

Appendix III.

Data Tables

**Improving Islamic Schools:
Attracting and Retaining Qualified
Teachers in U.S. Full-Time Islamic
Schools**

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Section 1: School Directory Information

1. Enter the school mailing address (state).

American Islamic Schools represented in sample by State	
State	Total Schools represented in sample
Arkansas	1%
Alabama	1%
Arizona	1%
California	13%
Colorado	1%
Connecticut	1%
Florida	11%
Georgia	5%
Iowa	1%
Illinois	9%
Indiana	5%
Kentucky	2%
Louisiana	1%
Massachusetts	1%

Maryland	3%
Michigan	6%
Minnesota	1%
Missouri	2%
North Carolina	3%
New Jersey	2%
New Mexico	1%
New York	3%
Ohio	3%
Oklahoma	2%
Oregon	1%
Pennsylvania	3%
Tennessee	3%
Texas	11%
Virginia	5%
Washington	2%

2. Select the school accreditation status

Accredited	72%
Not accredited	12%
Granted candidacy status	2%

In the process of applying	11%
Other	4%

3. Enter the total number of KG-12th grade students enrolled in your school. (Do not include Pre-K or daycare enrollment.)

Number of students	Percentage of schools
Low number of students (0 - 118)	25%
Medium number of students (119 - 289)	49%
High number of students (290 - 935)	26%

Section 2: Student Demographic and Enrollment

4. What is the teacher-to-student ratio for each of the grade bands offered at your school? (Select N/A if you do not offer the particular grade band.)

Grade band	1:1 - 1:10	1:10 - 1:15	1:15 - 1:25	1:25 +	N/A
Elementary school: KG -5th grade	23%	37%	34%	3%	4%
Middle school: 6th-8th grade	22%	24%	38%	8%	8%
High school: 9th - 12th grade	19%	15%	22%	5%	38%

Section 3: Staffing

5. Indicate the number of teachers at your school based on full-time/ part time status.

Average number of full time teachers per school	23
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Average number of part time teachers per school	6
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6. Please indicate the average annual compensation for full-time elementary (KG-5) teachers. Select N/A if you do not offer the grade band.

Compensation bracket	Percentage of schools
Below \$20,000	2%
\$20,000 - \$25,000	6%
\$26,000-\$30,000	22%
\$31,000-\$35,000	23%
\$36,000-\$40,000	20%
\$41,000-\$45,000	16%
\$46,000-\$50,000	6%
\$51,000-\$60,000	3%
\$61,000-\$65,000	0%

7. Please indicate the average annual compensation for your full-time middle school teachers. Select N/A if you do not offer the grade band.

Compensation bracket	Percentage of schools
Below \$20,000	1%
\$20,000-\$25,000	7%
\$26,000-\$30,000	11%
\$31,000-\$35,000	21%

Compensation bracket	Percentage of schools
Below \$20,000	1%
\$36,000-\$40,000	22%
\$41,000-\$45,000	19%
\$46,000-\$50,000	11%
\$51,000-\$60,000	4%
\$61,000-\$65,000	2%

8. Please indicate the average annual compensation for your full-time high school teachers. Select N/A if you do not offer the grade band.

Compensation bracket	Percentage of schools
Below \$20,000	0%
\$20,000-\$25,000	7%
\$26,000-\$30,000	10%
\$31,000-\$35,000	12%
\$36,000-\$40,000	22%
\$41,000-\$45,000	19%
\$46,000-\$50,000	14%
\$51,000-\$60,000	12%
\$61,000-\$65,000	3%

9. What benefits are provided to employees at your school? (Select all that apply.)

Benefit provided	Percentage of schools
Professional development	90%
Paid sick leave	88%

Employee tuition discount	87%
Continuing education reimbursement	58%
Paid vacation	56%
Health insurance	47%
Paid family leave	29%
Retirement plan	28%

10. Indicate what percentage of your elementary teachers have:

	State Teacher Certification	Bachelor's Degree in Education	Master's Degree in Education	Additional Credentials
None	13%	6%	10%	30%
1-25%	44%	20%	51%	43%
26-50%	13%	13%	31%	18%
51-75%	16%	21%	7%	7%
76-100%	14%	39%	2%	2%

11. Indicate what percentage of your middle school teachers have:

	State Teacher Certification	Bachelor's Degree in Education	Master's Degree in Education	Additional Credentials
None	25%	19%	20%	35%
1-25%	39%	16%	37%	44%
26-50%	12%	15%	19%	10%

51-75%	12%	13%	15%	9%
76-100%	13%	36%	9%	3%

12. Indicate what percentage of your high school teachers have:

	State Teacher Certification	Bachelor's Degree in Education	Master's Degree in Education	Additional Credentials
None	46%	42%	39%	53%
1-25%	22%	14%	19%	26%
26-50%	14%	14%	17%	14%
51-75%	8%	9%	16%	4%
76-100%	10%	20%	8%	3%

13. What was your school's teacher retention rate between the past academic year (2021-2022) and the current one (2022-2023)? In other words, what percentage of teachers REMAINED EMPLOYED at your school?

Brackets	Percentage of schools
1-25%	5%
26-50%	5%
51-75%	15%
76-100%	75%

14. For THIS school year, how easy or difficult was it to fill teacher vacancies? Select "Not Applicable" if you did not have a vacancy in that field.

Subject	Easy	Difficult	Very Difficult	Not Filled
Elementary Lead	34%	31%	30%	5%
Math	30%	36%	29%	5%

English/Language Arts	28%	40%	25%	7%
Social Studies	41%	33%	25%	1%
Science	33%	45%	21%	1%
Islamic Studies	54%	28%	17%	1%
Quran	63%	22%	12%	3%
Arabic	61%	25%	14%	0%

Section 4: Finance and Operations

15. What is the current annual operating budget of your school?

Annual operating budget brackets	Percentage of schools
\$0 - \$99,000	5%
\$100,000- \$199,000	3%
\$200,000 - \$299,000	10%
\$300,000 - \$399,000	5%
\$400,000 - \$499,000	4%
\$500,000 - \$599,000	4%
\$600,000 - \$699,000	5%
\$700,000 - \$799,000	5%
\$800,000 - \$899,000	3%
\$900,000 - \$999,000	8%
\$1 million- \$1.99 million	28%
\$2 million - \$2.99 million	9%
\$3 million- \$3.99 million	7%

\$4 million- \$4.99 million	1%
\$5 million or more	6%

16. What is the current annual revenue of your school (including tuition, fundraising, grants, etc)?

Annual revenue of school	Percentage of schools
\$0 - \$99,000	6%
\$100,000- \$199,000	9%
\$200,000 - \$299,000	5%
\$300,000 - \$399,000	5%
\$400,000 - \$499,000	4%
\$500,000 - \$599,000	9%
\$600,000 - \$699,000	1%
\$700,000 - \$799,000	6%
\$800,000 - \$899,000	3%
\$900,000 - \$999,000	10%
\$1 million- \$1.99 million	23%
\$2 million - \$2.99 million	8%
\$3 million- \$3.99 million	7%
\$4 million- \$4.99 million	4%
\$5 million or more	3%

Section 5: Governance and Leadership

17. How many principals/head of school has your school employed in the past 10 years?

Number of principals	Percentage of schools
1	48%
2	22%
3	17%
4	7%
5	7%

Additional calculations - Non survey questions

18. Average annual wages for teachers by state based on the National Center for Education Statistics (NCES) data for 2022 - 2023.

State	Elementary School Teacher Average Annual Wages	Middle School Teacher Average Annual Wages	High School Teacher Average Annual Wages	All Grades Teacher Average Annual Wages
Alabama	\$53,610	\$55,510	\$55,050	\$54,723
Arizona	\$51,170	\$52,110	\$59,610	\$54,296
Arkansas	\$50,610	\$52,890	\$53,130	\$52,210
California	\$90,560	\$93,030	\$92,910	\$92,166
Colorado	\$59,180	\$59,510	\$62,760	\$60,483
Connecticut	\$84,740	\$82,680	\$80,290	\$82,570
Florida	\$59,380	\$58,730	\$63,600	\$60,570
Georgia	\$65,050	\$67,480	\$67,580	\$66,703

Illinois	\$67,880	\$67,510	\$72,530	\$69,306
Indiana	\$54,210	\$58,340	\$58,730	\$57,093
Iowa	\$57,700	\$58,950	\$60,490	\$59,046
Kentucky	\$55,650	\$56,110	\$58,160	\$56,640
Louisiana	\$51,350	\$51,540	\$54,130	\$52,340
Massachusetts	\$82,740	\$85,460	\$82,960	\$83,720
Maryland	\$70,810	\$70,960	\$73,780	\$71,850
Michigan	\$66,220	\$64,930	\$67,060	\$66,070
Minnesota	\$64,740	\$66,320	\$64,520	\$65,193
Missouri	\$56,280	\$58,970	\$56,320	\$57,190
New Jersey	\$75,150	\$77,260	\$79,460	\$77,290
New Mexico	\$61,910	\$73,990	\$62,570	\$66,156
New York	\$89,720	\$93,630	\$91,330	\$91,560
North Carolina	\$49,570	\$50,460	\$51,570	\$50,533
Ohio	\$69,020	\$71,470	\$70,440	\$70,310
Oklahoma	\$50,290	\$51,260	\$54,910	\$52,153
Oregon	\$80,260	\$79,020	\$80,060	\$79,780
Pennsylvania	\$69,700	\$71,140	\$73,690	\$71,510
Tennessee	\$53,050	\$53,400	\$55,920	\$54,123
Texas	\$59,820	\$59,810	\$61,250	\$60,293
Virginia	\$72,600	\$70,590	\$74,230	\$72,473
Washington	\$85,760	\$86,000	\$88,520	\$86,760

19. Rank of teacher salaries in American Islamic schools by state.

State rank	Elementary School Teacher Salaries Rank	Middle School Teacher Salaries Rank	High School Teacher Salaries Rank	All Grades Teacher Salaries Rank
1	California	California	California	California
2	Arizona	Arizona	Pennsylvania	Arizona
3	Washington	Washington	Minnesota	Minnesota
4	New Jersey	Minnesota	Arizona	Colorado
5	Maryland	Colorado	Indiana	North Carolina
6	Minnesota	North Carolina	Tennessee	Tennessee
7	Colorado	Maryland	Texas	Maryland
8	Kentucky	Tennessee	Oregon	Oklahoma
9	North Carolina	Texas	Colorado	Texas
10	Tennessee	Oregon	Oklahoma	Washington
11	Virginia	New Jersey	Michigan	Oregon
12	Ohio	Illinois	Florida	New Jersey
13	Texas	Indiana	New York	Kentucky
14	Indiana	Kentucky	New Jersey	Indiana
15	Florida	Arkansas	Maryland	Florida
16	Illinois	Oklahoma	Kentucky	Pennsylvania
17	New York	Florida	Louisiana	Virginia
18	Oregon	Pennsylvania	North Carolina	Ohio
19	Pennsylvania	Ohio	Illinois	Arkansas
20	Alabama	Virginia	Missouri	Illinois
21	Louisiana	New York	Alabama	New York
22	Arkansas	Michigan	Georgia	Louisiana
23	Michigan	Alabama	Ohio	Michigan
24	Georgia	Louisiana	Connecticut	Alabama
25	Connecticut	Georgia	Virginia	Georgia
26	New Mexico	Connecticut	Washington	New Mexico
27	Iowa	New Mexico		Iowa

28	Oklahoma	Missouri		Missouri
29	Missouri	Iowa		Connecticut

Note to explain missing data: Not every state included a highschool - there were 3 states that did not have highschool data. Additionally, the state of Massachusetts (MA) did not provide salary information for any grade level.