

# PRINCIPAL JOB SATISFACTION

## EXECUTIVE SUMMARY



Solidifying the principal pipeline and retaining administrators has become a critical concern. Initial results from the Utah Principal Burnout Survey, administered in 2023, revealed five significant themes related to principal job satisfaction.

### **Utah principals are more likely than not to be satisfied with their jobs.**

Despite more than 80% of participants citing an increase in job stress since the onset of the COVID-19 pandemic, Utah principals were 2.4 times more likely to report being satisfied or very satisfied with their job than dissatisfied or very dissatisfied.

### **Utah principals feel a sense of accomplishment but are exhausted.**

There is both great stress and great reward that come with the principal position. Emotional Exhaustion among Utah principals is high with nearly two-thirds of principals feeling emotionally drained multiple days per week, yet nearly as many principals also report high levels of Personal Accomplishment.

### **Utah principals feel their workload is overwhelming but find strong overlap in their values and the values of their schools.**

Roughly three out of four principals said they do not have time to accomplish their work, yet the same number found their personal, career, and school values to be in alignment.

### **Relationships matter. Time spent working directly with students and staff contribute most to principal satisfaction.**

Principals cited positive interactions in the school community as the main driver of satisfaction. Satisfaction was derived from all kinds of interactions including positive relationships that drove student achievement, teacher growth, and contribution to the greater community.

### **Utah principals say a lack of support and negative adult behaviors would contribute to them leaving their current role.**

Principals said they would be likely to leave their role if they did not have the necessary support for their job and if adult behaviors became untenable.

Further insight into policies and practices leading to highly satisfied principals and increasing retention will be forthcoming in the ULEAD Innovative Practice Report: Promoting Principal Satisfaction highlighting follow-up interviews with identified participant outliers from the MBI-ES/AWS survey.

We invite readers to explore these themes further over the following pages, then use the conclusion of this report to drive discussions about the actions that will help address principal job satisfaction.