

**The Correlation of Cultural Differences and Perceptions of Success for Female
Public School Administrators**

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Abstract

The results of a study conducted in a major metropolitan school district (Miami-Dade County, Miami, Florida) revealed that African American, Hispanic and white female public school administrators viewed their career ascensions from very different lenses. The three groups of female administrators did not share similar viewpoints regarding the barriers they experienced, the effects of the barriers, nor the success strategies they deemed as lucrative when reflecting on their attempts to shatter the glass ceiling. The Hispanic female administrators placed more emphasis on family. They also proved to be more successful in utilizing the strategies to overcome the perceived barriers against them. In fact, they rated themselves as more successful in their careers. African American female administrators perceived more barriers as hindering their careers in comparison to the others (14 of the 17). White females showed significance in only one area of the barrier perceptions. Research has shown that differences due to cultures, perspectives, and the norms of a particular race and/or ethnic group influence individuals' psychological perspectives, behavioral qualities and values and attitudes. The purpose of this *Proposal for Future Project* session is to garner support for future research in order to allow for greater understanding among all females. To achieve this end, it is proposed that the aforementioned study be conducted in various areas of the country and internationally in order to focus on other races, ethnicities, and cultures. Enabling females to acquire a greater understanding of the differences and strengths of various races and cultures will undoubtedly lead to more participation in informal and formal mentoring/support groups. In the previous study, very few of the females reported using a

structured mentoring and/or support program to assist one another. By analyzing and understanding the various talents and strengths, group differences (cultural, racial) have the potential to contribute to the accomplishments of all. The goal is to transform diversity into an advantage and stronghold. Shattering the glass ceiling and combating the “good old boy network” is a cause worth the expenditure of the time, effort, and resources.