



21/22 PK-12 Technology Personnel

Work Environment, Satisfaction, & Benefits Report

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TECHNOLOGY
CENTER of ILLINOIS

The Learning Technology Center (LTC) is a program of the Illinois State Board of Education (ISBE) that works to ensure all K12 school districts and schools can fully leverage technology's ability to enhance and transform the learning experience.

ltcillinois.org

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.

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 study informs the LTC's work around equity and opportunities and empowers technology personnel who seek to understand their role, expectations, and career opportunities. The study is part of our larger efforts to leverage data to better understand and serve Illinois schools and students and is administered annually.

Suggestions or comments regarding future studies can be sent to support@ltcillinois.org.

Methodology

On February 8, 2022, the Learning Technology Center sent email invitations to approximately 2,100 school district technology staff that self-identified as having technology-related roles or job titles. The survey closed on February 25, 2022. Prior to launch, survey questions were reviewed by LTC staff and district representatives to determine relevance and impact. A total of 249 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, 69.08% identified themselves as having technology leadership roles (i.e., Chief Technology Officers, Technology Directors, etc.) and 30.92% as technology support roles (i.e., Network Administrators, User Support Specialists, etc.).

Profile of Technology Personnel

Most survey respondents work for public unit school districts with student populations of 1,001 - 5,000 and 2-5 buildings, and the demographic data reflects a primarily white male workforce with an average age of 44. According to the survey, 16.96% of technology leaders and 28.57% of technology support personnel are female. Notably, the percentage of female leaders declined by 10.65% from the previous year, though there was a slight increase of 2.68% for support personnel. The percentage of non-white technology leaders rose from 6% to 11.05% from the previous year.

Key Findings

- Females make up only 16.96% of the surveyed PK-12 educational technology workforce in Illinois.
- Although whites make up a disproportionate 88.95% of the surveyed PK-12 educational technology workforce in Illinois, the non-white workforce experienced a gain of 5.05% from the previous year.

Table 1: Demographics

	Technology Leader		Technology Support	
	%	n	%	n
Gender/Sex				
Female	16.96%	29	28.57%	22
Male	82.46%	141	70.13%	54
Prefer not to say	.58%	1	1.3%	1
Race/Ethnicity				
American Indian	0%	0	0%	0
Asian	1.74%	3	2.6%	2
Black or African American	1.74%	3	0%	0
Hispanic or Latino/Latina	4.65%	8	0%	0
Native Hawaiian or Pacific Islander	0%	0	0%	0
White	88.95%	153	84.81%	73

Two or more races	1.16%	2	1.3%	1
Other / Prefer Not To Say	1.74%	3	1.3%	1
District Type				
Public	94.67	160	97.4	75
Private	5.33	9	2.6	2
Grade Level				
Elementary School District	.59%	1	4.05%	3
Elementary and Middle School District	31.18%	53	32.43%	24
Middle School & High School District	2.94%	5	0%	0
High School District	16.47%	28	24.32%	18
Unit District	48.82%	83	39.19%	29
Buildings				
1	21.76%	37	17.11%	13
2-5	47.06%	80	65.79%	50
6-10	18.24%	31	14.47%	11
11-20	7.65%	13	2.63%	2
21 or more	5.29%	9	0%	0
Student Population				
Under 200	7.06%	12	3.95%	3
200 - 1,000	37.06%	63	32.89%	25
1,001 - 5,000	41.76%	71	56.58%	43
5,001 - 10,000	7.56%	13	6.58%	5
10,001 - 15,000	4.12%	7	0%	0
More than 15,000	2.35%	4	0%	0

n= Sample Size

Experience

Technology leaders have an average of 19.4 years of technology experience at any district or company and 11.2 years of experience in their current position. Technology support personnel have an average of 16.8 years of technology experience total and 11.2 years in their current district. The majority of technology leaders (85.96%) and support personnel (71.05%) have at least an undergraduate degree, and many technology leaders (42.69%) and support personnel (36.84%) have at least a master's degree.

The majority of technology personnel have advanced certifications. Several areas experienced a rise in popularity, the most notable gain being Network Certification(s) for technology leaders and Security Certification(s) for technical support personnel.

Key Findings

- Technology personnel stay in a district for approximately 11 years, on average.
- Technology personnel have an average of 16-19 years of experience in the field.
- While most technology personnel are in their mid-40's, there is a substantial range in age that starts at 23 and ends at 68.
- Most technology personnel (52.2%) have advanced certifications.

Table 2: Experience

	Group	n	M	SD	Range
Years in current district	TL	172	11.2	7.9	1-43
	TS	77	11.2	7.8	0-28
Years of technology experience	TL	172	19.4	18.1	0-48
	TS	77	16.8	9.5	2-40
Current age	TL	172	45.3	9.6	23-68
	TS	77	43.5	10.4	24-68

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

Table 3: Education

	Technology Leader			Technology Support		
	%	n	Δ	%	n	Δ
Highest Degree Earned						
High School	0%	0	-11%	1.32%	1	-11.18
Associates	7.02%	12	4.78%	15.79%	12	-19.21%
Some College	7.02%	12	4.78%	11.84%	9	9.34%
Bachelors	43.27%	74	40.28%	34.21%	26	-0.79%
Masters	38.60%	66	-3.19%	36.84%	28	24.34%
Doctorate	4.09%	7	-1.13%	0%	0	0.00%
Advanced Certifications						
Cloud Certification(s)	4.07%	7	-0.41%	2.60%	2	-4.90%
Google Certification(s)	41.28%	71	3.22%	37.66%	29	5.16%
Microsoft Certification(s)	19.19%	33	5.76%	19.48%	15	-8.02%
Network Certification(s)	25%	43	10.07%	28.57%	22	-1.43%
Project Management Certification(s)	4.65%	8	1.66%	2.6%	2	-2.40%
Security Certification(s)	11.05%	19	4.33%	11.69%	9	6.69%
Certified Educational Technology Leader (CETL)	6.4%	11	-2.56%	2.6%	2	0.10%
Teacher License (Professional Educator License)	30.81%	53	-1.28%	22.08%	17	-2.92%
Teacher Leader Endorsement	2.33%	4	1.58%	0%	0	0%
Principal/Admin Endorsement	16.86%	29	-2.54%	7.79%	6	2.79%
Chief School Business Official (CSBO) Endorsement	2.91%	5	-0.08%	0%	0	-3%
Superintendent Endorsement	2.91%	5	-0.08%	0%	0	0%
Other	16.28%	28	-8.35%	22.08%	17	-2.92%

n= Sample Size, Δ = change from previous year

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 (96.32%) and technology support personnel (94.74%) are full-time employees on 12-month contracts.
- Most technology leaders have at least some influence over their budget (97.63%).
- Technology leaders typically supervise 2-5 employees (29.65%), though this varies greatly based on the number of students and location of the district.
- At least 72.05% of leaders and 45.45% of support personnel work more than 40 hours per week.

Table 4: Contractual Responsibilities

	Technology Leader		Technology Support	
	%	n	%	n
Type of Employment				
At-Will or Hourly	0%	0	1.32%	1
Full-Time	96.32	157	94.74%	72
Part-Time	3.68%	6	3.95%	3
Number of Employees Supervised				
None	32.14%	57	80.52%	62
1	9.88%	17	15.58%	12
2 - 5	29.65%	51	3.9%	3
6 - 10	11.63%	20	0%	0
11-15	6.4%	11	0%	0
16-20	3.49%	6	0%	0

21-25	1.74%	3	0%	0
26-30	1.74%	3	0%	0
More than 35	2.33%	4	0%	0
Months Worked Per Year				
9	1.79%	3	7.89%	6
10	6.55%	11	15.79%	12
11	5.95%	10	3.95%	3
12	85.71%	144	72.37%	55
Hours Worked Per Week				
20 or Less	1.79%	3	0%	0
21 - 40	26.19%	44	54.55%	42
41 - 50	55.36%	93	40.26%	31
More than 50	16.67%	28	5.19%	4
Control Over Budget				
No Influence	2.37%	4	27.63%	21
Some Influence	20.12%	34	51.32%	39
Partial Control	37.87%	64	15.79%	12
Complete Control	39.64%	67	5.26%	4
Utilizes 3rd Party Vendors to Support Technology				
Never/Rarely	36.84%	63	25.97%	20
Only for specific needs	44.44%	76	59.74%	46
We have an ongoing, monthly contract	15.79%	27	11.69%	9
We solely use contractual help for technical support and services	2.92%	5	2.60%	2

n= Sample Size

Technology Leader Salaries

Several factors influence salary for both technology leaders and technology support personnel, with location, district size, and the number of supervised staff being the most significant influencers.

Key Findings

- Salaries for technology leaders vary drastically, with the lowest being \$22,000 and the highest being \$200,000.
- Over 54.24% 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.
- 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	Average	Mean	n
District Type												
Public	8.45%	7.04%	19.72%	11.97%	14.79%	10.56%	16.90%	0.00%	10.56%	\$89,758	\$85,000	142
Other & Private	20.00%	20.00%	20.00%	10.00%	10.00%	10.00%	10.00%	0.00%	0.00%	\$75,813	\$75,000	10
District Level												
Elementary School District	0%	0%	0%	0%	0%	0%	0%	0%	0%	\$0	\$0	0
Elementary and Middle School District	4.08%	6.12%	20.41%	4.08%	12.24%	16.33%	22.45%	0.00%	14.29%	\$95,356	\$92,500	49
Middle School	0%	0%	0%	0%	0%	0%	0%	0%	0%	\$74,500	\$71,500	0
Middle School & High School District	0.00%	0.00%	42.86%	28.57%	28.57%	0.00%	0.00%	0.00%	0.00%	\$0	\$0	7
High School District	4.17%	12.50%	8.33%	12.50%	16.67%	8.33%	20.83%	0.00%	16.67%	\$102,900	\$92,000	24
Unit District	14.67%	8.00%	21.33%	16.00%	14.67%	8.00%	12.00%	0.00%	5.33%	\$80,116	\$75,500	75
Area of the State												
Area 1: Northeast Illinois	3.39%	3.39%	10.17%	3.39%	11.86%	13.56%	30.51%	0.00%	23.73%	\$110,145	\$110,000	59
Area 2: Northwest Illinois	7.69%	7.69%	26.92%	23.08%	15.38%	11.54%	3.85%	0.00%	3.85%	\$78,641	\$72,000	26
Area 3: West Central Illinois	14.29%	14.29%	14.29%	7.14%	35.71%	7.14%	7.14%	0.00%	0.00%	\$72,449	\$80,500	14

Area 4: East Central Illinois	4.76%	14.29%	19.05%	28.57%	19.05%	4.76%	9.52%	0.00%	0.00%	\$75,483	\$75,000	21
Area 5: Southwest Illinois	15.00%	10.00%	30.00%	15.00%	0.00%	15.00%	15.00%	0.00%	0.00%	\$74,613	\$70,000	20
Area 6: Southeast Illinois	40.00%	10.00%	30.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	\$57,150	\$56,500	10
Student Population												
Under 200	30.00%	40.00%	10.00%	0.00%	10.00%	10.00%	0.00%	0.00%	0.00%	\$58,336	\$57,641	10
200 - 1,000	12.50%	10.71%	26.79%	21.43%	17.86%	7.14%	1.79%	0.00%	1.79%	\$71,826	\$71,000	56
1,001 - 5,000	4.69%	3.13%	18.75%	9.38%	12.50%	17.19%	25.00%	0.00%	9.38%	\$94,363	\$94,000	64
5,001 - 10,000	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	30.00%	0.00%	50.00%	\$132,809	\$136,500	10
10,001 - 15,000	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	\$135,000	\$140,000	6
More than 15,000	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	\$108,595	\$108,190	3
Contract Length												
9 Months	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$63,500	\$63,500	2
10 Months	44.44%	33.33%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	\$55,567	\$55,355	9
11 Months	0.00%	11.11%	66.67%	11.11%	0.00%	0.00%	11.11%	0.00%	0.00%	\$69,611	\$65,000	9
12 Months	7.09%	6.30%	14.96%	12.60%	16.54%	12.60%	18.11%	0.00%	11.81%	\$92,812	\$88,500	127
Gender/Sex												
Female	7.69%	15.38%	23.08%	15.38%	7.69%	7.69%	23.08%	0.00%	0.00%	\$79,231	\$75,000	26
Male	5.42%	43.35%	10.84%	6.90%	9.85%	6.90%	9.36%	0.00%	7.39%	\$90,879	\$87,000	203

Highest Degree Earned												
High School	0%	0%	0%	0%	0%	0%	0%	0%	0%	\$0	\$0	0
Some College	0.00%	18.18%	36.36%	9.09%	0.00%	18.18%	18.18%	0.00%	0.00%	\$79,678	\$70,000	11
Associates	27.27%	18.18%	9.09%	18.18%	18.18%	9.09%	0.00%	0.00%	0.00%	\$62,364	\$70,000	11
Bachelors	6.35%	6.35%	20.63%	15.87%	17.46%	12.70%	17.46%	0.00%	3.17%	\$85,163	\$85,000	63
Masters	10.17%	5.08%	16.95%	8.47%	13.56%	8.47%	20.34%	0.00%	16.95%	\$96,101	\$90,000	59
Doctorate	0.00%	20.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	60.00%	\$114,222	\$133,000	5
Number of Employees Supervised												
None	23.81%	19.05%	26.19%	21.43%	7.14%	2.38%	0.00%	0.00%	0.00%	\$63,353	\$64,750	42
1	0.00%	5.88%	29.41%	23.53%	23.53%	11.76%	5.88%	0.00%	0.00%	\$78,382	\$80,000	17
2 - 5	2.04%	6.12%	16.33%	8.16%	20.41%	18.37%	20.41%	0.00%	8.16%	\$92,660	\$90,000	49
6 - 10	0.00%	0.00%	13.33%	0.00%	13.33%	20.00%	33.33%	0.00%	20.00%	\$110,108	\$105,500	15
11-15	0.00%	0.00%	0.00%	0.00%	18.18%	0.00%	54.55%	0.00%	27.27%	\$122,137	\$120,000	11
16-20	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	\$127,800	\$140,000	2
21-25	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	\$141,000	\$146,000	2
26-35	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	\$124,500	\$124,500	2
More than 35	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	\$97,688	\$89,000	3

n= Sample Size

Technology Support Salaries

Key Findings

- 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	\$90,001 - \$100,000	\$100,001 - \$120,000	Average	Mean	n
District Type										
Public	35.29%	14.71%	20.59%	8.82%	5.88%	8.82%	5.88%	\$62,578	\$61,000	68
Other & Private	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	\$63,000	\$63,000	2
District Level										
Elementary School District	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$39,925	\$39,925	2
Elementary and Middle School District	30.43%	13.04%	26.09%	8.70%	0.00%	13.04%	8.70%	\$66,404	\$62,000	23
Middle School & High School District	0%	0%	0%	0%	0%	0%	0%	\$0	\$0	0
High School District	38.89%	5.56%	16.67%	0.00%	11.11%	16.67%	11.11%	\$67,175	\$65,500	18
Unit District	33.33%	22.22%	22.22%	14.81%	7.41%	0.00%	0.00%	\$57,508	\$55,700	27
Area of the State										

Area 1: Northeast Illinois	19.35%	16.13%	16.13%	6.45%	9.68%	19.35%	12.90%	\$73,463	\$68,000	31
Area 2: Northwest Illinois	44.44%	0.00%	33.33%	22.22%	0.00%	0.00%	0.00%	\$54,783	\$62,000	9
Area 3: West Central Illinois	36.36%	27.27%	27.27%	9.09%	0.00%	0.00%	0.00%	\$53,836	\$55,700	11
Area 4: East Central Illinois	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	\$46,284	\$48,568	5
Area 5: Southwest Illinois	25.00%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	\$62,750	\$68,000	4
Area 6: Southeast Illinois	66.67%	22.22%	0.00%	0.00%	11.11%	0.00%	0.00%	\$50,442	\$47,000	9
Student Population										
Under 200	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	\$55,667	\$54,000	3
200 - 1,000	27.78%	16.67%	38.89%	5.56%	0.00%	5.56%	5.56%	\$61,291	\$61,500	18
1,001 - 5,000	42.86%	14.29%	11.90%	11.90%	4.76%	7.14%	7.14%	\$60,299	\$55,700	42
5,001 - 10,000	0.00%	0.00%	20.00%	0.00%	40.00%	40.00%	0.00%	\$87,300	\$87,000	5
Contract Length										
9 Months	20.00%	20.00%	40.00%	0.00%	0.00%	20.00%	0.00%	\$61,570	\$63,000	5
10 Months	60.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	\$49,957	\$47,000	10
11 Months	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	\$63,000	\$63,000	1
12 Months	33.33%	17.65%	11.76%	11.76%	7.84%	9.80%	7.84%	\$64,973	\$60,000	51
Sex/Gender										
Female	52.94%	17.65%	17.65%	0.00%	11.76%	0.00%	0.00%	\$52,480	\$50,284	17
Male	30.00%	14.00%	20.00%	12.00%	4.00%	12.00%	8.00%	\$65,787	\$62,250	50

Highest Degree Earned										
High School	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$35,000	\$35,000	1
Some College	33.33%	11.11%	0.00%	11.11%	11.11%	11.11%	22.22%	\$70,928	\$74,000	9
Associates	50.00%	20.00%	10.00%	10.00%	0.00%	10.00%	0.00%	\$57,995	\$52,000	10
Bachelors	40.00%	20.00%	16.00%	8.00%	4.00%	8.00%	4.00%	\$60,694	\$55,000	25
Masters	23.81%	9.52%	38.10%	9.52%	4.76%	14.29%	0.00%	\$63,880	\$62,500	21
Doctorate	0	0	0	0	0	0	0	\$0	\$0	0
Number of Employees Supervised										
None	33.33%	14.81%	24.07%	11.11%	3.70%	11.11%	1.85%	\$66,944	\$56,500	54
1	44.44%	22.22%	0.00%	0.00%	11.11%	0.00%	22.22%	\$77,375	\$81,500	9
2-5	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	33.33%	\$60,703	\$59,500	3

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	93.6	161	97.40	75
Dental Insurance	81.98	141	84.42	65
Vision Insurance	72.67	125	77.92	60
Life Insurance	73.84	127	68.83	53
Health Savings Account	42.44	73	50.65	39
Paid Time Off	66.28	114	71.43	55
TRS Retirement Plan	30.23	52	18.18	14
IMRF Retirement Plan	62.79	108	76.62	59
401(k)	18.60	32	22.08	17
Tuition Reimbursement	28.49	49	23.38	18
Flexible Schedule	20.93	36	19.48	15
Other	4.65	8	3.9	3
Extended Work				
Are you required to work during times when students are not in session (Winter Break, Spring Break, Snowdays, etc.)				
Yes	67.65	115	57.89	44
No	8.82	15	18.42	14
If Needed	23.53	40	23.68	18

Satisfaction

Technology leaders and support personnel reported 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 support is with their relationships with teachers.

Table 8: Satisfaction

	Highly dissatisfied	Dissatisfied	Neutral	Satisfied	Highly satisfied
Technology Leaders					
Relationship with District Leadership	.59%	2.35%	8.24%	32.94%	55.88%
Relationship with Teachers	0%	2.38%	10.12%	47.02%	40.48%
Relationships with Community	.59%	0%	25.29%	45.88%	28.24%
Professional Development/Growth Opportunities	0%	10.12%	28.57%	29.76%	31.55%
Financial Resources Available	0%	8.28%	14.79%	42.6%	34.32%
Impact on Student Learning	0%	2.37%	19.53%	47.93%	30.18%
Overall Job Satisfaction	0%	2.96%	11.83%	48.52%	36.69%
Technology Support					
Relationship with District Leadership	2.63%	6.58%	17.11%	42.11%	31.58%
Relationship with Teachers	1.32%	1.32%	9.21%	47.37%	40.79%
Relationships with Community	2.7%	2.7%	18.92%	50%	25.68%
Professional Development/Growth Opportunities	4%	13.33%	18.67%	42.67%	21.33%
Financial Resources Available	3.95%	11.84%	11.84%	44.74%	27.63%
Impact on Student Learning	1.32%	0%	25%	56.58%	17.11%
Overall Job Satisfaction	2.7%	5.41%	12.16%	55.41%	24.32%

Conclusion

The 2022 PK-12 Technology Work Environment, Benefits, and Satisfaction Report highlights many of the same trends as the previous. We know, for instance, that salary varies greatly and is impacted by factors such as responsibilities, education, certifications, and location. Those around Chicagoland or in larger districts earn more, and job satisfaction is relatively high regardless of 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.

Positive trends include increased minority representation among technology leaders and support staff, while female representation declined. These and other indicators suggest that more work must be done to ensure equitable opportunities and representation.

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.