



# Administrator Survey

## What are strengths of the District?

The document highlights several strengths and positive aspects of Pearland ISD:

1. **Positive Culture:** There is a strong focus on creating a positive and supportive culture for both staff and students, emphasizing collaboration, community involvement, and a supportive work environment.
2. **Academic and Extracurricular Programs:** The district offers a range of successful programs, including dual language, band, theater, robotics, and college credit pathways. These programs, along with extracurricular activities like athletics and UIL, are valued by both staff and families.
3. **Leadership and Support:** There is praise for the district's leadership, particularly Superintendent Dr. Larry Berger, who is recognized for his efforts to build consensus, engage with staff, and support professional educators. ESC staff and department leadership are also seen as approachable, providing strong support and communication to campuses.
4. **Community Engagement:** Pearland ISD is noted for its strong community involvement, including support from families and local partnerships. Initiatives like the RISE mentoring program and Character Strong are seen as important for fostering relationships and community support.
5. **Diverse and Inclusive Environment:** The district is recognized for its diversity, both in student population and in providing varied educational opportunities. There is a sense that Pearland ISD is adapting to the changing demographics and working to meet the needs of all students.
6. **Focus on Innovation and Improvement:** There is a general sense that Pearland ISD is forward-thinking, constantly seeking opportunities for growth, and adapting to 21st-century skills. Staff feel supported in their efforts to innovate and improve instructional practices.
7. **Resources and Support for Teachers:** Teachers appreciate the professional development opportunities, curriculum support, and resources provided by the district. There is a sense that the district values high-quality instruction and is committed to providing the tools teachers need for student success.
8. **Safety and Student Well-Being:** Safety, mental health support, and social-emotional learning (SEL) are highlighted as priorities, contributing to a secure and supportive environment for students.
9. **Small Community Feel:** Despite its size, Pearland ISD is seen as maintaining a small, close-knit community atmosphere where relationships between staff, students, and families are highly valued.

Overall, Pearland ISD is described as a district that is committed to high academic standards, supportive leadership, and a strong connection with the community.



# Administrator Survey

## What are areas of improvement for the District?

The document highlights several areas of concern and suggestions for improvement within Pearland ISD, focusing on pay, student behavior, and other operational aspects:

1. **Pay Raises and Employee Retention:** There is a call for increased pay, particularly for paraprofessionals and support staff, to retain and recruit employees. Many believe that higher pay and better benefits are necessary to keep up with the demands of the job, particularly for special education staff and coaches. Some suggest creating an employee incentive reward plan to encourage long-term employment.
2. **Student Behavior and Discipline:** Several contributors express concern about student behavior, particularly in regular classrooms where discipline issues are frequent, making it difficult for students who want to learn. There is a need for more effective behavior management programs and support for teachers in handling disciplinary issues. Additionally, better support for at-risk students and students with autism or social-pragmatic needs is requested.
3. **Technology and Training:** There is a recommendation for more technology training across all levels, including ESC staff, to ensure everyone is up to date with the latest tools and resources. There's also a desire to improve technology use and communication systems, like automating repetitive tasks and enhancing platforms such as Skyward.
4. **Communication and Collaboration:** Contributors emphasize the need for improved communication across departments and with parents. Some suggest more transparency and consistency in messaging from district leadership and ESC departments. Many feel that communication about district initiatives and goals is lacking, and collaboration between departments is inconsistent.
5. **Special Education Support:** The document calls for more special education staffing and improved resources for special programs. There is also concern that the referral process for special education students takes too long, and many believe that the district is not meeting the needs of all students, particularly those who fall through the cracks academically.
6. **Curriculum and Instruction:** There is a push for more differentiated instruction to address the needs of diverse learners, especially those in special education and bilingual programs. Many want curriculum resources to be updated, especially in areas like reading intervention, math, and phonics-based learning. There's also a call for more structured frameworks for curriculum, instruction, and assessment, as well as greater alignment across campuses.
7. **Health and Well-Being:** Some contributors suggest starting a health clinic for employees and addressing work-life balance issues. Additionally, there is concern about the mental health of both students and staff, with recommendations for a comprehensive social-emotional learning (SEL) plan and more support counselors across campuses.
8. **Equity and Diversity:** Several contributors note that the district staff is not as diverse as the student body, and there's a call for more equity in advanced academic programs. There's also a request for more bilingual/multilingual support staff, particularly as the English learner population grows.

Overall, the document reflects concerns about pay, student behavior, and the need for better communication, training, and support for both staff and students across Pearland ISD.