

Public Abstract

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Title: The Relationship between Servant Leadership of Principals and Beginning Teacher Job Satisfaction and Intent to Stay

There has been an ever increasing percentage of beginning teachers who leave the teaching profession within the first five years. The overall purpose of this study was to gain insight into servant leadership characteristics and the impact on new teacher retention. The leadership model utilized for this study was servant leadership (Greenleaf, 1970). The researcher implemented quantitative research methods to investigate the relationship between servant leadership of principals and beginning teacher's job satisfaction and intent to stay.

Data was gathered via two surveys to collect data on beginning teacher perception of servant leadership characteristics displayed by their principal and servant leadership traits which contribute to beginning teacher job satisfaction and intent to stay. Participants included beginning teachers currently employed in south-central Missouri. For this study, a random sample of beginning teachers with five years teaching experience or less completed two assessments: the Servant Leadership Assessment Instrument (Dennis, 2004), and the Servant Leadership Relational Assessment created by the researcher for the purpose of measuring beginning teacher job satisfaction and intent to stay. The participants included Missouri certified teachers at various grade levels and areas of certification.

The study yielded a high rate of response from survey participants. Data analysis revealed a positive perception by beginning teachers of their principals servant leadership characteristics. Pearson correlations (r) showed a statistically significant, positive relationship between servant leadership and beginning teacher job satisfaction. In addition, Pearson correlations (r) showed a statistically significant, positive relationship between servant leadership and beginning teacher intent to stay. This study has implications for public school administration by highlighting servant leadership characteristics including empowerment, vision, agapao love, and humility. Servant leadership characteristics rated as most important by beginning teachers for principals to display in determining job satisfaction and intent to stay were also analyzed for this study.