



# **Office of Educator Quality First Year Principals' Survey Results – Spring 2015**

**MACCE  
April 11, 2016**

**Missouri Department of Elementary  
and Secondary Education**

# A Special Thanks

- **Office of Social-Economic Data Analysis (OSED)**
  - Tracy Greever-Rice
  - Keith Jamtgaard
- **DESE – Office of Educator Quality**
  - Sandy Jensen
  - Christy Leighty
  - Marcia Patridge

# Today's Topics

- **Results – Spring 2015**
- **Individual Results – Emailed to Deans/Unit Leaders & Assessment Directors**
- **Leadership Program**
- **# Responses**
- **Question # & Responses**
- **Count**
- **Question Response**
- **Percentage**
- **Plans for 2016-2017**

# Important APR Data Point

- **Connects to the Annual Performance Report**
  - **Surveys Provided a Data Set of 6 Years**
  - **New Survey Implemented in Spring 2015**
  - **Importance of Verification & Certification**
  - **Working with ODM, OEQ, and OSEDA**
- **On Campus**
  - **Identify Trends – Program to Missouri**
  - **What has changed? Why? What needs to change? How?**
- **Plans for 2016-2017**

# Report Format – Program Summary



## DRAFT Annual Performance Report for Educator Preparation Programs

### Program Summary

DANIEL BOONE UNIVERSITY (999999)

Program Cluster / Program Certification Area	Standard 1: Academics		Standard 3: Field and Clinical Experiences		Standard 4: Candidates to Beginning Educators	
	Indicator 1.1: Licensure Assessment Pass Rate	Indicator 1.2: Content/Program GPA	Indicator 3.1: Under Development	Indicator 3.2: Under Development	Indicator 4.1: Preparation of First- Year Teachers (Self-Response)	Indicator 4.2: Preparation of First- Year Teachers (Principal's- Response)
<b>Administrator</b>	MET	MET			ND3	ND1
PRINCIPAL 7-12	ND1	MET			ND3	ND3
PRINCIPAL K-8	ND1	MET			ND3	ND3
SPECIAL EDUCATION ADMINISTRATOR	ND6	ND1			ND3	ND3
SUPERINTENDENT K-12	ND1	MET			ND3	ND3
<b>Early Childhood Education</b>	MET	ND3			NOT MET	ND1
EARLY CHILDHOOD EDUCATION B-3	MET	ND3			NOT MET	ND1
<b>Elementary Education</b>	MET	ND3			MET	ND4
ELEMENTARY EDUCATION 1-6	MET	ND3			MET	ND4
<b>Grades K-12</b>	NOT MET	MET			ND4	ND2
ART K-12	MET	MET			ND2	ND2
DANCE K-12	ND1	ND1			ND1	ND6
FRENCH K-12	ND6	ND6			ND5	ND5
HEALTH K-12	ND6	ND6			ND5	ND5
MUSIC - INSTRUMENTAL K-12	ND1	ND1			ND1	ND6
MUSIC - VOCAL K-12	ND1	ND1			ND6	ND5
PHYSICAL EDUCATION K-12	NOT MET	NOT MET			ND2	ND2
SPANISH K-12	ND1	ND1			ND6	ND3

ND1 = Insufficient Cell Size  
 ND2 = Insufficient Cell Size; Low Participation Rate  
 ND3 = Indicator Not Applicable  
 ND4 = Low Participation Rate  
 ND5 = No Data  
 ND6 = Insufficient Cell Size (n < 5)



# **“First-Year Principals’ Survey” 2015**

**Guiding the development and implementation  
of a shared vision of learning**

**Office of Social & Economic Data Analysis (OSED)**  
**University of Missouri**

# Missouri First Year Principal Survey 2015

- **Conducted survey of the First Year Principals and their Supervisors from March to June 2015**
- **The survey involved 190 First Year Principals and 185 Supervisors of Principals.**
- **We received 136 responses from First Year Principals for a response rate of 71.6%. (+20%)**
- **We received 134 responses from Supervisors of First Year Principals for a response rate of 72.4%. (+20.1)**

# Missouri First Year Principal Survey 2009-2015

- **Evangel = 3**
- **Lincoln = 6**
- **Lindenwood = 86**
- **Maryville = 45**
- **Missouri Baptist = 29**
- **Missouri State = 51**
- **Northwest Missouri = 39**
- **Park University = 2**
- **St. Louis University = 42**
- **Southeast Missouri = 36**
- **Southwest Baptist = 44**
- **UCM Warrensburg = 62**
- **UM Columbia = 38**
- **UM Kansas City = 34**
- **UM St. Louis = 36**
- **Webster = 8**
- **William Woods = 285**
- **Other = 105**
- **Total = 951**

# Missouri First Year Principal Survey 2009-2015

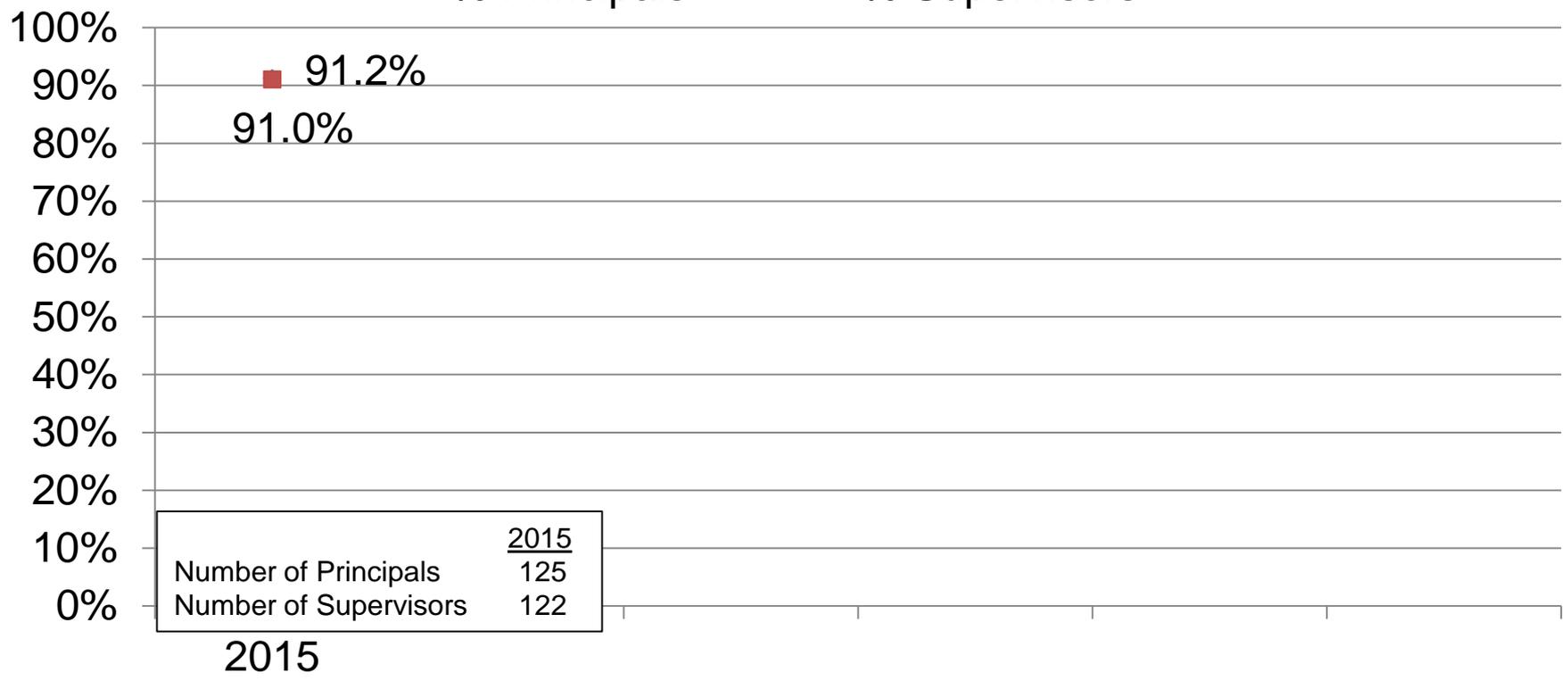
- Degree Conferred
- 2002 – Earlier = 96
- 2003 – 2004 = 32
- 2004 – 2005 = 59
- 2005 – 2006 = 64
- 2006 – 2007 = 68
- 2007 – 2008 = 107
- 2008 – 2009 = 110
- 2009 – 2010 = 133
- 2010 – 2011 = 94
- Degree Conferred
- 2011-2012 = 33
- 2012-2013 = 31
- 2013-2014 = 34
- 2014-2015 = 28
- 2015-2016 = 6
- Total = 846

# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders (Percent reporting 'Agree' or 'Strongly Agree')

◆ % Principals      ■ % Supervisors



	2015
Number of Principals	125
Number of Supervisors	122

2015

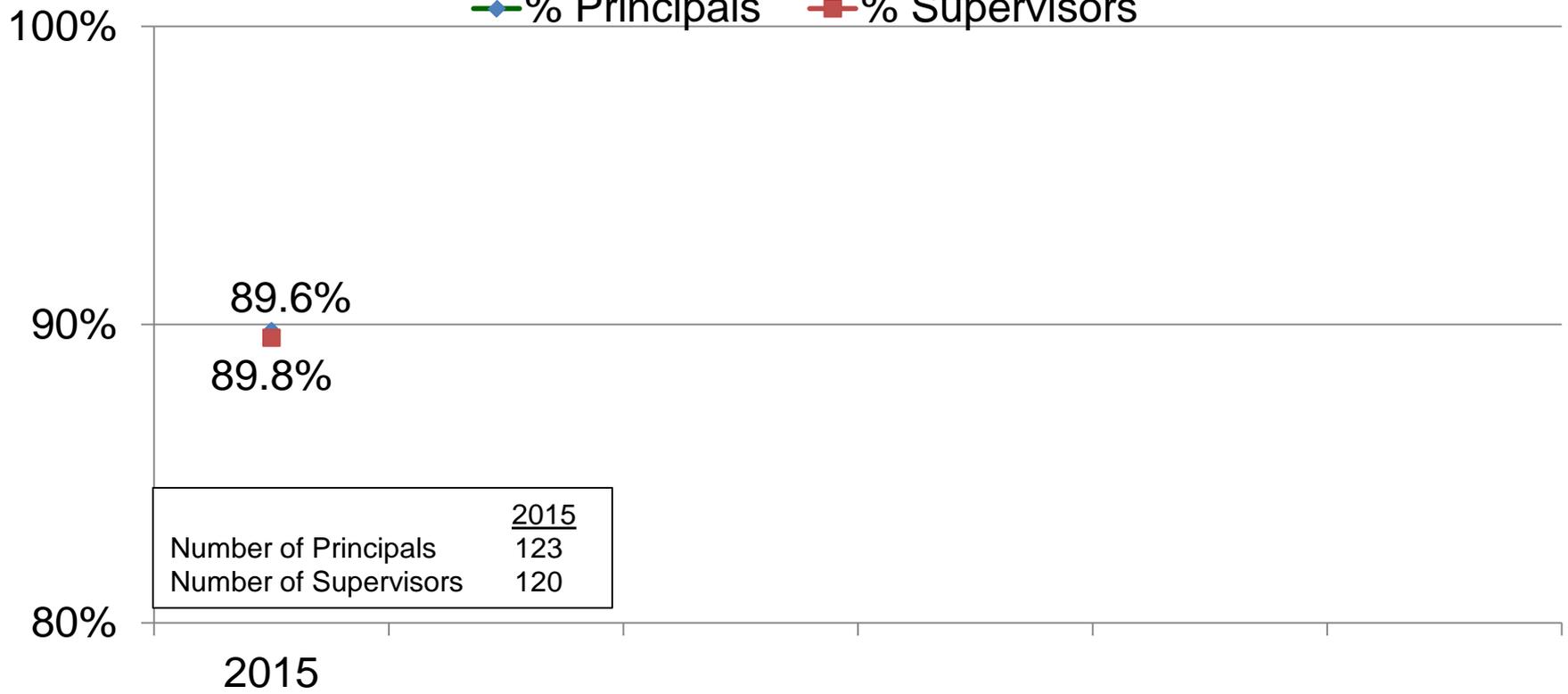
# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

**Prepared to lead the development of vision, mission, and goals that promote the success of all students**

(Percent reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors



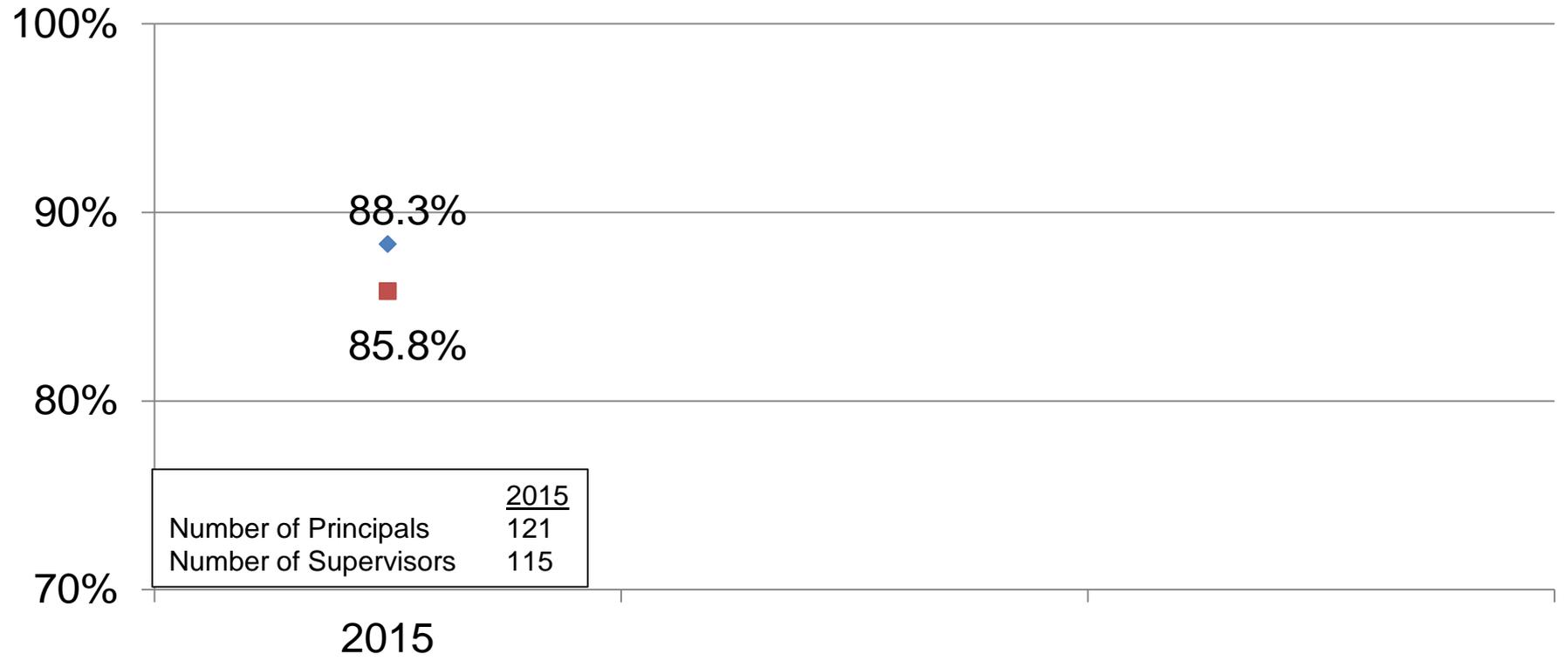
	<u>2015</u>
Number of Principals	123
Number of Supervisors	120

# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

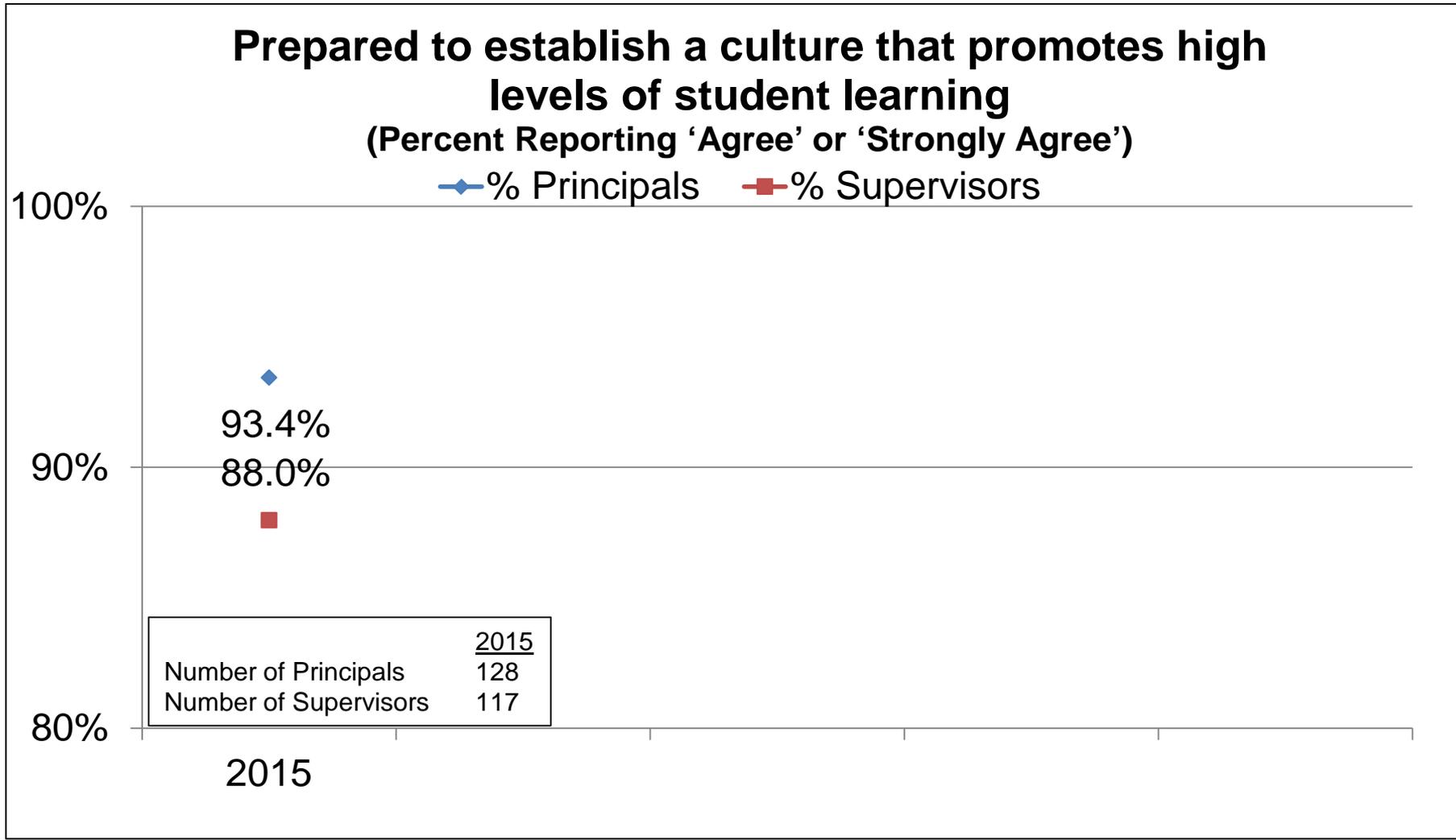
**Prepared to implement strategies to engage school community in the school's vision, mission and goals**  
(Percent reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors



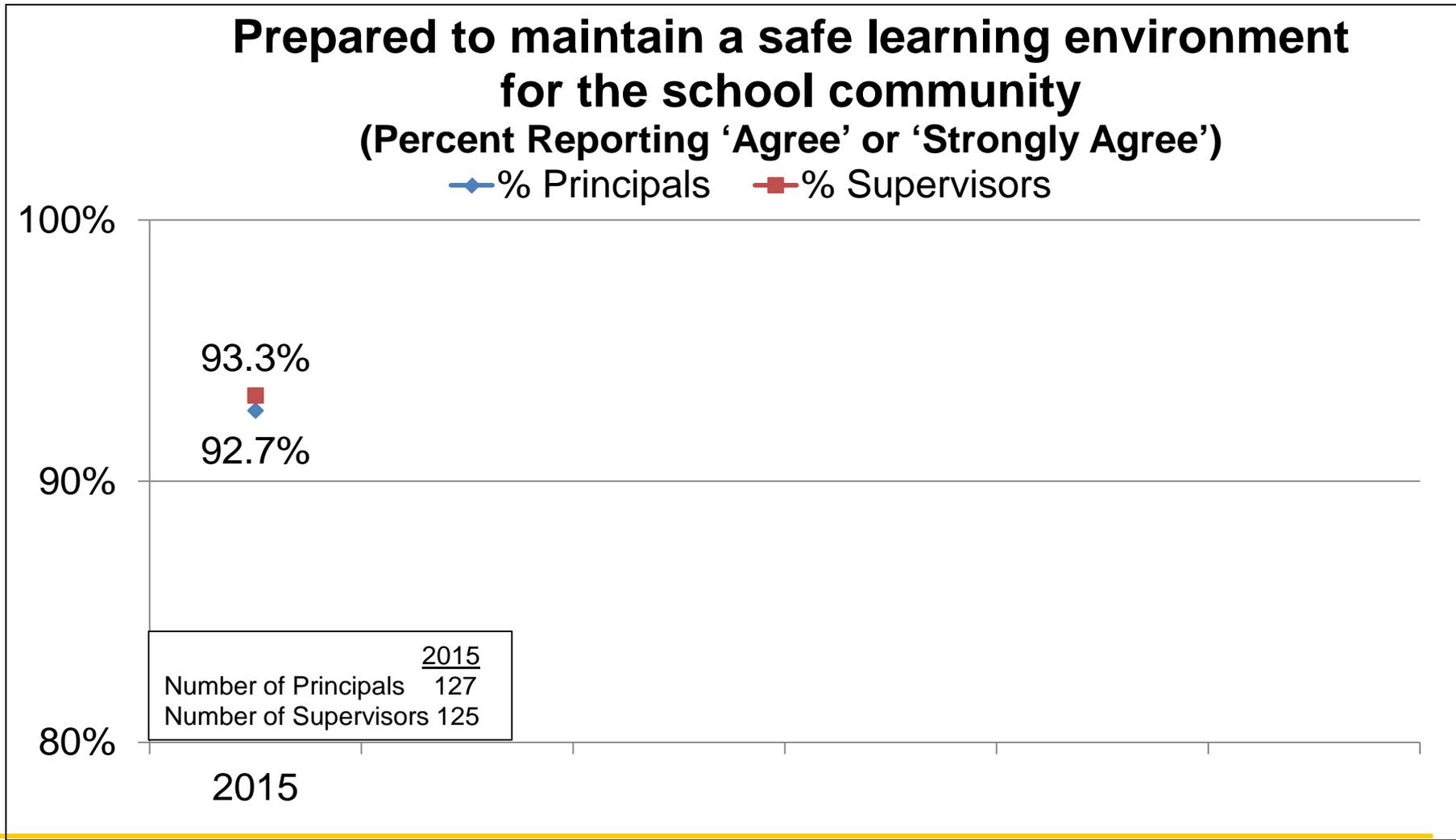
# Missouri First Year Principal Survey 2015

By Item & Type of Respondent



# Missouri First Year Principal Survey 2015

By Item & Type of Respondent



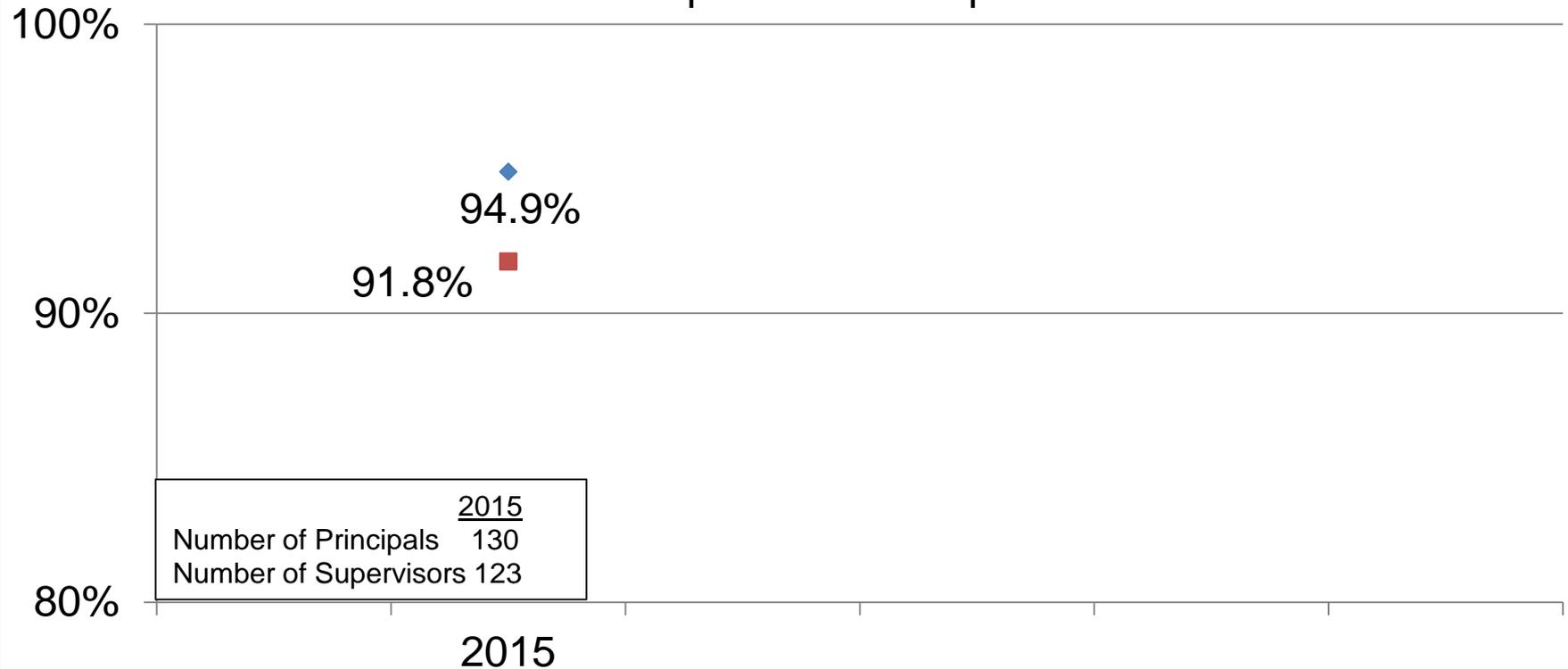
# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to establish a culture that nurtures positive relationships

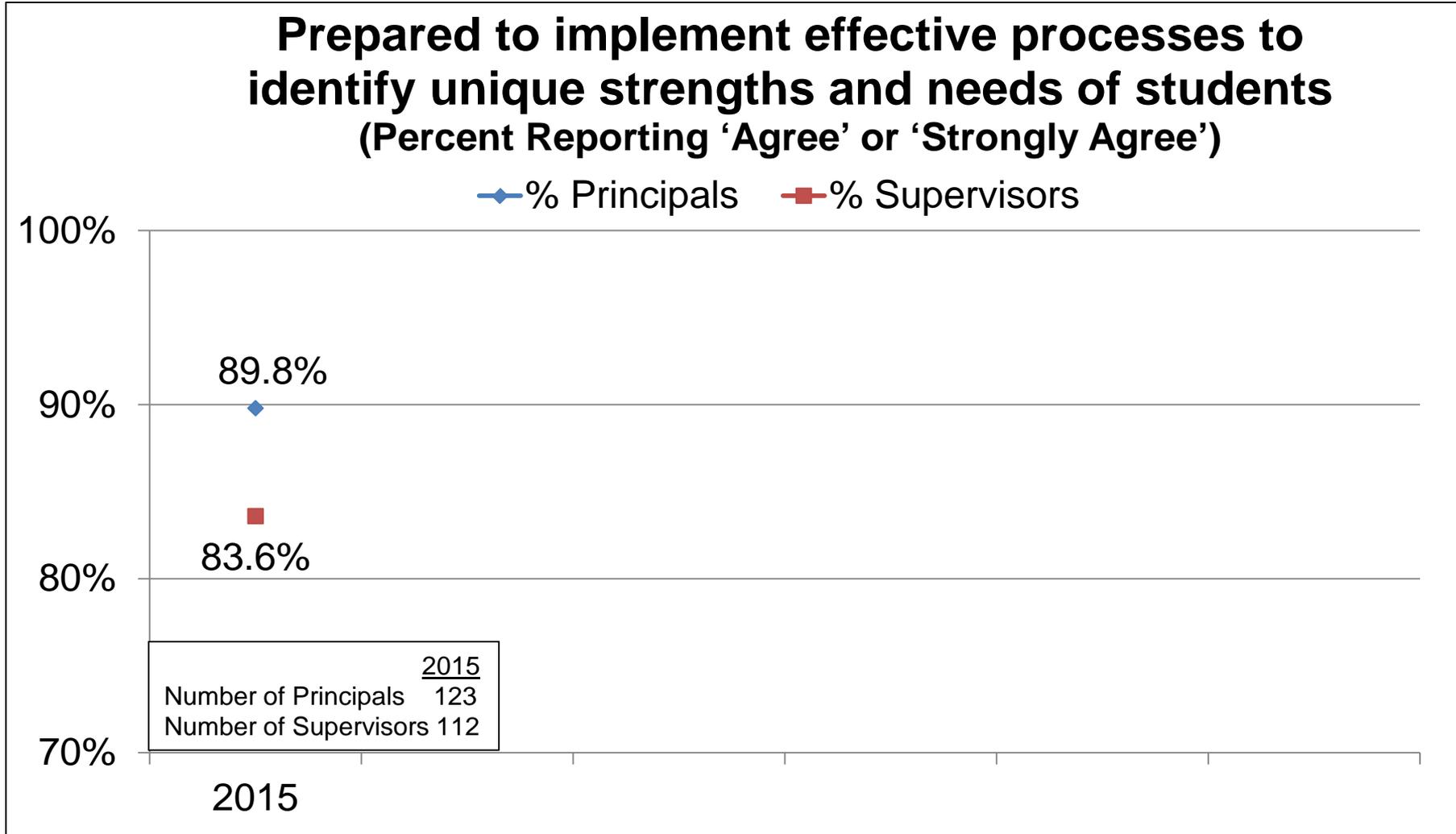
(Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors



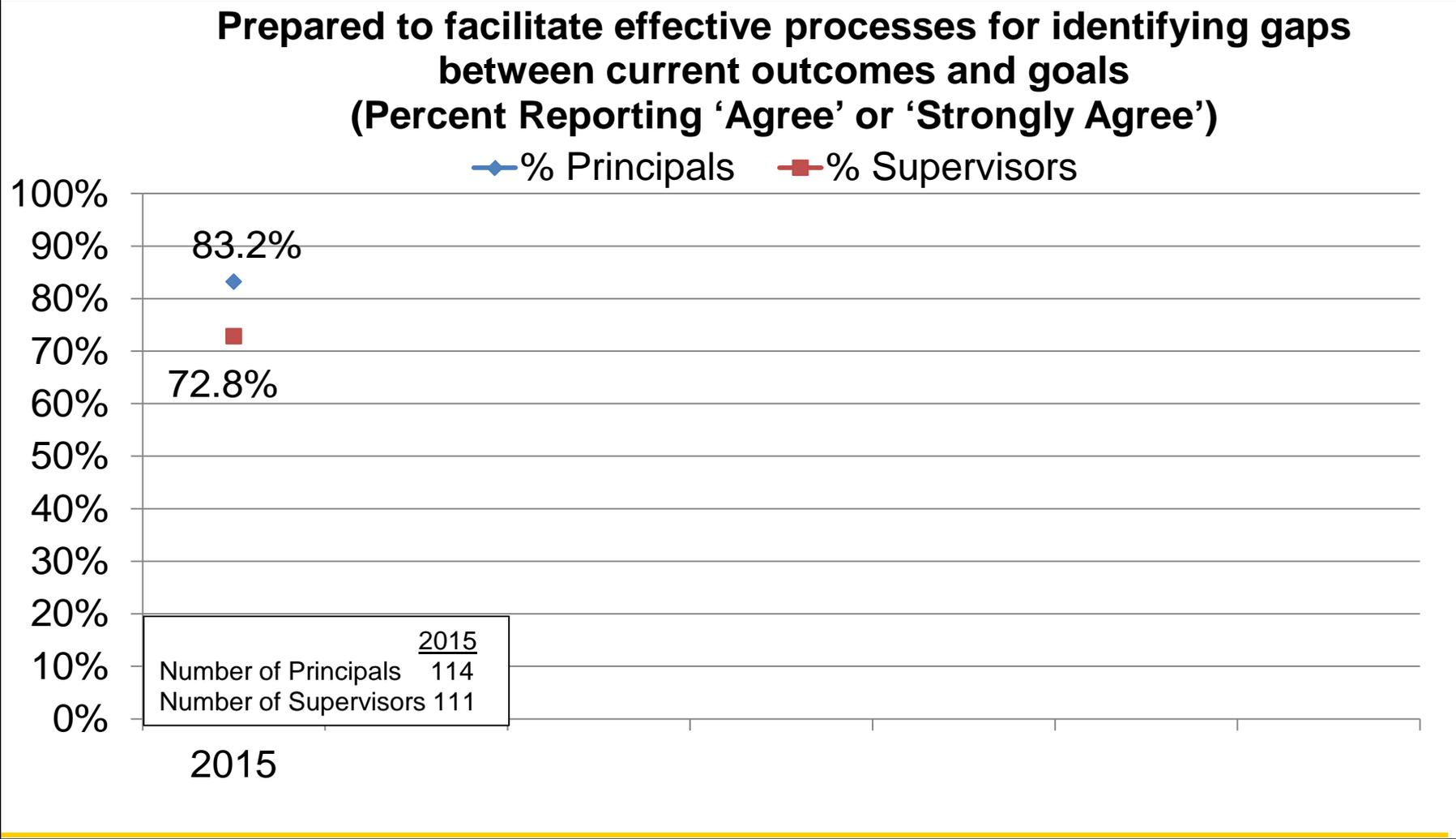
# Missouri First Year Principal Survey 2015

By Item & Type of Respondent



# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

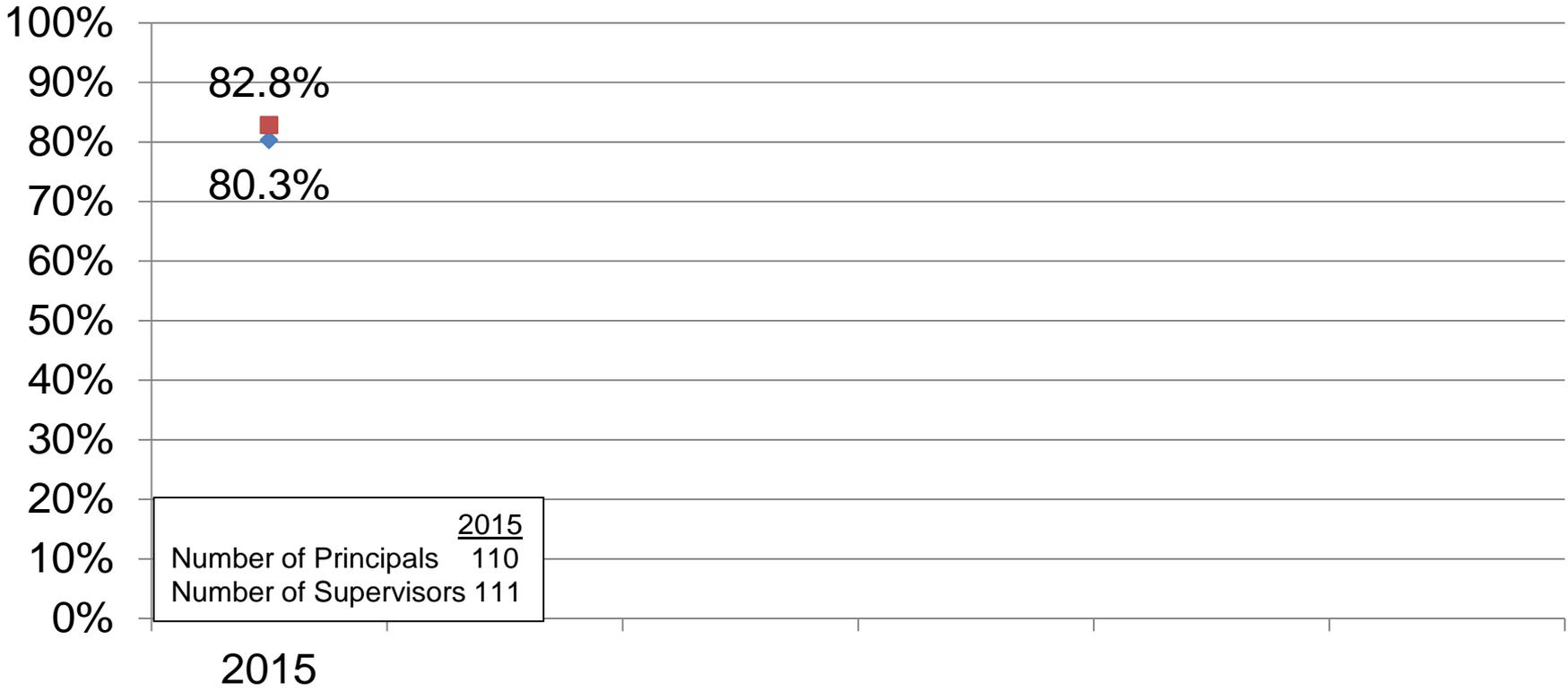


# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to use data and research to facilitate learning for all students (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors



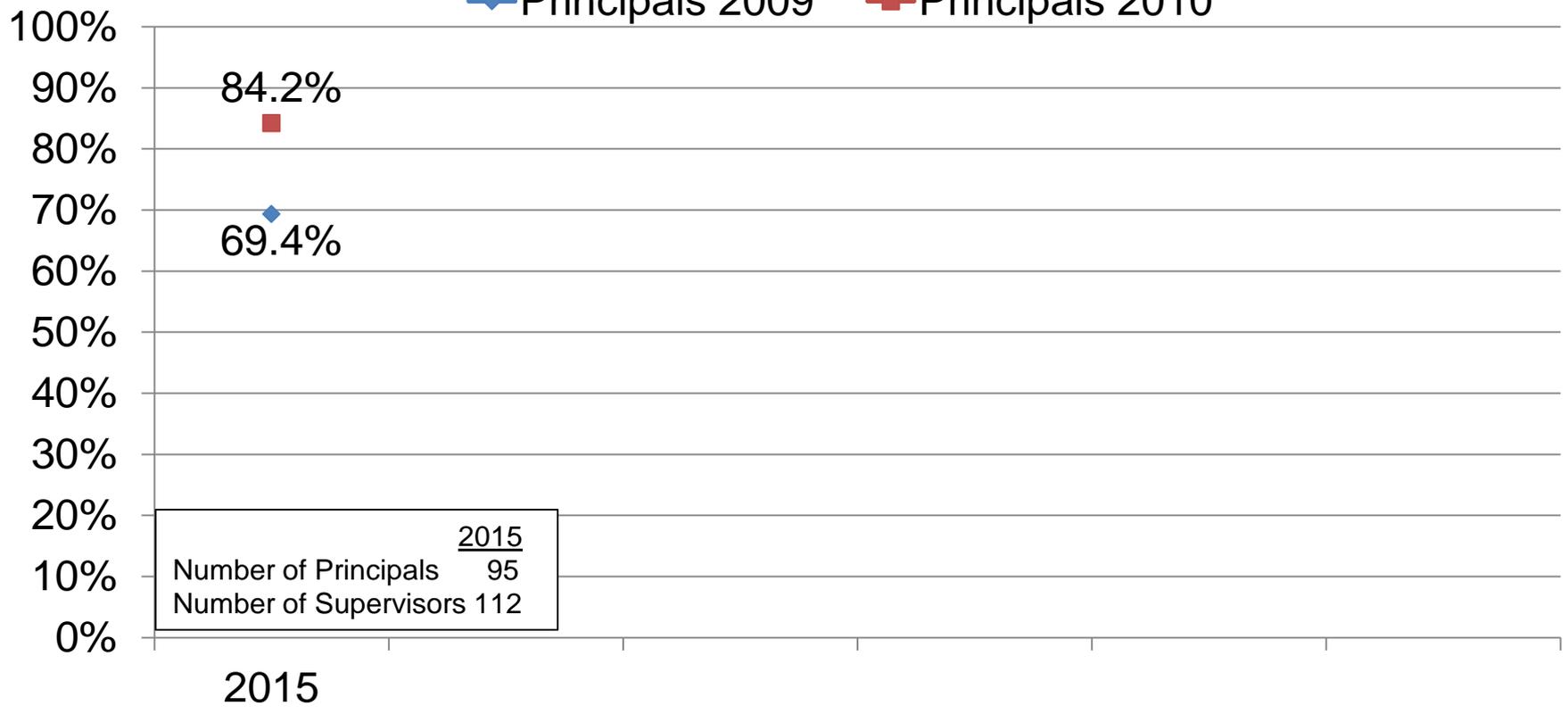
	<u>2015</u>
Number of Principals	110
Number of Supervisors	111

# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

**Prepared to work with personnel to develop professional growth plans for improvement of student learning**  
**(Percent Reporting 'Agree' or 'Strongly Agree')**

◆ Principals 2009    ■ Principals 2010

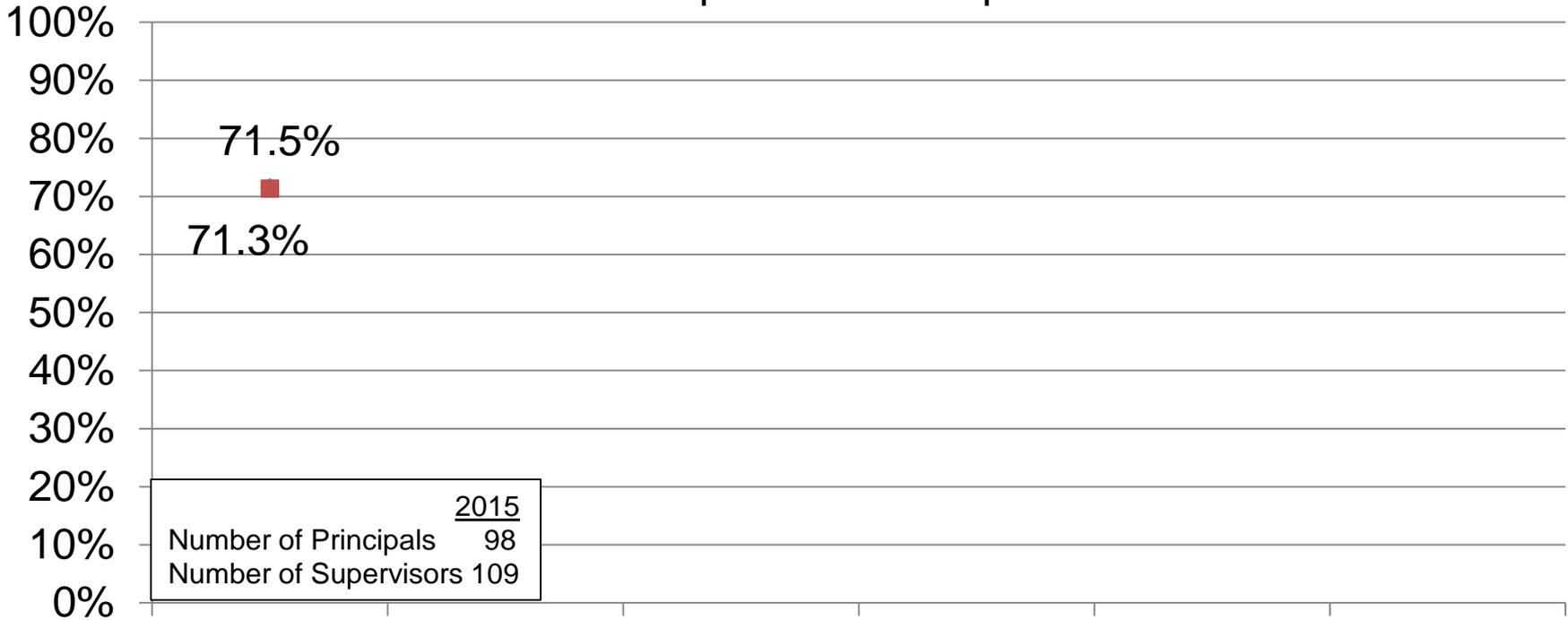


# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to facilitate effective evaluation processes (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors



	<u>2015</u>
Number of Principals	98
Number of Supervisors	109

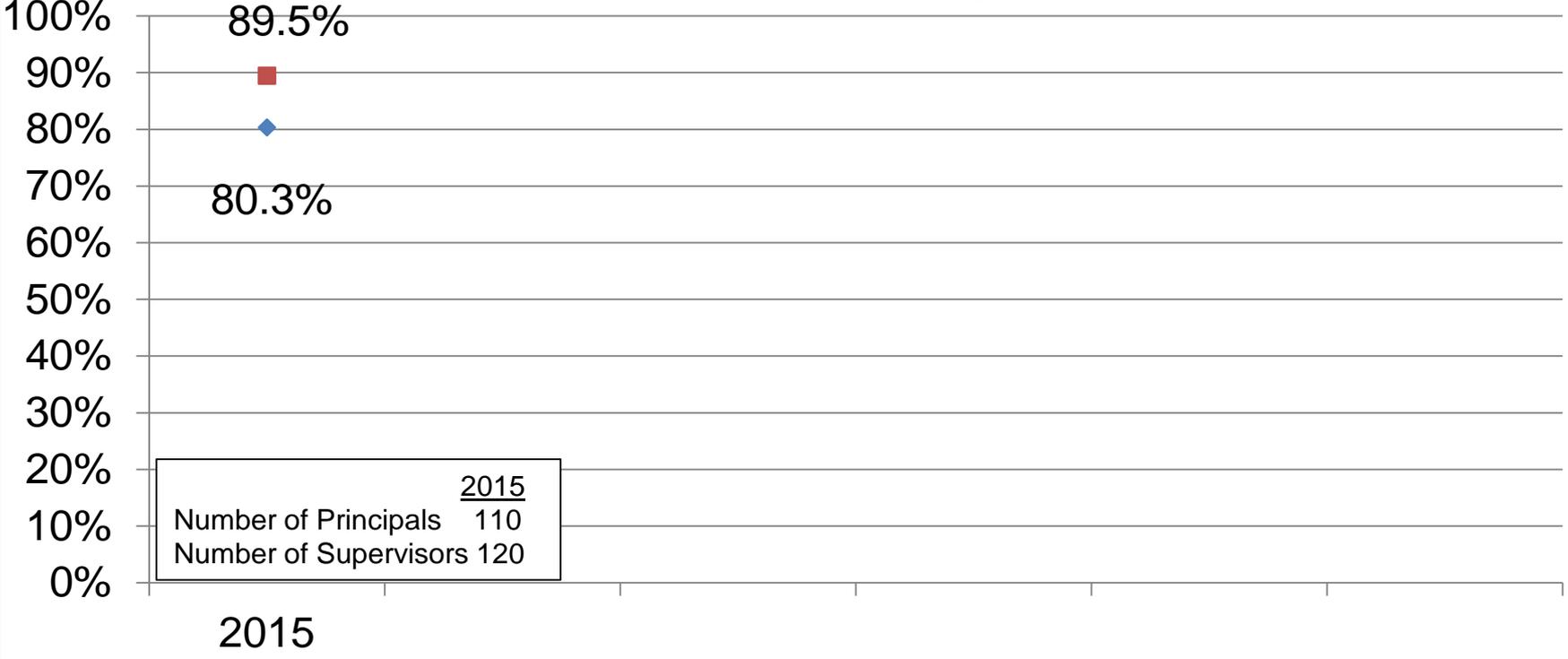
2015

# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to offer positive and constructive feedback to personnel (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors

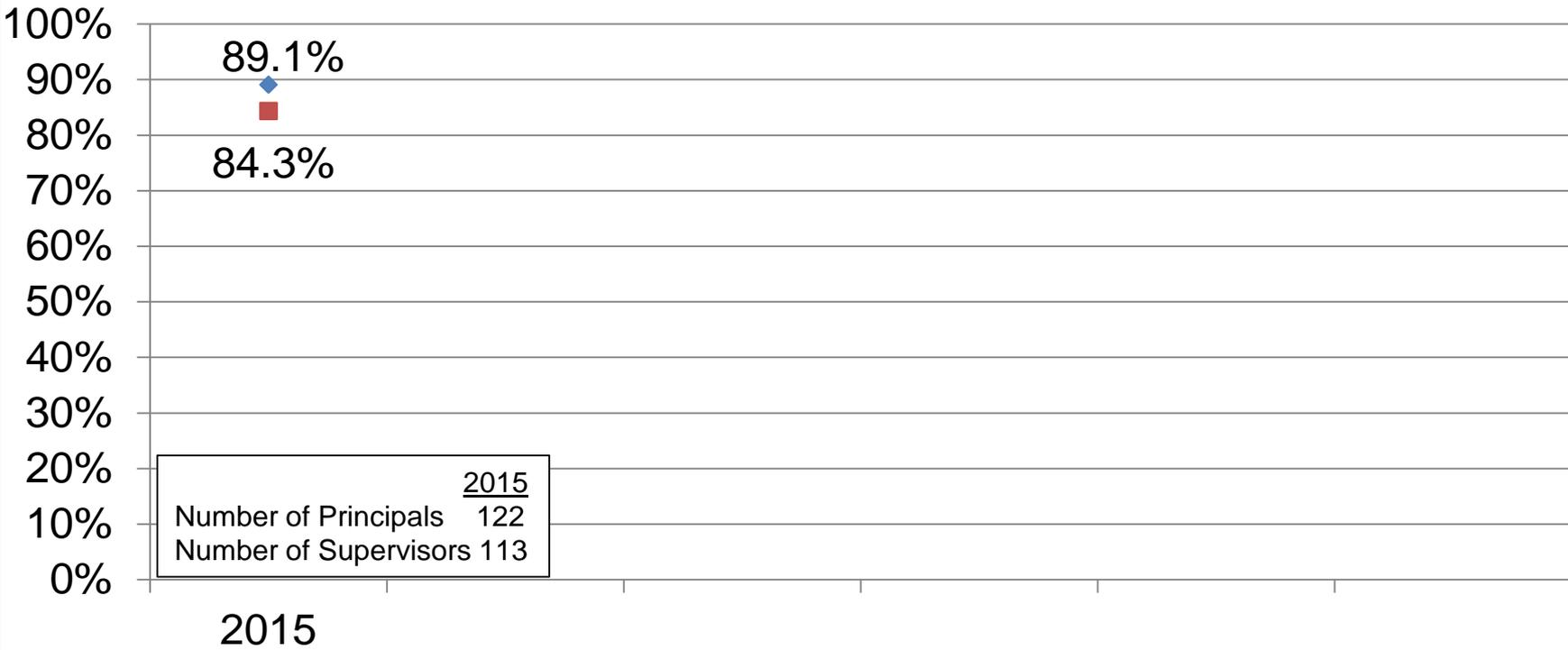


# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to guide the effective use of resources to support student learning (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors

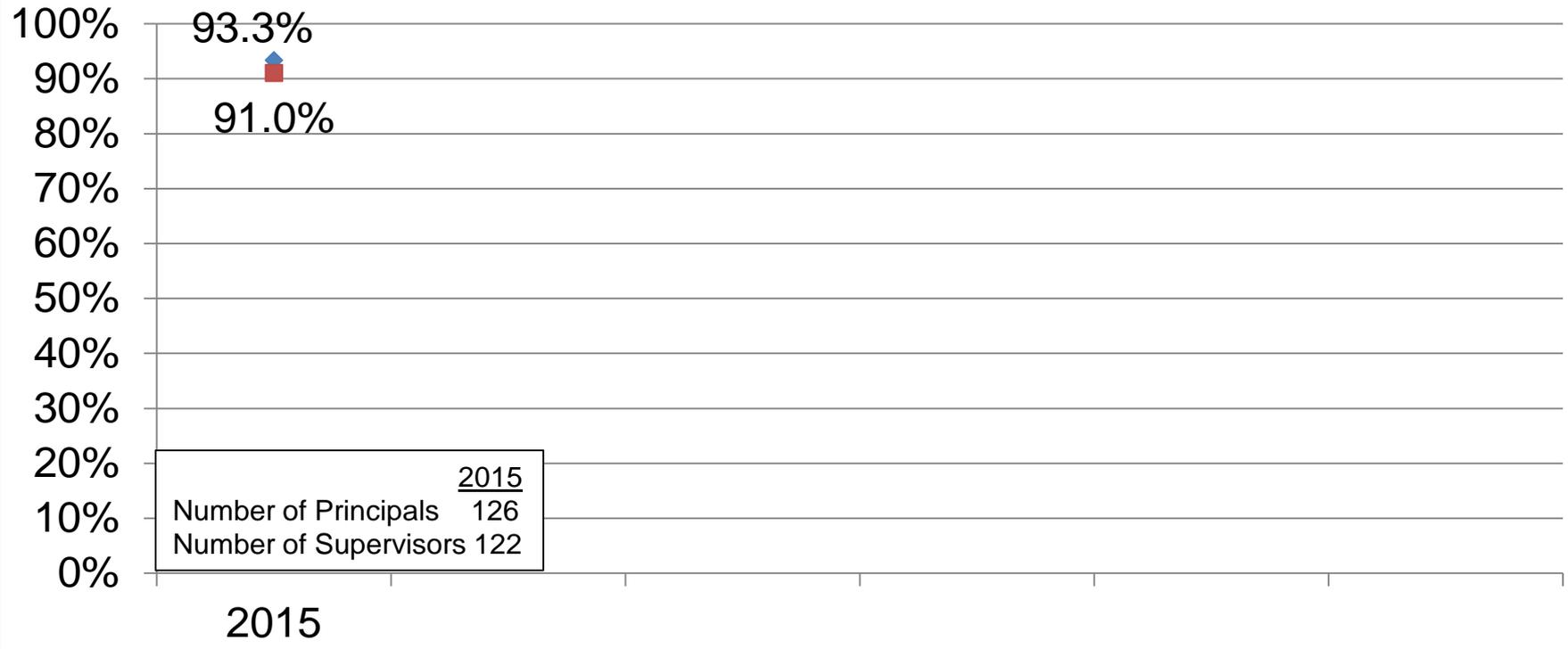


# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to support positive relationships with families (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors

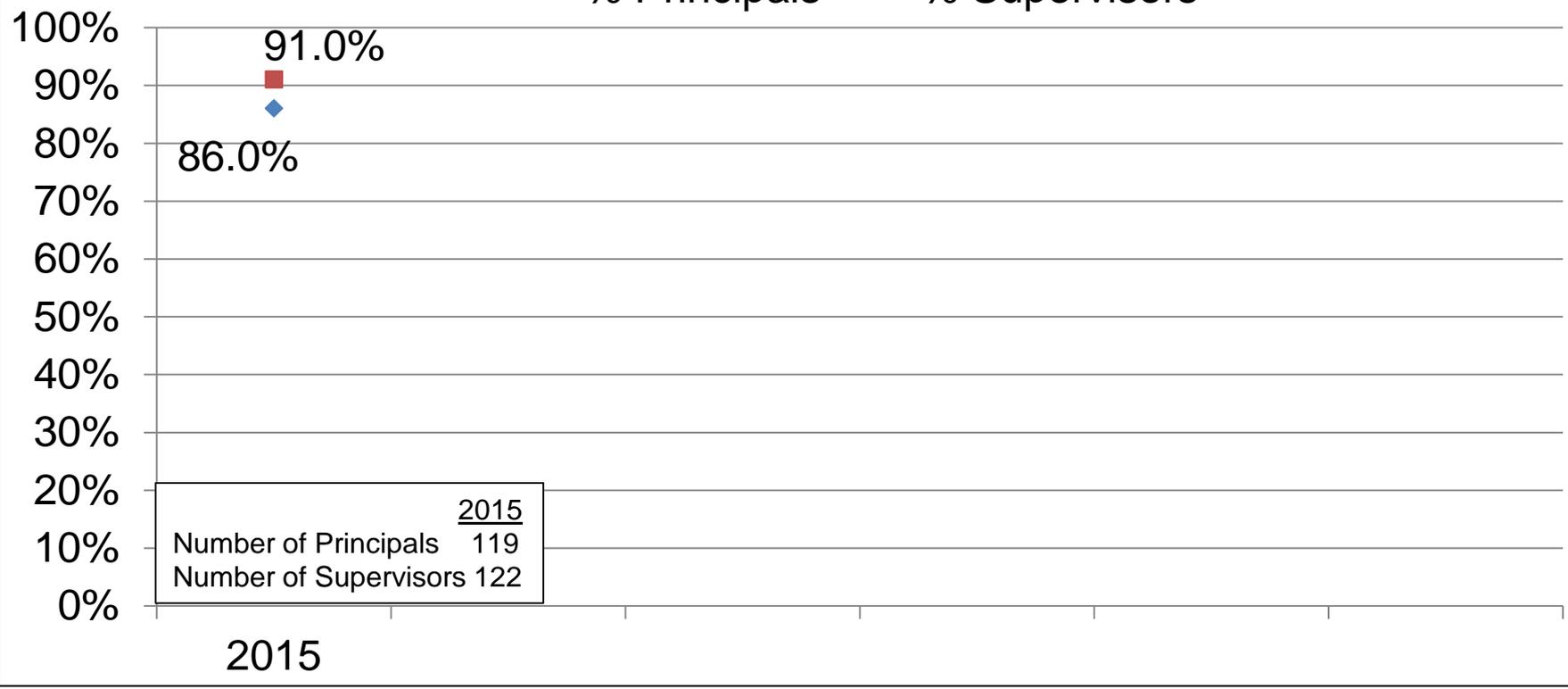


# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to support positive relationships with community members (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors



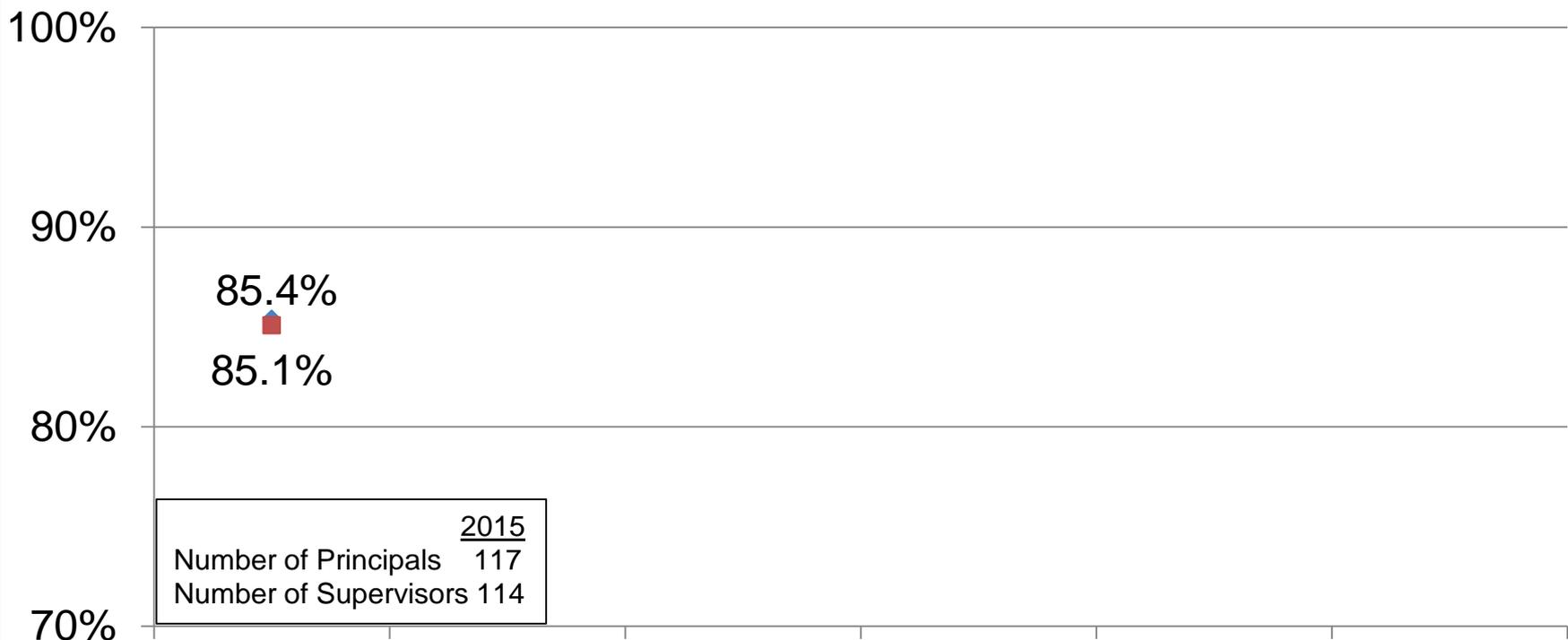
2015	
Number of Principals	119
Number of Supervisors	122

# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to collaborate with families to enhance the culture of learning (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors



2015  
Number of Principals 117  
Number of Supervisors 114

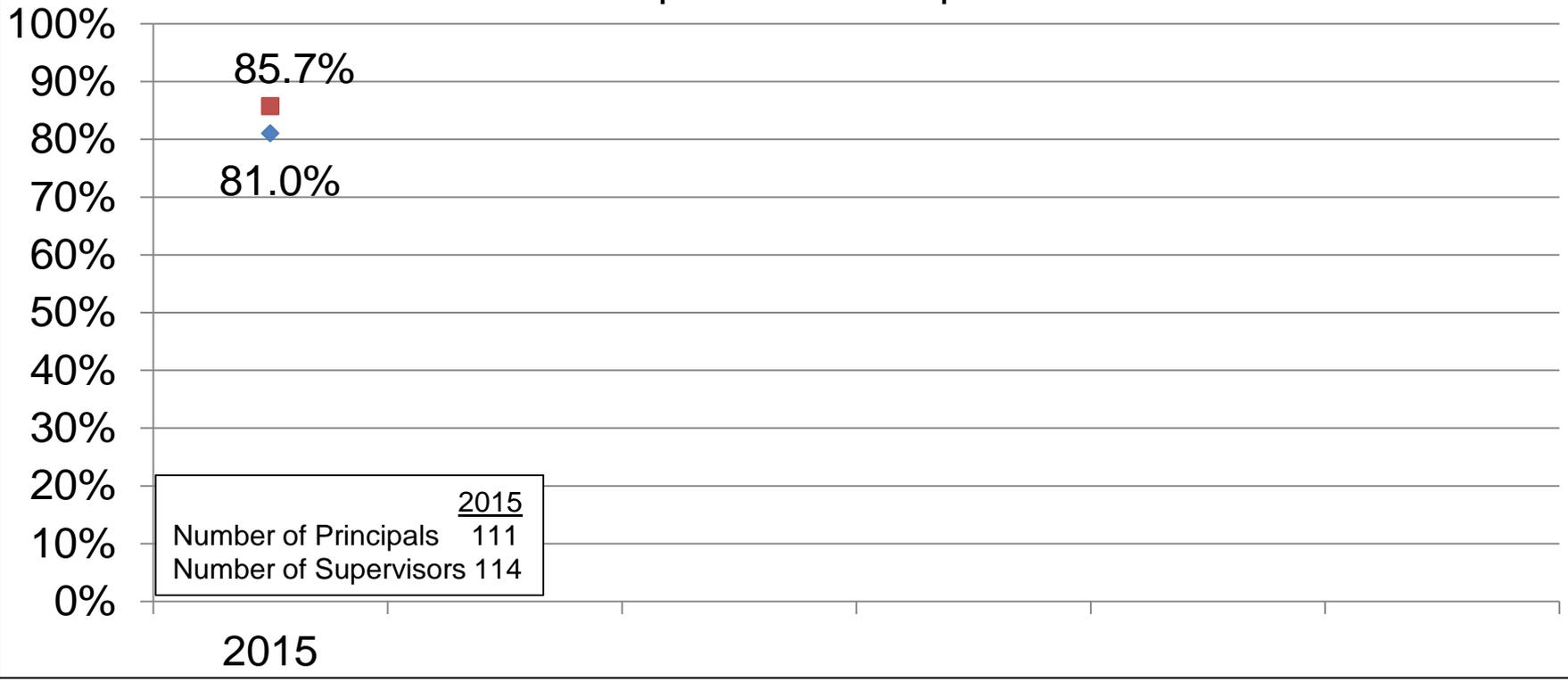
2015

# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to build partnerships with community members (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors

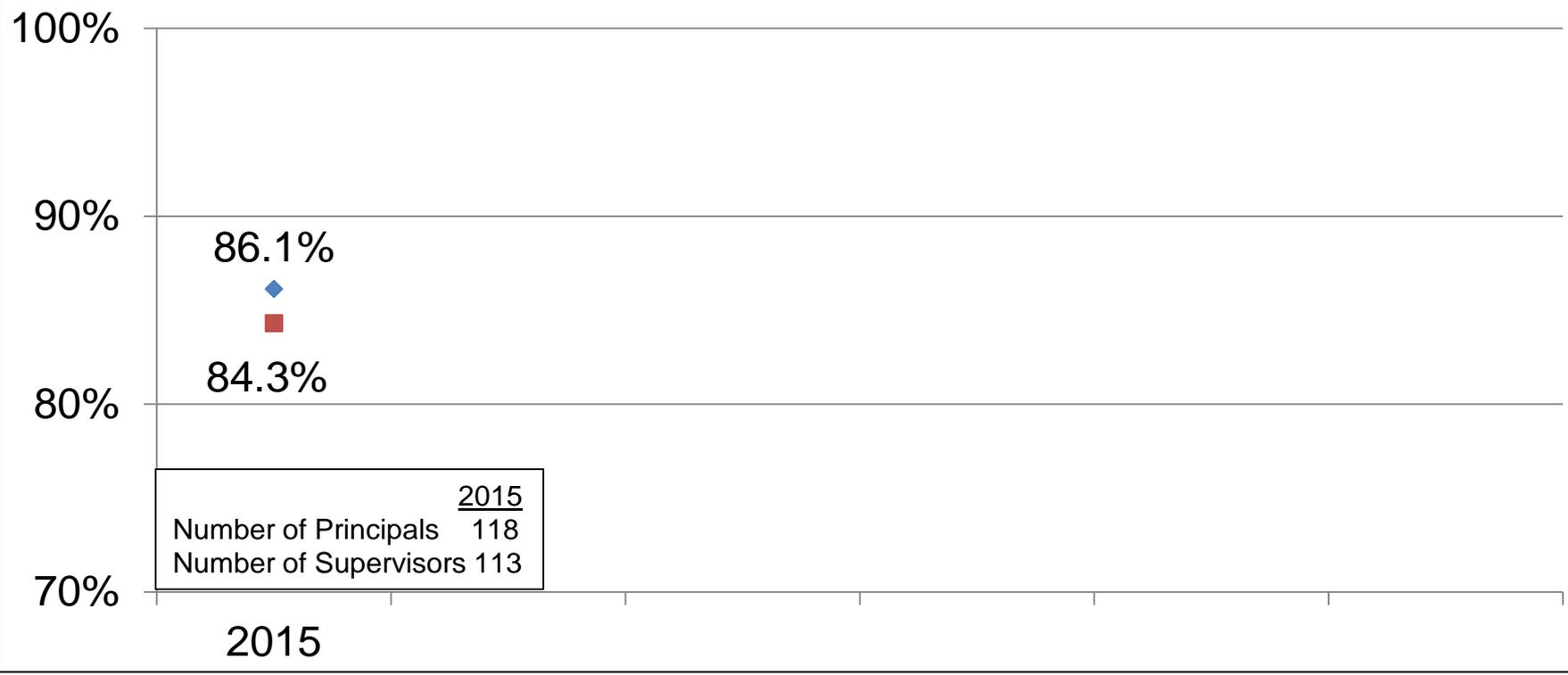


# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to identify key stakeholders in the community

◆ % Principals    ■ % Supervisors

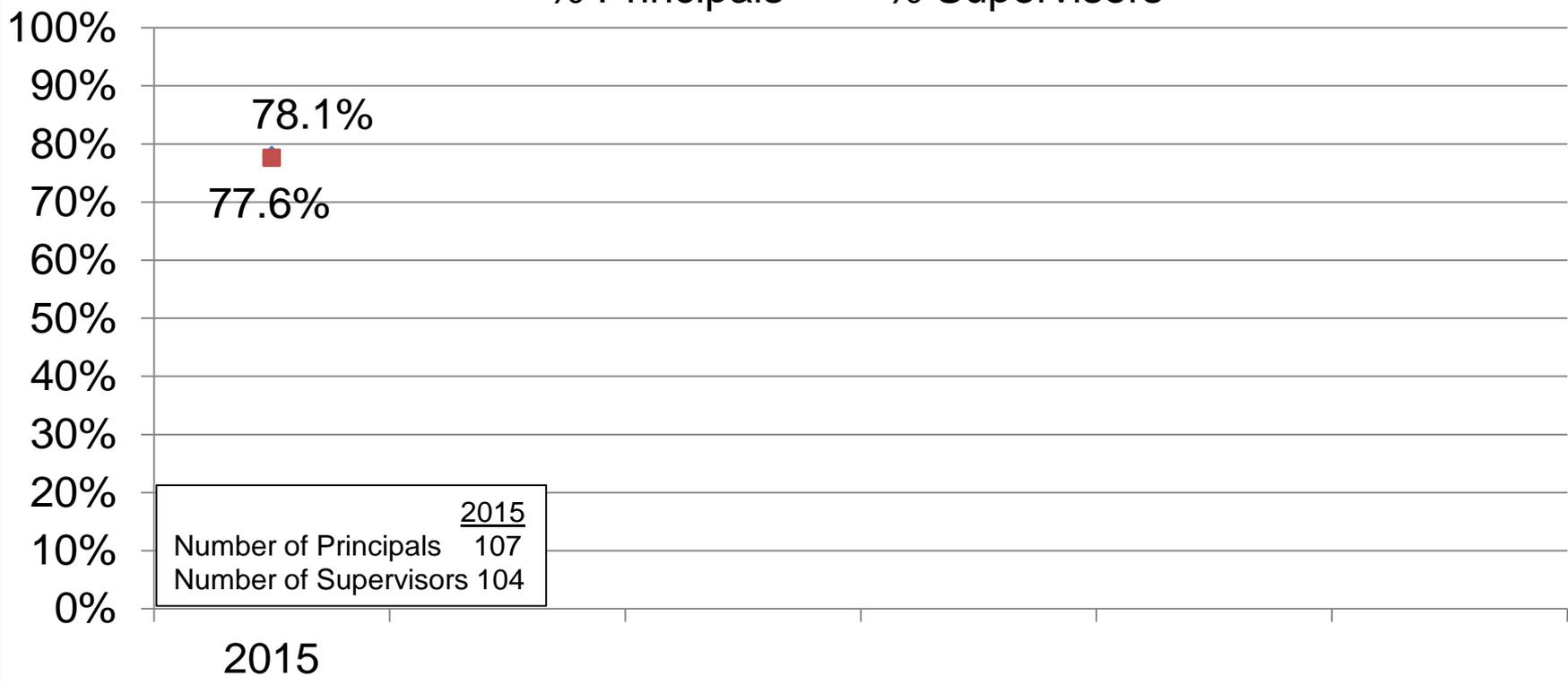


# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to facilitate community support networks to impact student learning (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors



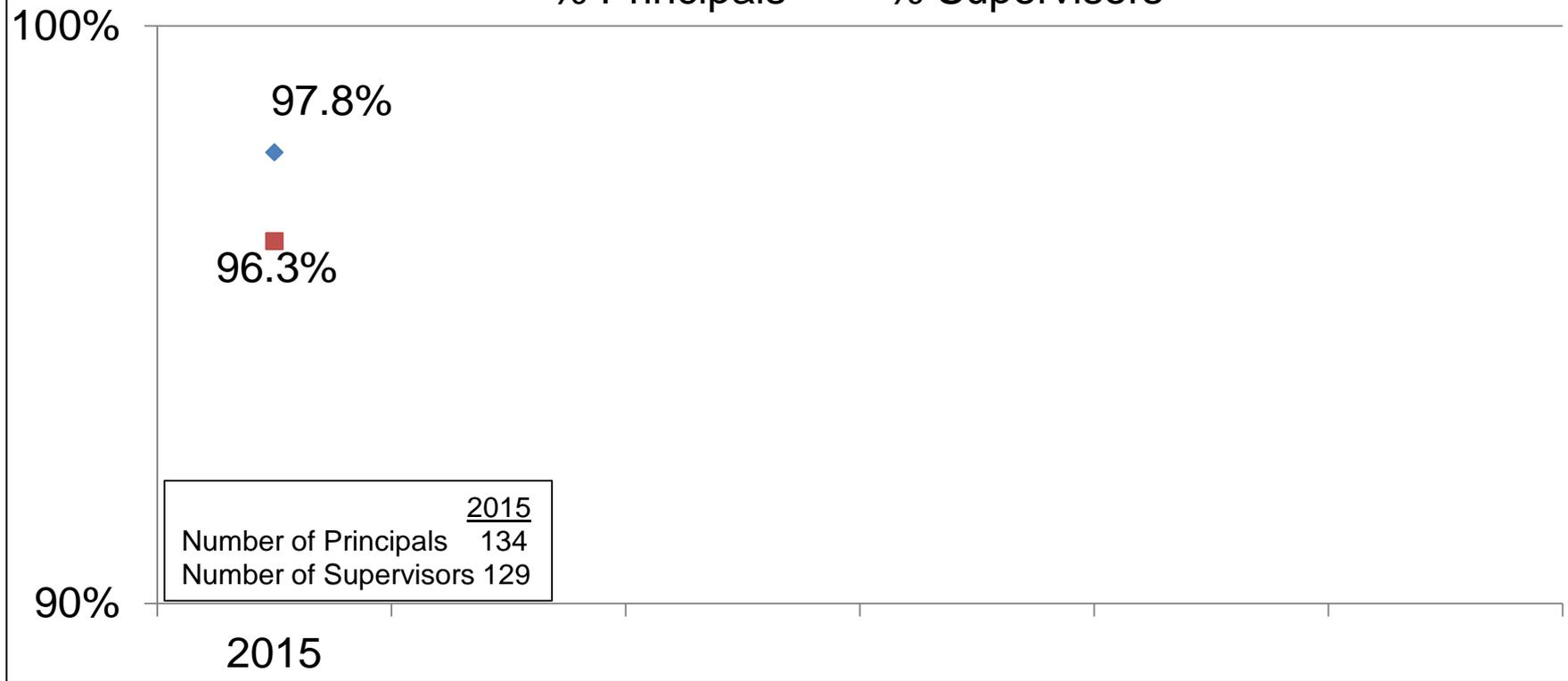
# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to model personal and professional ethical behavior

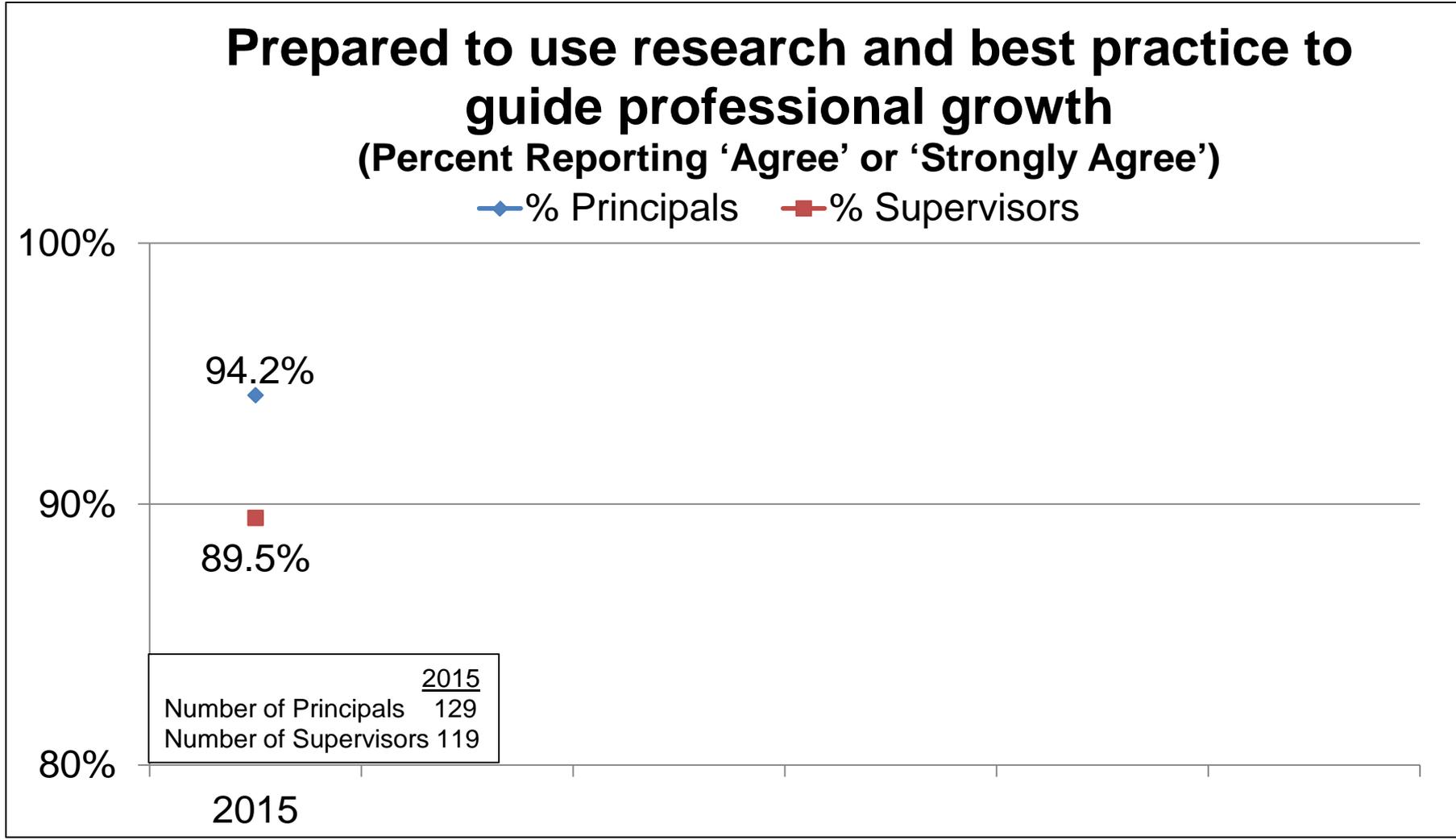
(Percent Reporting 'Agree' or 'Strongly Agree')

—◆— % Principals    —■— % Supervisors



# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

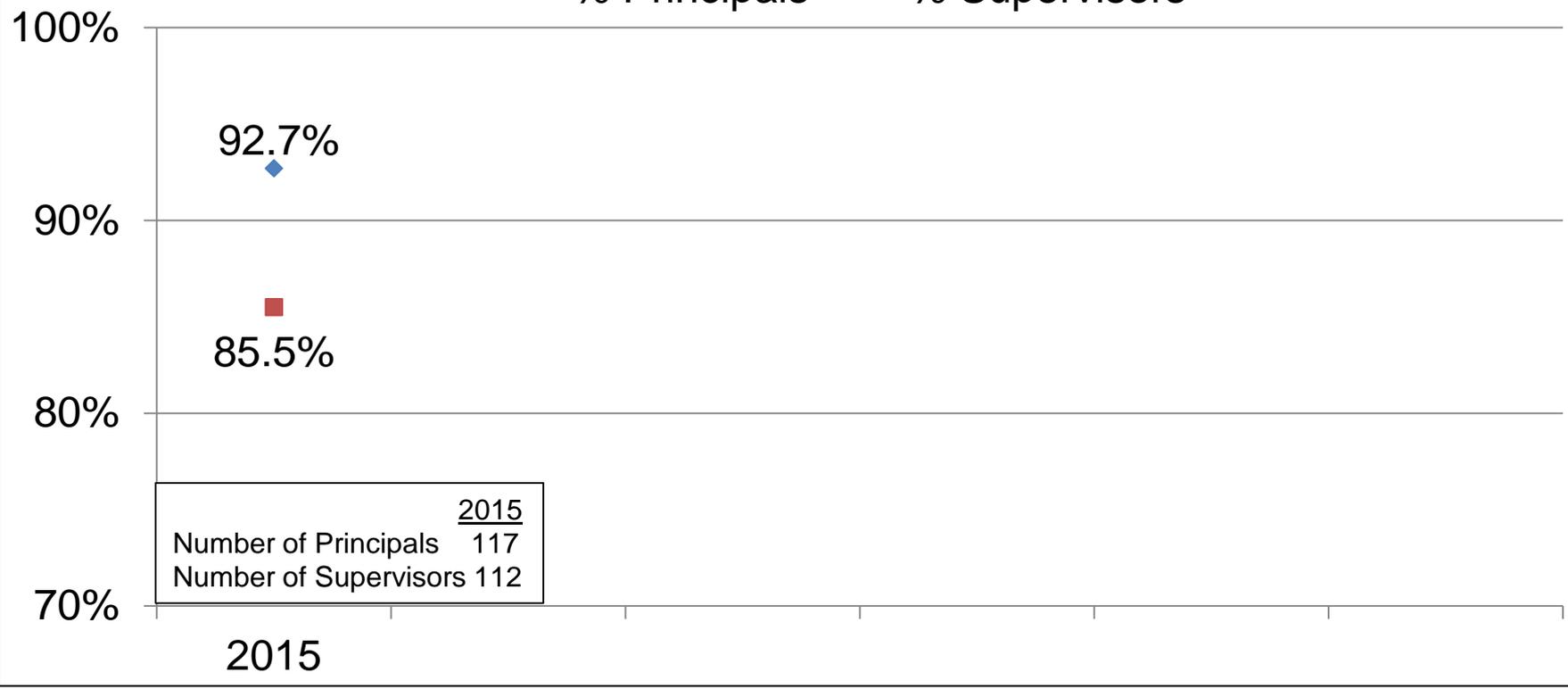


# Missouri First Year Principal Survey 2015

By Item & Type of Respondent

## Prepared to use research and best practice to guide professional growth for personnel (Percent Reporting 'Agree' or 'Strongly Agree')

◆ % Principals    ■ % Supervisors

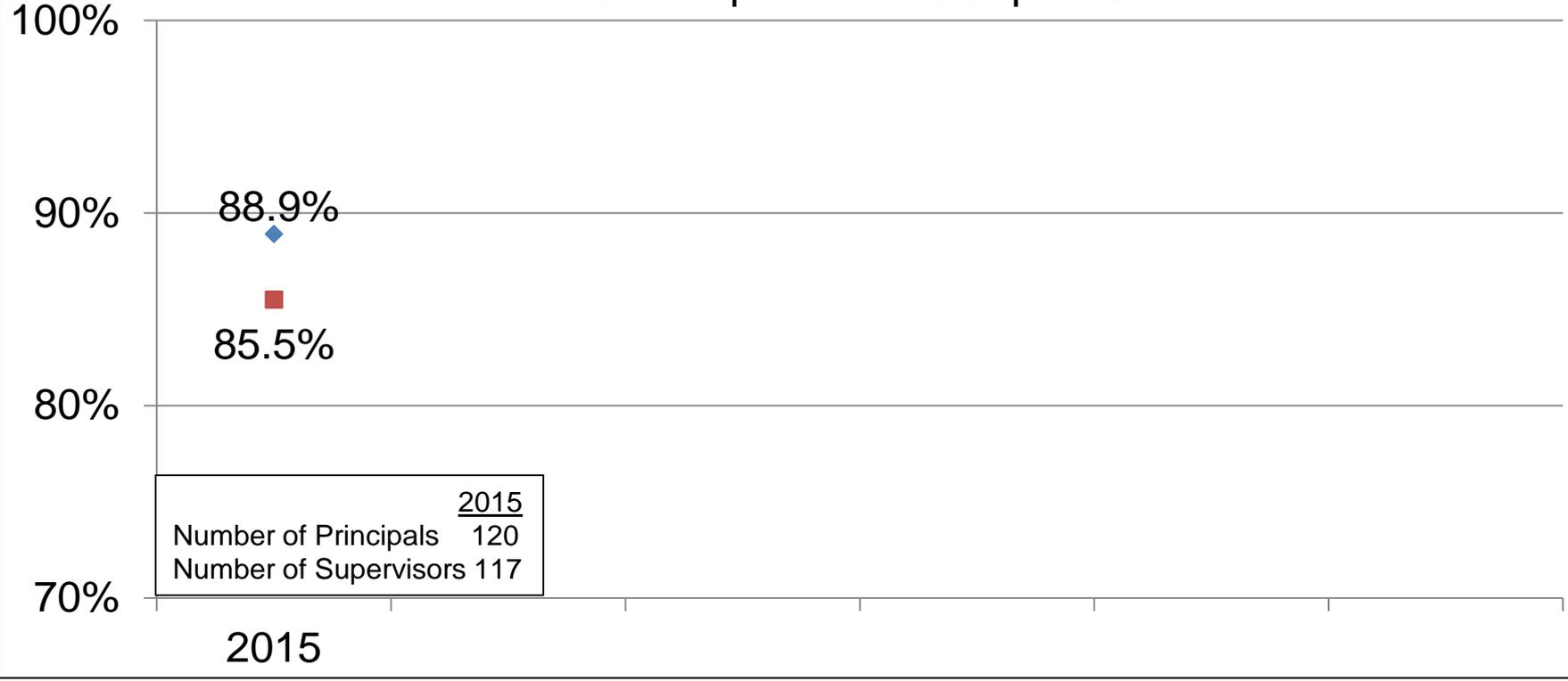


# Missouri First Year Principal Survey 2015

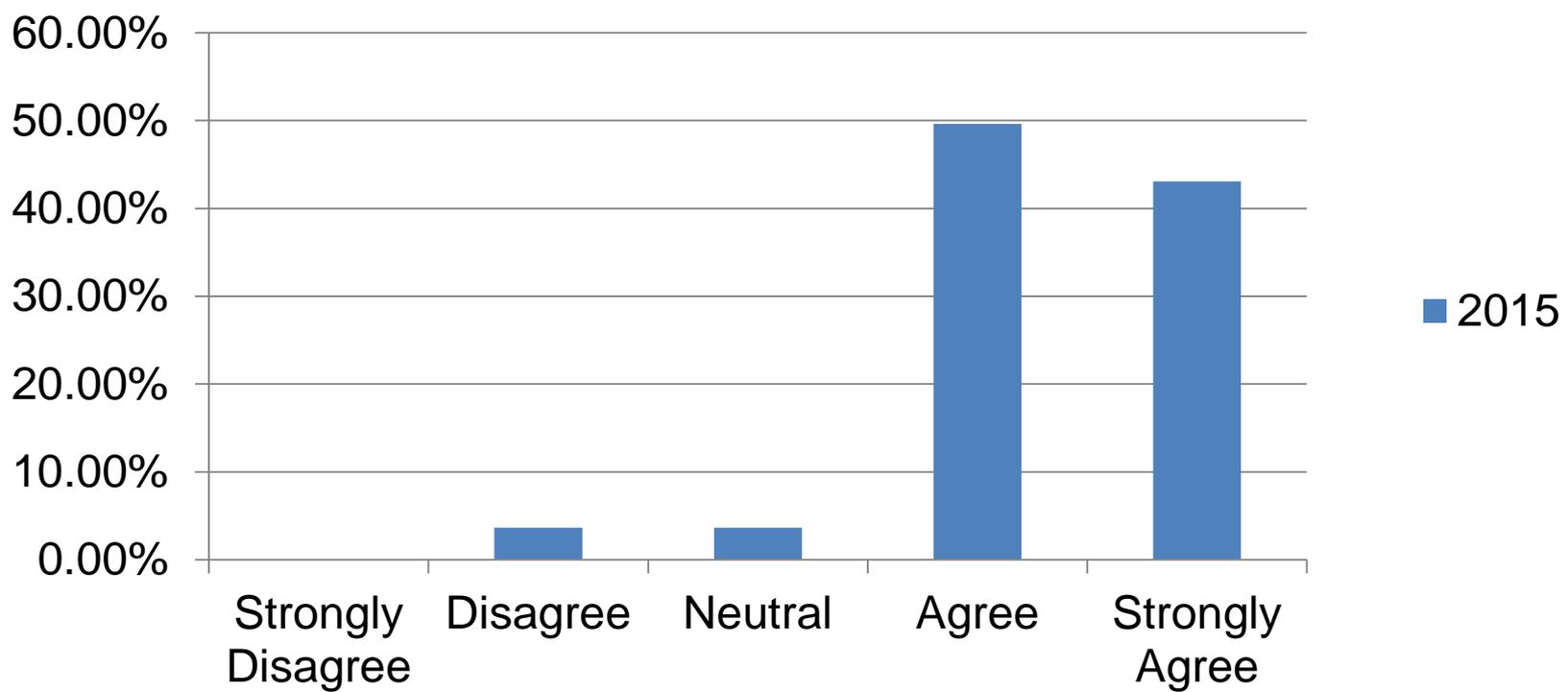
By Item & Type of Respondent

## What overall rating would you give the quality of the administrator preparation program completed (Percent Reporting 'Good' or 'Very Good')

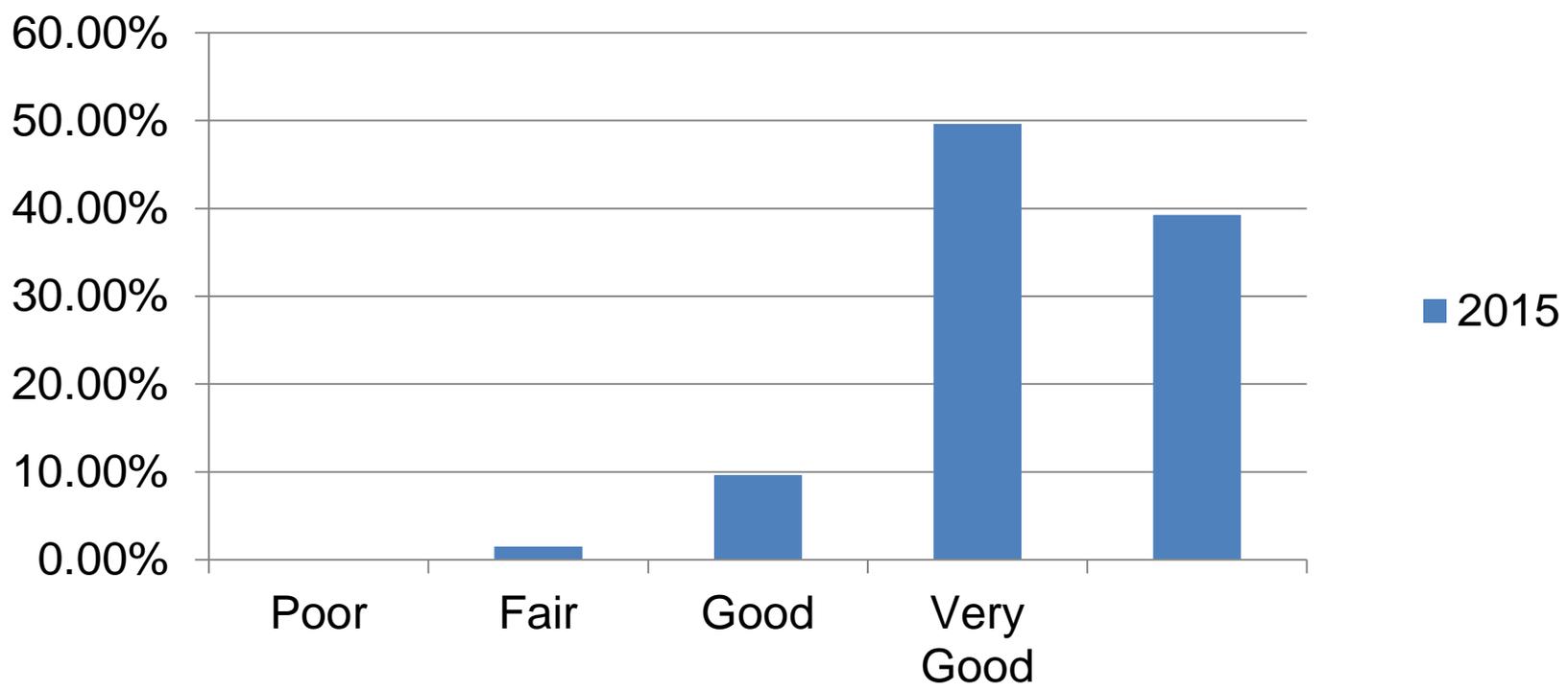
◆ % Principals    ■ % Supervisors



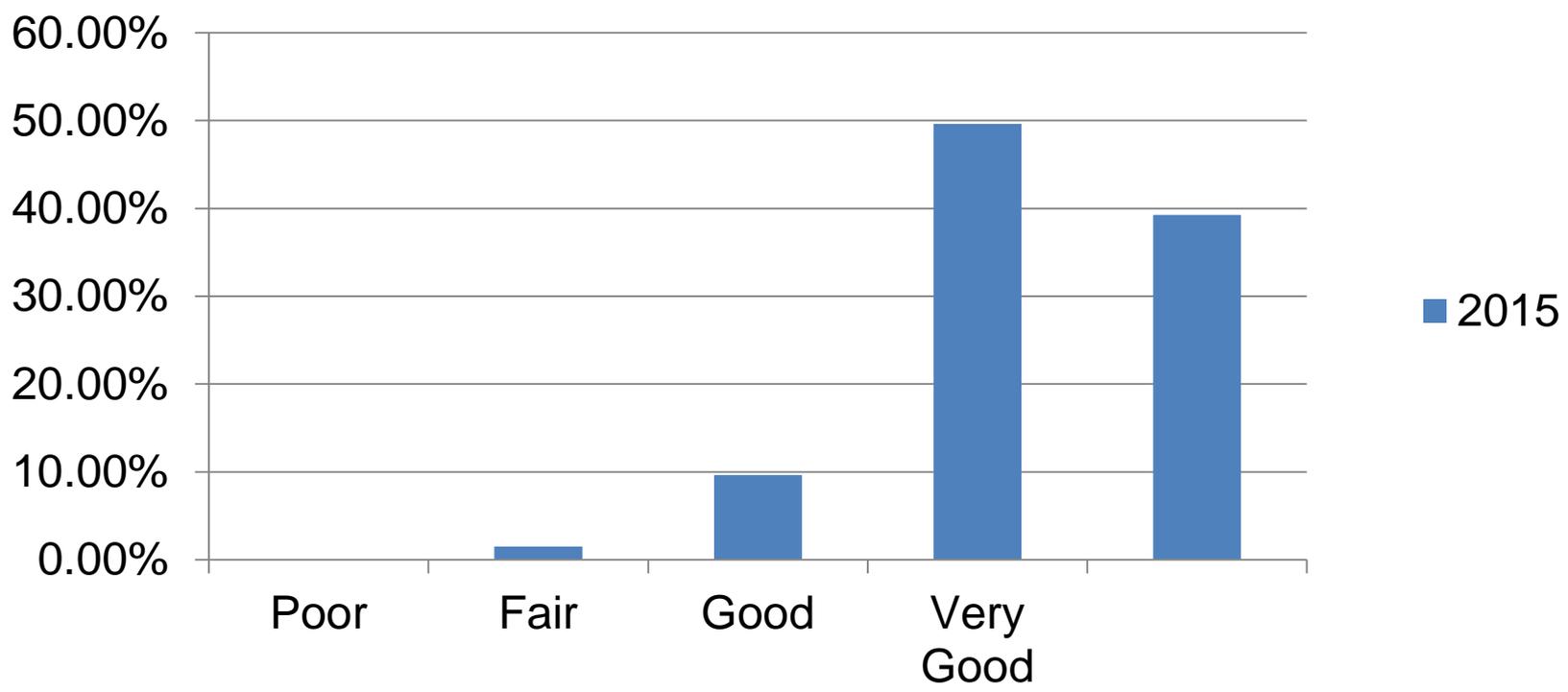
## I was prepared to use research and best practice to guide professional growth for personnel



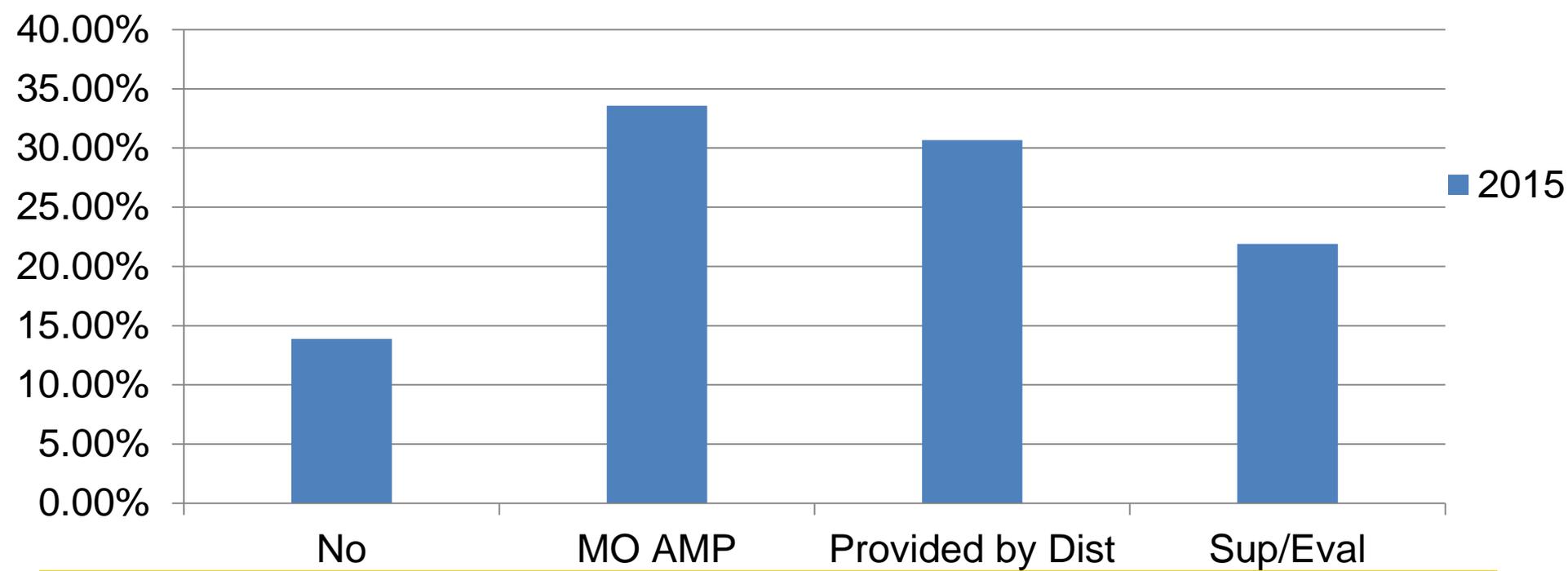
## What overall rating would you give the quality of the administrator preparation program you completed?



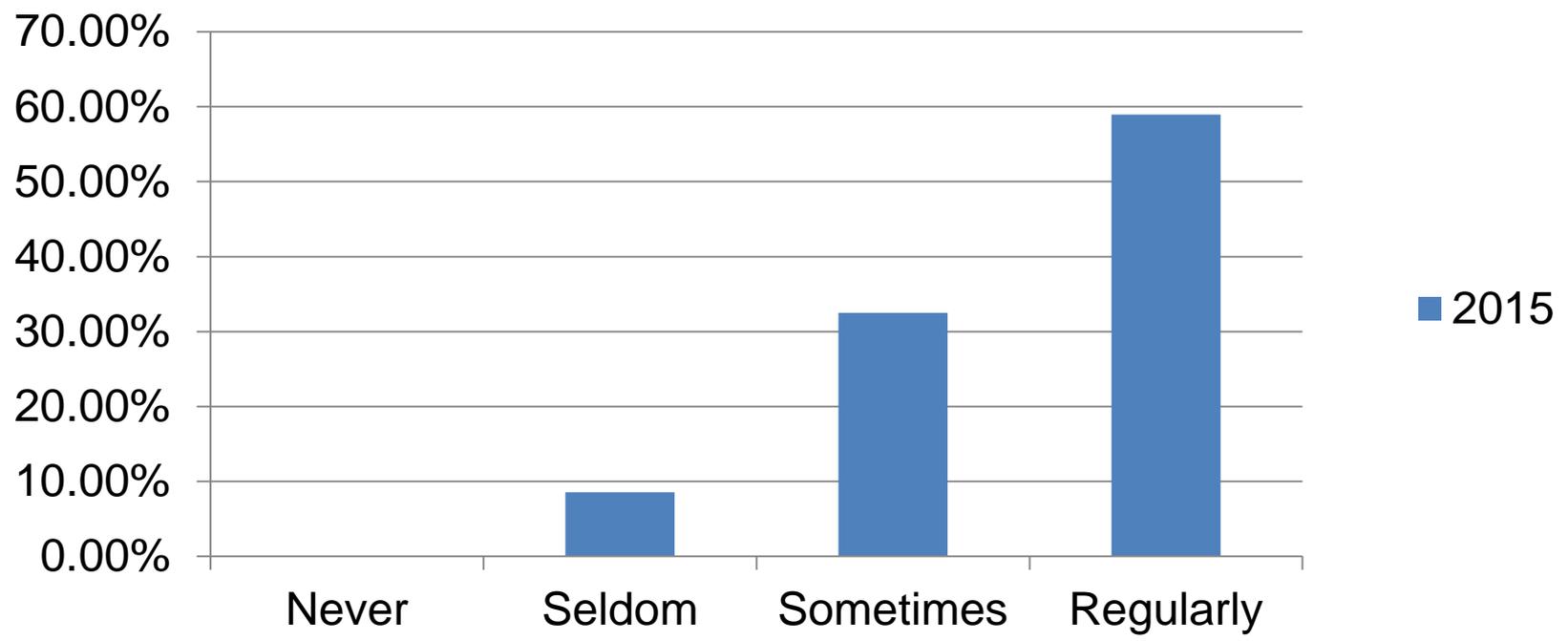
## What overall rating would you give the quality of the administrator preparation program you completed?



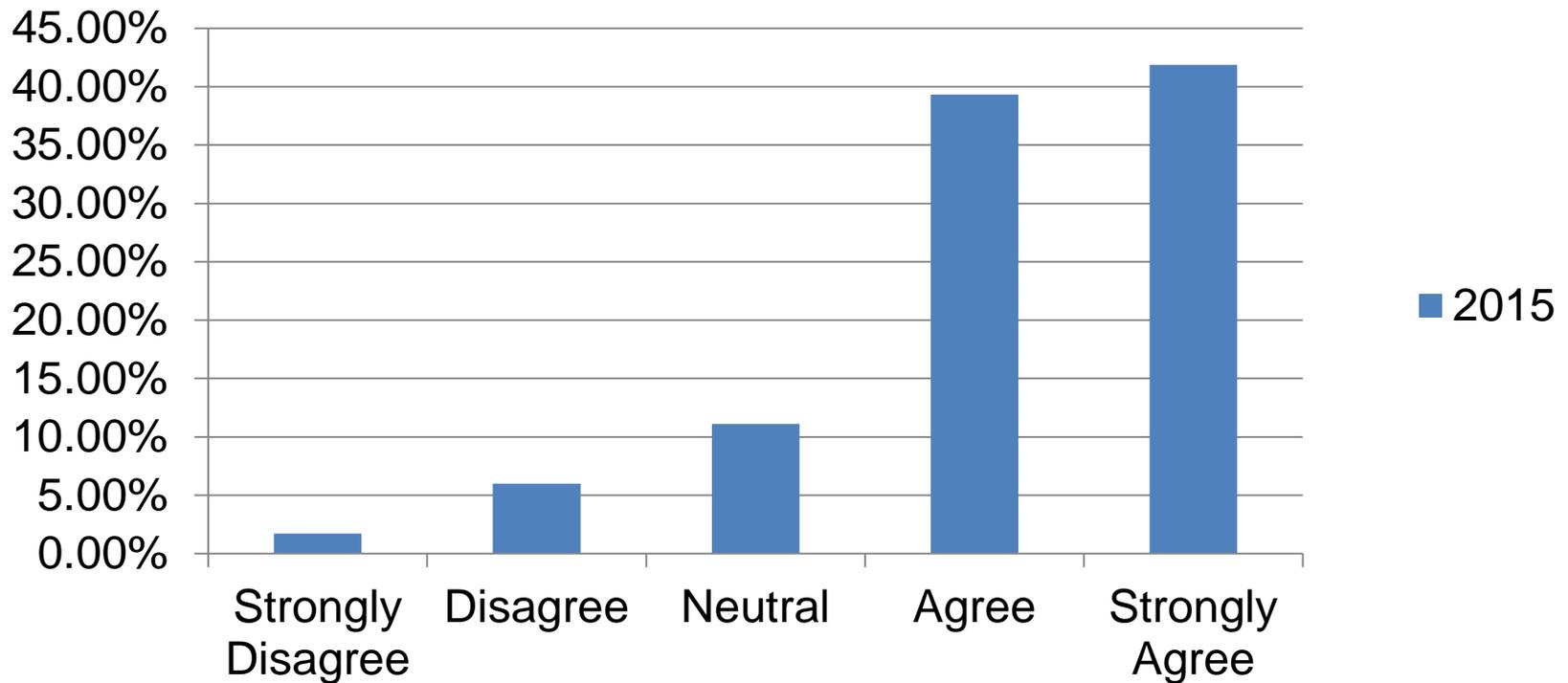
## Were you assigned mentor this year?



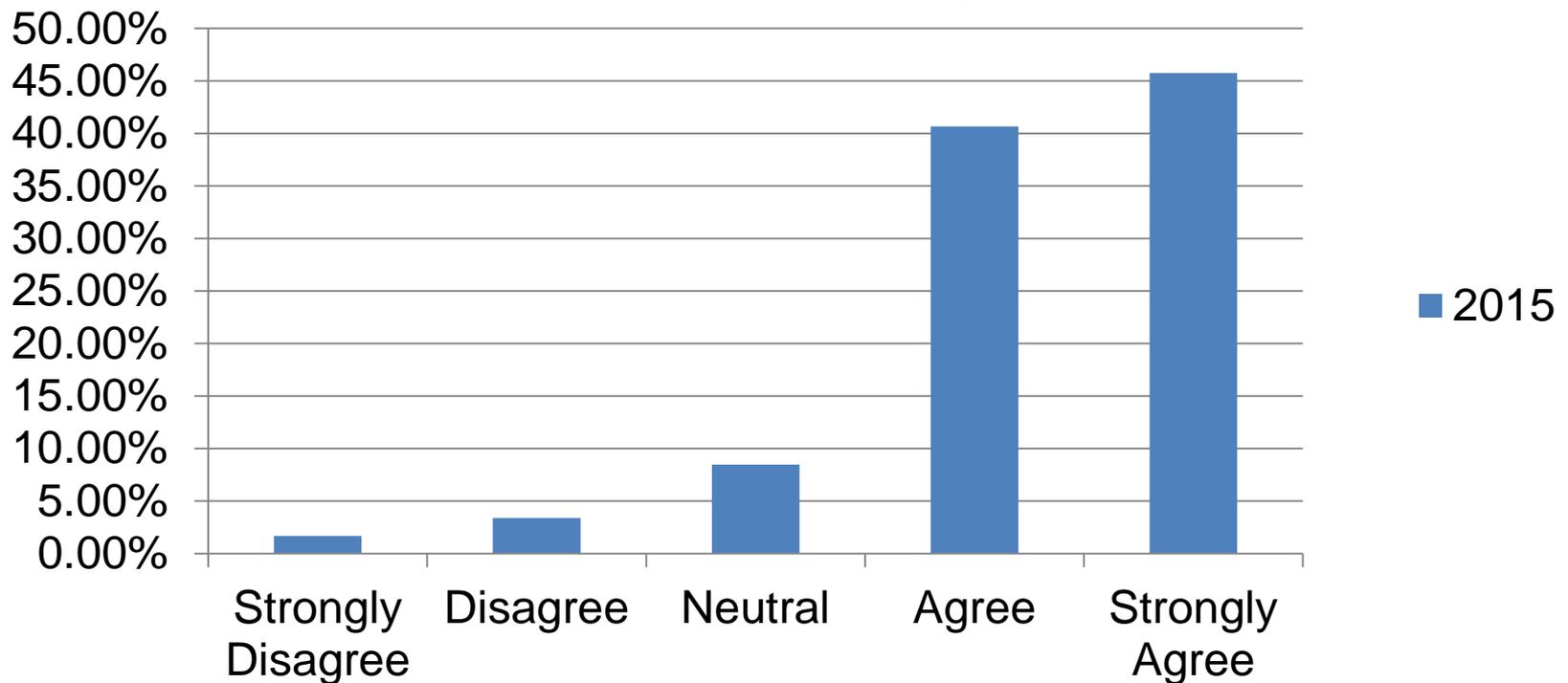
## How often did you meet with your mentor this school year(either formally or informally)?



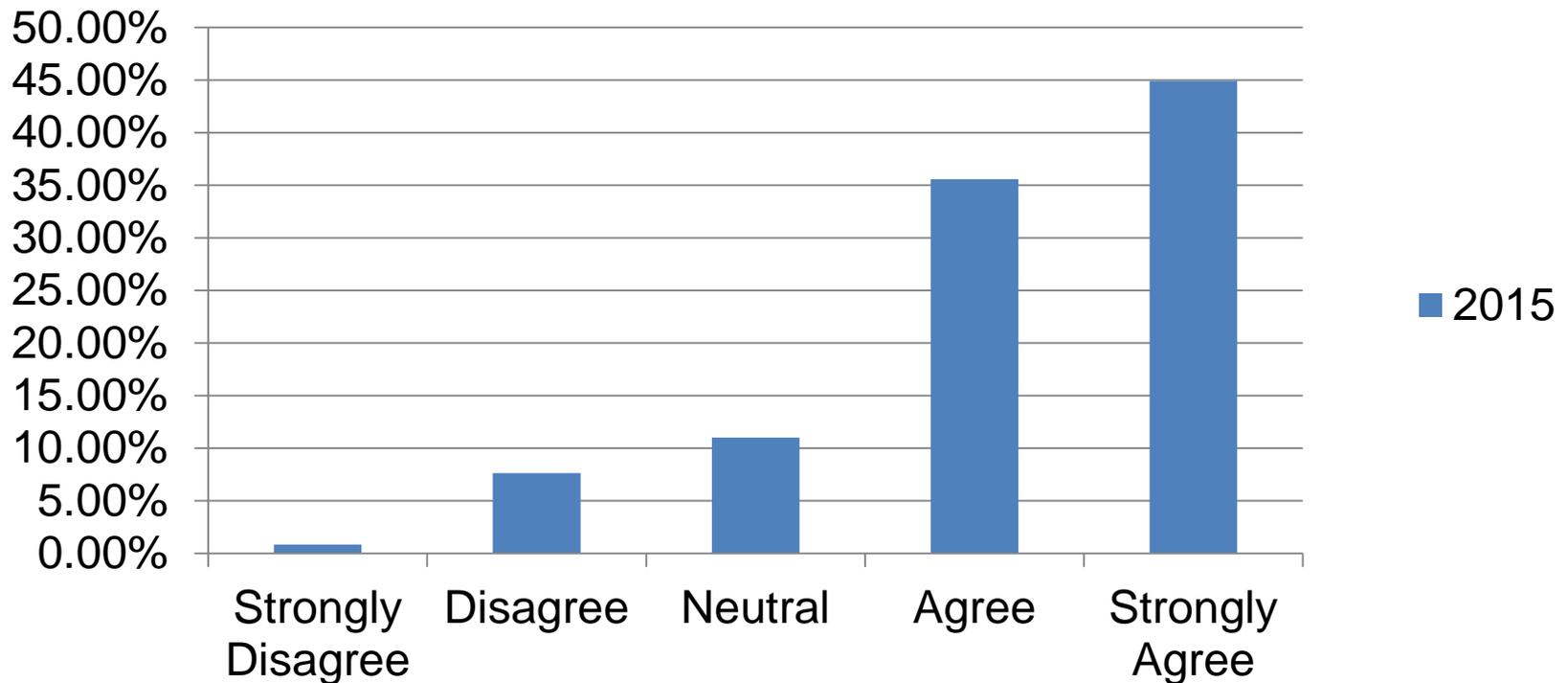
## The mentoring process is non-evaluative



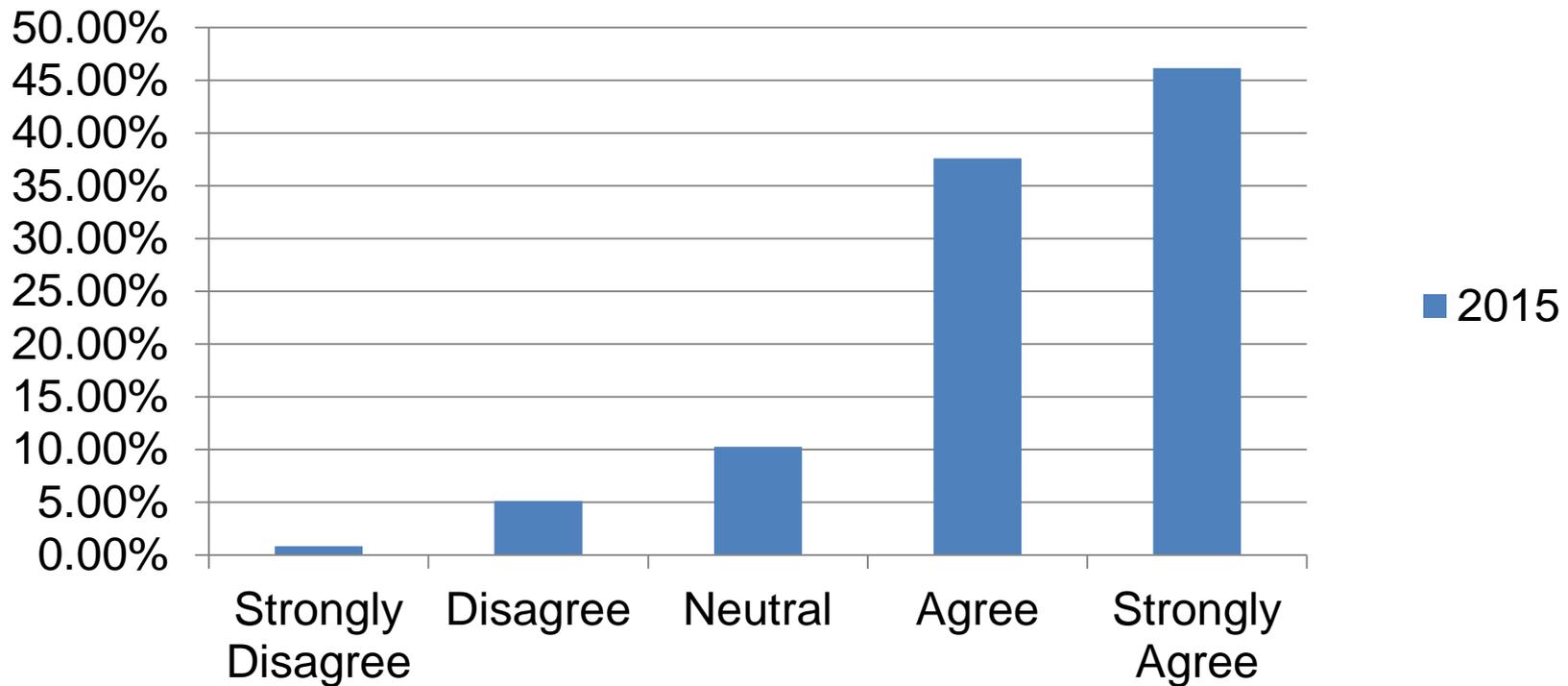
## The support I received from my mentor has helped me improve my practice



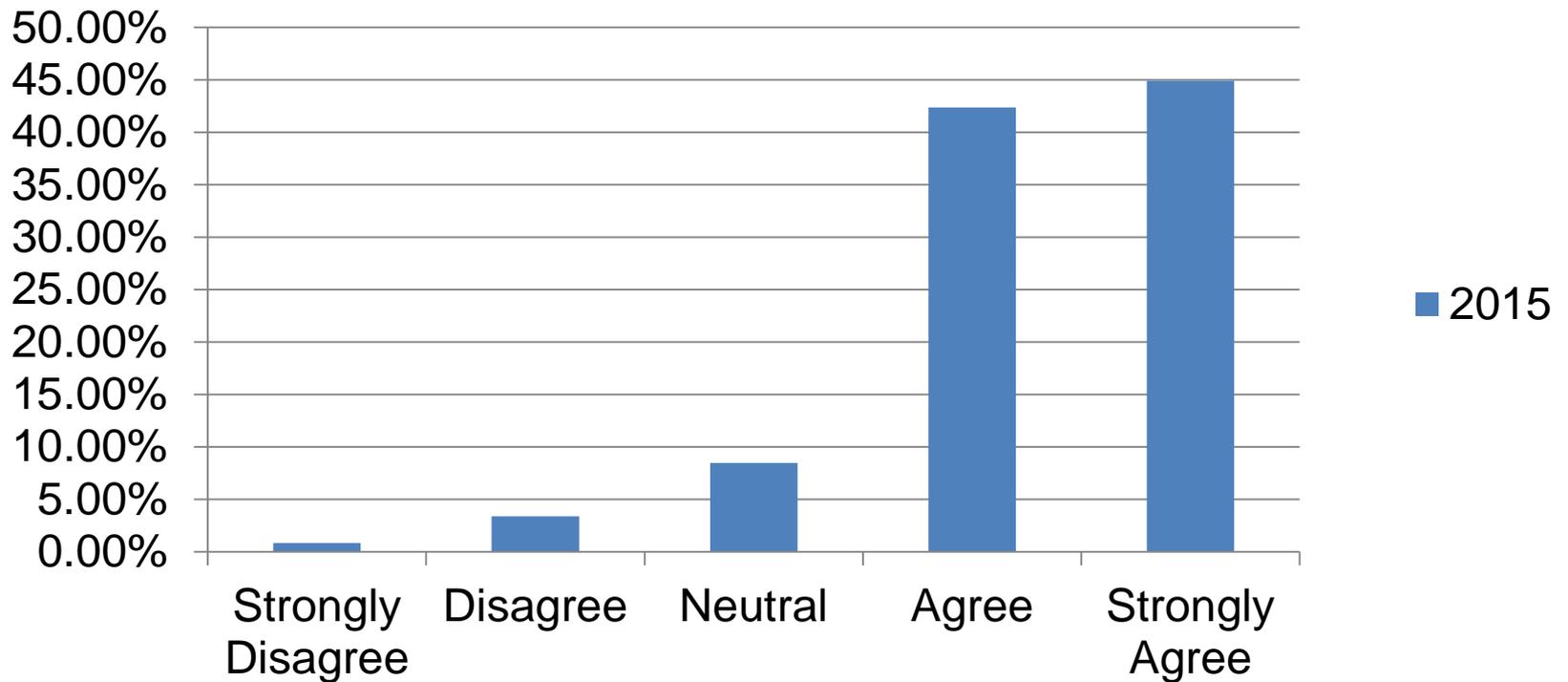
## My mentor provided me with the resources I needed to improve my practice



## My mentor provided me with effective support



## I was prepared to reflect on feedback from my mentor



# Next Steps – Spring 2016

- **Surveys for Spring 2016**
  - **Redesign OSEDA Website**
  - **Identification of 1st Year Principals and Their Superintendent/Supervisors**
  - **Ready to Launch in April**
  - **Reminders from OSEDA**
  - **Post Cards Mailed in early May**
  - **Results in June 2016**
  - **Explore Using Scales in the APR-EPP**

# Questions



## **The Office of Educator Quality**

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**Marcia Patridge**

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