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# District Diversity and Superintendents of Color

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# STATE OF THE SUPERINTENDENCY

	Community Population	Student Population	Employee Population
OVERALL DIVERSITY LEVEL < 16%	 12%	 11.2%	 40.3%
OVERALL DIVERSITY LEVEL 16%-50%	 32.4%	 27.1%	 40.3%
OVERALL DIVERSITY LEVEL > 50%	 55.6%	 61.7%	 19.4%



PERCENTAGE OF ALL SUPERINTENDENTS IN EACH SUBCATEGORY WHO ARE PERSONS OF COLOR

## District Diversity and Superintendents of Color

While the number of superintendents of color increased from 5 percent to 6 percent during the past decade, their representation remains well below their numbers in the general population.

Data from the most recent AASA superintendency study show that the greater the levels of minority students and minority residents, the greater the likelihood the district has a superintendent of color. However, an inverse association existed between the percentage of the district's minority employees and a superintendent of color.

Only about one in five superintendents of color was employed in a district having a majority of employees of color. This finding, though, should be weighed in light of the fact that only 2.3 percent of the districts included in the study had a majority of minority employees. In this vein, the underrepresentation reflects a larger problem, the underrepresentation of educators of color.

SOURCE OF DATA: "THE AMERICAN SCHOOL SUPERINTENDENT: 2010 DECENNIAL STUDY" (2011) PUBLISHED BY ROWMAN & LITTLEFIELD EDUCATION AND CO-SPONSORED BY AASA AND PEARSON. ANALYSIS BY THEODORE J. KOWALSKI, STUDY LEAD AUTHOR AND PROFESSOR OF EDUCATIONAL ADMINISTRATION, UNIVERSITY OF DAYTON.