



Florida Information Note

Bureau of Education Information & Accountability Services

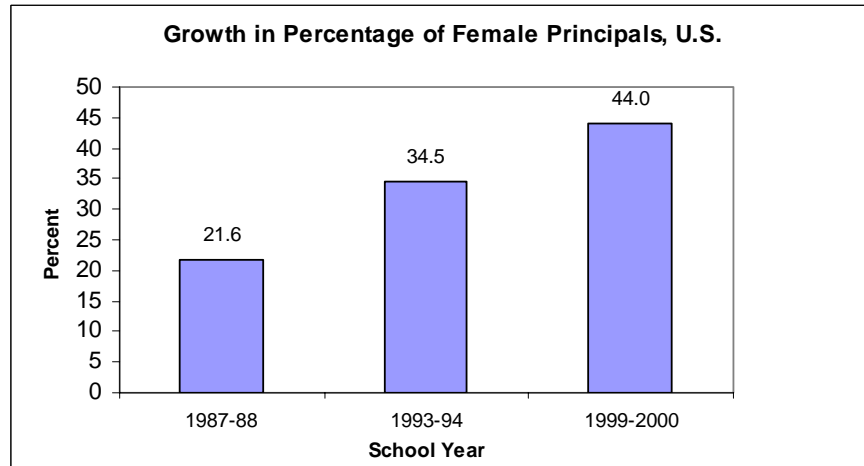
Gender Representation Among Professionals in Florida's Public Schools

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Overview:

Although women have traditionally accounted for a substantial majority of public school teachers, they have held a significantly smaller percentage of public school principalships. However, this disparity is narrowing. According to the National Center for Education Statistics,¹ nationally, women accounted for 21.6 percent of public school principals in 1987-88. By 1993-94 the figure had grown to 34.5 percent. For 1999-2000 the percentage had reached 44 percent, almost double the 1987-88 figure². This national trend is mirrored in Florida. Although the gap between male and female principals is narrowing at both the national and state levels, the percentage of female principals remains smaller than the percentage of teachers who are female.



¹ U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey: 1993-94.

² U.S. Department of Education, National Center for Education Statistics, Digest of Education Statistics, 2002.

Male/Female distribution in major assignment areas, 1989 and 2002:

In Florida's public schools, the ratio of women to men among all full-time staff has remained fairly constant over the past 13 years; however, there has been a shift in the composition of administrative staff. The table below compares 13-year trends in gender distribution within major assignment areas for full-time staff.

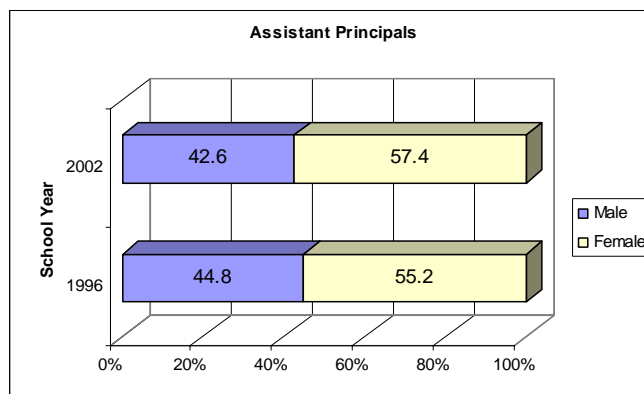
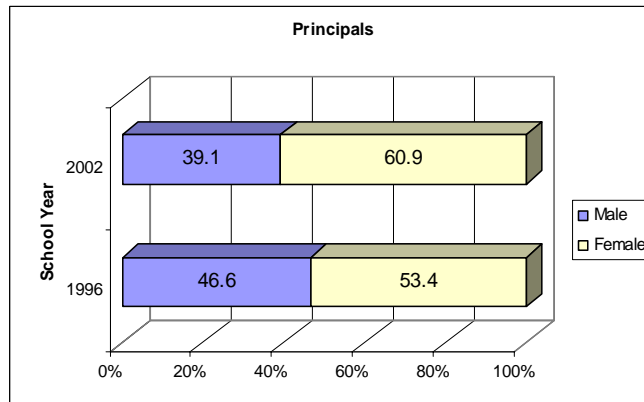
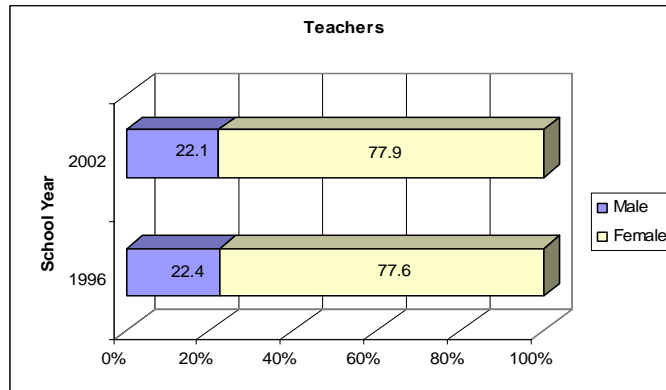
	Instructional Staff				Administrative Staff				Total Full-Time Staff			
	Fall 1989		Fall 2002		Fall 1989		Fall 2002		Fall 1989		Fall 2002	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Male	26,603	23.2	34,960	22.1	4,903	54.7	4,179	43.0	53,555	26.0	69,987	24.4
Female	87,898	76.8	123,021	77.9	4,058	45.3	5,535	57.0	152,796	74.0	216,526	75.6
Total	114,501	100.0	157,981	100.0	8,961	100.0	9,714	100.0	206,351	100.0	286,513	100.0

While the ratios of male to female instructional staff and male to female total full-time staff remained moderately constant from 1989 to 2002, the percentage of female administrators increased by 11.7 percent for this same period. In particular, the percentage of female principals increased, and the percentage of male principals decreased.

Gender Distributions:

In Florida, the percentage of female principalships increased 7.5 percent from 1996 to 2002, while the percentage of female teachers remained fairly constant (up 0.3 percent) during this same period. Female assistant principals also saw a slight percentage increase over the past five years (2.2 percent). See graphs below.

Male/Female Distribution in Specific Job Areas, Fall 1996 to Fall 2002



Gender Comparisons in Elementary and Secondary Grade Levels:

From 1996 to 2002 the most significant percentage change was that of secondary school principals (7.8 percent increase for women and 7.8 percent decrease for men). There was a positive shift for the female elementary school principals during this period as well (4.9 percent increase).

At the elementary level the number of female principals is significantly larger than the number of male principals. Nonetheless, the *ratio* of female teachers to female principals versus the *ratio* of male teachers to male principals suggests a gender gap. For every female principal, there are 43.2 female teachers as compared to 13 male teachers for every male principal. There was little change in these ratios from 1996 to 2002, as noted in the following chart.

At the secondary level, during this time span the ratio of female principals to female teachers changed significantly, from 1:101.6 to 1:79.8. The ratio of male principals to male teachers changed slightly, from 1:36.8 to 1:38.8.

2002-03								
Elementary					Secondary			
	Principals		Teachers		Principals		Teachers	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Female	1,222	72.9%	52,797	89.9%	406	43.1%	32,395	60.9%
Male	455	27.1%	5,931	10.1%	535	56.9%	20,762	39.1%
Total	1,677		58,728		941		53,157	

1996-97								
Elementary					Secondary			
	Principals		Teachers		Principals		Teachers	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Female	1,032	68.0%	48,107	90.0%	280	35.3%	28,450	60.1%
Male	486	32.0%	5,318	10.0%	513	64.7%	18,900	39.9%
Total	1,518		53,425		793		47,350	

Ratios of Principals to Teachers by Gender						
	2002-03			1996-97		
	Elementary	Secondary		Elementary	Secondary	
Female	1:43.2	1:79.8		Female	1:46.6	1:101.6
Male	1:13.0	1:38.8		Male	1:10.9	1:36.8

Conclusion:

Over the past twelve years, the percentage of principals who are women has increased in Florida, as well as in the nation. Consistent with this trend, Florida has seen a shift in the gender composition of its administrative staff, so that a greater percentage of women now hold administrative positions. In particular, there has been a notable increase in the percentage of female principals at the secondary school level. While females now hold more positions as principals than males, males continue to have a higher proportional representation when the ratio of principals to teachers is considered.