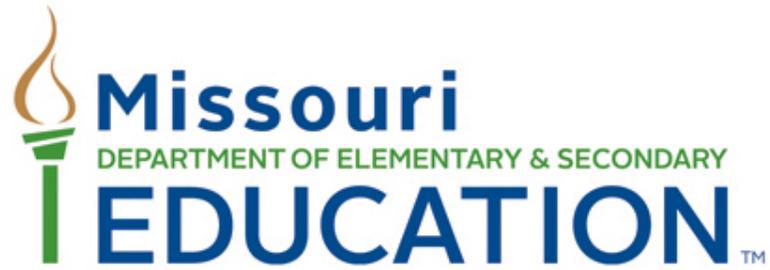


First-Year Surveys

Teachers – Counselors – Principals

Spring 2019



MACCE

December 2, 2019



A Special Thanks



- **Office of Social-Economic Data Analysis (OSED)**
 - Wayne Mayfield
 - Keith Jamtgaard
 - Kory Davis
- **DESE – Office of Educator Quality**
 - Suzanne Hull
 - Buddy Alberson
 - Sandy Jensen
 - Chris Cash
 - Marcia Patridge
 - Area Supervisors



***First-Year Teacher Survey
Spring 2019***



First-Year Teacher Survey Data Spring 2019

Teacher Response Rate

Sent	3,042
Received	2,315
Response Rate	76.1%

Supervisor Response Rate

Sent	2,982
Received	2,375
Response Rate	79.6%



Comparing Top 3

Teachers

- **Implement a variety of instructional strategies**
- **Foster positive student relationships**
- **Promote respect for diverse cultures, genders, and intellectual/ physical abilities**

Supervisor

- **Use technology as a communication tool**
- **Foster positive student relationships**
- **Prepared in his or her content area**

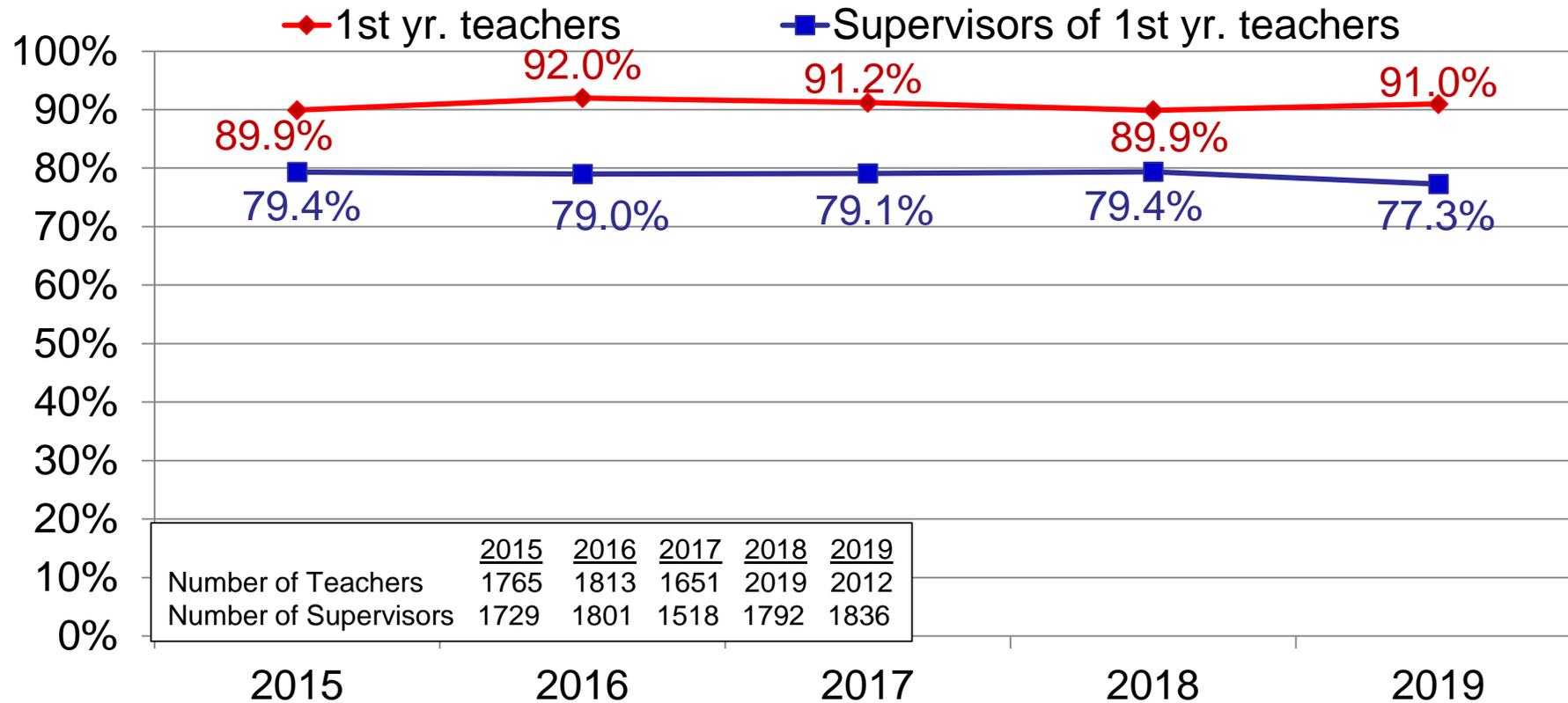
Missouri First-Year Teacher Survey 2019

By Item & Type of Respondent



Prepared to implement a variety of instructional strategies

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

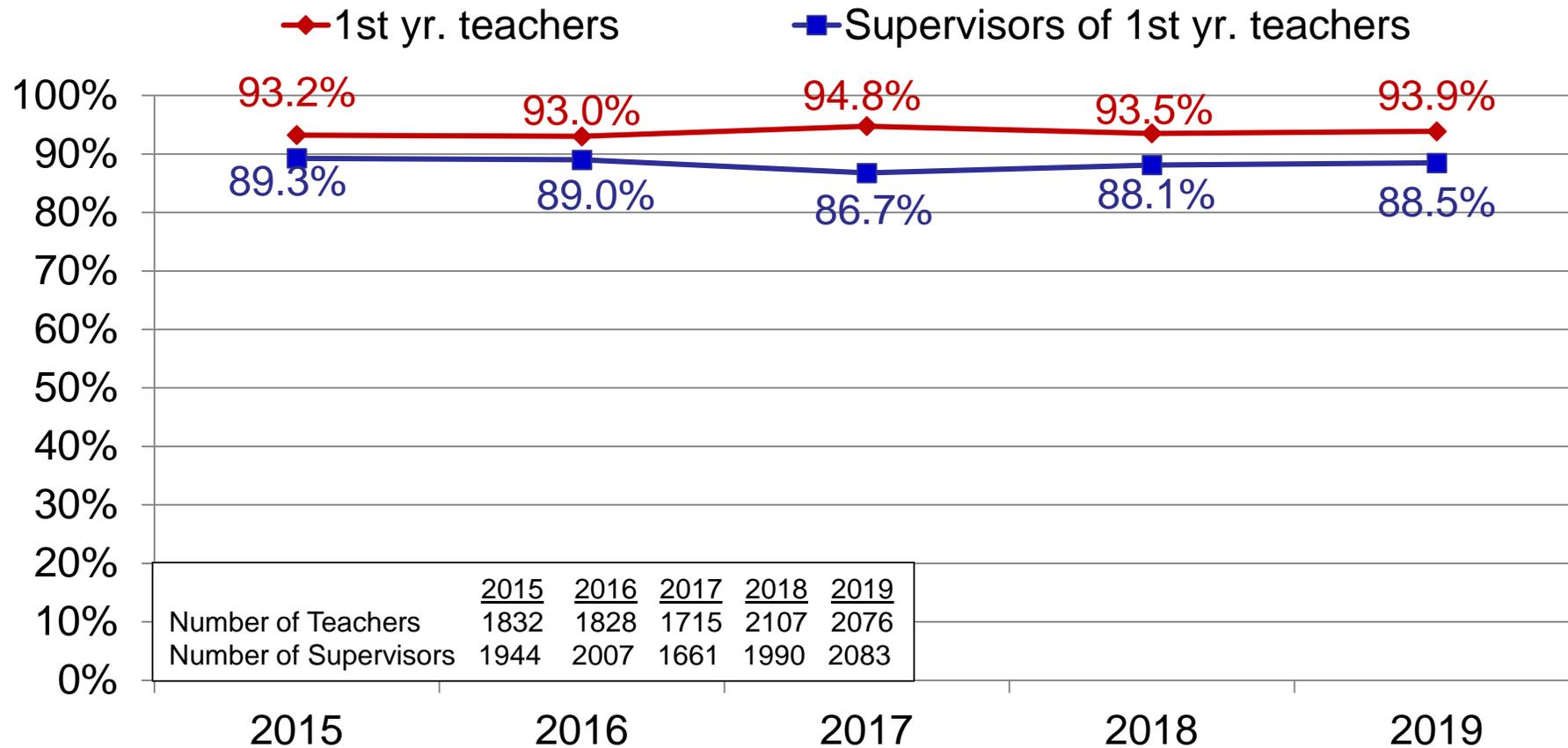


Missouri First-Year Teacher Survey 2019

By Item & Type of Respondent



Prepared to foster positive student relationships (Percent reporting 'Agree' or 'Strongly Agree')



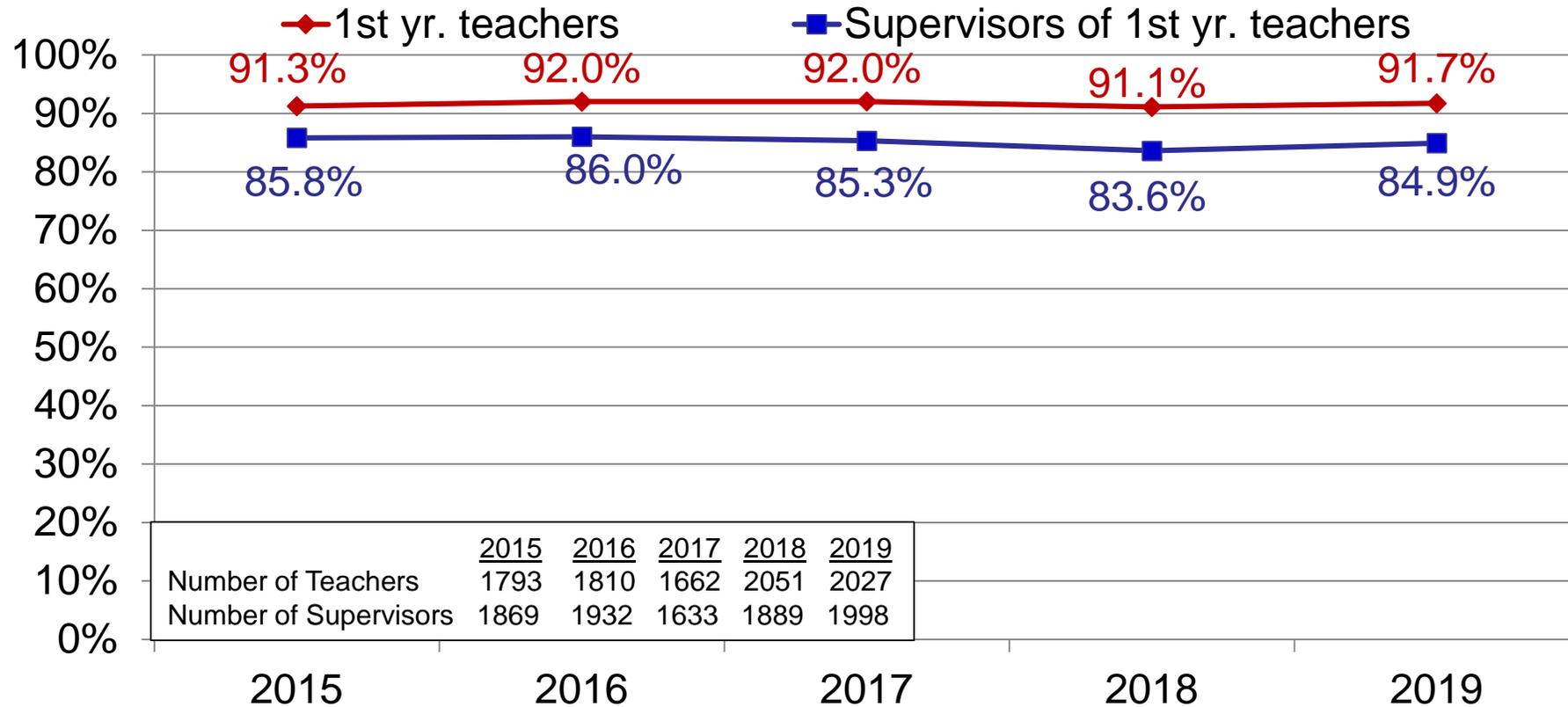
Missouri First-Year Teacher Survey 2019

By Item & Type of Respondent



Prepared to promote respect for diverse cultures, genders, and intellectual/physical abilities

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





Comparing Bottom 3

Teachers

- **Modify instruction for English language learners**
- **Modify instruction for gifted learners**
- **Manage a variety of discipline issues**

Supervisors

- **Modify instruction for English language learners**
- **Modify instruction for gifted learners**
- **Manage a variety of discipline issues**

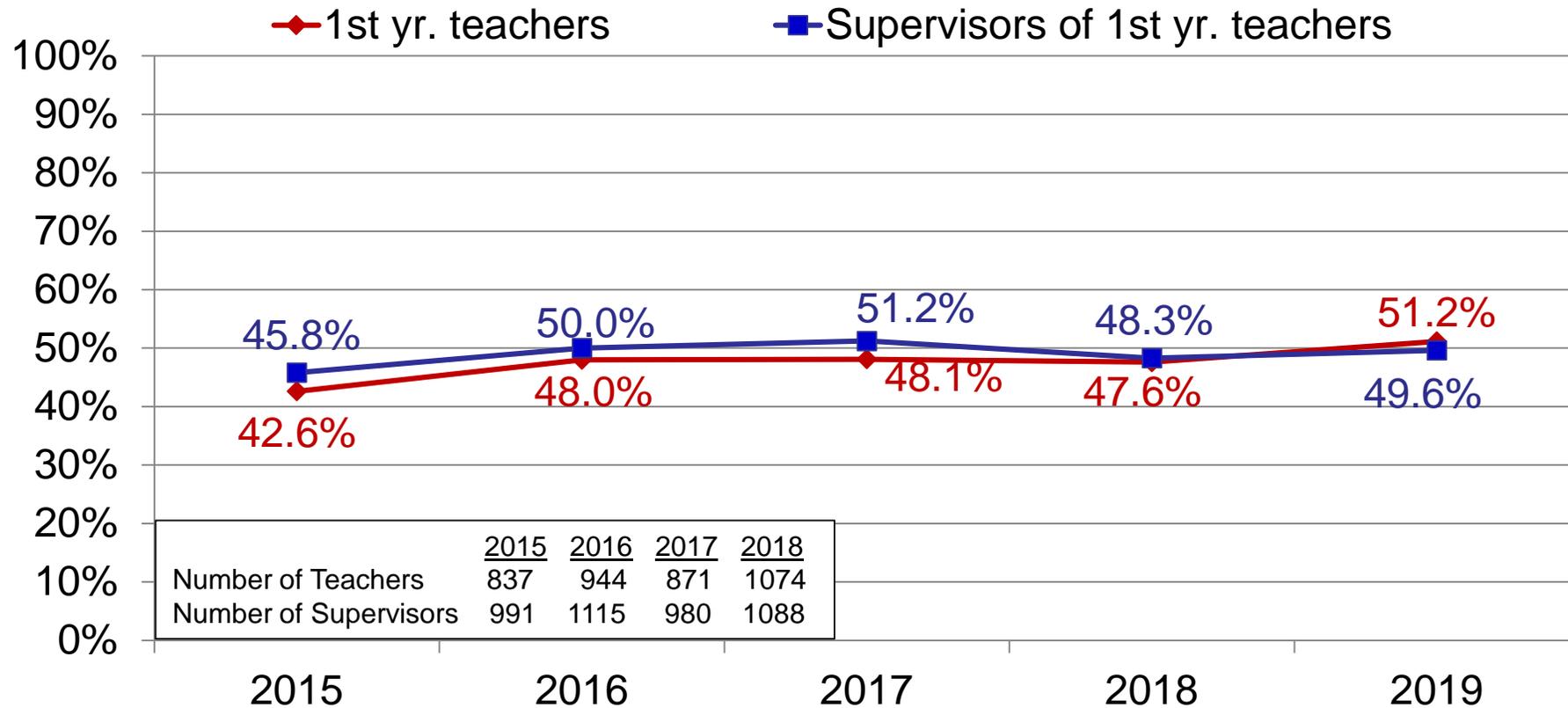
Missouri First-Year Teacher Survey 2019

By Item & Type of Respondent



Prepared to modify instruction for English language learners

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

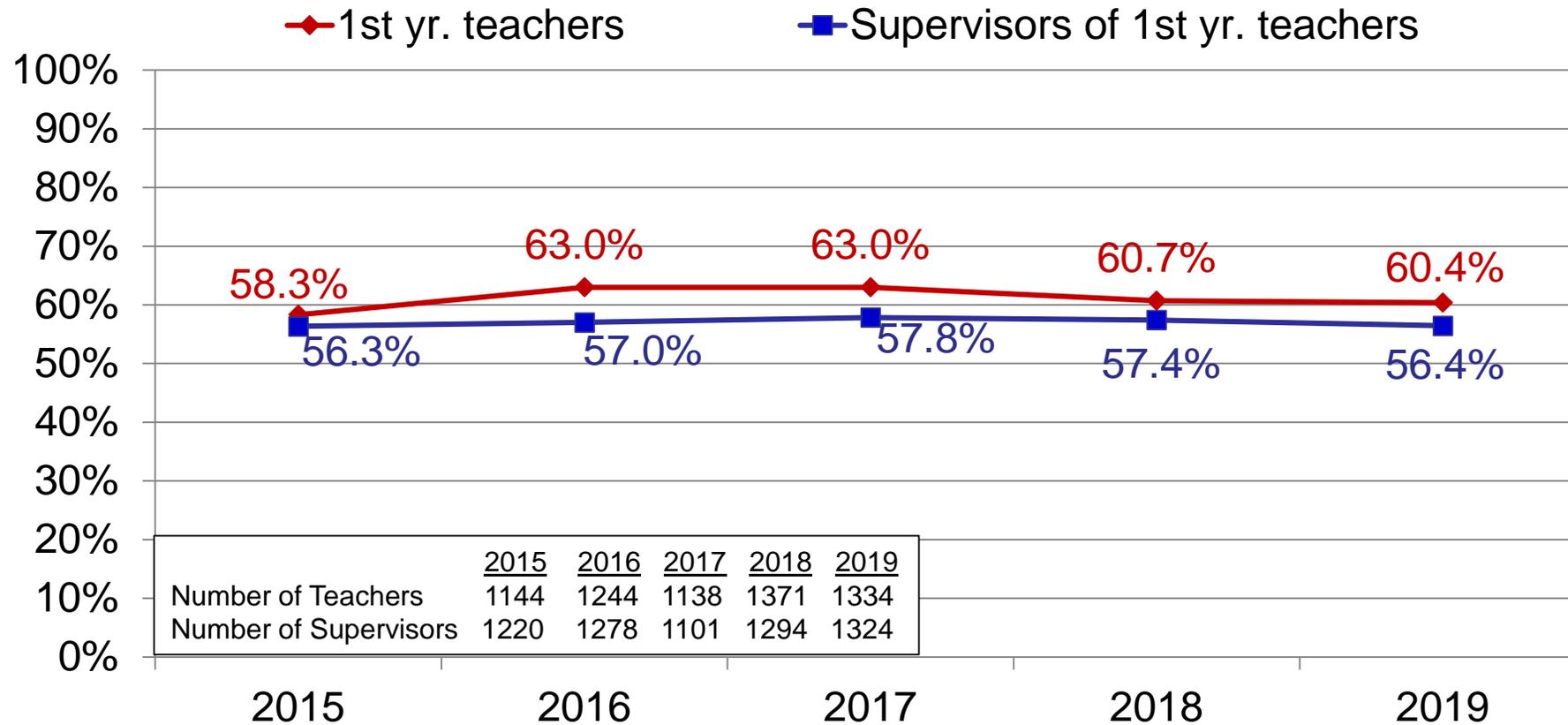


Missouri First-Year Teacher Survey 2019

By Item & Type of Respondent



Prepared to modify instruction for gifted learners (Percent reporting 'Agree' or 'Strongly Agree')

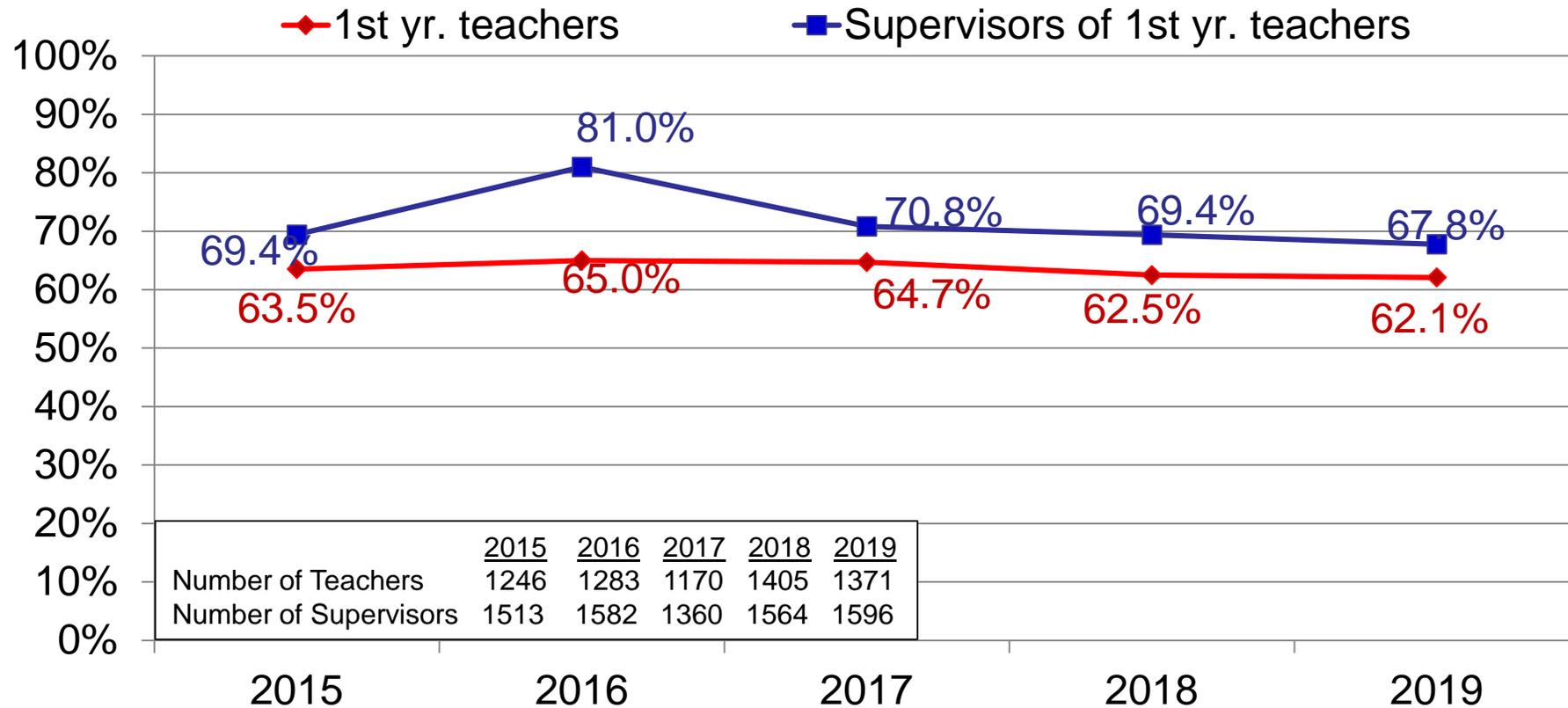


Missouri First-Year Teacher Survey 2019

By Item & Type of Respondent

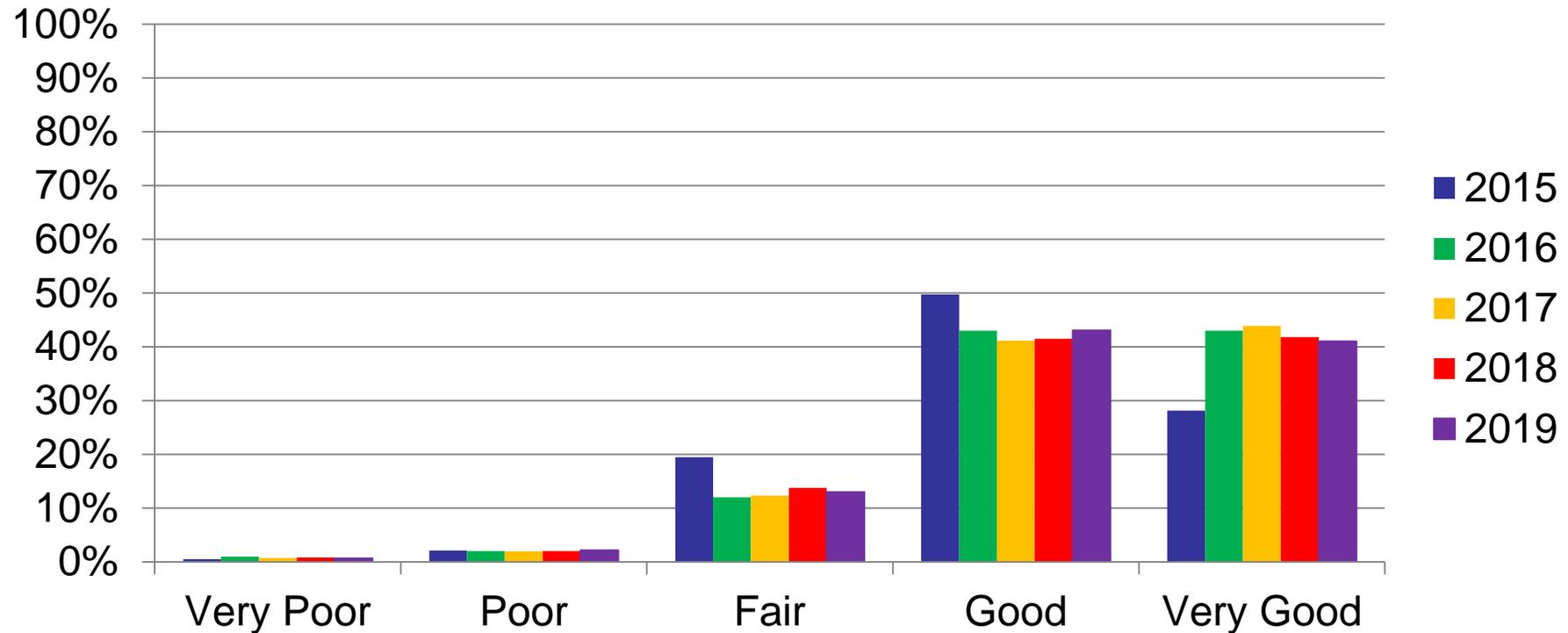


Prepared to manage a variety of discipline issues (Percent reporting 'Agree' or 'Strongly Agree')





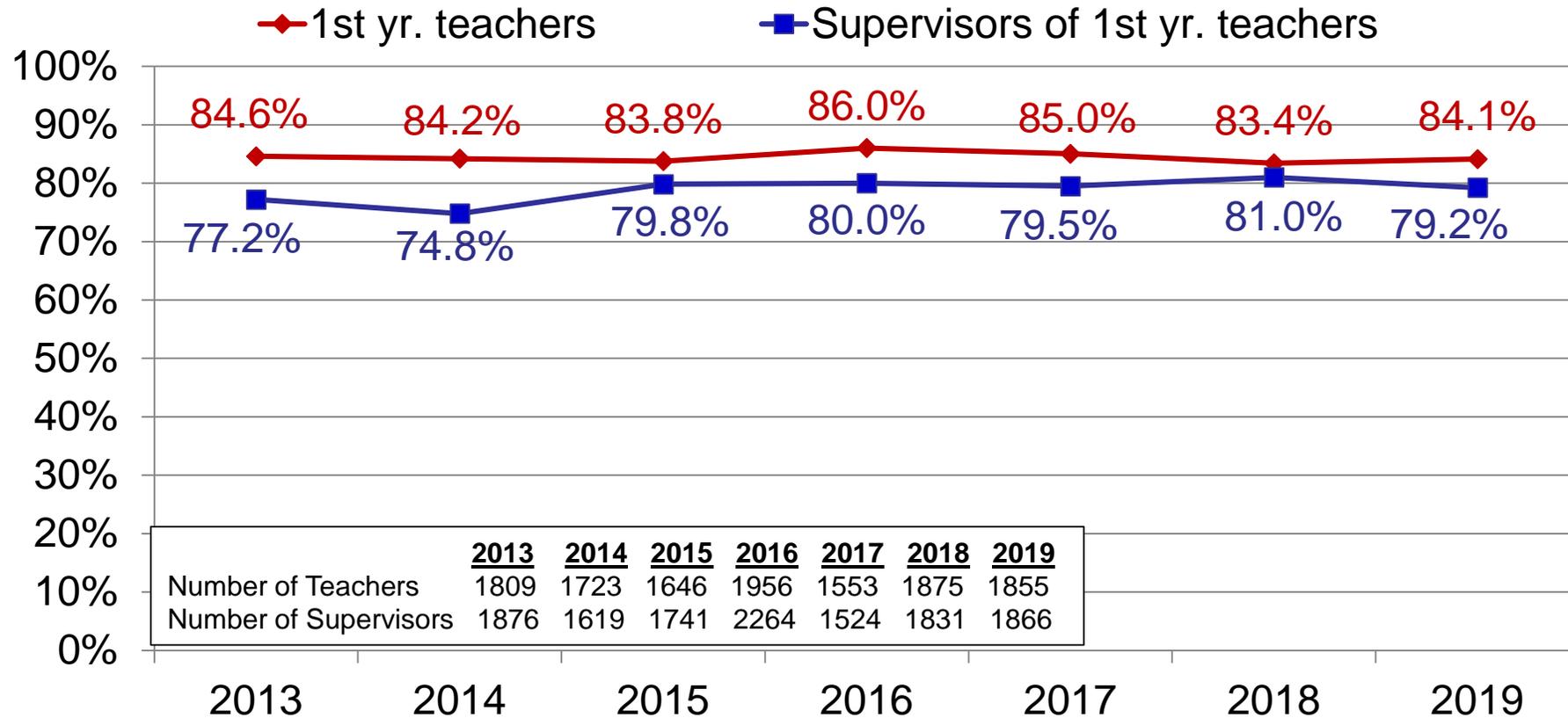
What overall rating would you give the quality of the professional education program you completed?





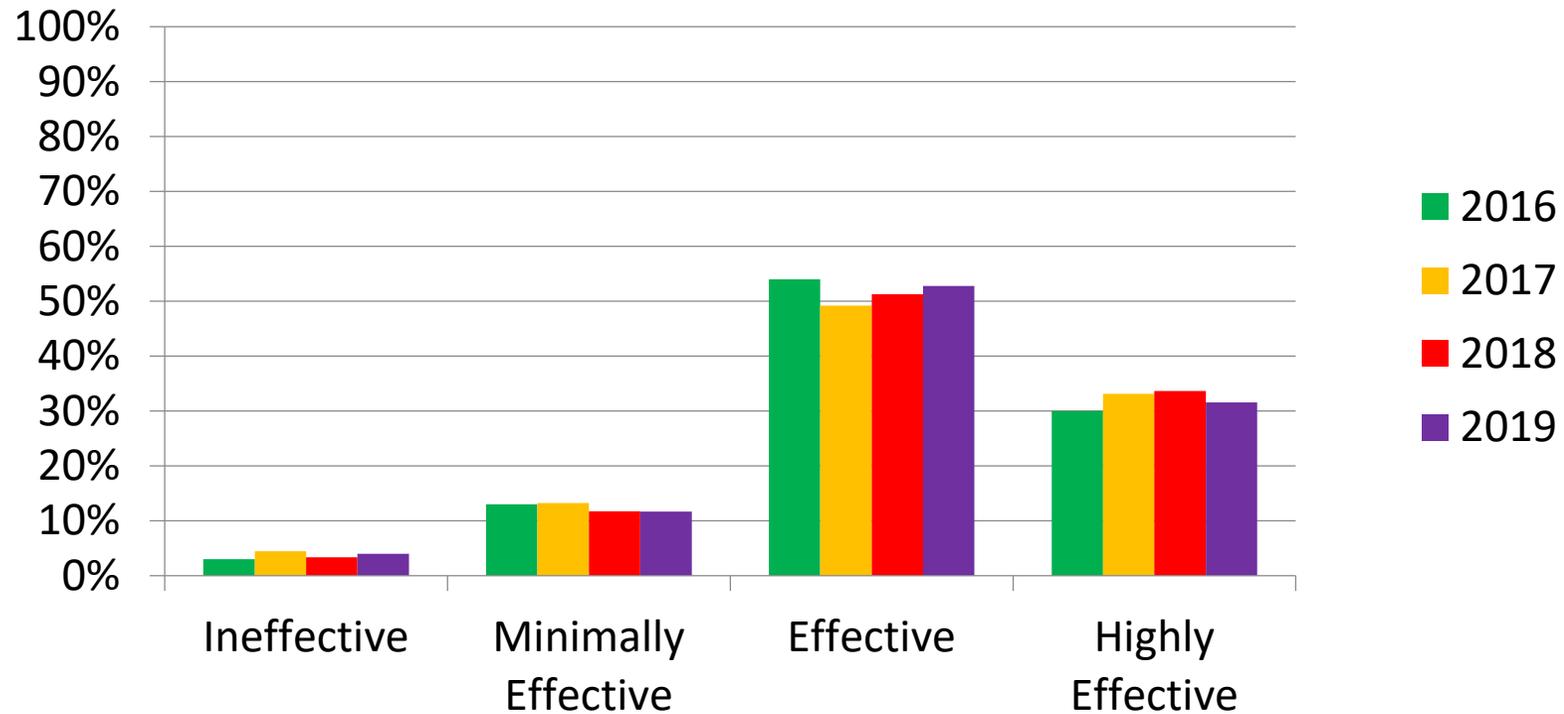
Overall quality of the professional education program you completed

(Percent reporting 'Good' or 'Very Good')





Based upon the performance based evaluation of this first year teacher, how would you rate his/her impact upon students?





***First-Year Counselor Survey
Spring 2019***



First-Year Counselor Survey Data Spring 2019

Counselor Response Rate

Sent	227
Received	205
Response Rate	90.3%

Supervisor Response Rate

Sent	227
Received	193
Response Rate	85.0%



Comparing Top 3

Counselor

- Use interpersonal skills that contribute to a positive school climate
- Practice in accordance with professional ethical standards, seek consultation for ethical decision-making, and communicate with administrators about the ethical standards of the school counseling profession
- Practice in accordance with local school policies and procedures

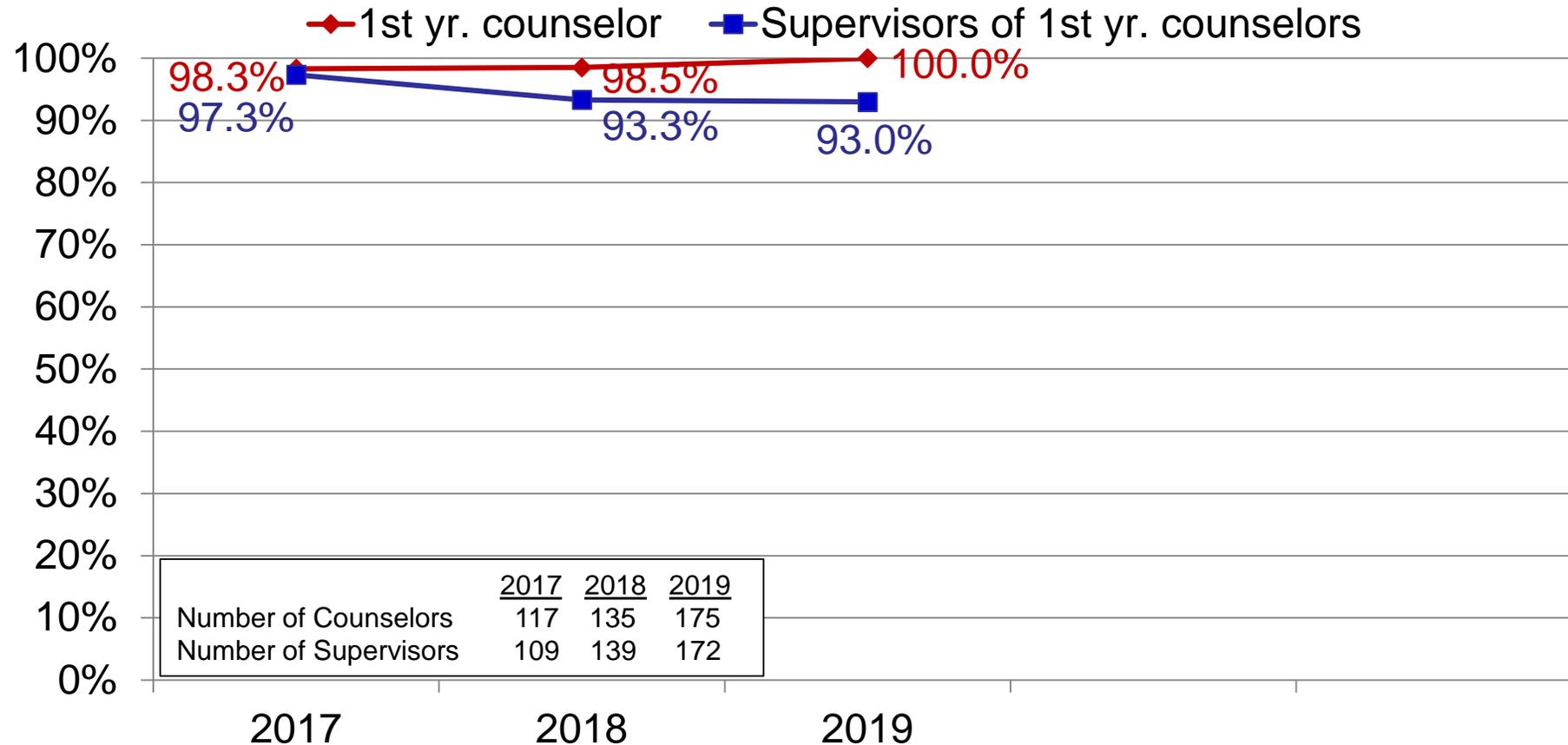
Supervisor

- Practice in accordance with professional ethical standards, seeks consultation for ethical decision-making, and communicate with administrators about the ethical standards of the school counseling profession
- Practice in accordance with local school policies and procedures
- Prepared to apply knowledge of human development in their work with his or her students



Use interpersonal skills that contribute to a positive school climate

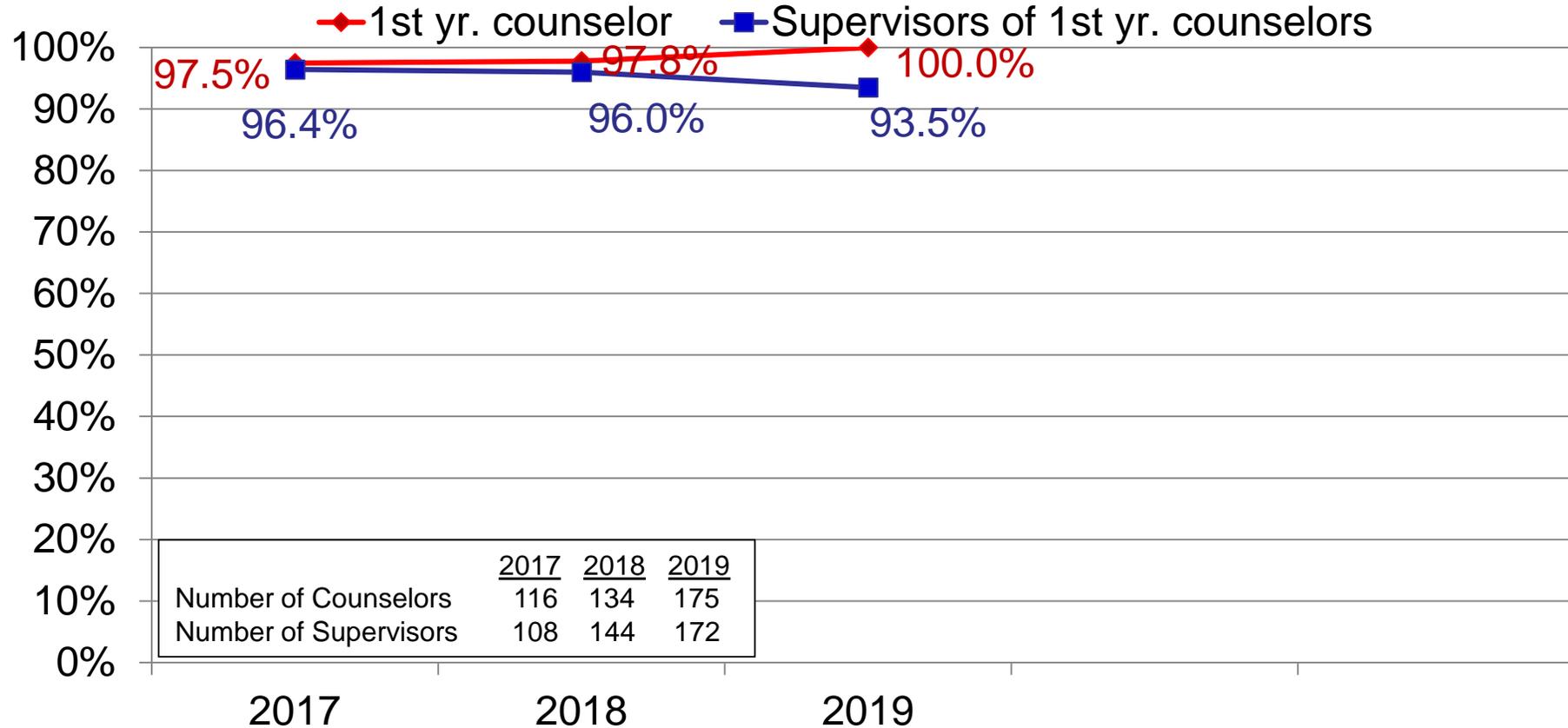
(Percent reporting 'Agree' or 'Strongly Agree')





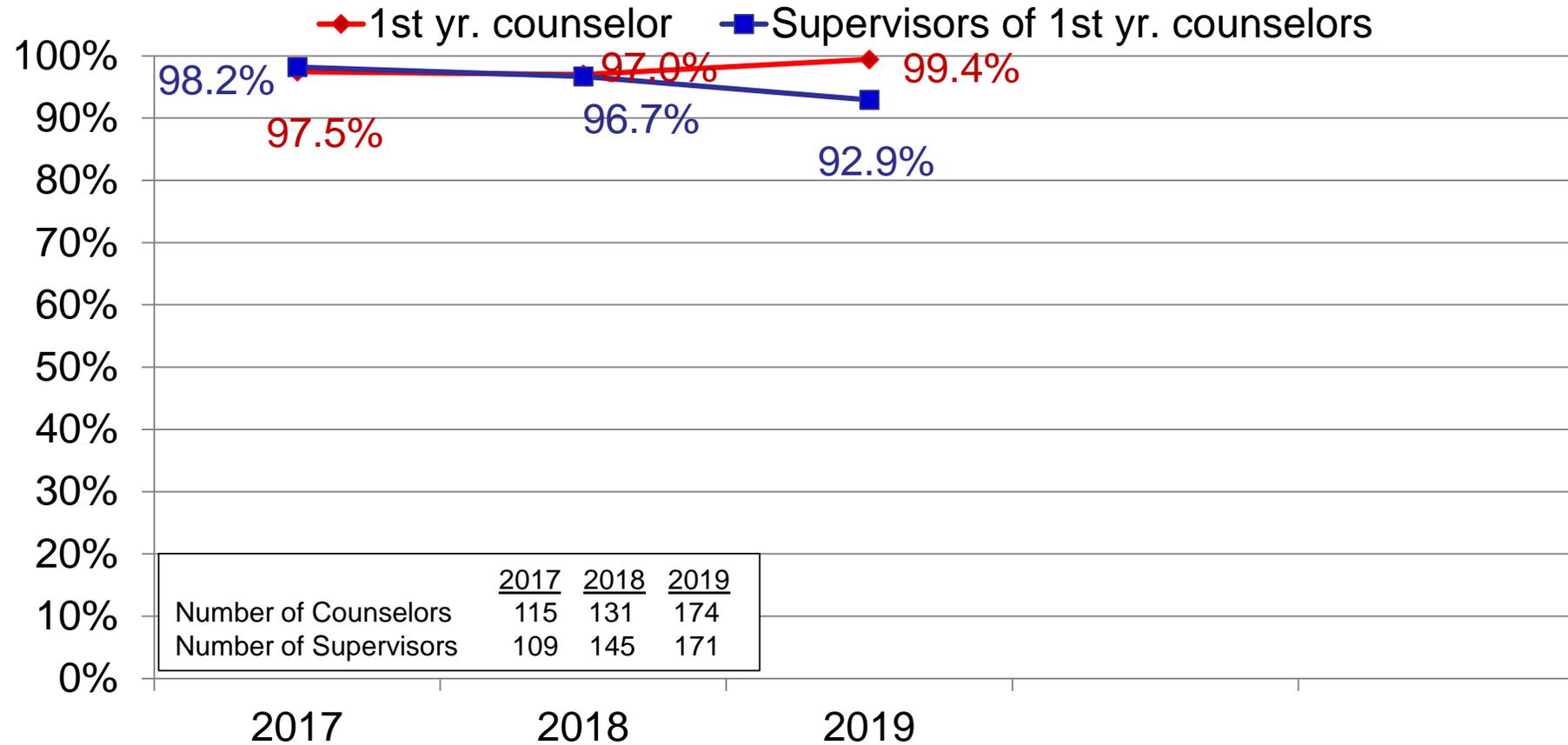
Practice in accordance with professional ethical standards, seek consultation for ethical decision-making, and communicate with administrators about the ethical standards of the school counseling profession

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





Practice in accordance with local school policies and procedures (Percent reporting 'Agree' or 'Strongly Agree')





Comparing Bottom 3

Counselor

- Prepared to implement my knowledge and understanding of the structural components of the district's comprehensive school counseling program
- Prepared to integrate and utilize technology for the delivery and management of the comprehensive school counseling program
- Prepared to apply knowledge of career development and planning through all areas of the comprehensive school counseling program including specified grade level expectations

Supervisor

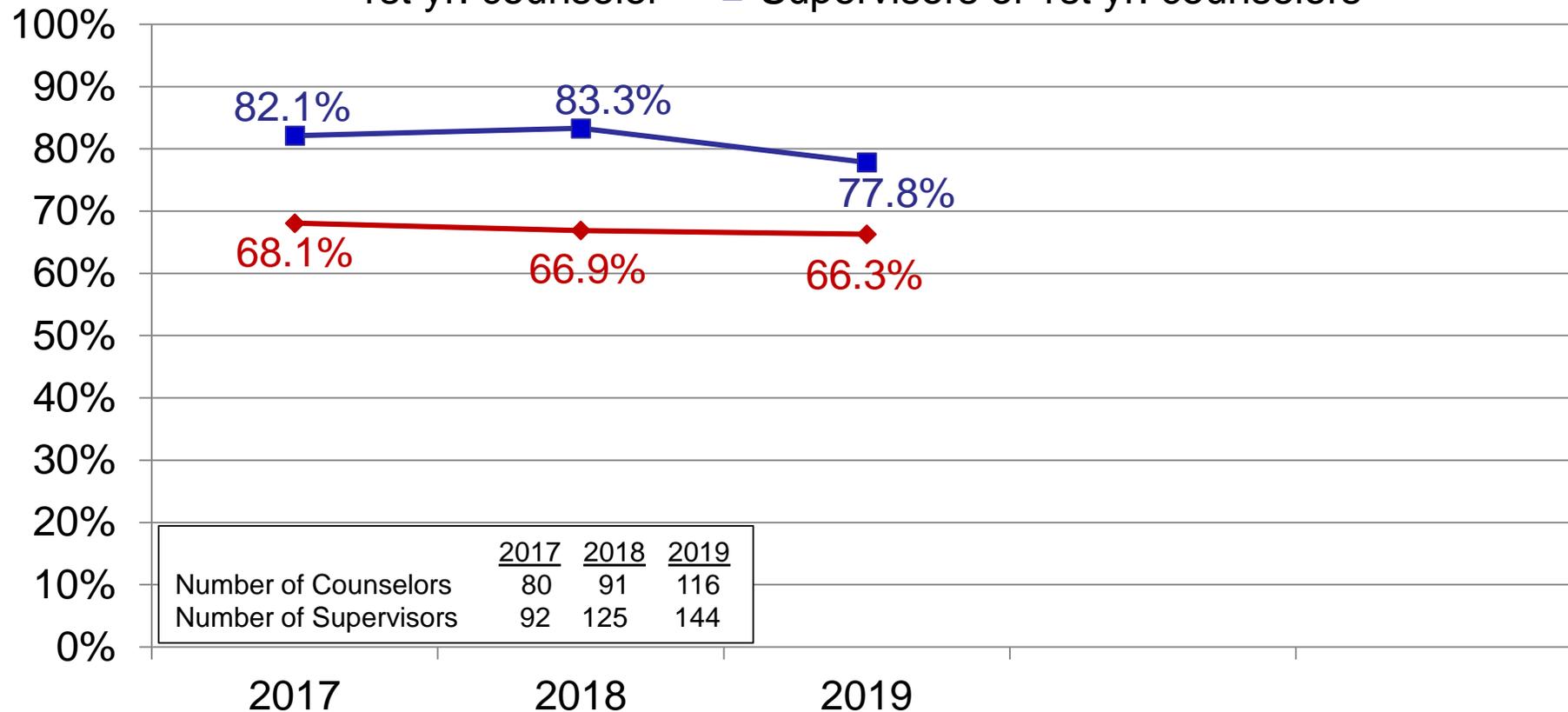
- Prepared to use results-based evaluation procedures to promote, plan, design, implement, evaluate, and enhance a comprehensive school counseling program
- Prepared to implement structural components (philosophy, definition, faculties, advisory council, resources, budget, and staffing patterns) of the district's comprehensive school counseling program
- Prepared to apply knowledge of culturally appropriate, valid, and reliable assessments relevant to the comprehensive school counseling program



Prepared to implement my knowledge and understanding of the structural components of the district's comprehensive school counseling program

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

◆ 1st yr. counselor ■ Supervisors of 1st yr. counselors

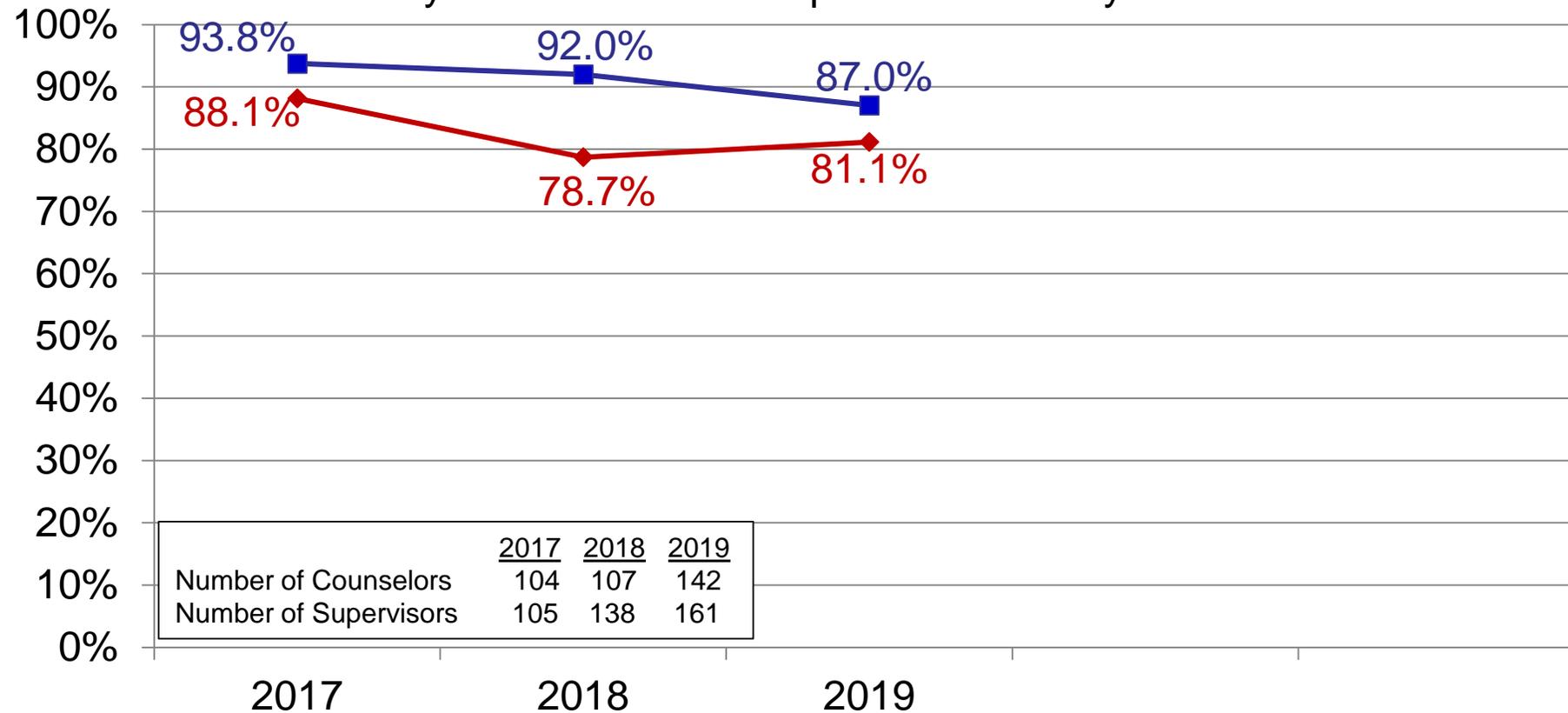




Prepared to integrate and utilize technology for the delivery and management of the comprehensive school counseling program

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

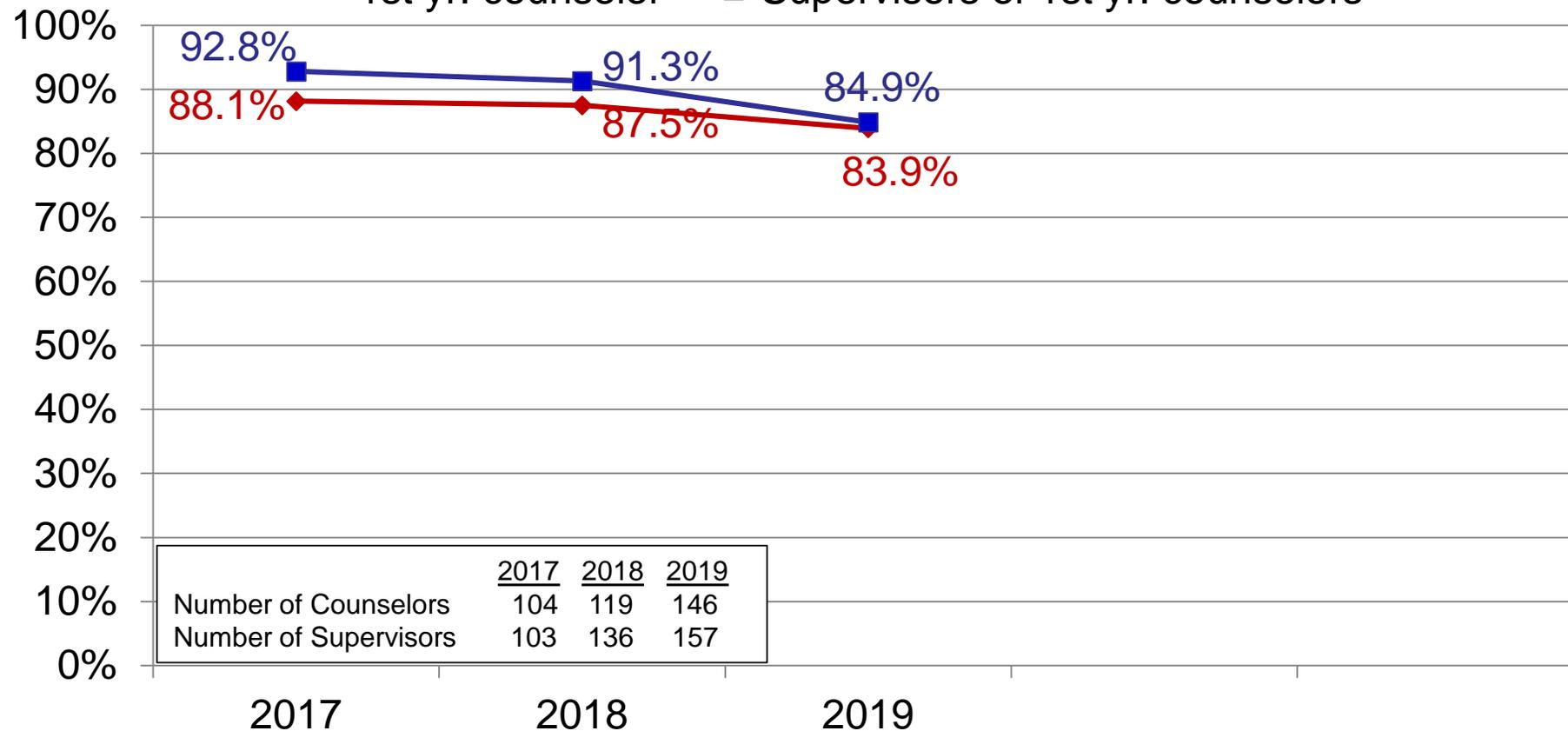
◆ 1st yr. counselor ■ Supervisors of 1st yr. counselors





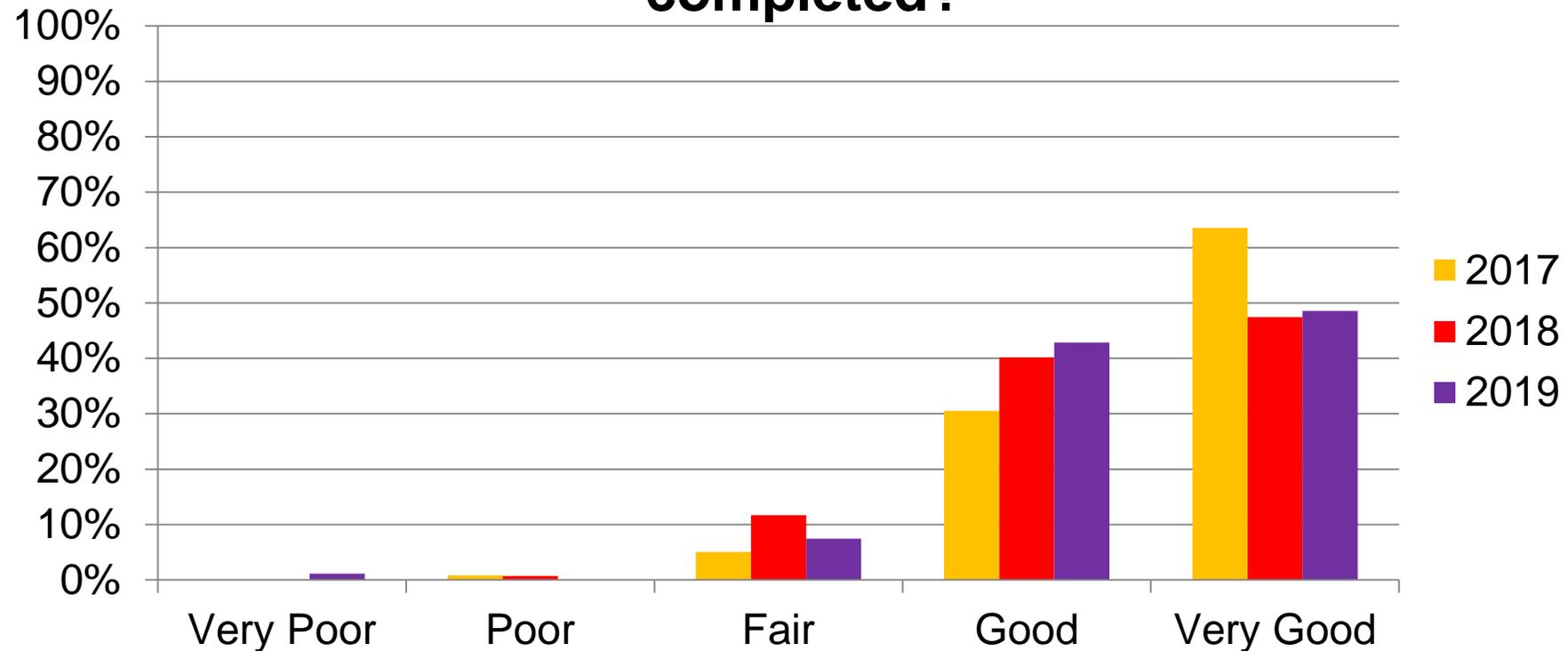
Prepared to apply knowledge of career development and planning through all areas of the comprehensive school counseling program including specified grade level expectations
(Percent reporting 'Agree' or 'Strongly Agree')

◆ 1st yr. counselor ■ Supervisors of 1st yr. counselors





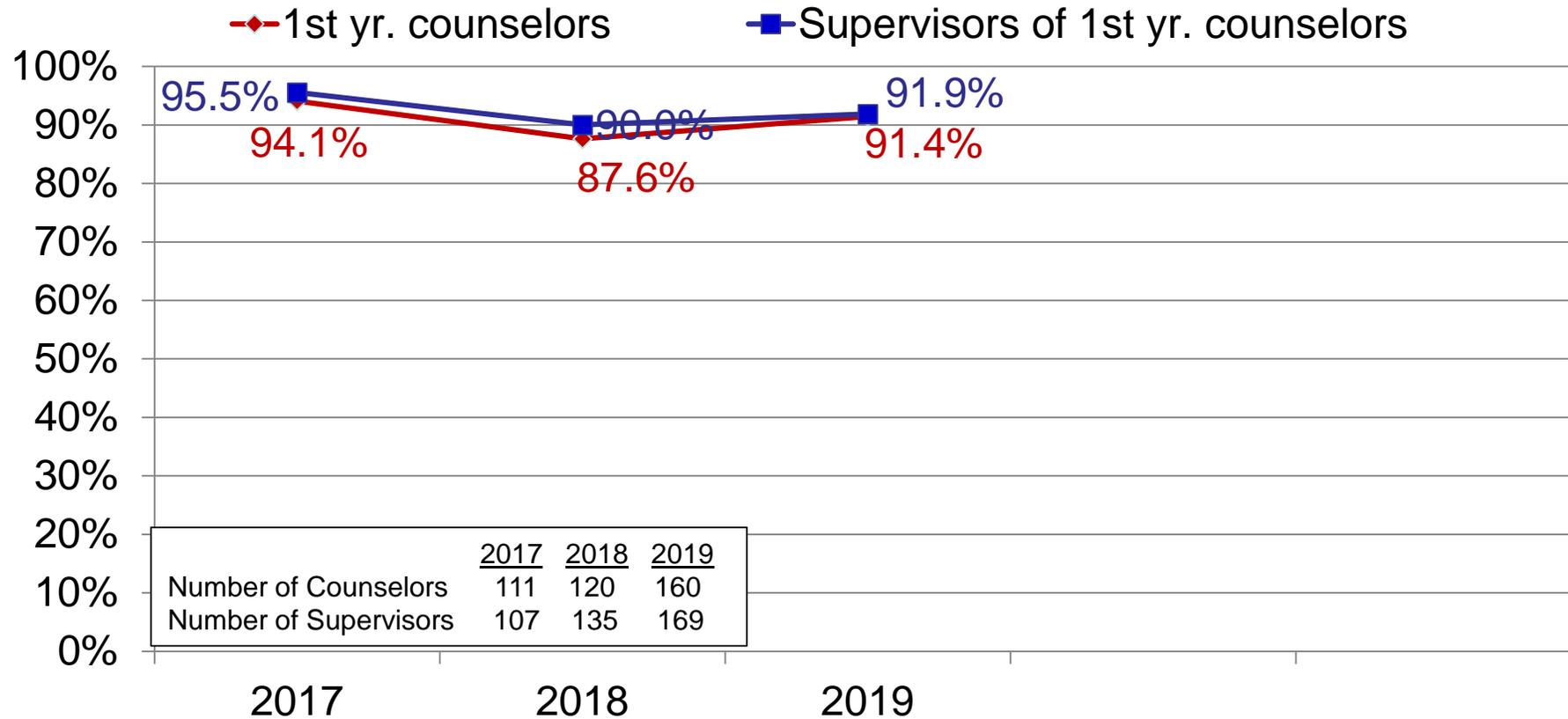
What overall rating would you give the quality of the counselor preparation program you completed?





Overall quality of the professional education program you completed

(Percent reporting 'Good' or 'Very Good')





***First-Year Principal Survey
Spring 2019***



First-Year Principal Survey Data Spring 2019

Principal Response Rate

Sent	337
Received	296
Response Rate	87.8%

Supervisor Response Rate

Sent	337
Received	276
Response Rate	81.9%



Comparing Top 3

Principal

- Prepared to model personal and professional ethical behavior
- Prepared to establish culture that nurtures positive relationships
- Prepared to support positive relationships with families

Supervisor

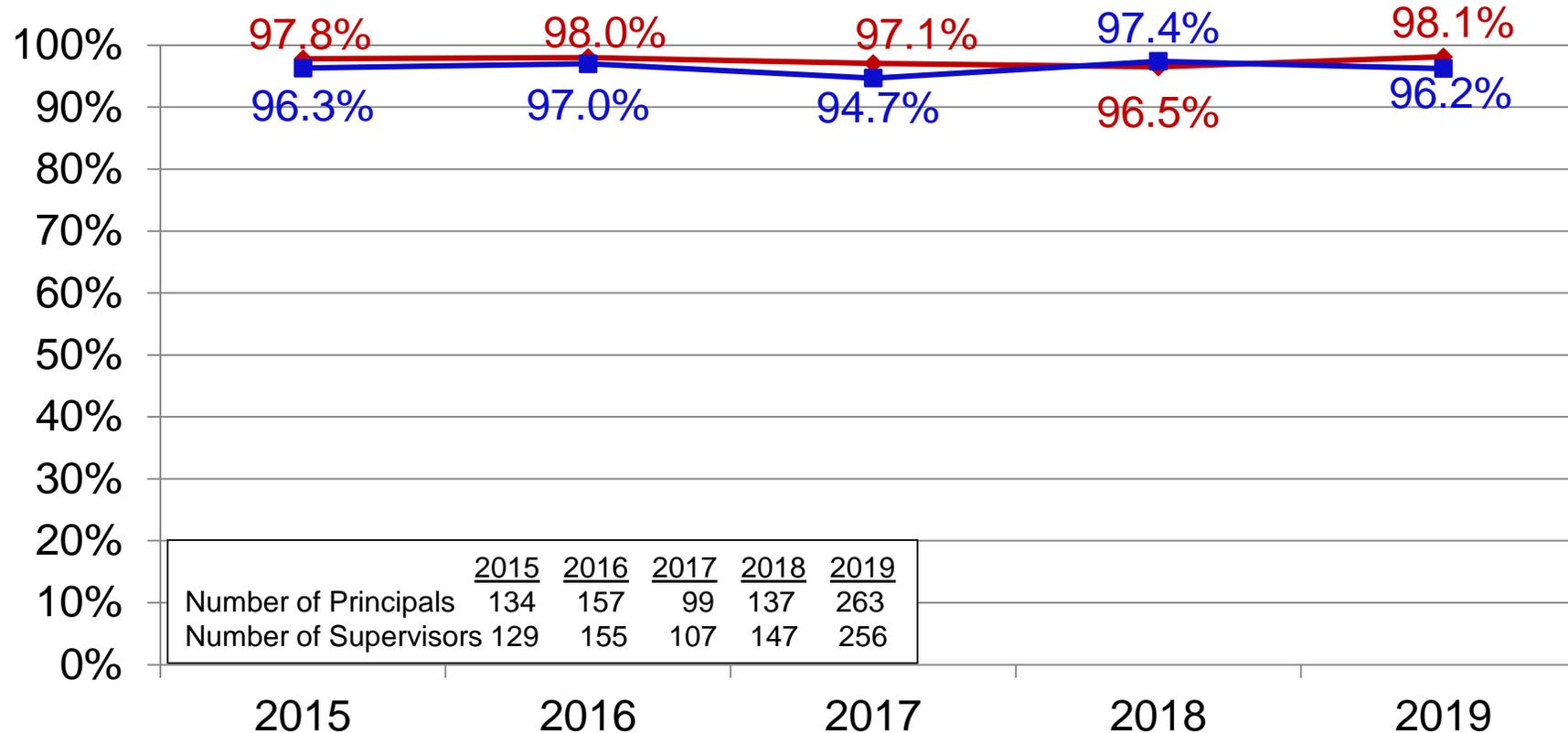
- Prepared to maintain a safe learning environment for the school community (1)
- Prepared to model personal and professional ethical behavior (1)
- Prepared to support positive relationships with families
- Prepared to establish a culture that promotes high levels of student learning



Prepared to model personal and professional ethical behavior

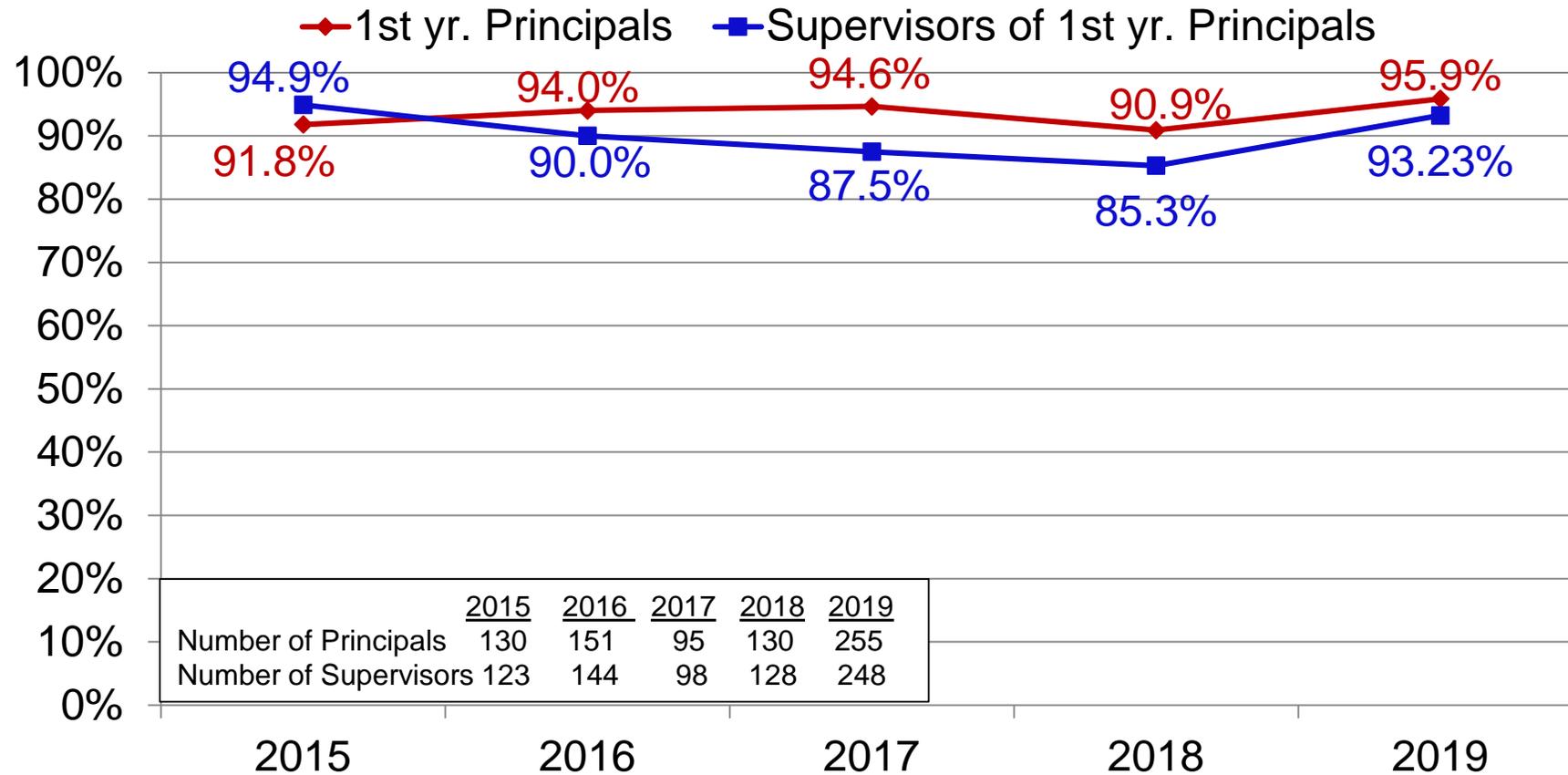
(Percent Reporting 'Agree' or 'Strongly Agree')

◆ 1st yr. Principals ■ Supervisors of 1st yr. Principals





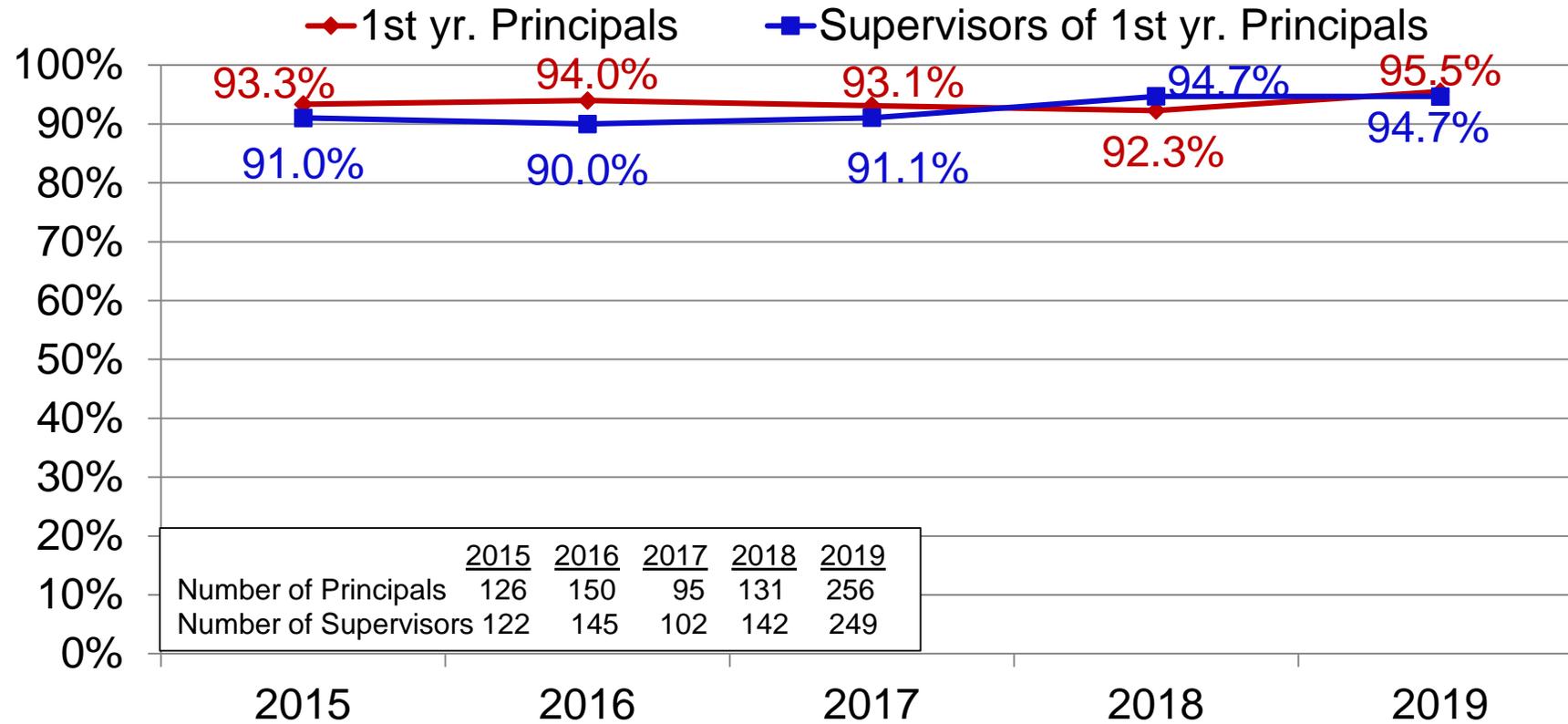
Prepared to establish a culture that nurtures positive relationships (Percent Reporting 'Agree' or 'Strongly Agree')





Prepared to support positive relationships with families

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





Comparing Bottom 3

Principal

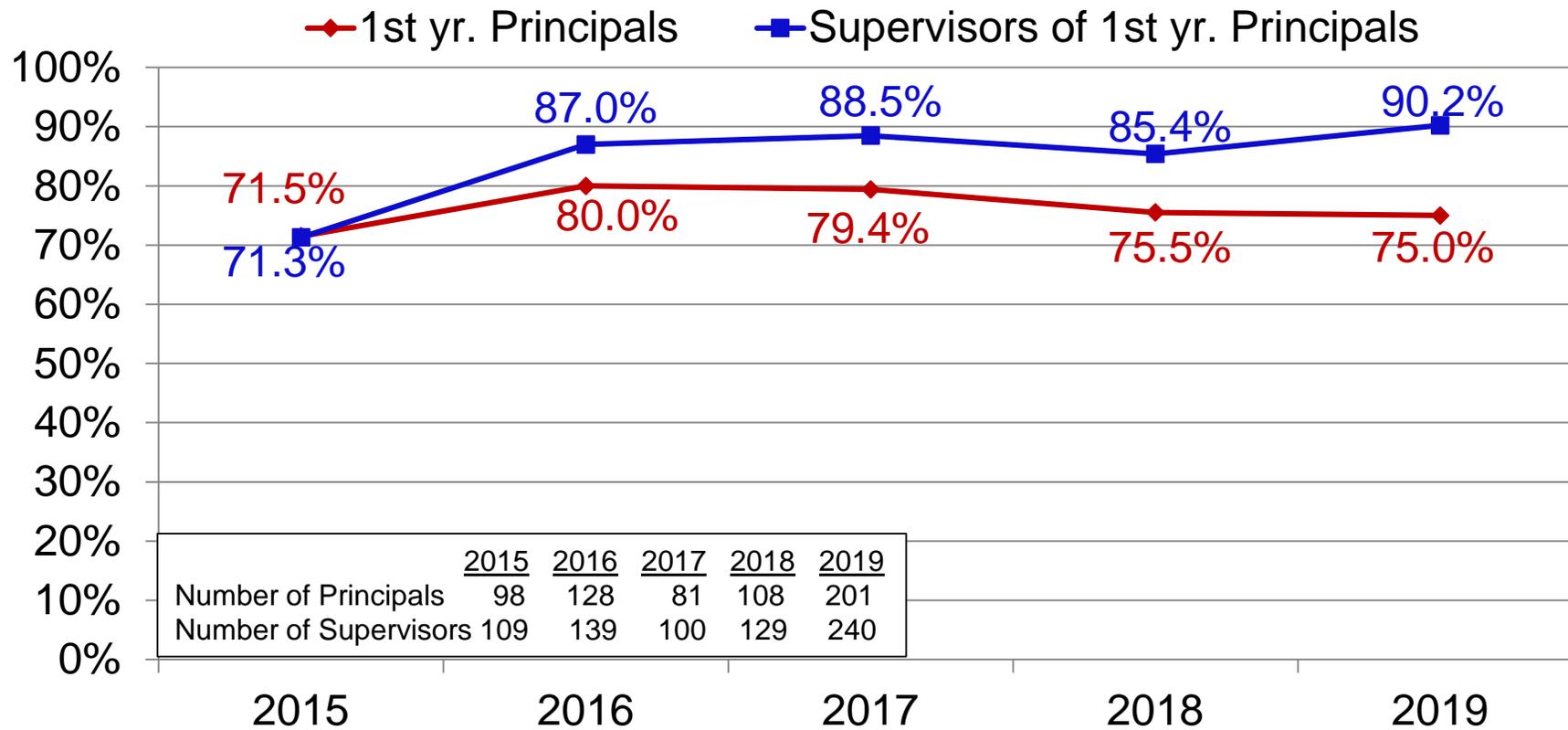
- Prepared to facilitate effective evaluation processes
- Prepared to work with personnel to develop professional growth plans for improvement of student learning
- Prepared to use data and research to facilitate learning for all students

Supervisor

- Prepared to facilitate community support networks to impact student learning
- Prepared to identify key stakeholders in the community
- Prepared to work with personnel to develop professional growth plans for improvement of student learning

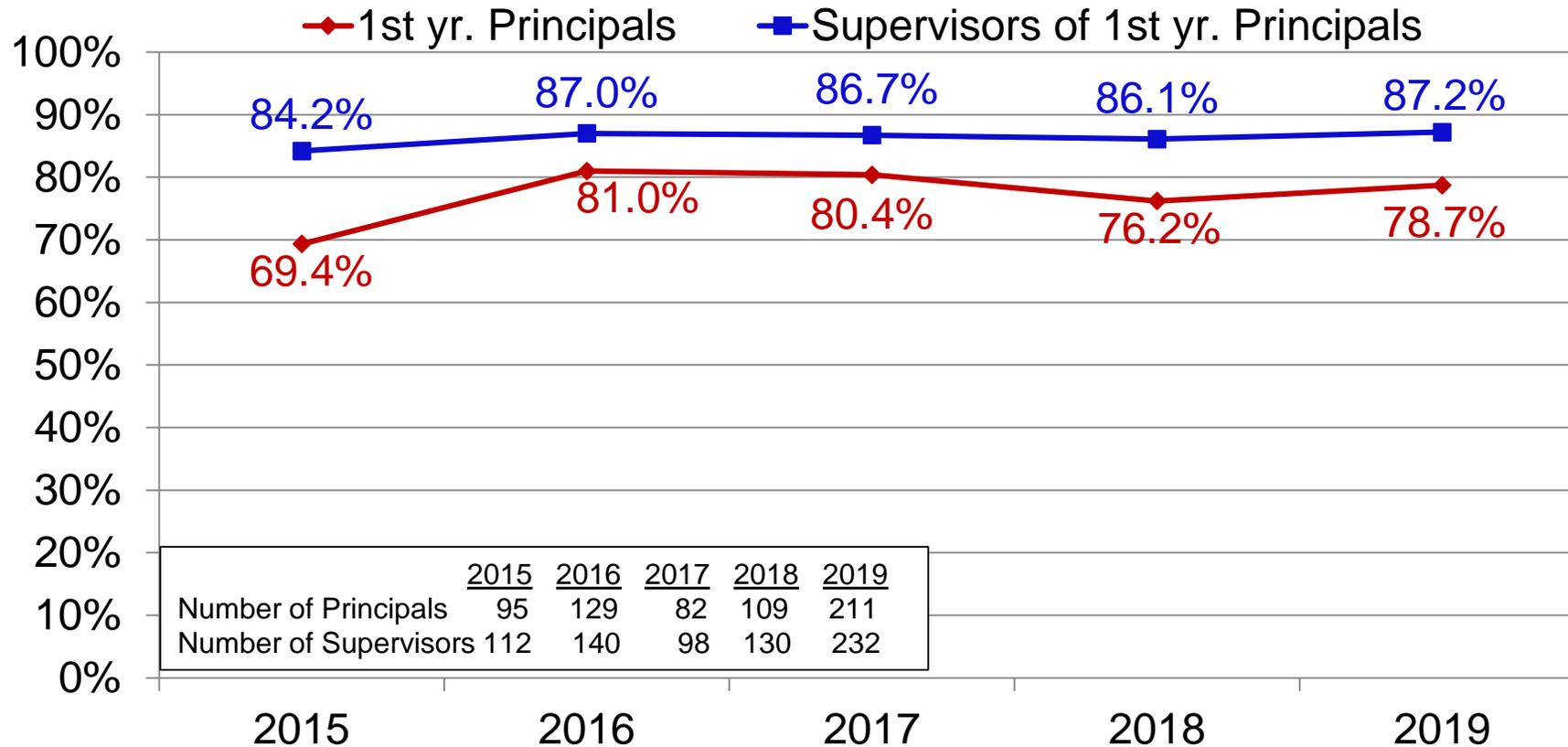


Prepared to facilitate effective evaluation processes (Percent Reporting 'Agree' or 'Strongly Agree')





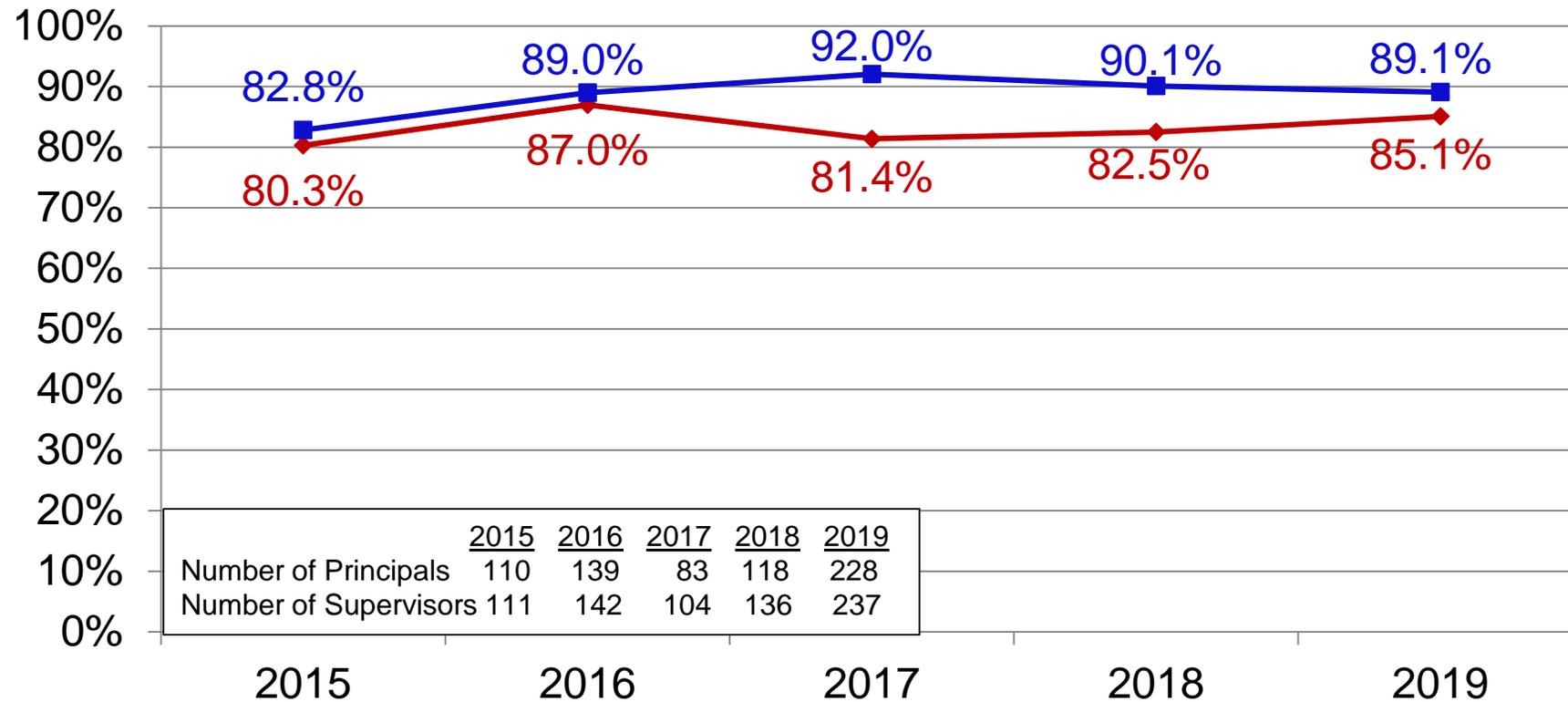
Prepared to work with personnel to develop professional growth plans for improvement of student learning (Percent Reporting 'Agree' or 'Strongly Agree')





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

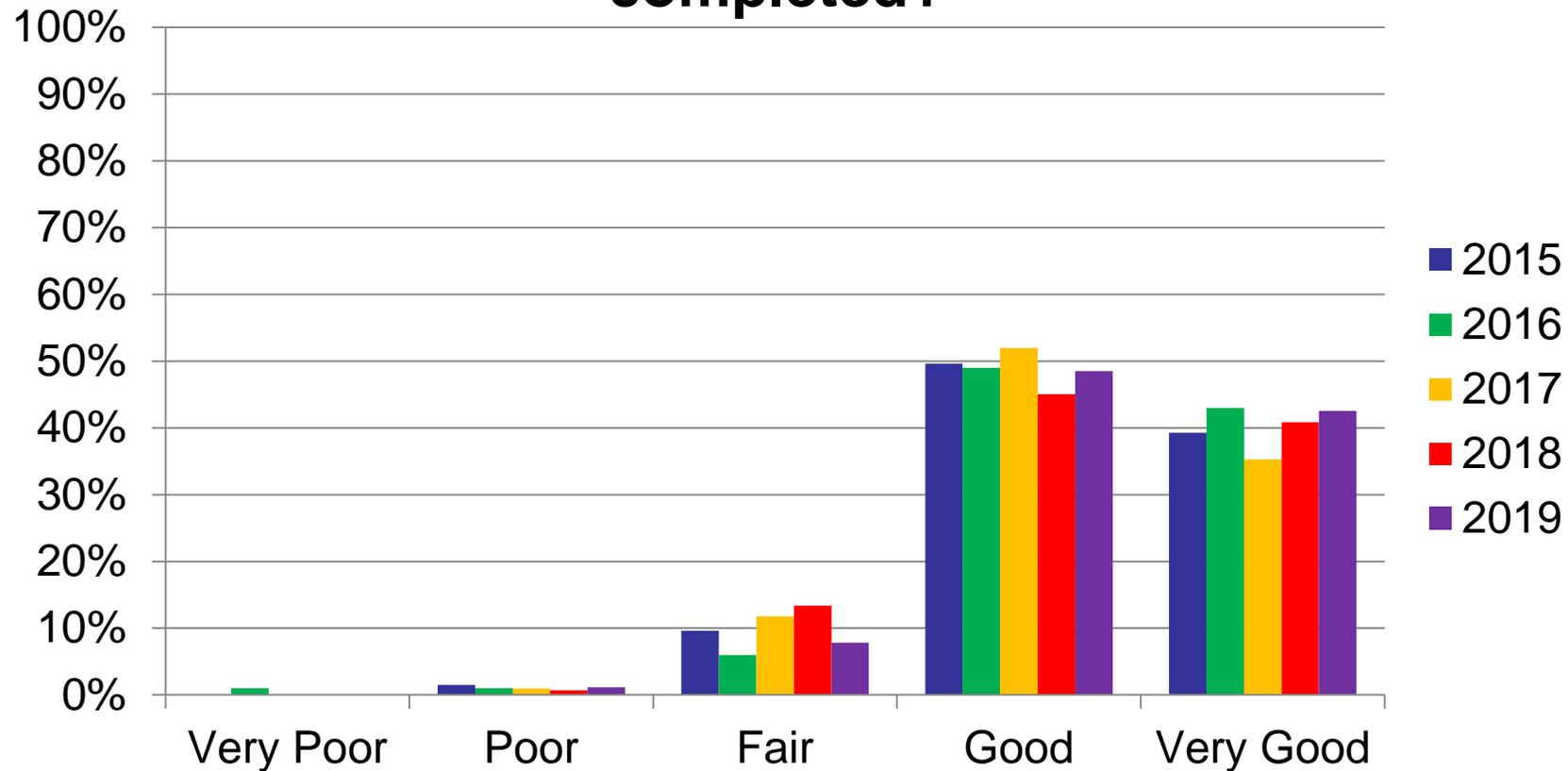
—◆— 1st yr. Principals —■— Supervisors of 1st yr. Principals



	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
Number of Principals	110	139	83	118	228
Number of Supervisors	111	142	104	136	237

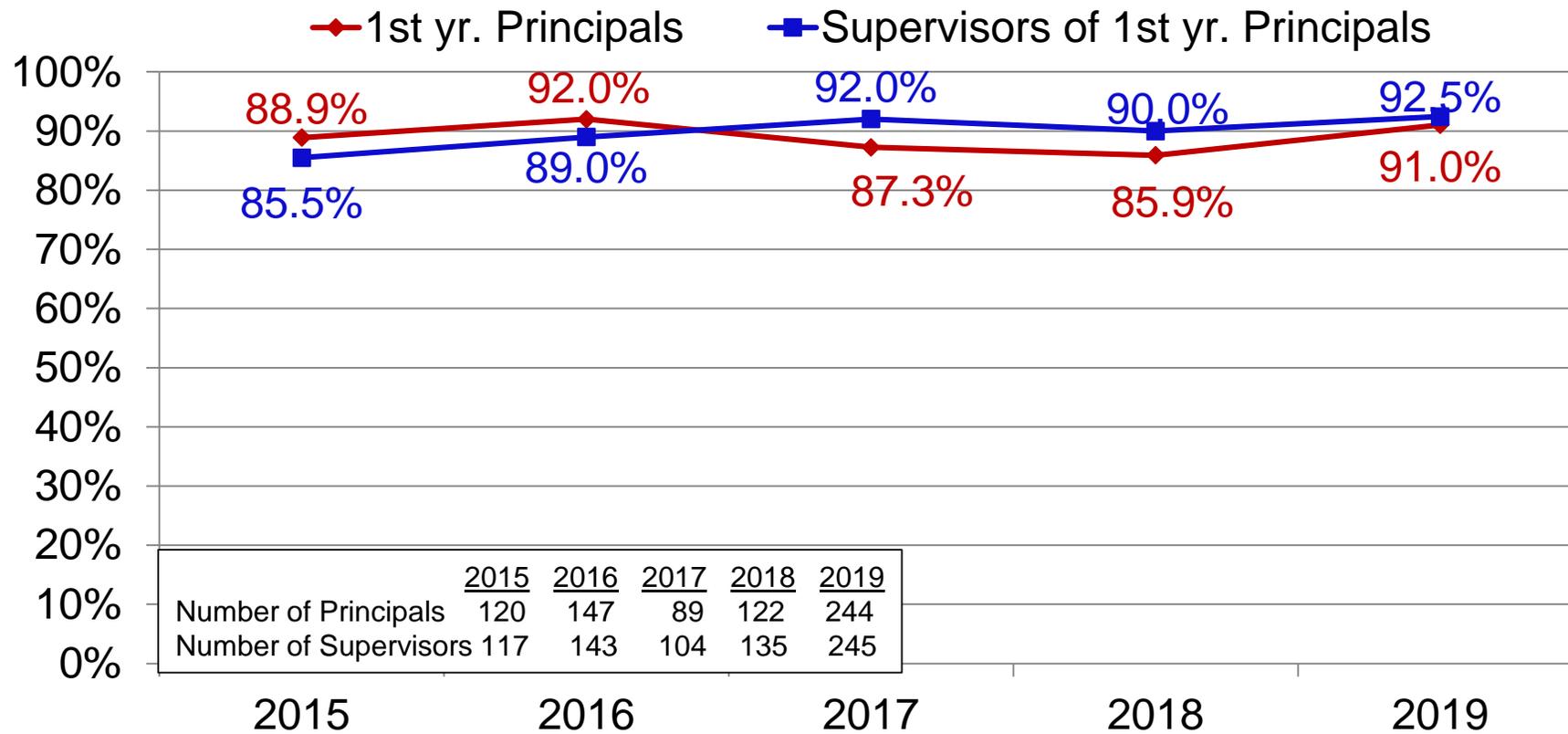


What overall rating would you give the quality of the administrator preparation program you completed?



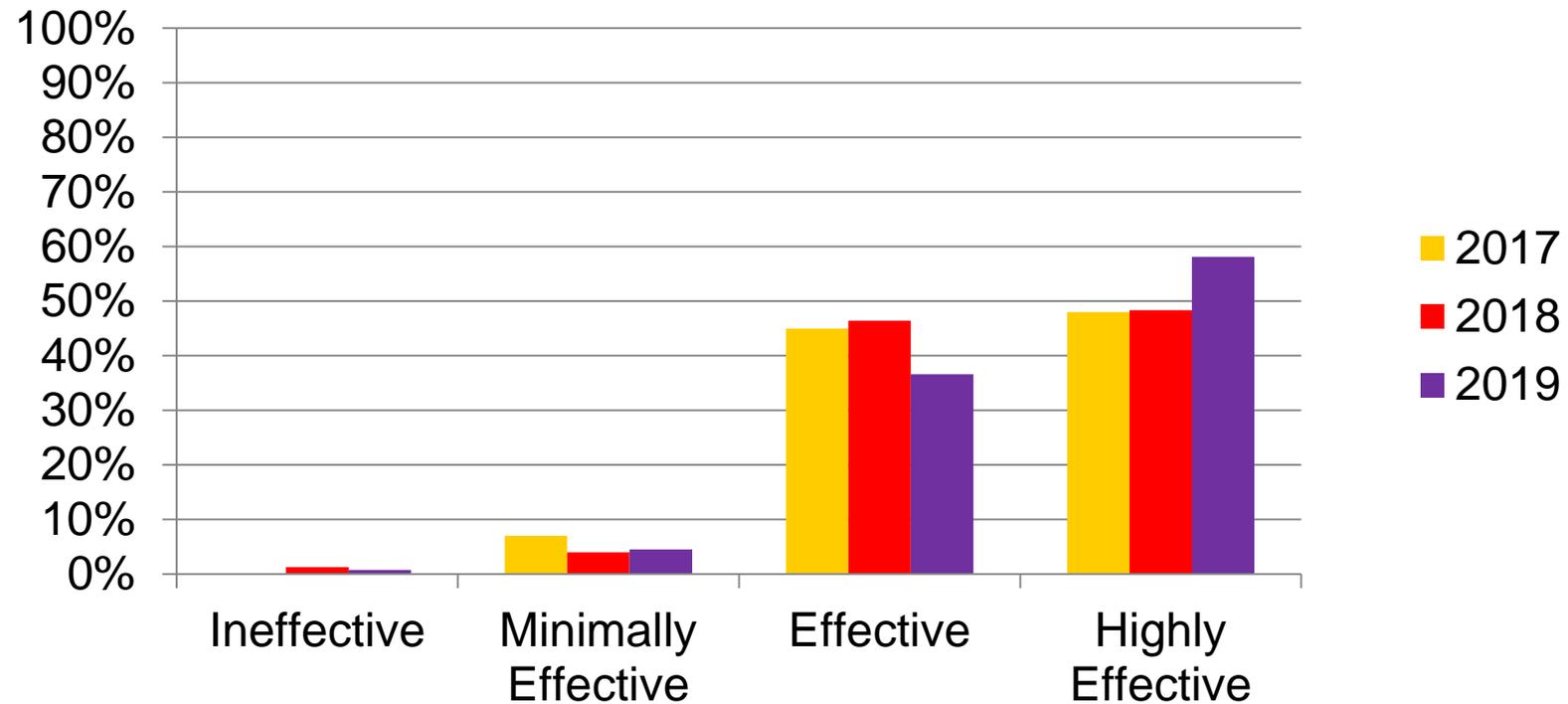


What overall rating would you give the quality of the administrator preparation program completed (Percent Reporting 'Good' or 'Very Good')





Based upon the performance based evaluation of this first year principal, how would you rate his/her impact upon students, teachers, and school community?





- **Accessing the State Report**
 - <http://apps.oseda.missouri.edu/firstyear/PublicReport.aspx>
 - **Information Includes**
 - **Home & Contact Information**
 - **Reports for 2015, 2016, 2017, 2018, 2019 & Combinations**
 - **Resources**
 - **Archived State Reports**
 - **Survey Technical Manual 2015 & 2018 Updates**
 - **Survey Instruments**
 - **Response Rates**



Thank You



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