ILLINOIS PK-12 TECHNOLOGY PERSONNEL

# Work Environment, Benefits, and Satisfaction Report

# 2021

LEARNING
**TECHNOLOGY**
CENTER of ILLINOIS

## Summary

PK-12 school technology personnel that lead technology initiatives, maintain infrastructure and systems, and support end-users are essential to the educational and operational success of districts and schools.

Although some regional or small-group surveys have previously collected information regarding the working environment and salary of technology personnel, a statewide survey has never been conducted. To this end, the Learning Technology Center (LTC) of Illinois administered a study to identify trends in areas like demographics, working environments, responsibilities, benefits, and job satisfaction. In particular, we were looking to better understand these key elements:

- The demographic makeup of IT personnel in Illinois;
- Rates of job satisfaction;
- Differences in contractual expectations and compensation between different geographic areas and district sizes; and
- Generalities about salary, benefits, and work environments.

The results of the study will inform the LTC's work around equity and opportunities and, we believe, empower technology personnel who seek to understand their role, expectations, and career opportunities. The LTC intends to administer versions of this survey on an annual basis. Suggestions or comments regarding future studies can be sent to support@ltcillinois.org.

## Methodology

On February 8, 2021, the LTC sent email invitations to approximately 1,200 school district technology staff that were identified as having technology-related roles or job titles. The survey closed 20 days later on February 28, 2021. Prior to launch, survey questions were reviewed by district representatives to determine relevance and impact. A total of 185 individuals responded to all or a portion of the survey with the understanding that the report of findings would contain no personally identifiable information. Therefore, readers must consider the data descriptive and not necessarily representative of all technology staff.

In our analysis, results are often separated by "Technology Leader" and "Technology Support" to increase relevance. Although some job titles, like Chief Technology Office, clearly indicate that the role is a leadership role, many districts use job titles like "technology coordinator" to indicate both a leadership role or a support role. Therefore, multiple data points contributed to the grouping of jobs into the two main categories, such as number of employees supervised versus number of technology staff in the district. Of those who responded to the survey, 73% identified themselves as having technology leadership roles (i.e., Chief Technology Officers, Technology Directors, etc.) and 27% as technology support roles (i.e., Network Administrators, User Support Specialists, etc.).

# Profile of Technology Personnel

27.61% of technology leaders who responded identified themselves as female, while 31.25% of technology support personnel reported as being female. The average age of both technology leaders and support personnel who responded was 46.1. The youngest respondent was 20 while the oldest was 68 years old. The majority of technology leaders (96.21%) and support personnel (89.36%) indicated a race/ethnicity of white.

Most technology leaders and support personnel reported a bachelor's degree (37.4%) or master's degree (39.6%) as their highest earned degree, while 1.6% hold a doctorate degree.

Key Findings
- Females make up only 28.4% of the surveyed K-12 educational technology workforce in Illinois.
- Whites make up a disproportionate 94% of the surveyed K-12 educational technology workforce in Illinois.

*Table 1: Demographics*

|  | Technology Leader | | Technology Support | |
|---|---|---|---|---|
|  | % | n | % | n |
| **Gender/Sex** | | | | |
| Female | 27.61% | 37 | 31.25% | 15 |
| Male | 71.64% | 96 | 68.75% | 33 |
| Prefer not to say | .76% | 1 | 0% | 0 |
| **Race/Ethnicity** | | | | |
| American Indian | 0% | 0 | 0% | 0 |
| Asian | 2.27% | 3 | 0% | 0 |
| Black or African American | 1.52% | 2 | 2.13% | 1 |
| Hispanic or Latino/Latina | 0% | 0 | 0% | 0 |
| Native Hawaiin or Pacific Islander | 0% | 0 | 4.26% | 2 |

| | | | | |
|---|---|---|---|---|
| White | 96.21% | 127 | 89.36% | 42 |
| Two or more races | 0% | 0 | 4.26% | 2 |
| **District Type** | | | | |
| Public | 92.54% | 124 | 93.88% | 46 |
| Private | 7.46% | 10 | 6.12% | 3 |
| **Grade Level** | | | | |
| Elementary School District | 36.92% | 48 | 33.33% | 16 |
| Middle School District | .77% | 1 | 2.08% | 1 |
| Middle School & High School District | 2.31% | 3 | 14.58% | 7 |
| High School District | 12.31% | 16 | 10.42% | 5 |
| Unit District | 47.69% | 62 | 39.58% | 19 |
| **Buildings** | | | | |
| 1 | 18.75% | 24 | 22.92% | 11.00 |
| 2-5 | 53.13% | 68 | 50% | 24.00 |
| 6-10 | 14.06% | 18 | 12.50% | 6.00 |
| 11-20 | 8.59% | 11 | 8.33% | 4.00 |
| 21 or more | 5.47% | 7 | 6.25% | 3.00 |
| **Student Population** | | | | |
| Under 200 | 4.62% | 6 | 8.33% | 4 |
| 200 - 1,000 | 36.15% | 47 | 43.75% | 21 |
| 1,001 - 5,000 | 46.92% | 61 | 29.17% | 14 |
| 5,001 - 10,000 | 7.69% | 10 | 12.50% | 6 |
| 10,001 - 15,000 | 3.08% | 4 | 4.17% | 2 |
| More than 15,000 | 1.54% | 2 | 2.08% | 1 |

n= Sample Size

# Experience

Technology leaders have an average of 17.6 years of technology experience at any district or company and 12 years of experience in their current position. Technology support personnel have an average of 16.9 years of technology experience total and 10.2 years in their current district.

Key Findings

- Technology personnel stay in a district approximately 9-12 years, on average.
- Regardless of responsibility level, technology personnel have an average of 17 years of experience in the field.
- While most technology personnel are in their mid-40's, there is a substantial range in age.
- Most technology personnel (74.50%) have advanced certifications.

*Table 2: Experience*

|  | Group | n | M | SD | Range |
|---|---|---|---|---|---|
| **Years in current district** | TL | 134 | 12 | 7.6 | 1-33 |
|  | TS | 48 | 9 | 6.4 | 1-31 |
| **Years of technology experience** | TL | 133 | 17 | 8.7 | 1-30 |
|  | TS | 48 | 17 | 9.9 | 2-41 |
| **Current age** | TL | 134 | 46 | 9.5 | 20-55 |
|  | TS | 43 | 45 | 10.5 | 29-68 |

TL = Technology Leaders | TS = Technology Support | n= Sample Size | M = Mean | SD = Standard Deviation

*Table 3: Education*

| | Technology Leader | | Technology Support | |
|---|---|---|---|---|
| | % | n | % | n |
| **District Type** | | | | |
| High School | 11.19% | 15 | 12.50% | 5 |
| Associates | 35.82% | 48 | 35.00% | 14 |
| Some College | 2.24% | 3 | 2.50% | 1 |
| Bachelors | 2.99% | 4 | 35.00% | 14 |
| Masters | 41.79% | 56 | 12.50% | 5 |
| Doctorate | 5.22% | 7 | 0% | 0 |
| **Advanced Certifications** | | | | |
| Cloud Certification(s) | 4.48% | 6 | 7.50% | 3 |
| Google Certification(s) | 38.06% | 51 | 32.50% | 13 |
| Microsoft Certification(s) | 13.43% | 18 | 27.50% | 11 |
| Network Certification(s) | 14.93% | 20 | 30.00% | 12 |
| Project Management Certification(s) | 2.99% | 4 | 5.00% | 2 |
| Security Certification(s) | 6.72% | 9 | 5.00% | 2 |
| Certified Educational Technology Leader (CETL) | 8.96% | 12 | 2.50% | 1 |
| Teacher License (Professional Educator License) | 32.09% | 43 | 25.00% | 10 |
| Teacher Leader Endorsement | 0.75% | 1 | 0.00% | 0 |
| Principal/Admin Endorsement | 19.40% | 26 | 5.00% | 2 |
| Chief School Business Official (CSBO) Endorsement | 2.99% | 4 | 2.50% | 1 |
| Superintendent Endorsement | 2.99% | 4 | 0.00% | 0 |
| Other | 24.63% | 33 | 25.00% | 10 |

n= Sample Size

# Contractual Responsibilities

Contractual responsibilities focus on the high-level expectations and responsibilities identified at a contractual level. While performance responsibilities such as managing networks or developing a technology vision are equally important, we did not collect this information because the breadth of possible options makes a comparison challenging.

Key Findings

- The majority of technology leaders (97.73%) and technology support personnel (97.92%) are full-time employees on 12-month contracts.
- Most technology leaders have at least some influence over their budget (95.49%).
- Technology leaders typically supervise 2-5 employees (34.11%), though this varies greatly based on the number of students in the district and location of the district.

*Table 4: Contractual Responsibilities*

|  | Technology Leader | | Technology Support | |
|---|---|---|---|---|
|  | % | n | % | n |
| **Type of Employment** | | | | |
| At-Will or Hourly | 0.76% | 1 | 2.08% | 1 |
| Full-Time | 97.73% | 129 | 97.92% | 47 |
| Part-Time | 1.52% | 2 | | |
| **Number of People Supervised** | | | | |
| None | 28.68% | 37 | 78.72% | 37 |
| 1 | 11.63% | 15 | 21.28% | 10 |
| 2 - 5 | 34.11% | 44 | 0% | 0 |
| 6 - 10 | 10.85% | 14 | 0% | 0 |
| 11-15 | 7.75% | 10 | 0% | 0 |
| 16-20 | 3.88% | 5 | 0% | 0 |
| 21-25 | 0.78% | 1 | 0% | 0 |
| 26-30 | 0.78% | 1 | 0% | 0 |

| | | | | |
|---|---|---|---|---|
| More than 35 | 1.55% | 2 | 0% | 0 |
| **Months Worked Per Year** | | | | |
| 9 | 3.01% | 4 | 14.89% | 7 |
| 10 | 8.27% | 11 | 8.51% | 4 |
| 11 | 5.26% | 7 | 8.51% | 4 |
| 12 | 83.46% | 111 | 68.09% | 32 |
| **Hours Worked Per Week** | | | | |
| 20 or Less | 1.50% | 2 | 4.17% | 2 |
| 21 - 40 | 16.54% | 22 | 47.92% | 23 |
| 41 - 50 | 66.17% | 88 | 39.58% | 19 |
| More than 50 | 15.79% | 21 | 8.33% | 4 |
| **Control Over Budget** | | | | |
| No Influence | 4.51% | 6 | 31.25% | 15 |
| Some Influence | 20.30% | 27 | 43.75% | 21 |
| Partial Control | 36.84% | 49 | 20.83% | 10 |
| Complete Control | 38.35% | 51 | 4.17% | 2 |
| **Utilizes 3rd Party Vendors to Support Technology** | | | | |
| Never/Rarely | 33.83% | 45 | 46.94% | 23 |
| Only for specific needs | 51.13% | 68 | 44.90% | 22 |
| We have an ongoing, monthly contract | 12.03% | 16 | 8.16% | 4 |
| We solely use contractual help for technical support and services | 3.01% | 4 | 0% | 0 |

n= Sample Size

## Technology Leader Salaries

A number of factors influence salary for both technology leaders and technology support personnel, with location, district size, and the number of staff that are supervised being the largest influencers.

Key Findings

- Salaries for technology leaders have a span of approximately $120,000, with the lowest being $43,000 and the highest being $182,000.
- Over 68% of technology leaders in northeast Illinois earn more than $100,000 per year.
- While the highest salaries, on average, occur in northeast Illinois, the lowest salaries reported are in southeast Illinois.
- Respondents that identified themselves as female, on average, earn more than men. It should be noted that only 27.61% of respondents identified themselves as female.
- There is a strong correlation between the number of staff supervised and salary.

*Table 5: Salaries of Technology Leaders*

| | Under $50,000 | $50,001 - $60,000 | $60,001 - $70,000 | $70,001 - $80,000 | $80,001 - $90,000 | $90,001 - $100,000 | $100,001 - $120,000 | $120,001 - $140,000 | More than $140,000 |
|---|---|---|---|---|---|---|---|---|---|
| **District Type** | | | | | | | | | |
| Public | 11.11% | 10.19% | 12.96% | 14.81% | 5.56% | 11.11% | 20.37% | 5.56% | 8.33% |
| Other & Private | | 12.50% | 12.50% | 12.50% | 25.00% | 12.50% | 12.50% | | 12.50% |
| **District Level** | | | | | | | | | |
| Elementary School District | 14.29% | 11.90% | 4.76% | 16.67% | 7.14% | 11.90% | 21.43% | 2.38% | 9.52% |
| Middle School District | | | | | | | 100.00% | | |
| Middle School & High School District | | | 66.67% | | 33.33% | | | | |
| High School District | 7.69% | 15.38% | 7.69% | 15.38% | 15.38% | | 23.08% | 7.69% | 7.69% |
| Unit District | 8.77% | 8.77% | 17.54% | 14.04% | 3.51% | 14.04% | 17.54% | 7.02% | 8.77% |
| **Area of the State** | | | | | | | | | |
| Area 1: Northeast Illinois | 2.22% | 4.44% | 2.22% | 4.44% | 4.44% | 13.33% | 35.56% | 11.11% | 22.22% |
| Area 2: Northwest Illinois | 17.65% | 5.88% | 35.29% | 17.65% | | 17.65% | 5.88% | | |
| Area 3: West Central Illinois | 8.33% | 25.00% | 16.67% | 25.00% | 16.67% | | | 8.33% | |
| Area 4: East Central Illinois | 5.26% | 10.53% | 21.05% | 21.05% | 21.05% | 5.26% | 15.79% | | |
| Area 5: Southwest Illinois | 17.65% | 17.65% | 11.76% | 17.65% | | 17.65% | 17.65% | | |
| Area 6: Southeast Illinois | 50.00% | 16.67% | | 33.33% | | | | | |

| Student Population | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Under 200 | 20.00% | | | 20.00% | 20.00% | 20.00% | 20.00% | | |
| 200 - 1,000 | 7.50% | 2.50% | 15.00% | 17.50% | 7.50% | 10.00% | 20.00% | 5.00% | 15.00% |
| 1,001 - 5,000 | 12.73% | 16.36% | 10.91% | 14.55% | 5.45% | 9.09% | 20.00% | 3.64% | 7.27% |
| 5,001 - 10,000 | 14.29% | | 14.29% | | | 28.57% | 42.86% | | |
| 10,001 - 15,000 | | 25.00% | | 25.00% | | | | 50.00% | |
| More than 15,000 | | 50.00% | 50.00% | | | | | | |
| **Years of Technology Experience** | | | | | | | | | |
| 1-3 Years | | 16.67% | 16.67% | 16.67% | | 16.67% | 16.67% | | 16.67% |
| 4-7 Years | | 15.38% | 15.38% | | 15.38% | 15.38% | 23.08% | | 15.38% |
| 8-15 Years | 17.24% | | 10.34% | 20.69% | 6.90% | 13.79% | 20.69% | 6.90% | 3.45% |
| 16-20 Years | 4.35% | 17.39% | 17.39% | 21.74% | 4.35% | | 21.74% | 8.70% | 4.35% |
| 21 or More Years | 14.63% | 12.20% | 9.76% | 12.20% | 4.88% | 12.20% | 17.07% | 4.88% | 12.20% |
| **Contract Length** | | | | | | | | | |
| 9 Months | 50.00% | | | 50.00% | | | | | |
| 10 Months | 25.00% | 37.50% | 37.50% | | | | | | |
| 11 Months | | 50.00% | 16.67% | 16.67% | | | 16.67% | | |
| 12 Months | 7.53% | 6.45% | 10.75% | 15.05% | 7.53% | 12.90% | 22.58% | 6.45% | 10.75% |
| **Gender/Sex** | | | | | | | | | |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Female | 3.45% | 10.34% | 13.79% | 13.79% | 6.90% | 3.45% | 34.48% | 3.45% | 10.34% |
| Male | 13.41% | 9.76% | 12.20% | 15.85% | 6.10% | 13.41% | 14.63% | 6.10% | 8.54% |
| **Highest Degree Earned** | | | | | | | | | |
| High School | 100.00% | | | | | | | | |
| Some College | | 9.09% | 9.09% | 18.18% | 9.09% | 9.09% | 18.18% | 9.09% | 18.18% |
| Associates | 8.33% | 8.33% | 25.00% | 16.67% | | 8.33% | 16.67% | | 16.67% |
| Bachelors | 16.67% | 19.05% | 9.52% | 19.05% | 9.52% | 14.29% | 11.90% | | |
| Masters | 6.98% | | 13.95% | 11.63% | 4.65% | 9.30% | 30.23% | 11.63% | 11.63% |
| Doctorate | | 100.00% | | | | | | | |
| **Number of Employees Supervised** | | | | | | | | | |
| None | 34.48% | 17.24% | 24.14% | 20.69% | | | 3.45% | | |
| 1 | 7.69% | 15.38% | 15.38% | 23.08% | 15.38% | 23.08% | | | |
| 2 - 5 | | 11.11% | 8.33% | 13.89% | 13.89% | 13.89% | 30.56% | 5.56% | 2.78% |
| 6 - 10 | | | | | | 15.38% | 53.85% | 23.08% | 7.69% |
| 11-15 | | | | 14.29% | | 14.29% | 14.29% | 14.29% | 42.86% |
| 16-20 | | | | | | 20.00% | | | 80.00% |
| 26-30 | | | | 100.00% | | | | | |
| More than 35 | | | | 50.00% | | | 50.00% | | |

n= Sample Size

# Technology Support Salaries

<u>Key Findings</u>

- Respondents that identified themselves as female, on average, earn more than men. It should be noted that only 27.61% of respondents identified themselves as female.
- Technology support staff at private schools or other institutions (i.e., special education cooperatives, regional offices of education, etc.) earn less than their public school counterparts.

*Table 6: Salaries of Technology Support Personnel*

|  | Under $50,000 | $50,001 - $60,000 | $60,001 - $70,000 | $70,001 - $80,000 | $80,001 - $90,000 |
|---|---|---|---|---|---|
| **District Type** | | | | | |
| Public | 37.84% | 5.41% | 24.32% | 21.62% | 10.81% |
| Other & Private | 66.67% |  | 33.33% |  |  |
| **District Level** | | | | | |
| Elementary School District | 46.67% |  | 20.00% | 20.00% | 13.33% |
| Middle School District |  |  | 100.00% |  |  |
| Middle School & High School District | 40.00% | 40.00% | 20.00% |  |  |
| High School District | 50.00% |  | 25.00% | 25.00% |  |
| Unit District | 33.33% |  | 26.67% | 26.67% | 13.33% |
| **Area of the State** | | | | | |
| Area 1: Northeast Illinois | 27.78% |  | 27.78% | 27.78% | 16.67% |
| Area 2: Northwest Illinois | 20.00% | 40.00% | 20.00% | 20.00% |  |
| Area 3: West Central Illinois | 57.14% |  | 14.29% | 28.57% |  |
| Area 4: East Central Illinois | 75.00% |  | 25.00% |  |  |
| Area 5: Southwest Illinois | 33.33% |  | 66.67% |  |  |
| Area 6: Southeast Illinois | 66.67% |  |  |  | 33.33% |

| Student Population | | | | | |
|---|---|---|---|---|---|
| Under 200 | 50.00% | 25.00% | 25.00% | | |
| 200 - 1,000 | 37.50% | 6.25% | 25.00% | 25.00% | 6.25% |
| 1,001 - 5,000 | 35.71% | | 21.43% | 21.43% | 21.43% |
| 5,001 - 10,000 | 66.67% | | 33.33% | | |
| 10,001 - 15,000 | | | | 100.00% | |
| More than 15,000 | | | 100.00% | | |
| **Years of Technology Experience** | | | | | |
| 1-3 Years | 50.00% | | 50.00% | | |
| 4-7 Years | 50.00% | | | 33.33% | 16.67% |
| 8-15 Years | 20.00% | | 60.00% | | 20.00% |
| 16-20 Years | 40.00% | | 10.00% | 40.00% | 10.00% |
| 21 or More Years | 45.45% | 18.18% | 18.18% | 18.18% | |
| **Contract Length** | | | | | |
| 9 Months | 50.00% | | 16.67% | 33.33% | |
| 10 Months | 66.67% | | | | 33.33% |
| 11 Months | 33.33% | | 66.67% | | |
| 12 Months | 33.33% | 7.41% | 25.93% | 22.22% | 11.11% |
| **Sex/Gender** | | | | | |
| Female | 37.50% | | 25.00% | 12.50% | 25.00% |
| Male | 38.71% | 6.45% | 25.81% | 22.58% | 6.45% |
| **Highest Degree Earned** | | | | | |
| High School | 33.33% | | 33.33% | | 33.33% |
| Some College | 50.00% | | | 50.00% | |
| Associates | 75.00% | | | 25.00% | |
| Bachelors | 25.00% | 16.67% | 25.00% | 33.33% | |
| Masters | 35.29% | | 35.29% | 11.76% | 17.65% |

| | | | | | |
|---|---|---|---|---|---|
| Doctorate | 100.00% | | | | |
| **Number of Employees Supervised** | | | | | |
| None | 36.67% | 6.67% | 26.67% | 20.00% | 10.00% |
| 1 | 37.50% | | 25.00% | 25.00% | 12.50% |

n= Sample Size

# Benefits

Most technology leaders (70.9%) and technology personnel (36.73%) indicate that they are part of the IMRF Retirement Plan. Approximately 60% of technology leaders and support personnel are expected to work during times when students are not in session, such as spring break.

*Table 7: Benefits*

| | Technology Leader | | Technology Support | |
|---|---|---|---|---|
| | % | n | % | n |
| **Benefits Offered** | | | | |
| Health Insurance | 97.01% | 130 | 87.76% | 43 |
| Dental Insurance | 65.67% | 88 | 59.18% | 29 |
| Vision Insurance | 52.99% | 71 | 51.02% | 25 |
| Life Insurance | 76.12% | 102 | 55.10% | 27 |
| Health Savings Account | 41.79% | 56 | 22.45% | 11 |
| Paid Time Off | 68.66% | 92 | 63.27% | 31 |
| TRS Retirement Plan | 32.84% | 44 | 22.45% | 11 |
| IMRF Retirement Plan | 70.90% | 95 | 36.73% | 18 |
| 401(k) | 14.18% | 19 | 24.49% | 12 |
| Tuition Reimbursement | 34.33% | 46 | 20.41% | 10 |
| Flexible Schedule | 18.66% | 25 | 12.24% | 6 |
| Other | 3.73% | 5 | 8.16% | 4 |
| **Extended Work**<br>Are you required to work during times when students are not in session (Winter Break, Spring Break, Snowdays, etc.) | | | | |
| Yes | 59.70% | 80 | 59.57% | 28 |
| No | 9.70% | 13 | 21.28% | 10 |
| If Needed | 30.60% | 41 | 19.15% | 9 |

# Satisfaction

Technology leaders and support personnel reported on their level of satisfaction with various aspects of their job. The highest level of satisfaction for technology leaders is with their relationships with district leaders, while the highest level of satisfaction from technology coaches is with their relationships with teachers.

*Table 8: Satisfaction*

|  | Highly dissatisfied | Dissatisfied | Neutral | Satisfied | Highly satisfied |
|---|---|---|---|---|---|
| **Technology Leaders** | | | | | |
| Relationship with District Leadership | 3.73% | 2.99% | 10.45% | 36.57% | 46.27% |
| Relationship with Teachers | 0.75% | 3.01% | 15.04% | 48.87% | 32.33% |
| Relationships with Community | 0% | 2.99% | 26.12% | 44.03% | 26.87% |
| Professional Development/Growth Opportunities | 2.99% | 4.48% | 28.36% | 44.03% | 20.15% |
| Financial Resources Available | 3.03% | 9.85% | 19.70% | 41.67% | 25.76% |
| Impact on Student Learning | | 2.99% | 26.12% | 47.01% | 23.88% |
| Overall Job Satisfaction | 2.24% | 3.73% | 13.43% | 50.75% | 29.85% |
| **Technology Support** | | | | | |
| Relationship with District Leadership | 0% | 8.33% | 20.83% | 43.75% | 27.08% |
| Relationship with Teachers | 0% | 4.17% | 6.25% | 52.08% | 37.50% |
| Relationships with Community | 0% | 0% | 27.08% | 52.08% | 20.83% |
| Professional Development/Growth Opportunities | 4.17% | 16.67% | 22.92% | 33.33% | 22.92% |
| Financial Resources Available | 4.26% | 12.77% | 21.28% | 42.55% | 19.15% |
| Impact on Student Learning | 0% | 10.42% | 16.67% | 58.33% | 14.58% |
| Overall Job Satisfaction | 0% | 8.33% | 16.67% | 52.08% | 22.92% |

## Conclusion

The survey data provides a unique high-level perspective of technology personnel in Illinois schools. It is obvious that a variety of factors contribute to responsibilities, salaries, and benefits, including the location in the state, experience in technology, educational level achieved, and the number of people supervised. Notably, job satisfaction does not vary significantly by location.

A key interest of the LTC is the diversity of our workforce. While we can conclude that there are more males in educational technology than females, and significantly more people who identify as having a race/ethnicity of white, the survey's limited sample size makes it challenging to draw additional conclusions about the causes of disproportionate representations and possible solutions. However, we know that there is more work to be done to further understand and support a diverse educational technology workforce.

Thank you to the district and school personnel who completed the survey and provided additional insights regarding the breadth of job expectations. Just as it is clear that technology facilitates many of our modern educational initiatives, it is equally clear that the job of planning, implementing, maintaining, and leading technology within education is a complex responsibility that requires knowledge, dedication, and a strong belief in the mission of educating our students.