6 | 8 | - | 38 |

Page 3

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **English** | | | | | | | |
| C | 1 | - | 8 | - | 2 | - | 11 |
| I | 1 | 1 | - | 2 | 6 | - | 10 |
| F | 1 | - | 2 | 1 | 2 | - | 6 |
| **English/Literature** | | | | | | | |
| C | - | - | 2 | 1 | 10 | 2 | 15 |
| I | - | - | 4 | - | - | - | 4 |
| F | - | - | 4 | 1 | - | 3 | 8 |
| **English As a Second Language** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **English/Grammar** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Early Childhood** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Foreign Languages** | | | | | | | |
| C | 3 | - | 2 | 2 | 4 | 5 | 16 |
| I | 3 | - | 2 | 5 | 2 | 2 | 14 |
| F | - | 1 | 2 | 2 | 2 | 3 | 10 |
| **French-German** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Forestry** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Family Life Education** | | | | | | | |
| C | 1 | - | - | 1 | - | - | 2 |
| I | - | - | - | - | - | 1 | 1 |
| **Fine Arts** | | | | | | | |
| C | 1 | - | - | - | - | 1 | 2 |
| **Geography** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| **Gifted Program** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | - | - | - | 1 | 1 |
| **Health** | | | | | | | |
| C | 5 | 1 | 14 | 4 | 8 | 4 | 36 |
| I | 8 | - | 20 | 5 | 12 | 2 | 47 |
| F | 2 | - | 12 | 3 | 6 | 1 | 24 |
| **History** | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| **Home Economics** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | - | - | - | - | - | 1 | 1 |
| **Humanistic Education** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Interpersonal Skills** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Individualized Instruction** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Industrial Art** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Interdisciplinary Approach** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Indian Education | | | | | | | 1 |
| C | 1 | - | - | - | - | - | |
| Journalism | | | | | | | 1 |
| F | - | - | - | 1 | - | - | |
| Lifetime Skills | | | | | | | 2 |
| F | - | 1 | 1 | - | - | - | |
| Language Arts | | | | | | | 28 |
| C | 6 | - | 10 | 1 | 10 | 1 | 7 |
| I | 1 | - | 5 | 1 | - | - | 2 |
| F | 1 | - | - | - | - | 1 | |
| Leisure Time Activities | | | | | | | 3 |
| F | - | - | 3 | - | - | - | |
| Library | | | | | | | 1 |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | 1 | - | - | - | |
| Math | | | | | | | 72 |
| C | 11 | 1 | 34 | 3 | 18 | 5 | 35 |
| I | 8 | - | 10 | 5 | 8 | 4 | 20 |
| F | 2 | - | 12 | - | 6 | - | |
| Math (Metric) | | | | | | | 5 |
| C | 1 | - | 2 | - | 2 | - | 4 |
| I | - | - | 2 | - | - | - | 5 |
| F | - | - | 4 | 1 | - | - | |
| Music | | | | | | | 19 |
| C | 1 | - | 5 | 1 | 8 | 1 | 20 |
| I | 3 | - | 10 | 2 | 4 | 1 | 13 |
| F | 3 | - | 4 | 3 | - | 3 | |
| Mechanics | | | | | | | 1 |
| I | - | - | - | - | - | 1 | |
| Motor Perceptual Skills | | | | | | | 12 |
| C | 1 | - | - | 1 | 10 | - | 25 |
| I | 2 | - | 12 | 2 | 5 | 1 | 11 |
| F | 2 | - | 4 | - | 4 | 1 | |
| Mentally Retarded | | | | | | | 1 |
| C | 1 | - | - | - | - | - | |
| Morals and Values | | | | | | | 1 |
| C | 1 | - | - | - | - | - | |
| Minimum Standards | | | | | | | 1 |
| C | 1 | - | - | - | - | - | 1 |
| F | 1 | - | - | - | - | - | |
| Physical Education Facilities | | | | | | | 1 |
| F | 1 | - | - | - | - | - | |
| Physical Education-Athletics | | | | | | | 26 |
| C | 1 | - | 8 | 4 | 10 | 3 | 11 |
| I | 1 | - | 4 | - | 4 | 2 | 18 |
| F | 2 | - | 10 | - | 4 | 2 | |
| Personal Finance | | | | | | | 1 |
| C | - | - | - | - | - | 1 | |
| Penmanship | | | | | | | 1 |
| C | 1 | - | - | - | - | - | |
| Recycling | | | | | | | 1 |
| C | - | - | 1 | - | - | - | |

7 ½

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Reading** | | | | | | | |
| C | 17 | 2 | 52 | 19 | 36 | 17 | 143 |
| I | 8 | - | 4 | 6 | 6 | 3 | 27 |
| F | 3 | - | 6 | - | 12 | 2 | 23 |
| **Recreation** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Responsibility** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Self-Concept** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Shop** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Science** | | | | | | | |
| C | 4 | - | 34 | 1 | 18 | - | 57 |
| I | 5 | 1 | 22 | 3 | 18 | 5 | 54 |
| F | 1 | - | 12 | - | 2 | - | 15 |
| **State Minimum Standards** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Sexism** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Social Studies** | | | | | | | |
| C | 2 | - | 20 | 5 | 8 | 2 | 37 |
| I | 4 | - | 10 | 2 | 12 | - | 28 |
| F | 5 | - | 10 | 2 | 6 | 2 | 25 |
| **Social Responsibility** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Sex Education** | | | | | | | |
| F | - | - | 2 | - | - | - | 2 |
| **Spelling** | | | | | | | |
| C | 1 | - | 10 | - | 13 | - | 14 |
| I | 1 | - | 4 | 1 | 4 | - | 10 |
| F | - | - | - | - | 2 | - | 2 |
| **Speech** | | | | | | | |
| C | 1 | - | - | 1 | 2 | 2 | 6 |
| I | 2 | 1 | 2 | 6 | 6 | 1 | 18 |
| F | - | - | - | - | 2 | - | 2 |
| **Scope and Sequence** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Special Education** | | | | | | | |
| C | 2 | - | - | - | - | 1 | 3 |
| F | 1 | - | 2 | - | - | - | 3 |
| **Testing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Unification K-12** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Vocational Education** | | | | | | | |
| C | 6 | 1 | 6 | 8 | 10 | 7 | 38 |
| I | 3 | - | - | 2 | 8 | 3 | 16 |
| F | 3 | - | - | 3 | 4 | 2 | 12 |
| **Values** | | | | | | | |
| C | - | - | - | - | 2 | - | 2 |
| I | - | - | - | - | 1 | - | 1 |
| **Women's Studies** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Work-Study** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Writing** | | | | | | | |
| C | 2 | 2 | 2 | 4 | 4 | - | 14 |
| I | 1 | - | - | 1 | 2 | 1 | 5 |

C = Critical Need
I = Important Need
F = Future Need

IV. Instructional methods needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Audiovisual Equipment** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Accelerated Courses** | | | | | | | |
| C | 2 | - | 8 | - | 16 | 2 | 28 |
| I | 6 | - | 10 | 7 | 16 | 4 | 43 |
| F | 1 | - | 4 | 2 | 2 | 3 | 12 |
| **Alternative Programs** | | | | | | | |
| C | 7 | - | 18 | 14 | 14 | 10 | 63 |
| I | 3 | - | 10 | 13 | 14 | 2 | 47 |
| F | 1 | - | 14 | 3 | 16 | 2 | 36 |
| **Ability Grouping** | | | | | | | |
| C | - | - | 2 | 1 | 12 | 1 | 16 |
| I | - | - | - | - | 6 | 1 | 7 |
| F | - | - | 2 | 1 | 4 | - | 7 |
| **Alternative Staffing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Accountability** | | | | | | | |
| F | - | - | 2 | - | - | - | 2 |
| **Basic Program** | | | | | | | |
| C | - | - | 3 | - | - | - | 3 |
| **Bilingual Education** | | | | | | | |
| C | 1 | - | 2 | 1 | - | - | 4 |
| I | 1 | - | 2 | - | 1 | 1 | 5 |
| F | - | - | - | - | 3 | - | 3 |
| **Basic Skills** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | 1 | - | - | - | - | 1 | 1 |
| **Communications with Parents** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Compensatory Instruction** | | | | | | | |
| C | 1 | - | - | 1 | 2 | - | 4 |
| I | 1 | - | 2 | - | - | 1 | 4 |
| F | - | - | - | 2 | - | 1 | 3 |
| **Community Centered Instruction** | | | | | | | |
| C | 2 | - | 6 | - | - | - | 9 |
| I | 3 | - | 10 | 2 | 8 | 3 | 26 |
| F | 2 | - | 6 | 5 | 6 | 2 | 21 |
| **Clubs and Organizations** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Coordination of Courses** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Career Clusters** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Community Attitude** | | | | | | | |
| C | - | - | - | 1 | 1 | - | 2 |
| **Certification** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Cultural Instruction** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |

| | Supts. | Board Mem. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Competency Based Instruction** | | | | | | | |
| C | 13 | - | 42 | 13 | 20 | 11 | 99 |
| I | 2 | - | 14 | 4 | 6 | 5 | 31 |
| F | 2 | - | 8 | 7 | 2 | 1 | 20 |
| **Classroom Arrangement** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Curriculum Coordination** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Class Size** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | - | - | 1 | - | 1 |
| **Communications** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Continuous Evaluation** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Diagnostic/Prescription** | | | | | | | |
| C | 13 | - | 20 | 2 | 8 | 1 | 44 |
| I | 3 | - | 8 | 8 | 12 | 4 | 35 |
| F | 6 | - | 6 | 6 | 2 | 2 | 22 |
| **Educational TV** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Enrichment Activities** | | | | | | | |
| C | 6 | - | 20 | 6 | 22 | 7 | 61 |
| I | 5 | - | 13 | 5 | 18 | 4 | 48 |
| F | 4 | - | 12 | 2 | 10 | 2 | 30 |
| **Early Childhood** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Facility Expansion** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Family Living** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Funding** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Grouping** | | | | | | | |
| C | - | - | 4 | - | - | - | 4 |
| **Group Management** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Graduation Requirements** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Gifted Programs** | | | | | | | |
| C | - | - | 3 | - | - | - | 3 |
| I | 1 | - | - | - | - | - | 1 |
| **Goal Setting** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Home-Parent Instruction** | | | | | | | |
| C | 2 | - | 14 | 4 | 14 | 3 | 37 |
| I | 5 | - | 10 | 9 | 6 | 3 | 36 |
| F | 1 | - | 7 | 1 | 4 | - | 13 |

Page 3

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Handicapped Programs** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Heterogeneous Grouping** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Interdisciplinary Instruction** | | | | | | | |
| C | 5 | - | 8 | 2 | 10 | 4 | 29 |
| I | 2 | - | 4 | 3 | 6 | 1 | 16 |
| F | 1 | - | 4 | 1 | 2 | 1 | 9 |
| **Inquiry Techniques** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Individualized Instruction** | | | | | | | |
| C | 6 | 1 | 26 | 3 | 24 | 4 | 69 |
| I | 6 | - | 10 | 5 | 16 | 2 | 40 |
| F | 4 | - | 10 | 5 | 4 | 3 | 26 |
| **Journalism** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Learning Psychology** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Mainstreaming** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Motivation** | | | | | | | |
| C | 11 | 1 | 28 | 19 | 48 | 12 | 119 |
| I | 12 | - | 20 | 9 | 20 | 3 | 64 |
| F | 2 | - | 6 | 4 | 1 | 1 | 14 |
| **Morals** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Open Education** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Pupil-Teacher Ratio** | | | | | | | |
| F | - | - | 2 | - | - | - | 2 |
| **Parental Support** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Peer/Cross Age Instruction** | | | | | | | |
| C | 1 | - | 4 | 1 | 10 | - | 16 |
| I | - | - | 2 | - | 6 | - | 8 |
| F | - | - | 6 | - | - | 2 | 8 |
| **Parent-School Relations** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Pre-Kindergarten** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| I | - | - | 1 | - | - | - | 1 |
| **Priority Setting** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Planning** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Reporting Methods** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Record Keeping** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Small Group Instruction** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |

73

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **School Environment** | | | | | | | |
| C | 4 | 1 | 10 | 4 | 4 | 1 | 24 |
| I | 4 | - | 2 | 5 | 4 | - | 15 |
| F | 1 | - | 4 | 2 | 4 | 3 | 14 |
| **Special Education** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Specialists** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Student Attitudes** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Staff Recognition** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Sequenced Curriculum** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Self-Direction** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Study Skills** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Staff Development** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Specialization** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Skills Development** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Staff Morale—Enthusiasm** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Teacher Preparation** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Testing** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Understaffing** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Use of Technology** | | | | | | | |
| C | - | - | 2 | 1 | - | - | 3 |
| I | - | 1 | - | - | - | 1 | 2 |
| F | 2 | - | 2 | 2 | - | 1 | 7 |
| **Ungraded Instruction** | | | | | | | |
| C | 1 | - | 10 | - | 14 | - | 25 |
| I | 1 | - | 6 | 1 | 6 | 2 | 16 |
| F | 1 | - | 6 | - | 4 | 1 | 12 |
| **Upgraded Instruction** | | | | | | | |
| I | 1 | - | 2 | - | - | - | 3 |
| F | - | - | 2 | - | - | - | 2 |
| **Work Study** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Writing Goals and Objectives** | | | | | | | |
| I | - | - | - | 1 | - | | 1 |
| **Word Education** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |

I. People with a particular problem or need not being met

| | |
|---|---|
| Gifted/Talented | 367 |
| Low Ability | 130 |
| Dropouts | 122 |
| Ethnic Groups | 87 |
| Early Childhood | 63 |
| Adults | 54 · |
| Handicapped | 32 |
| Environmental Background | 28 |

II. Administrative and management functions needing improvement

| | |
|---|---|
| Evaluation | 421 |
| Finance | 278 |
| Accountability | 193 |
| Curriculum Change | 175 |
| Citizen Involvement | 170 |
| Discipline | 170 |
| Staff Development | 156 |
| Grading/Graduation Requirements | 147 |
| Communications | 140 |
| Bargaining/Negotiations | 110 |
| Planning | 108 |
| Testing | 94 |
| Facilities | 91 |
| Needs Assessment | 89 |
| Working Relationships (internal) | 81 |
| Staffing Patterns | 79 |
| Decision Making/Problem Solving | 78 |
| Management | 62 |
| Attendance | 54 |
| Organization | 42 |

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| | |
|---|---|
| Reading | 258 |
| English/Language Arts | 252 |
| Math | 235 |
| Career Education | 190 |
| Social Studies | 183 |
| Health | 160 |
| Science | 156 |
| Vocational Education | 155 |
| Physical Education | 122 |
| Music | 99 |

| | |
|---|---|
| Creative Arts | 87 |
| Environment/Energy | 76 |
| Affective Education | 63 |
| Foreign Language | 60 |
| Ethnic Studies | 60 |
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| | |
|---|---|
| Motivation | 245 |
| Diagnosis/Prescription | 160 |
| Individualization | 153 |
| Alternative Programs | 150 |
| Competency Based Instruction | 147 |
| School Environment | 138 |
| Accelerated/Enrichment Activities | 101 |
| Home-Parent Instruction | 95 |
| Interdisciplinary Instruction | 75 |
| Ability Grouping | 64 |
| Community Centered Instruction | 62 |

L    People with a particular problem or need not being met

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Adequately Counseling Alienated | 1 | - | 1 | - | - | - | 2 |
| Adults | 7 | 1 | 14 | 1 | 19 | 12 | 54 |
| Asian | - | - | - | - | - | 1 | 1 |
| Average Students | 1 | 1 | 6 | 2 | 4 | 2 | 16 |
| Alienated Students | - | - | 1 | - | - | - | 1 |
| Bilingual | - | - | 1 | - | 1 | 1 | 3 |
| Blacks | - | - | - | - | 1 | - | 1 |
| Behavior Problems | - | - | 5 | - | 4 | - | 9 |
| Chicano | - | - | - | - | 1 | - | 1 |
| Counterculture Groups | 1 | - | - | - | - | - | 1 |
| Culturally Disadvantaged | - | - | - | - | 2 | - | 2 |
| Culturally Pluralistic | - | - | 1 | - | - | - | 1 |
| Deaf | - | - | 1 | - | 1 | - | 2 |
| Disenchanted | - | - | - | 1 | - | - | 1 |
| Dyslexia | - | - | 2 | - | 1 | - | 3 |
| Disadvantaged | - | - | - | - | 2 | - | 2 |
| Dropouts | 21 | 4 | 25 | 29 | 32 | 11 | 122 |
| Educationally Handicapped | 2 | - | - | - | 1 | - | 3 |
| Emotionally Disturbed | 1 | 2 | 13 | - | 9 | 1 | 26 |
| Ethnic Group | 1 | - | 14 | 4 | 22 | 8 | 49 |
| Environmental Background | 2 | - | 9 | 4 | 9 | 4 | 28 |
| Fine Arts Oriented | - | - | - | 1 | - | - | 1 |
| Foreign Students | - | - | - | - | - | 1 | 1 |
| Geographic Location | 4 | - | 6 | 2 | 2 | 2 | 16 |
| Handicapped | 5 | - | 5 | 2 | 11 | 4 | 27 |
| Home Environment | - | - | 1 | - | 2 | - | 3 |
| Hyperactive | - | - | - | - | - | 1 | 1 |
| Handicapped and Disadvantaged | - | - | 1 | 2 | 2 | - | 5 |
| High Mobility | - | - | 3 | - | - | - | 3 |
| High Ability/Gifted | 40 | 10 | 152 | 40 | 97 | 28 | 367 |
| High Potential-Low Achievement | - | - | 1 | - | 1 | - | 2 |
| Indians | 2 | 2 | 4 | 2 | 2 | - | 12 |
| Indigents | - | - | 1 | - | - | - | 1 |
| Immature | - | - | 2 | - | - | - | 2 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Intellectual Dropouts | - | - | 1 | - | - | - | 1 |
| Korean | - | - | - | - | 1 | - | 1 |
| Kindergarteners | - | - | - | - | 1 | - | 1 |
| Less Able | 1 | - | - | - | - | - | 1 |
| Lazy Students | - | - | 1 | - | - | - | 1 |
| Low Achieving/Poor Self-Image | - | - | 1 | - | 1 | - | 2 |
| LLD's | 2 | - | 2 | - | - | - | 4 |
| Low Ability | 4 | 2 | 26 | 22 | 22 | 12 | 88 |
| Language Difficulties | 1 | - | - | - | - | - | 1 |
| Low Ability/Retarded | 4 | - | 9 | 6 | 7 | 2 | 28 |
| Low Income | - | - | 3 | - | - | - | 3 |
| Low Ability/but above Special Ed | 1 | - | 1 | - | 1 | - | 3 |
| Low Expectations | - | - | - | 1 | - | - | 1 |
| Learning Disability | - | 2 | 13 | 1 | 6 | 1 | 23 |
| Minorities | - | - | 2 | - | - | - | 2 |
| New Students | - | - | - | - | 1 | - | 1 |
| Non-College Bound | - | - | 1 | 2 | 1 | - | 4 |
| Non-Interested Students | - | - | - | 2 | - | - | 2 |
| Non-Readers | - | 1 | 4 | 4 | 3 | 2 | 14 |
| Non-Academic Students | 1 | - | 2 | - | - | - | 3 |
| Non-English Speaking | 2 | - | - | 1 | 2 | - | 5 |
| Parents | - | - | 2 | - | - | - | 2 |
| Pre-Schoolers | 10 | 2 | 24 | 2 | 19 | 5 | 62 |
| Pre-Dropouts | - | - | 1 | - | - | - | 1 |
| Remedial Children | - | - | 1 | - | - | - | 1 |
| Retired | - | - | - | 1 | - | - | 1 |
| Rural/Isolated Environment | - | - | - | - | 1 | - | 1 |
| Senior Citizens | 1 | - | 1 | - | 1 | - | 3 |
| Slow Learners | 1 | - | 1 | - | - | 1 | 3 |
| Social Problems | - | - | 2 | 1 | - | - | 3 |
| Spanish Speakers | 1 | - | - | - | - | - | 1 |
| Special Ed Students | - | - | 1 | - | - | - | 1 |
| Staff | - | - | - | - | - | 1 | 1 |
| Teachers | - | - | 3 | - | 5 | 1 | 9 |
| Transient Population | - | 1 | 5 | - | 1 | - | 7 |
| Unmotivated | - | - | - | 1 | - | 1 | 2 |
| Unstable Living Background | - | - | - | - | 2 | 1 | 3 |
| Vietnamese | - | - | 3 | 1 | 4 | 1 | 9 |
| Vocationally Oriented | 6 | - | 3 | 4 | 1 | 5 | 19 |
| White Migrants | - | - | - | - | 1 | - | 1 |
| Women | - | - | - | - | 2 | 1 | 3 |
| Working Mothers | - | - | ? | - | - | - | 1 |

WASHINGTON

C = Critical Need
I = Important Need
F = Future Need

IL.  Administrative and management functions needing improvement

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Administration** | | | | | | | |
| C | - | - | - | - | - | 2 | 2 |
| **Administrative Reduction** | | | | | | | |
| C | - | 1 | - | - | 4 | - | 5 |
| I | - | - | - | - | 1 | - | 1 |
| **Affirmative Action** | | | | | | | |
| F | 2 | - | - | - | 1 | - | 3 |
| **Awaken the Constituency** | - | - | 1 | - | - | - | 1 |
| **Accountability** | | | | | | | |
| C | 7 | 1 | 30 | 14 | 16 | 4 | 72 |
| I | ) | 1 | 22 | 6 | 14 | 3 | 53 |
| F | ) | 3 | 30 | 4 | 16 | 6 | 67 |
| **Accreditation** | | | | | | | |
| C | 1 | - | 2 | 2 | 2 | 1 | 9 |
| I | 1 | 1 | - | 2 | - | - | 4 |
| F | - | - | 4 | 2 | 4 | 1 | 11 |
| **Adult Education** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Absenteeism** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Alternative Staffing** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Attendance** | | | | | | | |
| C | - | - | 4 | 3 | 2 | 7 | 21 |
| I | 2 | - | 2 | 15 | 4 | 3 | 26 |
| F | - | - | 4 | - | 2 | 1 | 7 |
| **Administrative Team** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Administrative Procedures** | | | | | | | |
| C | 1 | - | 2 | 1 | - | - | 4 |
| **Alternative Programs** | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| **Basic Skill Identification** | | | | | | | |
| C | - | - | 2 | 1 | - | - | 3 |
| **Budget Management** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Budgeting** | | | | | | | |
| C | 1 | - | 14 | 5 | 12 | 4 | 36 |
| I | - | - | 6 | - | 10 | 1 | 17 |
| F | 2 | - | 6 | 2 | 2 | 1 | 13 |
| **Building Program (H. S.)** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Board Role** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Board Policies** | | | | | | | |
| C | 1 | 1 | - | - | - | - | 2 |
| I | - | - | - | 1 | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Building Administration** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Board-Adm. Relationship** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Basic Ed. Definition** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Business Management** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| **Class Size** | | | | | | | |
| C | - | - | - | - | 4 | 1 | 5 |
| I | - | - | 2 | - | 2 | - | 4 |
| **Curriculum Specification** | | | | | | | |
| C | 1 | - | - | 2 | - | - | 3 |
| **Competency Based Education** | | | | | | | |
| C | 1 | - | - | 1 | - | - | 2 |
| **Curriculum Articulation** | | | | | | | |
| C | 2 | 1 | 8 | 4 | 6 | 2 | 23 |
| I | 9 | - | 28 | 4 | 8 | 1 | 50 |
| F | 5 | 1 | 6 | 3 | 1 | 1 | 17 |
| **Curriculum Evaluation** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | - | - | 1 | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Curriculum Updating** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Curriculum Coordination** | | | | | | | |
| C | - | - | - | 1 | 1 | 1 | 3 |
| F | - | - | 1 | - | - | - | 1 |
| **Curriculum** | | | | | | | |
| C | 1 | 1 | 14 | - | 4 | 1 | 21 |
| I | - | - | 4 | - | - | 2 | 6 |
| F | 1 | - | - | - | - | - | 1 |
| **Curriculum Sequencing** | | | | | | | |
| C | 1 | - | 1 | 1 | - | - | 3 |
| F | - | - | 1 | - | - | - | 1 |
| **Curriculum Leadership** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Curriculum Guides** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Curriculum Revision** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Curriculum Objectives** | | | | | | | |
| C | - | - | 6 | 1 | - | - | 7 |
| **Civil Rights** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | - | - | - | 1 | 1 |
| **Coordination of Programs** | | | | | | | |
| F | - | - | 2 | 1 | - | - | 3 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Classroom Management** | | | | | | | |
| I | - | - | 2 | - | - | - | 2 |
| **Communications** | | | | | | | |
| C | 2 | 1 | 28 | 5 | 20 | 8 | 62 |
| I | 4 | - | 18 | 6 | 12 | 2 | 42 |
| F | 5 | 1 | 14 | 2 | 12 | 1 | 35 |
| **Change Process** | | | | | | | |
| C | 1 | - | 4 | 2 | - | - | 7 |
| I | 2 | - | 8 | 2 | 2 | 1 | 15 |
| F | 1 | - | 2 | 1 | - | - | 4 |
| **Curriculum Development** | | | | | | | |
| C | 1 | - | 4 | - | 2 | 1 | 8 |
| I | 1 | - | 8 | - | 2 | - | 11 |
| F | 1 | - | 6 | - | - | - | 7 |
| **Community Pride Development** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Curriculum Philosophy** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Credentialling** | | | | | | | |
| C | - | - | 2 | 1 | - | 1 | 4 |
| F | 1 | - | 1 | - | - | - | 2 |
| **Credibility with Taxpayers** | | | | | | | |
| C | 1 | - | 2 | - | - | - | 3 |
| **Computer Scheduling and Grading** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Citizen Involvement/ Community Participation** | | | | | | | |
| C | 3 | 1 | 12 | 3 | 6 | 4 | 29 |
| I | 4 | 2 | 32 | 7 | 16 | 4 | 65 |
| F | 9 | - | 20 | 7 | 10 | 1 | 47 |
| **Community Information** | | | | | | | |
| C | - | - | 1 | - | - | 2 | 3 |
| I | 1 | - | - | - | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Computerized Management Systems** | | | | | | | |
| C | 2 | - | - | - | - | 1 | 3 |
| I | 1 | - | - | - | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Computer Usage** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Cost Effectiveness** | | | | | | | |
| C | 1 | - | - | 2 | 2 | - | 5 |
| I | 5 | - | 2 | 1 | - | 3 | 11 |
| F | 3 | 1 | 10 | 2 | 2 | 2 | 20 |
| **Class Objectives** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Computer Programs** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Change from 6-2-4, 6-6** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |

86

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Data Processing** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| I | - | - | 2 | - | - | - | 2 |
| **Decision Making/Problem Solving** | | | | | | | |
| C | 2 | - | 26 | 5 | 4 | 3 | 40 |
| I | - | 1 | 8 | - | 14 | 1 | 24 |
| F | 4 | 1 | 4 | - | 2 | 3 | 14 |
| **Discipline** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Decentralization** | | | | | | | |
| C | - | - | 2 | 1 | 2 | 1 | 6 |
| I | 1 | - | 2 | 1 | - | - | 4 |
| F | - | - | 4 | - | - | - | 4 |
| **Differentiated Staffing** | | | | | | | |
| C | - | - | - | 1 | 2 | 1 | 4 |
| I | - | - | 12 | 3 | 4 | - | 19 |
| F | 3 | - | 6 | - | - | - | 9 |
| **Due Process** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Evaluation** | | | | | | | |
| C | 1 | - | 2 | - | 2 | 1 | 6 |
| I | 1 | - | - | 1 | - | - | 2 |
| F | 1 | - | 2 | - | - | - | 3 |
| **Employee Relations** | | | | | | | |
| I | - | - | - | 1 | - | 1 | 2 |
| **Enrollment** | | | | | | | |
| C | - | - | 1 | 1 | - | - | 2 |
| **Elementary Vocational Awareness** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Extraneous (Fed-State) Demands** | | | | | | | |
| C | 1 | - | - | - | 1 | - | 2 |
| **Enrichment Activities** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Evaluation of Administrators** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Evaluation Tools** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Evaluation of Programs** | | | | | | | |
| C | 14 | - | 26 | 7 | 8 | 5 | 60 |
| I | 4 | 2 | 18 | 4 | 4 | 3 | 35 |
| F | 4 | - | 20 | 10 | 10 | 4 | 48 |
| **Evaluation of Staff** | | | | | | | |
| C | 15 | 4 | 52 | 13 | 26 | 4 | 114 |
| I | 4 | 3 | 36 | 12 | 12 | 6 | 73 |
| F | 5 | 2 | 34 | 3 | 8 | 2 | 54 |
| **Evaluation of Evaluators** | | | | | | | |
| C | - | - | 2 | - | - | 1 | 3 |
| **Equal Education** | | | | | | | |
| C | - | - | 4 | 2 | 2 | - | 8 |
| I | 1 | - | - | - | 1 | 4 | 6 |
| F | 1 | - | 2 | - | 2 | - | 5 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Efficiency Methods** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Evaluation Criteria** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Extended Year** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| I | 2 | - | 2 | 1 | - | - | 5 |
| F | 2 | - | 8 | 3 | 6 | 5 | 24 |
| **Ethnic Understanding** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Fragmentation of Principal's Role** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Facilities** | | | | | | | |
| C | - | - | 4 | 2 | 4 | 2 | 12 |
| I | 2 | - | 4 | 1 | - | - | 7 |
| F | 1 | - | 6 | - | 2 | - | 9 |
| **Fewer Meetings** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Finance** | | | | | | | |
| C | 12 | 4 | 42 | 16 | 24 | 12 | 110 |
| I | 3 | - | 12 | 5 | 8 | 2 | 30 |
| F | 1 | 2 | 8 | 4 | 6 | 4 | 25 |
| **Facility Need Determination** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Federal Program Supervision** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Facility Design-Planning** | | | | | | | |
| C | 3 | 1 | 4 | 2 | - | - | 10 |
| I | 2 | - | 8 | 2 | 10 | 1 | 23 |
| F | 6 | 1 | 10 | 2 | 6 | 2 | 27 |
| **Goal and Objective Setting** | | | | | | | |
| C | - | 1 | - | 1 | - | 1 | 3 |
| **Grading Systems** | | | | | | | |
| C | - | - | 10 | 2 | 12 | 2 | 26 |
| I | 4 | - | 18 | 3 | 6 | 2 | 35 |
| F | 1 | - | 18 | 1 | 8 | 1 | 29 |
| **Graduation Requirements** | | | | | | | |
| C | 1 | 1 | - | 8 | 10 | - | 20 |
| I | 5 | 2 | 2 | 11 | 4 | 3 | 27 |
| F | 2 | - | 4 | 1 | 2 | 1 | 10 |
| **Group Processes** | | | | | | | |
| C | - | - | 4 | - | - | - | 4 |
| I | 2 | - | 2 | - | - | 1 | 5 |
| F | - | - | 4 | - | 4 | 1 | 9 |
| **Grade Level Requirements** | | | | | | | |
| F | 1 | - | - | • | - | - | 1 |
| **Home Contact** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Humanization of Instruction** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Honesty** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Interdistrict Personnel Transfers** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Inservice Education** | | | | | | | |
| C | 5 | 1 | 20 | 5 | 12 | 5 | 48 |
| I | 6 | - | 30 | 14 | 20 | 3 | 73 |
| F | 4 | 1 | 12 | 9 | 6 | 3 | 35 |
| **Instructional Resources** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Internal Communications** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Instructional Improvement** | | | | | | | |
| C | 3 | - | - | - | - | - | 3 |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Interpersonal Relations** | | | | | | | |
| C | 3 | 1 | 10 | 5 | 10 | 6 | 35 |
| I | - | 2 | 10 | 3 | 8 | 2 | 25 |
| F | 2 | - | 4 | 2 | 10 | 2 | 20 |
| **Interpersonal Communications** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Interdistrict Programs** | | | | | | | |
| C | 1 | - | - | - | 2 | - | 3 |
| I | 1 | - | - | - | 4 | 2 | 7 |
| F | 3 | - | 2 | 4 | 6 | 1 | 16 |
| **Intergrade Coordination** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Jr. Hi. Management** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Job Descriptions** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | 1 | - | - | - | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Law** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Leadership** | | | | | | | |
| C | 1 | - | 2 | - | 1 | - | 4 |
| I | - | - | - | 1 | 1 | - | 2 |
| **Lunch Program Management** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Management Teams** | | | | | | | |
| C | - | - | 8 | 4 | - | - | 12 |
| F | - | - | - | 1 | - | - | 1 |
| **Management** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| I | - | - | 2 | - | 2 | - | 4 |
| F | - | - | - | 1 | - | - | 1 |
| **Management by Objectives** | | | | | | | |
| I | - | - | 2 | - | - | - | 2 |

Page 7

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Management Alternatives | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Management Systems | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| Management Participation (Principals) | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| Management Information | | | | | | | |
| C | 2 | - | - | - | 2 | - | 4 |
| I | - | - | 10 | - | 6 | - | 16 |
| F | 2 | 1 | 2 | 1 | - | - | 6 |
| Maintenance | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| Minority Parent Involvement | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| Management Time | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| Middle School Conversion | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| More Help | | | | | | | |
| C | 2 | - | 4 | ? | - | - | 7 |
| F | - | - | 6 | - | - | - | 6 |
| More Teachers | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| More Principals | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| Merit Pay System | | | | | | | |
| F | - | 1 | - | - | - | - | 1 |
| Manpower | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| More Counselors | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Negotiations and Bargaining/Arbitration | | | | | | | |
| C | 7 | 1 | 10 | 5 | 12 | 2 | 37 |
| I | 4 | - | 6 | 2 | 6 | 6 | 24 |
| F | 6 | 2 | 12 | 3 | 22 | 4 | 49 |
| Needs Assessment | | | | | | | |
| C | 4 | 2 | 12 | 3 | 4 | 5 | 30 |
| I | 5 | 1 | 4 | 3 | 10 | 2 | 25 |
| F | 4 | - | 6 | 5 | 16 | 3 | 34 |
| Non-Certified Staff | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| Organizational Structure | | | | | | | |
| C | 2 | - | 8 | 2 | 4 | - | 16 |
| I | 3 | 2 | 2 | 1 | - | 1 | 9 |
| F | 2 | - | 6 | 6 | 2 | - | 16 |
| Open Enrollment | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Prioritization of Needs** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Privacy Act** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Planning** | | | | | | | |
| C | 2 | - | 2 | 1 | 2 | 2 | 9 |
| I | 1 | - | 2 | - | 4 | 1 | 8 |
| F | 1 | 1 | 8 | 1 | 2 | 1 | 14 |
| **Planning District Wide** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Paper Work** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| **Planning Time** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Parent Involvement** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Program Management** | | | | | | | |
| C | 1 | - | - | 1 | - | - | 2 |
| **Playgrounds Management** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Parent Reporting** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Program Development** | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |
| **Policy Formation** | | | | | | | |
| C | 4 | - | 4 | 3 | 6 | 2 | 19 |
| I | 3 | 2 | 4 | 2 | 6 | 4 | 21 |
| F | 3 | - | 12 | 3 | 6 | 4 | 28 |
| **Priority Setting** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Performance Testing** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Policy Formation in Early Childhood** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Policy Coordination** | | | | | | | |
| F | - | 1 | - | - | - | - | 1 |
| **Purchasing** | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |
| I | 1 | - | 2 | - | - | - | 3 |
| **Personnel Practices** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Pupil Personnel** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Planning (Long-Range)** | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Public Relations** | | | | | | | |
| C | 5 | - | 6 | - | - | 1 | 12 |
| I | - | 2 | 6 | 2 | - | - | 10 |
| F | - | - | 4 | - | - | - | 4 |
| **Parental Involvement** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Performance Contracting** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| I | 1 | - | - | - | 1 | 1 | 3 |
| F | 1 | - | 1 | - | 1 | 2 | 5 |
| **Program Enrichment** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Promotion of Women** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Record Keeping** | | | | | | | |
| C | - | 1 | - | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| F | 3 | - | - | - | - | - | 3 |
| **Reorganization** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Role Identification** | | | | | | | |
| C | 1 | - | 1 | - | 1 | - | 3 |
| I | - | - | 1 | - | - | - | 1 |
| **Role of Principals** | | | | | | | |
| C | - | - | 1 | 1 | - | 1 | 3 |
| **School/Community Relations** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Scheduling/Placement** | | | | | | | |
| C | - | - | 14 | 3 | 2 | 5 | 24 |
| I | 3 | - | 2 | 4 | 10 | 2 | 21 |
| F | - | - | 4 | 3 | 4 | 2 | 13 |
| **Staff Probation** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | - | - | 2 | - | 2 |
| **Staff Reduction** | | | | | | | |
| C | - | - | 2 | - | 1 | - | 3 |
| F | - | - | 1 | - | - | - | 1 |
| **Staff Relations** | | | | | | | |
| C | - | - | - | - | 2 | - | 2 |
| I | - | - | 1 | - | - | - | 1 |
| **Staff Assignment** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Self-Image** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Staff Evaluation** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Scope and Sequence** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **School Board Role** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Standards** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Student Records** | | | | | | | |
| C | 1 | - | 2 | - | 2 | - | 5 |
| I | 1 | - | 4 | - | 4 | - | 9 |
| F | 1 | - | 2 | 1 | 6 | - | 10 |
| **Separation of Adm. Functions** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **State Dept. Paperwork** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Staff Recruitment** | | | | | | | |
| I | 1 | - | 1 | - | - | - | 2 |
| **Staffing** | | | | | | | |
| C | - | - | 1 | 1 | - | 1 | 3 |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | 1 | 1 | 1 | - | 3 |
| **Student Assessment** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Senior Year Importance** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Supervision of Instruction** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **State Funding Process** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Student Reporting** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Student Discipline** | | | | | | | |
| C | 5 | - | 18 | 7 | 24 | 10 | 64 |
| I | 4 | 1 | 34 | 9 | 20 | 4 | 72 |
| F | - | - | 16 | 2 | 14 | 3 | 35 |
| **Student Rights** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Supervision** | | | | | | | |
| C | - | - | 6 | - | - | - | 6 |
| I | - | - | 2 | - | - | - | 2 |
| F | - | - | 2 | - | - | - | 2 |
| **Standardized Testing** | | | | | | | |
| F | 1 | - | - | | - | - | 1 |
| **Teacher Time** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Testing** | | | | | | | |
| C | 3 | - | 12 | 5 | 8 | 3 | 31 |
| I | 5 | 2 | 18 | 4 | 4 | 4 | 37 |
| F | 4 | - | 12 | 5 | 2 | 2 | 25 |
| **Teacher-Pupil Interaction** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Transients** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |

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| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Textbook Selection | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| Team Administration | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Teacher Innovations | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| Time for Staff Work | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Time | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| Translation of District Goals to Objectives | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| Trust Level | | | | | | | |
| C | - | - | - | - | 2 | 1 | 3 |
| Teacher/Administration Teamwork | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| F | - | - | 1 | - | - | - | 1 |
| Teacher Rights | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| Teaching American Citizenship | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| Use of Personnel | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Vocational Education | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| F | - | - | - | - | - | 1 | 1 |
| Vice Principals Added in Schools Over 500 | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| Women in Administration | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |

C = Critical Need
I = Important Need
F = Future Need

III.  Curriculum areas needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Arts and Crafts** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Arts Integration** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Art** | | | | | | | |
| C | 1 | - | 4 | - | 4 | - | 9 |
| I | 1 | - | 2 | 2 | 2 | 1 | 8 |
| F | - | - | - | - | 2 | - | 2 |
| **Affective Education** | | | | | | | |
| C | 2 | 1 | 12 | 3 | - | 2 | 20 |
| I | 7 | 1 | 4 | 3 | 12 | 1 | 28 |
| F | 1 | - | 6 | 1 | 5 | 1 | 15 |
| **Alternative Life Styles** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Athletics** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Alternative Education** | | | | | | | |
| C | 1 | - | - | 1 | - | - | 2 |
| F | - | 1 | - | 1 | - | - | 2 |
| **Articulation** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Basic Skills** | | | | | | | |
| C | 3 | - | 6 | 1 | - | 1 | 11 |
| I | - | - | 2 | - | - | 1 | 3 |
| F | 1 | - | 2 | 1 | - | - | 4 |
| **Business** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | 2 | - | - | - | 2 |
| **Career Education** | | | | | | | |
| C | 11 | 2 | 20 | 15 | 12 | 8 | 68 |
| I | 5 | 4 | 28 | 10 | 12 | 5 | 64 |
| F | 9 | 2 | 18 | 10 | 16 | 3 | 58 |
| **Communications** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Creative Arts** | | | | | | | |
| C | 2 | - | 4 | 1 | 20 | 3 | 30 |
| I | 5 | - | 14 | 3 | 6 | 3 | 31 |
| F | 2 | - | 6 | 3 | 6 | 3 | 20 |
| **Consumer Education** | | | | | | | |
| C | - | - | - | 1 | 2 | 2 | 5 |
| I | 2 | - | - | 2 | 2 | 1 | 7 |
| F | 1 | - | 2 | 1 | 4 | 5 | 13 |
| **Computer Technology** | | | | | | | |
| C | - | - | - | 1 | 2 | 2 | 5 |
| I | 2 | - | - | 2 | 2 | 1 | 7 |
| F | 1 | - | 2 | 1 | 4 | 5 | 13 |
| **Community Research on Needs** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |

95

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Citizenship** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **College Prep** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Competency Based Instruction** | | | | | | | |
| C | - | - | - | 2 | - | - | 2 |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Curriculum Integration** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | - | - | 1 | - | 1 |
| **Communications Skills** | | | | | | | |
| C | - | 1 | - | - | - | - | 1 |
| **Concept-Change-Future** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Citizenship** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Dictionary Skills** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Driver Education/Safety** | | | | | | | |
| I | 1 | - | - | 1 | - | - | 2 |
| **Distributive Education** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Diagnosis** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Ethics** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Etnnic Studies** | | | | | | | |
| C | - | 1 | 4 | 1 | 16 | 2 | 24 |
| I | - | - | 6 | 2 | 10 | 2 | 20 |
| F | 1 | - | 6 | 2 | 6 | 1 | 16 |
| **Elective Courses** | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| **Environment-Energy** | | | | | | | |
| C | - | 1 | 10 | 1 | 2 | 1 | 15 |
| I | 1 | - | 10 | 2 | 10 | 5 | 2S |
| F | 6 | 2 | 6 | 5 | 10 | 4 | 33 |
| **English** | | | | | | | |
| C | 3 | 2 | 8 | 8 | 10 | 4 | 35 |
| I | 1 | - | 2 | 3 | 4 | 1 | 11 |
| F | 2 | - | 6 | 1 | 2 | - | 11 |
| **English/Literature** | | | | | | | |
| C | 5 | 2 | 6 | 2 | 20 | 4 | 39 |
| I | - | - | 8 | 2 | 2 | 2 | 14 |
| F | 1 | 1 | 4 | 2 | 4 | 1 | 13 |
| **English/Grammar** | | | | | | | |
| C | - | - | 1 | 2 | - | - | 3 |
| I | - | - | 1 | - | - | - | 1 |
| **English/Writing** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | 1 | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | high School Teachers | Total |
|---|---|---|---|---|---|---|---|
| English Composition | | | | | | | |
| C | 2 | - | - | - | - | - | 2 |
| Economics | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | 2 | - | - | - | - | - | 2 |
| Family Life | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| Fine Arts | | | | | | | |
| C | - | - | 1 | 2 | - | - | 3 |
| Foreign Languages | | | | | | | |
| C | 3 | 2 | 6 | 6 | 12 | 3 | 32 |
| I | 4 | 1 | - | 4 | 6 | 1 | 16 |
| F | 5 | - | 14 | 2 | 10 | 1 | 32 |
| Future Oriented Curriculum | | | | | | | |
| I | 1 | - | - | 1 | - | - | 2 |
| Gifted Program | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| Health | | | | | | | |
| C | 3 | - | 30 | 7 | 23 | 4 | 72 |
| I | 9 | 2 | 22 | 10 | 12 | 1 | 56 |
| F | 5 | - | 14 | 2 | 10 | 1 | 32 |
| Handwriting | | | | | | | |
| C | - | - | 2 | 1 | 2 | - | 5 |
| F | - | - | 2 | - | - | - | 2 |
| Human Relations | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| History | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| I | - | - | 1 | - | - | - | 1 |
| Humanities | | | | | | | |
| I | - | - | - | - | - | 1 | 1 |
| F | - | - | - | - | - | 1 | 1 |
| Industrial Arts | | | | | | | |
| C | 1 | - | - | 1 | - | - | 2 |
| I | 2 | - | - | 2 | - | - | 4 |
| Individualized Instruction | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | - | - | 1 | - | 1 |
| Kindergarten | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| Language Arts | | | | | | | |
| C | 7 | - | 40 | 7 | 36 | 1 | 91 |
| I | 2 | - | 6 | 3 | 12 | - | 23 |
| F | 1 | - | 6 | - | - | - | 7 |
| Library | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| Learning Disabilities | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |

|  | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Moral/Value/Judgment Education** | | | | | | | |
| F | 1 | - | - | - | - | - | 1 |
| **Media** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Math** | | | | | | | |
| C | 11 | 2 | 50 | 30 | 24 | 6 | 123 |
| I | 6 | 1 | 22 | 22 | 20 | 5 | 76 |
| F | 5 | - | 12 | 4 | 10 | - | 31 |
| **Math (Metric)** | | | | | | | |
| C | 1 | - | 1 | - | - | - | 2 |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | 2 | - | - | - | 2 |
| **Middle School** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Music** | | | | | | | |
| C | 3 | 1 | 2 | 4 | 20 | 1 | 31 |
| I | 5 | 3 | 16 | 3 | 18 | 4 | 49 |
| F | - | - | 14 | 1 | 4 | 1 | 20 |
| **Mental Health** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Motor Perceptual Skills** | | | | | | | |
| C | - | - | 8 | - | 12 | 1 | 21 |
| I | 2 | - | 6 | 2 | 10 | - | 20 |
| F | 1 | - | 4 | - | 8 | 1 | 14 |
| **Non-Academic** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Physical Education** | | | | | | | |
| C | 7 | - | 16 | 4 | 26 | 5 | 58 |
| I | 1 | - | 16 | 4 | 12 | 6 | 39 |
| F | - | - | 6 | 5 | 10 | 2 | 23 |
| **Parenting** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Peace Education** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Physical Education for Girls** | | | | | | | |
| F | 2 | - | - | - | - | - | 2 |
| **Problem Solving** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Playground Equipment** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Physical Science** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Remedial Reading** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | - | 1 | - | - | - | - | 1 |
| **Reading** | | | | | | | |
| C | 16 | 1 | 50 | 26 | 52 | 15 | 160 |
| I | 5 | 1 | 24 | 8 | 10 | 7 | 55 |
| F | 5 | 1 | 14 | 7 | 12 | 3 | 42 |

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| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Safety** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Science** | | | | | | | |
| C | 8 | - | 34 | 8 | 26 | 5 | 81 |
| I | 4 | 2 | 20 | 5 | 12 | 3 | 46 |
| F | 5 | 1 | 6 | - | 14 | 2 | 28 |
| **Social Studies** | | | | | | | |
| C | 6 | 2 | 42 | 12 | 26 | 7 | 95 |
| I | 4 | - | 24 | 6 | 16 | 3 | 53 |
| F | 2 | - | 10 | 5 | 16 | 2 | 35 |
| **Shop** | | | | | | | |
| F | - | - | - | - | - | 1 | 1 |
| **Spelling** | | | | | | | |
| C | 2 | - | 8 | - | 2 | - | 12 |
| I | - | - | 6 | - | 10 | - | 16 |
| F | - | - | 4 | 2 | 2 | - | 8 |
| **Speech** | | | | | | | |
| C | - | 1 | - | - | 4 | 3 | 8 |
| I | 1 | - | 2 | 1 | 8 | 1 | 13 |
| F | - | - | 4 | 2 | 6 | 2 | 14 |
| **Speech Therapists** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Scope and Sequence** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Special Education** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Survival Skills** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Unified Arts Program** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Vocational Education** | | | | | | | |
| C | 16 | 3 | 12 | 15 | 10 | 20 | 76 |
| I | 9 | 1 | 12 | 8 | 14 | 1 | 45 |
| F | 5 | 3 | 8 | 10 | 24 | 2 | 52 |
| **Vocational Agriculture** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Values** | | | | | | | |
| F | - | - | 2 | - | - | - | 2 |
| **Writing** | | | | | | | |
| C | 1 | - | 2 | 2 | - | 1 | 6 |
| **Work Related Courses** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Women's Studies** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| F | - | - | - | - | 1 | - | 1 |

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C = Critical Need
I = Important Need
F = Future Need

IV. Instructional methods needing improvement or expansion

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Athletic De-emphasis** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Activities Program** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Accelerated Courses** | | | | | | | |
| C | 2 | - | 10 | 3 | 10 | 4 | 29 |
| I | 2 | 1 | 3 | 5 | 16 | 11 | 43 |
| F | 2 | 1 | 3 | 2 | 10 | 4 | 27 |
| **Alternative Programs** | | | | | | | |
| C | 11 | - | 12 | 9 | 14 | 6 | 38 |
| I | 7 | 5 | 4 | 7 | 16 | 3 | 42 |
| F | 3 | - | 16 | 5 | 21 | 5 | 50 |
| **Ability Grouping** | | | | | | | |
| C | - | 2 | 10 | - | 10 | 5 | 27 |
| I | 1 | 1 | 6 | 2 | 16 | 3 | 29 |
| F | - | - | 2 | 2 | 4 | - | 8 |
| **Ability Assessment** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Advanced Placement** | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| **Affective Domain Techniques** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Basic Education** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | 4 | - | - | - | 4 |
| **Bilingual Education** | | | | | | | |
| C | 4 | - | 6 | 1 | 8 | - | 19 |
| I | - | 1 | 5 | 3 | 6 | 1 | 19 |
| F | 3 | - | 4 | - | 10 | - | 17 |
| **Coordination** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Compensatory Instruction** | | | | | | | |
| C | 1 | - | 4 | 2 | - | - | 7 |
| I | 2 | - | 4 | 2 | - | 1 | 9 |
| F | - | - | 4 | 1 | 2 | - | 7 |
| **Career Awareness** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Communications** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Community Centered Instruction** | | | | | | | |
| C | - | - | - | - | 6 | 2 | 8 |
| I | 4 | 1 | 4 | 7 | 6 | 1 | 23 |
| F | 1 | 1 | 4 | 3 | 12 | 5 | 26 |
| **Consensus Gaining** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Community Involvement** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/ Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Class Size** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| **Cultural Pluralism** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Composition** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Curriculum Development** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| **Cultural Understanding of Staff** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Competent Teachers** | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| **Community OJT** | | | | | | | |
| F | - | - | - | 1 | - | 1 | 2 |
| **Competency Based Instruction** | | | | | | | |
| C | 10 | 1 | 18 | 25 | 14 | 6 | 74 |
| I | 8 | - | 10 | 8 | 4 | 4 | 34 |
| F | 5 | - | 22 | 1 | 10 | 1 | 39 |
| **Curriculum Evaluation** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Curriculum Design** | | | | | | | |
| C | - | - | 1 | - | 1 | - | 2 |
| **Coping with Discipline** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Communications** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Course Goals** | | | | | | | |
| I | - | - | - | 1 | - | 1 | 2 |
| **Discipline** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| **Diagnostic/Prescription** | | | | | | | |
| C | 9 | 1 | 34 | 6 | 16 | 2 | 69 |
| I | 8 | 1 | 20 | 5 | 8 | 5 | 47 |
| F | 4 | - | 14 | 5 | 16 | 6 | 45 |
| **Enrichment Activities** | | | | | | | |
| C | 2 | 2 | 44 | 2 | 34 | 8 | 92 |
| I | 7 | 1 | 28 | 10 | 38 | 4 | 88 |
| F | 5 | - | 18 | 8 | 10 | 7 | 48 |
| **Educating to Society Needs** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Exceptional Children Programs** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Evaluation** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |

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| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Gifted Instruction** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Grouping for Learning** | | | | | | | |
| I | 2 | - | - | - | - | - | 2 |
| **Guidance** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Home-Parent Instruction** | | | | | | | |
| C | 2 | 1 | 6 | 1 | 20 | 8 | 38 |
| I | 5 | - | 12 | 1 | 12 | 3 | 33 |
| F | 2 | - | 4 | 7 | 10 | 1 | 24 |
| **Human Relations Skills** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | - | 1 | - | - | 1 |
| **Interdisciplinary Instruction** | | | | | | | |
| C | - | 2 | 10 | 2 | 4 | 3 | 21 |
| I | 2 | - | 14 | 4 | 4 | 2 | 26 |
| F | 3 | - | 14 | 6 | 2 | 3 | 28 |
| **Independent Study** | | | | | | | |
| F | 1 | - | - | 1 | - | - | 2 |
| **Inservice Training** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | - | - | 1 | - | 1 |
| **Intersession Programs** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Instructional Methods** | | | | | | | |
| C | - | - | 3 | - | - | - | 3 |
| **Individualized Instruction** | | | | | | | |
| C | 11 | 1 | 26 | 10 | 26 | 3 | 77 |
| I | 8 | 1 | 12 | 8 | 6 | 8 | 43 |
| F | 2 | - | 14 | 5 | 10 | 2 | 33 |
| **Instructional Goals** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| **Kindergarten** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Leisure Time Education** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Learning Disabilities** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Learning Labs** | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| **Learning to Learn** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Male-Female Staff Balance** | | | | | | | |
| I | - | - | 1 | - | - | - | 1 |
| **Motivation** | | | | | | | |
| C | 15 | 3 | 56 | 35 | 40 | 21 | 170 |
| I | 8 | - | 14 | 6 | 14 | 6 | 48 |
| F | 7 | - | 8 | 3 | 6 | 3 | 27 |

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| Non-Academic Student Offerings | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| National Awareness | | | | | | | |
| F | - | 1 | - | - | - | - | 1 |
| Parental Involvement | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | - | - | - | 1 | - | - | 1 |
| Precision Teaching | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| Peer/Cross Age Instruction | | | | | | | |
| C | - | - | 4 | - | 4 | 1 | 9 |
| I | 1 | - | 4 | - | 4 | - | 9 |
| F | - | - | 2 | 1 | 6 | 1 | 10 |
| Public Image | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| Problem Solving Techniques | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| Physical Plant Improvement | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| F | 1 | - | - | - | - | - | 1 |
| Progress Reports/Reporting | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| I | - | - | 1 | - | - | - | 1 |
| Reading Instruction | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Relevance-Emphasis | | | | | | | |
| I | - | - | 1 | 1 | - | - | 2 |
| Reinforcement Theory | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Remedial Classes | | | | | | | |
| C | 1 | - | - | - | 1 | - | 2 |
| School Environment | | | | | | | |
| C | 5 | 1 | 22 | 6 | 18 | 10 | 62 |
| I | 7 | - | 16 | 7 | 20 | 1 | 51 |
| F | 1 | - | 10 | 4 | 8 | 2 | 25 |
| School-Community Climate | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Sex Stereotyping | | | | | | | |
| I | - | - | - | - | 1 | - | 1 |
| Staff Specialists | | | | | | | |
| C | - | - | - | 1 | - | - | 1 |
| Subject Guidelines | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| Student Placement | | | | | | | |
| I | - | - | - | 1 | - | - | 1 |
| Student Rights | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| Self-Concept | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| I | - | - | - | - | 1 | - | 1 |

Page 5

| | Supts. | Board Chm. | El/Jr. Hi. Principals | High School Principals | El/Jr. Hi. Teachers | High School Teachers | Total |
|---|---|---|---|---|---|---|---|
| **Student Indifference** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Social Awareness** | | | | | | | |
| I | - | 1 | - | - | - | - | 1 |
| **Supervision of Staff** | | | | | | | |
| C | - | 1 | - | - | - | - | 1 |
| **Standardization of Instruction** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Special Services** | | | | | | | |
| C | - | - | - | - | - | 1 | 1 |
| **Teacher Quality** | | | | | | | |
| F | - | - | - | 1 | - | - | 1 |
| **Teaching Objectives** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Testing** | | | | | | | |
| C | - | - | - | - | 1 | - | 1 |
| I | 1 | - | - | - | - | - | 1 |
| F | - | - | - | 1 | 1 | - | 2 |
| **Teacher-Student Interaction** | | | | | | | |
| C | - | - | 1 | - | - | - | 1 |
| **Teacher-Parent Relations** | | | | | | | |
| I | - | .. | 1 | - | - | - | 1 |
| **Teacher Motivation** | | | | | | | |
| C | - | 1 | - | - | - | - | 1 |
| **Teaching Strategies** | | | | | | | |
| F | - | - | - | - | 1 | - | 1 |
| **Team Teaching** | | | | | | | |
| C | - | - | 2 | - | - | - | 2 |
| I | - | - | 1 | - | - | - | 1 |
| F | - | - | 1 | - | - | - | 1 |
| **Use of Volunteers** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |
| **Use of Technology** | | | | | | | |
| C | 2 | - | 4 | 1 | 2 | 1 | 10 |
| I | - | - | 2 | 2 | - | 3 | 7 |
| F | 2 | 1 | 4 | 2 | 2 | 3 | 14 |
| **Use of Psychology in Teaching** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Ungraded Instruction** | | | | | | | |
| C | 2 | - | 18 | 3 | 16 | 3 | 42 |
| I | 1 | - | 2 | 3 | 10 | 4 | 20 |
| F | 3 | 1 | 10 | 4 | 3 | - | 21 |
| **Vocational Education Improvement** | | | | | | | |
| C | 3 | 1 | 2 | 1 | 2 | 1 | 10 |
| **Value Systems** | | | | | | | |
| I | 1 | - | - | - | - | - | 1 |
| **Work Study** | | | | | | | |
| C | 1 | - | - | - | - | - | 1 |
| **Whole Child Development** | | | | | | | |
| F | - | - | 1 | - | - | - | 1 |

A questionnaire was mailed to the following people in the states of Alaska, Idaho, Montana, Oregon and Washington:

o  The Chairperson of the Board of each local school district

o  The Superintendent of each local school district

o  The Principal of each school building*

o  A Teacher (the professional association building representative)

Following are the number of questionnaires mailed and returned.

| | Mailed | Returned | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Alaska | Idaho | Montana | Oregon | Washington | Total | |
| Board Chm. | 846 | 3 | 6 | 2 | 6 | 13 | 30 | (3.5%) |
| Supt. | 855 | 9 | 30 | 41 | 58 | 78 | 216 | (25.3%) |
| H. S. Prin. | 4,715 | 22 | 29 | 32 | 53 | 86 | 222 | (19.1%) |
| El/Jr. Hi. Prin. | | 40 | 93 | 84 | 187 | 274 | 678 | |
| H. S. Teacher | 4,849 | 6 | 23 | 10 | 42 | 52 | 133 | (11.1%) |
| El/Jr. Hi. Teacher | | 14 | 40 | 27 | 144 | 182 | 407 | |
| Total | 11,265 | 94 | 221 | 196 | 490 | 685 | 1,686 | (15.0%) |

*Schools in unorganized boroughs not included

**Northwest Regional Educational Laboratory**  710 S.W. Second Avenue • Portland, Oregon  97204 • Telephone (503) 248-6800

## SURVEY OF EDUCATIONAL NEEDS IN THE PACIFIC NORTHWEST

Please return the completed form by February 20, 1976 to:
> Northwest Regional Educational Laboratory
> Office of Institutional Communications
> 710 S.W. Second Avenue, Portland, Oregon  97204

1. Your Position

   ☐ Chairman, School Board      ☐ Principal, Elementary or Junior High School

   ☐ Superintendent, School District      ☐ Teacher, High School

   ☐ Principal, High School      ☐ Teacher, Elementary or Junior High School

2. Enrollment in Your District

   ☐ Less than 500 students      ☐ 2,000-5,000 students

   ☐ 500-2,000 students      ☐ More than 5,000 students

3. Enrollment in Your School Building (Only Principals and Teachers Respond)

   ☐ Less than 100 students      ☐ 500-1,200 students

   ☐ 100-500 students      ☐ More than 1,200 students

4. Location of Your District

   ☐ Alaska      ☐ Montana      ☐ Washington

   ☐ Idaho      ☐ Oregon

---

Are there people in your school or district with a particular problem or need not being adequately met?

1. _____  3. _____

2. _____  4. _____

The following groups which typically have special needs are listed only as examples:

| | | |
|---|---|---|
| High Ability/Gifted | Ethnic Groups | Preschoolers |
| Handicapped | Low Ability/Retarded | Environmental Background/ Geographic Location |
| Adults | Dropouts | |

(please continue to page 2)

---
ADMINISTRATION AND MANAGEMENT
---

List administrative and management functions in your school or district which currently are in most need of improvement.

Critical Areas

1. _____

2. _____

3. _____

Important Areas

1. _____

2. _____

3. _____

What administrative or management functions in your school or district will need major improvement or expansion during the next 2-5 years other than the areas of immediate need listed above (if any)?

1. _____

2. _____

3. _____

The following administrative and management functions are listed only as examples:

Extended School Year
Interpersonal Relations
Testing
Grading Systems
Educational Accountability
Student Records
Graduation Requirements
Student Discipline
Accreditation
Needs Assessments
Program Evaluation
Staff Evaluation
Organizational Structure
Planning

Scheduling/Placement
Inservice Education
Civil Rights
Differentiated Staffing
Performance Contracting
Group Processes
Management Information
Decision Making/Problem
   Solving
Equal Education
Finance
Cost-Effectiveness
Computerized Management
   Systems

Communications
Facility Design
Budgeting
Attendance
Articulation of Curriculum
Negotiation/Bargaining
Credentialling
Policy Formation
Interdistrict Programs
Centralization/
   Decentralization
Citizen Participation
Change Process

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## CURRICULUM

List the curriculum areas in your school or district which <u>currently</u> are in most need of improvement or expansion.

<table>
<tr><td colspan="2" align="center"><u>Critical Areas</u></td><td colspan="2" align="center"><u>Important Areas</u></td></tr>
<tr><td>1.</td><td>_____</td><td>1.</td><td>_____</td></tr>
<tr><td>2.</td><td>_____</td><td>2.</td><td>_____</td></tr>
<tr><td>3.</td><td>_____</td><td>3.</td><td>_____</td></tr>
</table>

What curriculum areas in your school or district will need major improvement or expansion during the next 2-5 years other than the areas of immediate need listed above (if any)?

1. _____

2. _____

3. _____

---

The following curriculum areas are listed only as examples:

| | | |
|---|---|---|
| Environment/Energy | Consumer Education | Speech |
| Reading | Health | Vocational Education |
| Foreign Languages | Ethnic Studies | Career Education |
| Motor-Perceptual Skills | Music | Health Education |
| Science | Physical Ed/Athletics | Social Studies |
| Driver Ed/Safety | Math | Affective Education |
| Creative Arts | English/Literature | Computer Technology |

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INSTRUCTION
---

List areas related to instruction which <u>currently</u> are in most need of improvement or expansion in your school or district.

|    Critical Areas    |    Important Areas    |
|---|---|
| 1. _____ | 1. _____ |
| 2. _____ | 2. _____ |
| 3. _____ | 3. _____ |

What areas related to instruction in your school or district will need major improvement or expansion during the next 2-5 years other than the areas of immediate need listed above (if any)?

1. _____

2. _____

3. _____

---

The following areas of instruction are listed only as examples:

Peer/Cross Age Instruction   Competency-Based              Compensatory Instruction
Home-Parent Instruction         Instruction                Use of Technology
Cultural Enrichment          Bilingual Education           Alternative Programs
Student Motivation           Enrichment Activities         Community-Centered
Ability Grouping             Individualized Instruction       Instruction
Ungraded Instruction         Interdisciplinary Instruction  Diagnostic/Prescription
School Environment           Accelerated Courses

---

Indicate any other priority educational need or problem in your school or district not listed above.

1. _____

2. _____

3. _____