

Chapter 8: Conclusion and Recommendations

Conclusion

As shown in Section II, the total numbers of both administrative and student services personnel have increased from FY01 to FY02. With regards to the gender and ethnic makeup of these personnel groups, both tend to be predominantly female and White. The majority of individuals tend to hold either a Master's or Education Specialist degree. This might be due to the level of skill and proficiency needed to perform effectively in their fields of operation.

The administrative personnel group tends to be older, with more years of experience than the student services group. The administrative personnel group had a mean age range of 46 to 63 years and a mean experience range of 19 to 34 years. The student services personnel group had a mean age range of 39 to 49 years and a mean experience range of 11 to 20 years.

Recommendations

In line with the provisions of the federal No Child Left Behind (NCLB) Legislation, there is a need to monitor more closely the Pre-Kindergarten Directors group; their numbers gradually increased to 24 in FY01 and dropped in FY02 to 20. The number of Special Education Directors also may not be growing as fast as the number of students that need specialized attention. In fact, their numbers dropped from 165 in FY01 to 159 in FY02. In addition, considering the high school dropout rates, Vocational Education should be strengthened, so as to provide the necessary skills needed for school dropouts. This might help reduce dropout rates. These three administrative personnel groups require attention so that the state of Georgia can effectively meet the mandate of the NCLB Legislation.

Although the attrition rates for Principals and Assistant Principals are higher than that for teachers, their leaving is not attributed to retirement or promotion. An in-depth study is recommended to probe into the reasons these individuals are leaving and where they are going.

The 21.12% attrition rate of Speech and Language Pathologists requires further investigation to determine the reasons why they leave, where they go, and how this rate could be reduced.

Lastly, there is a need to diversify the administrative and student services personnel groups, especially in light of the increasing enrollments of minorities in Georgia's student population.