"First-Year Teacher Survey"
Spring 2015

MACCE
June 27, 2016

Guiding the development and implementation of a shared vision of learning

Office of Social & Economic Data Analysis (OSEDA)
University of Missouri

A Special Thanks

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

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

Missouri First Year Teacher Survey 2015

- ***In 2015, surveys were sent to 3,357 First Year Teachers from April to June 2015.***
- ***In 2015, surveys were sent to 3,180 Principals of First Year Teachers from April to June 2015.***
- ***We received responses from:***
  - ***2,003 First Year Teachers – 59.7% (+2.6%)***
  - ***2,183 Principals of First Year Teachers – 68.6% (+4.1%)***

- *Following graphical summary shows …*

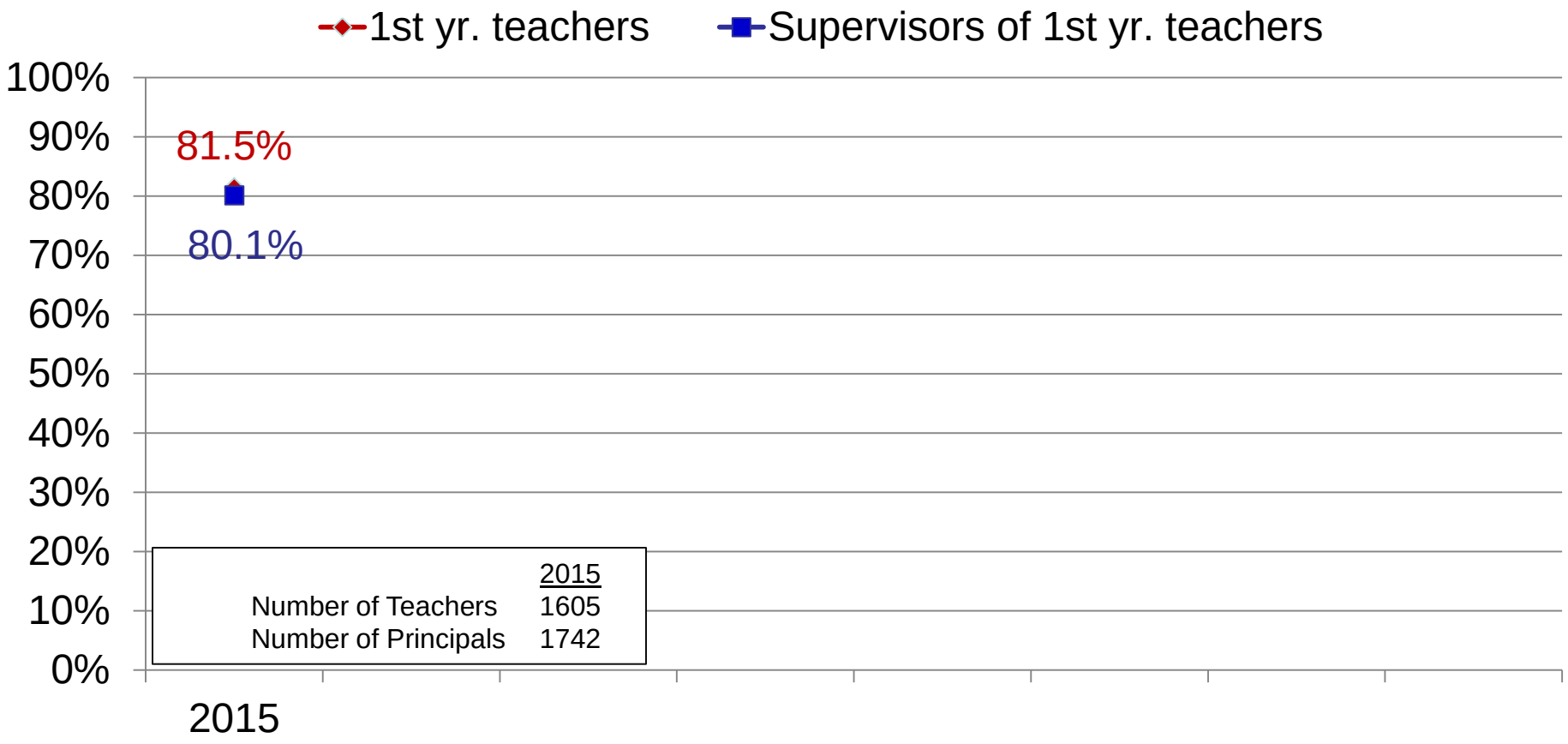
- *Level of How Well Prepared*
- *Compares Views of Teachers & Principals*
- *Implementation of a New Survey Format*
- *Results Continue to Show . . . .*
  - *Levels are relatively high*
  - *Trends are stable*
  - *Views are similar*

Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to incorporate interdisciplinary instruction

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

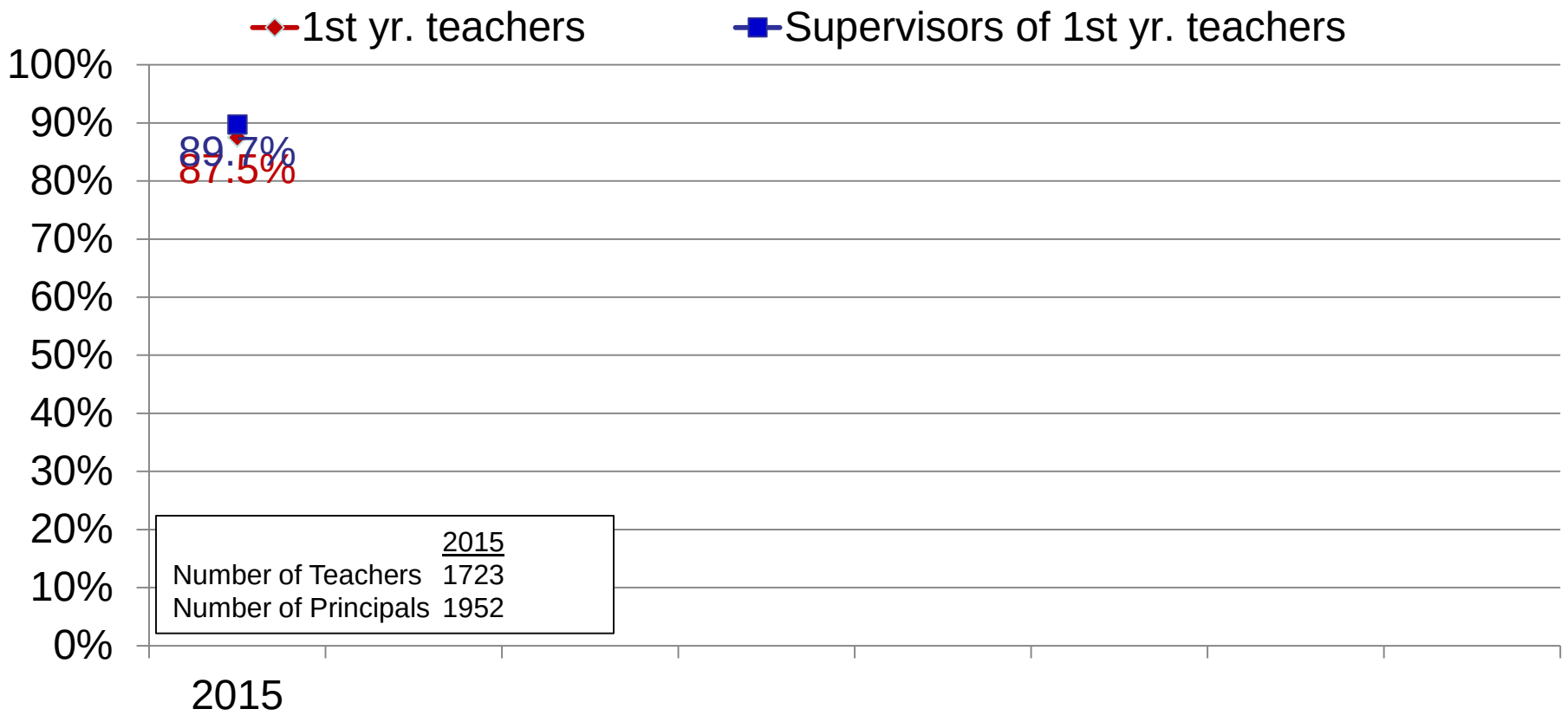


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared in content area

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

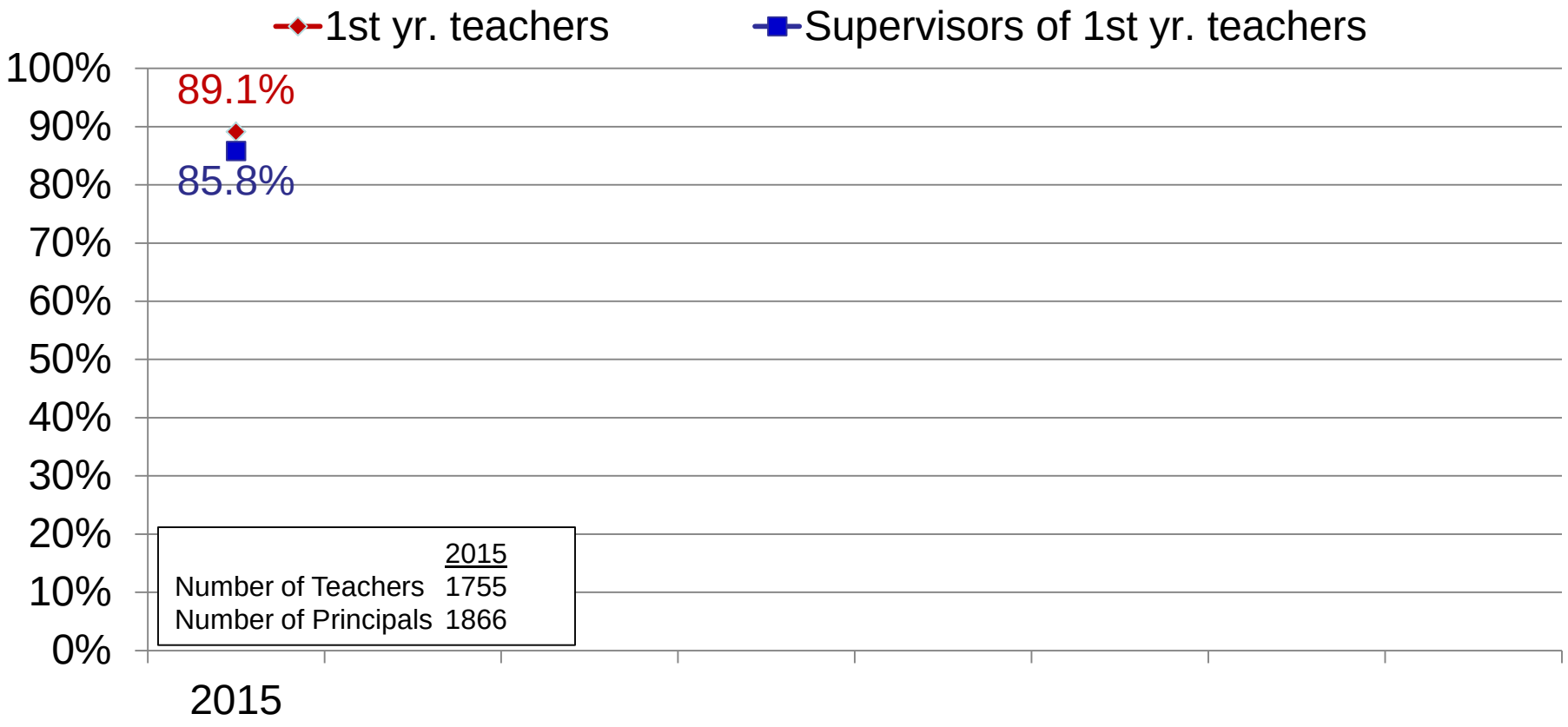


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to engage students in content area

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

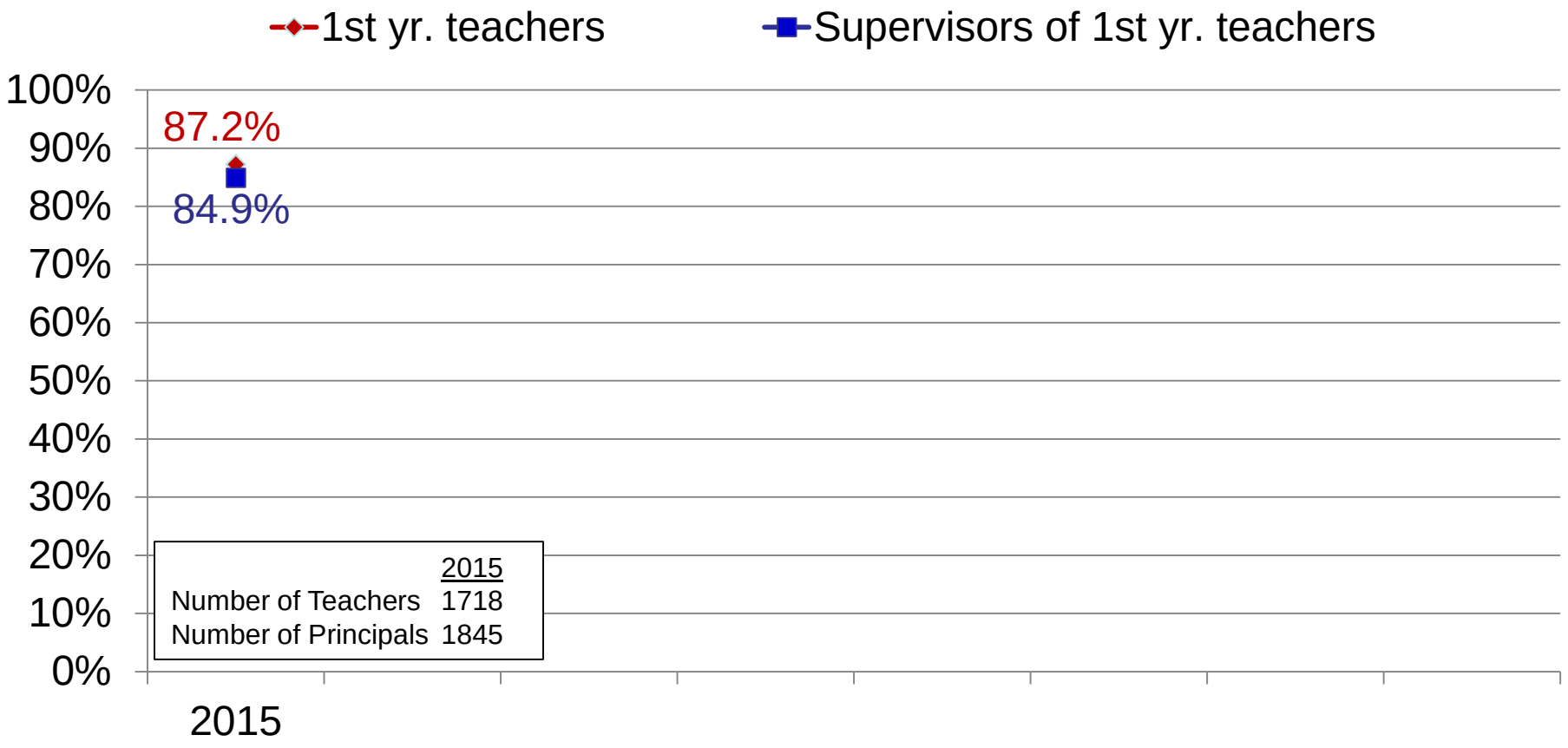


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to make content meaningful to students

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

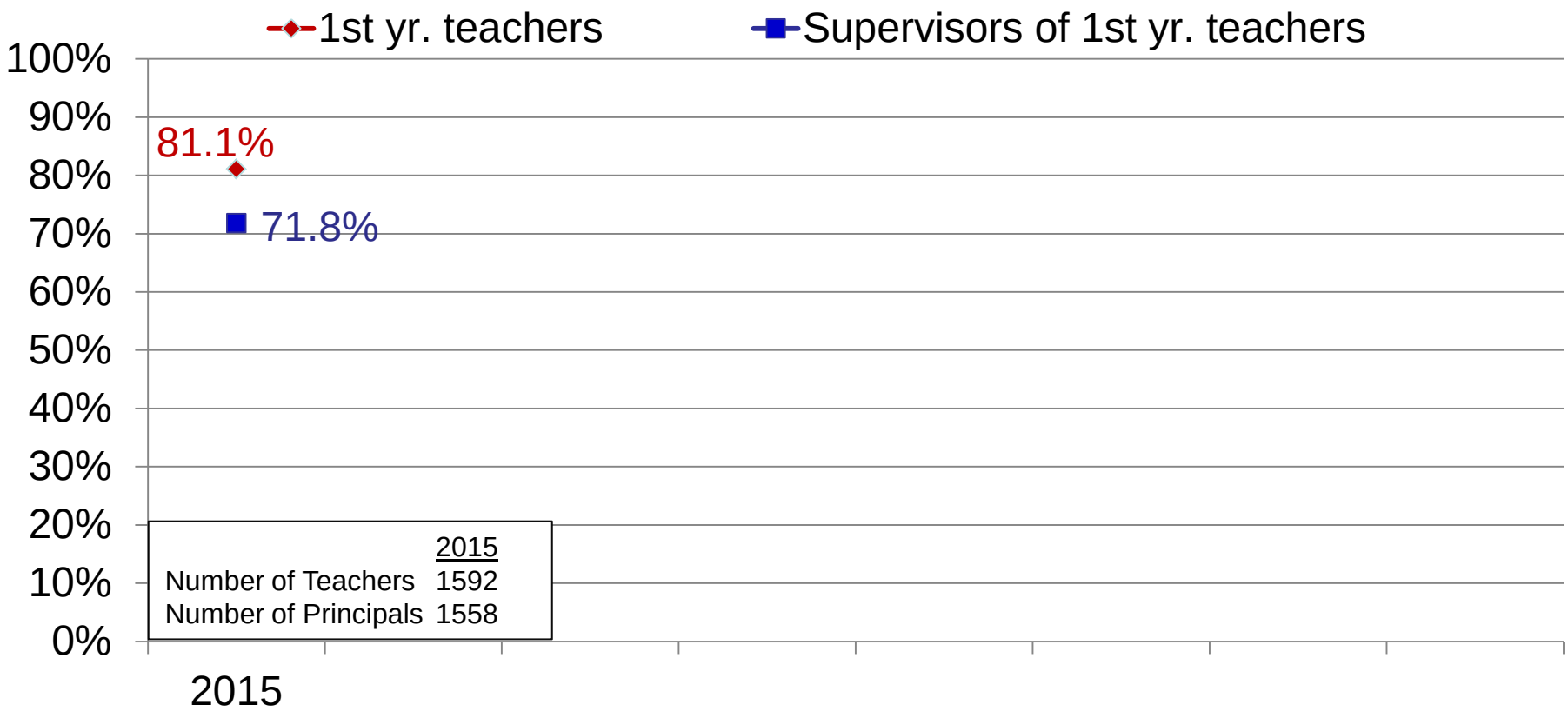


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to design lessons that include differentiated instruction

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

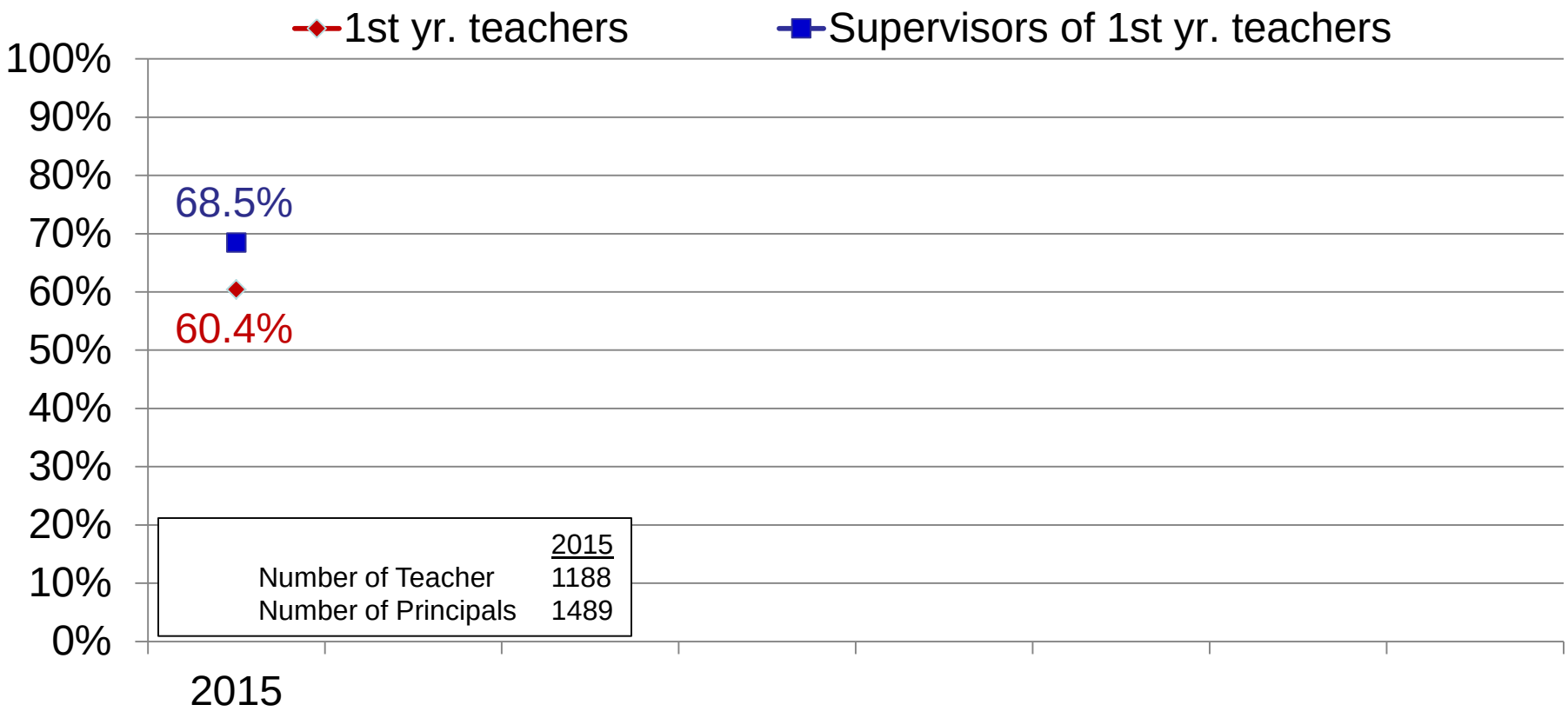


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to implement instruction based on a student's IEP

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

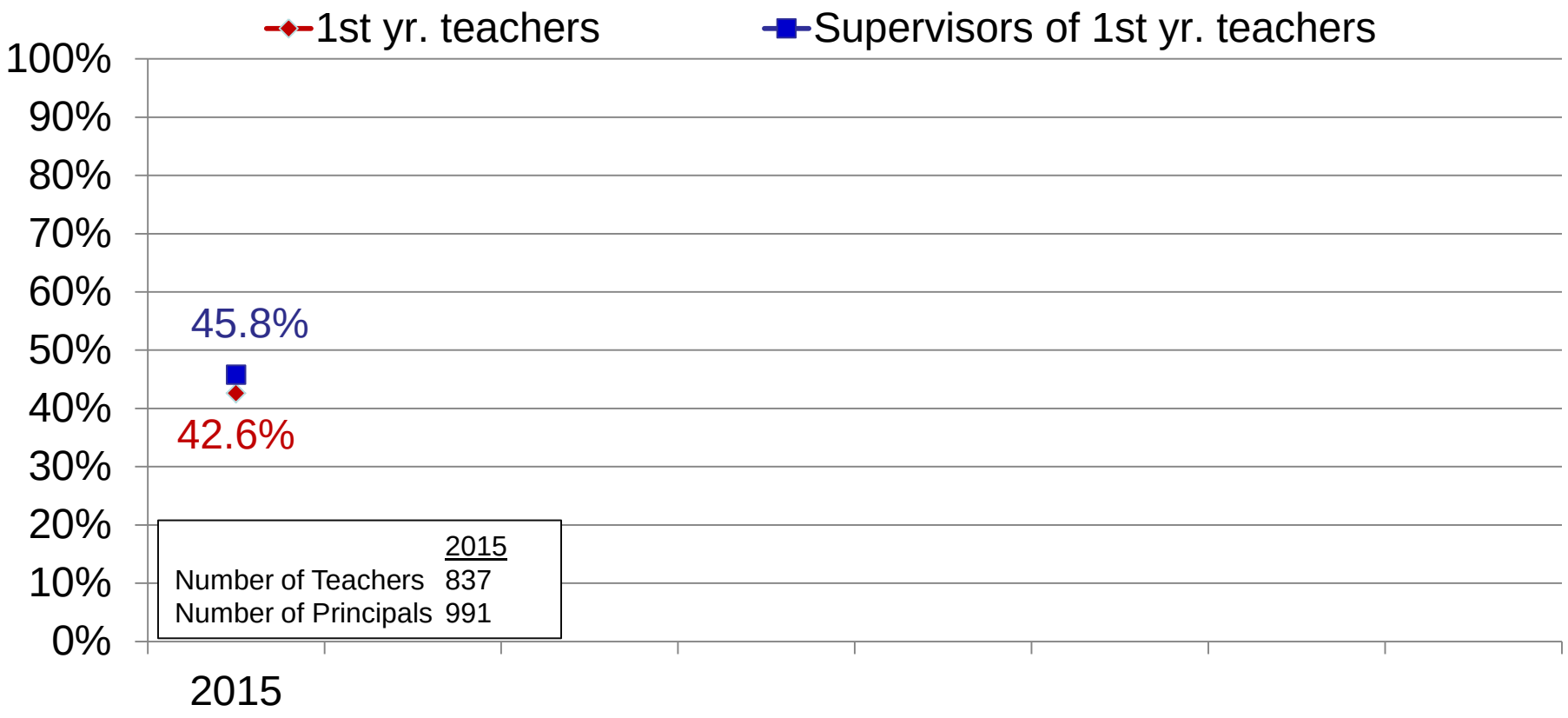


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to modify instruction for English language learners

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

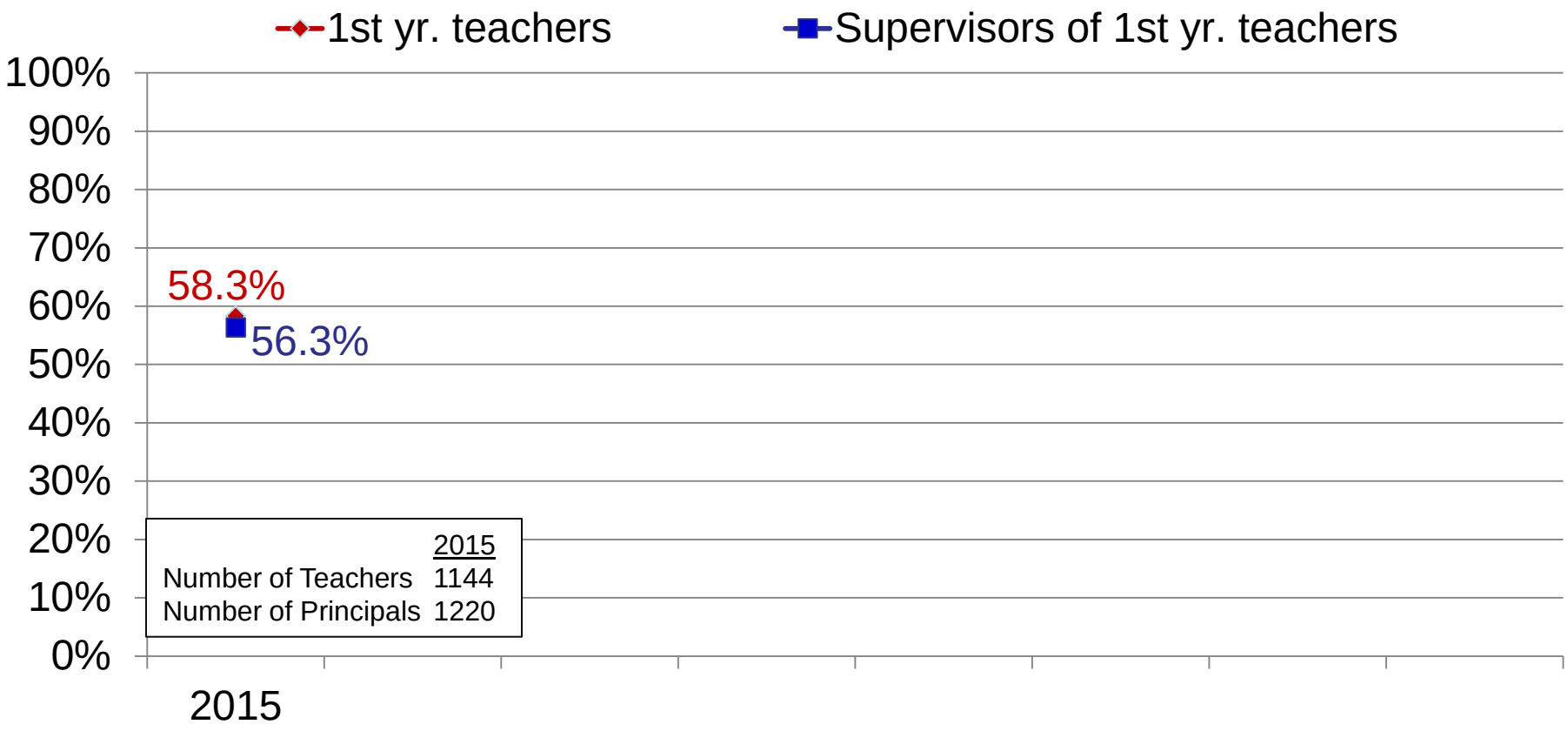


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to modify instruction for gifted learners

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

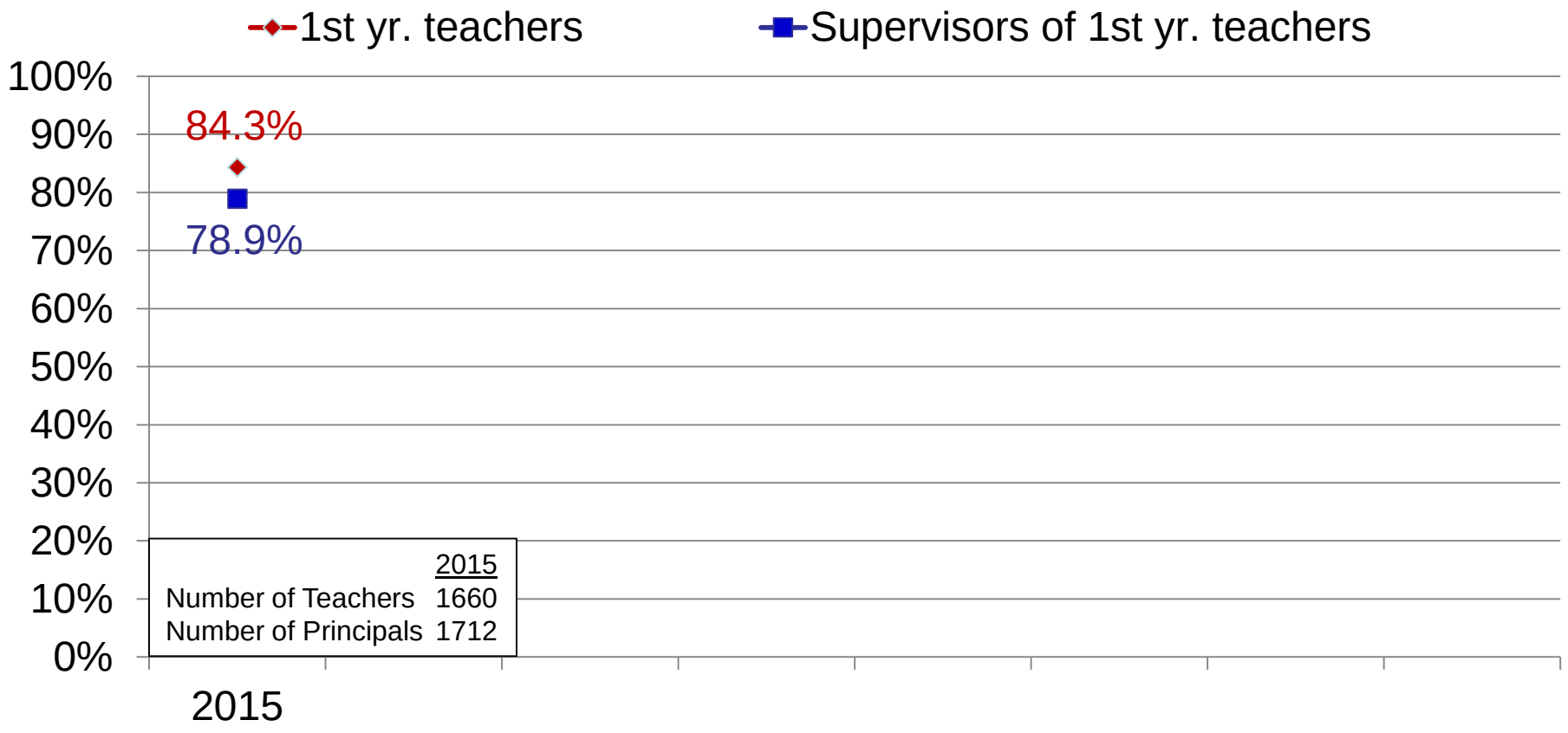


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to create lesson plans to engage all learners

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

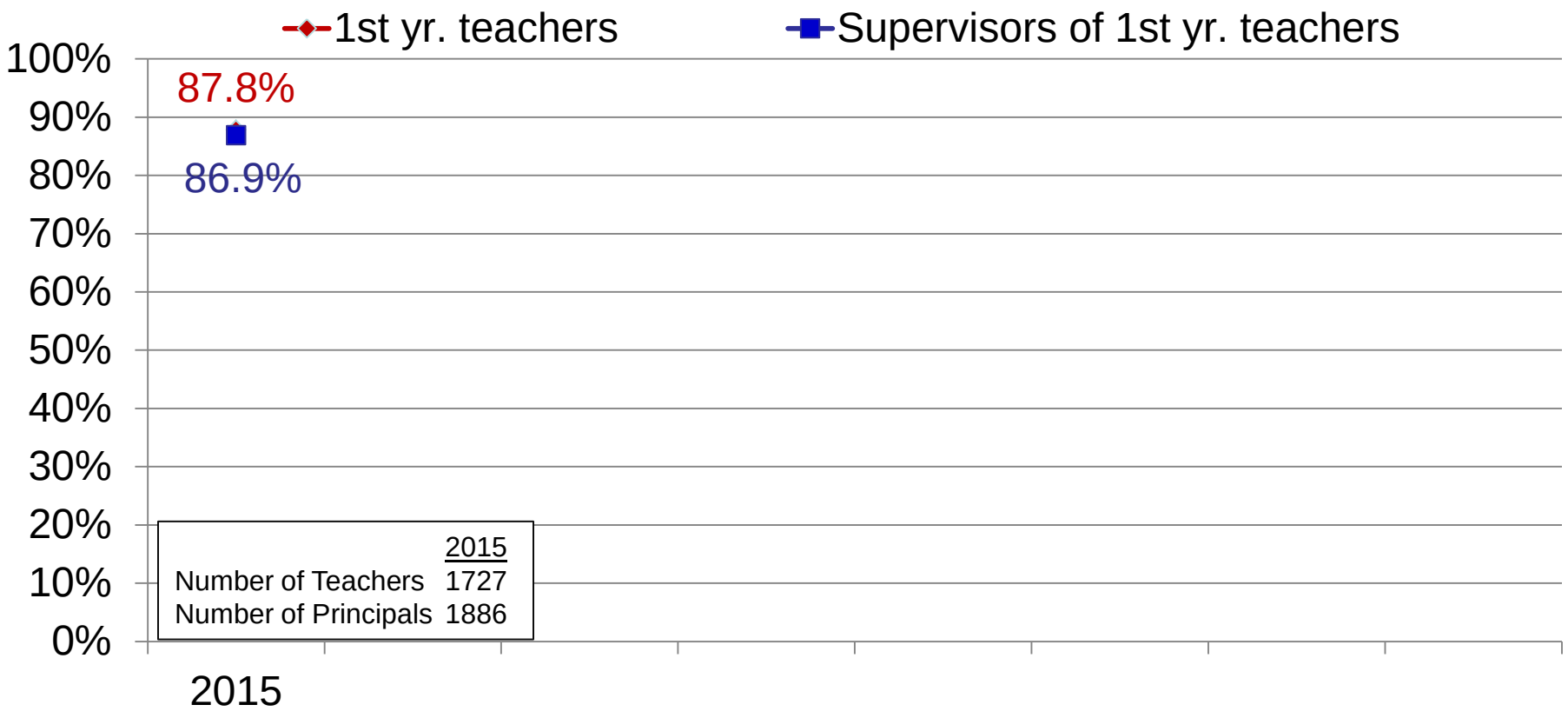


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to deliver lessons based on curriculum standards

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

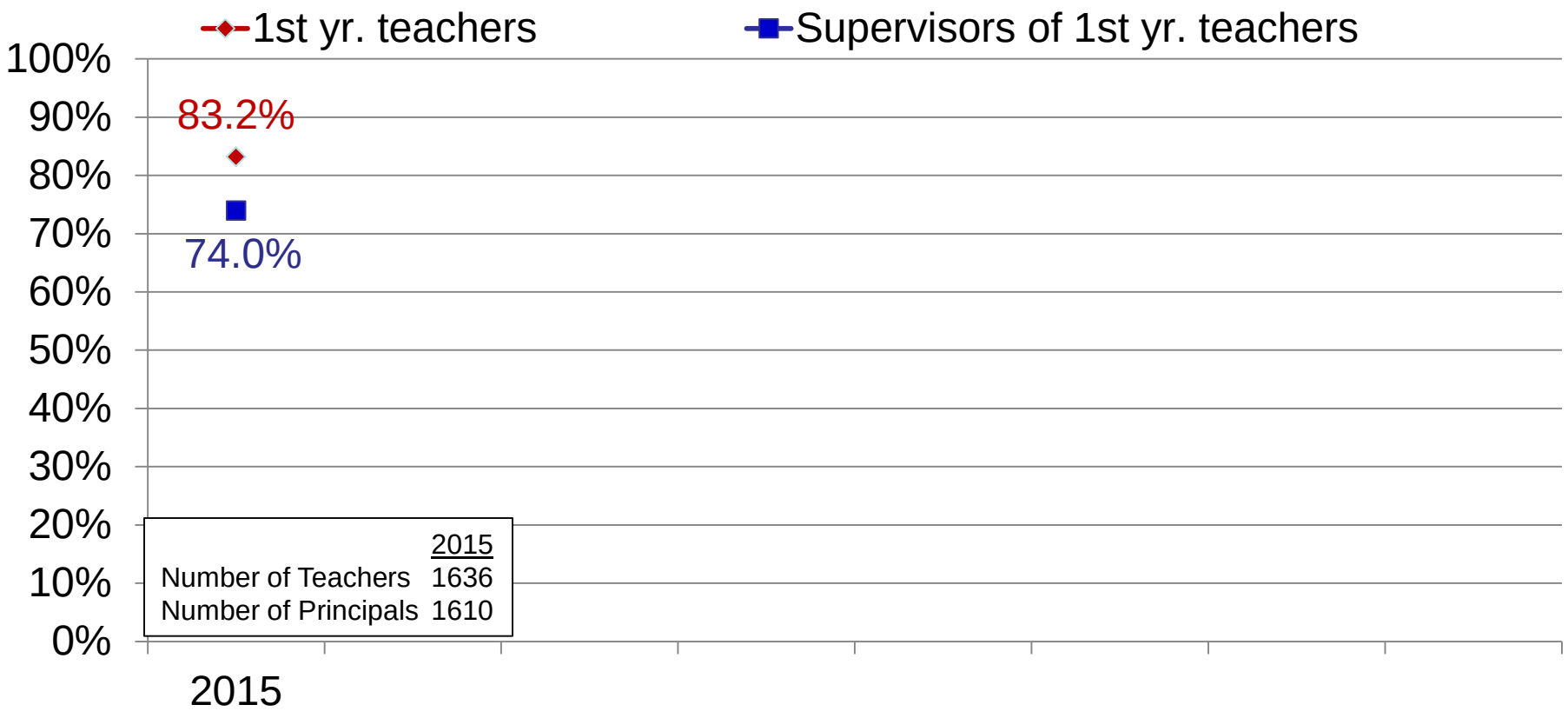


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to deliver lessons for diverse learners

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

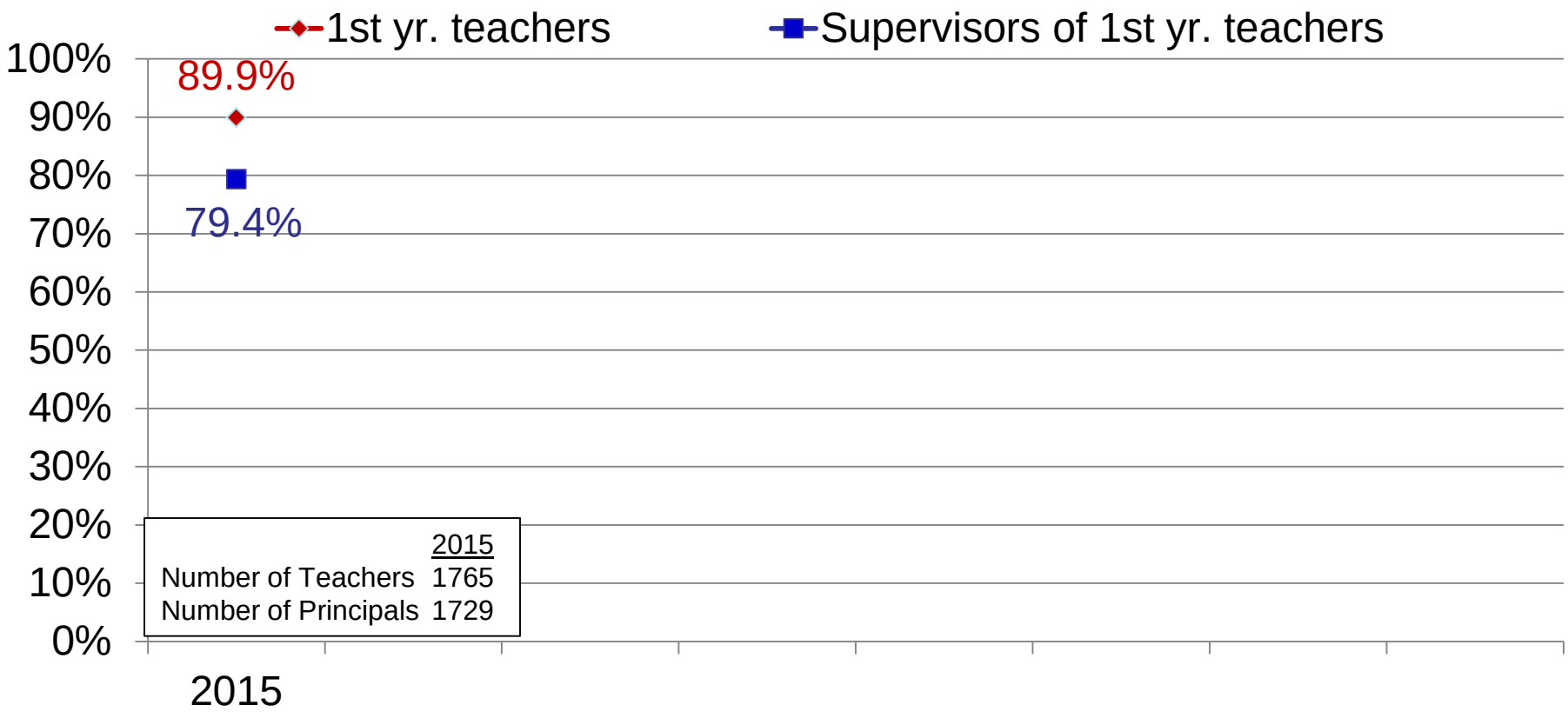


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to implement a variety of instructional strategies

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

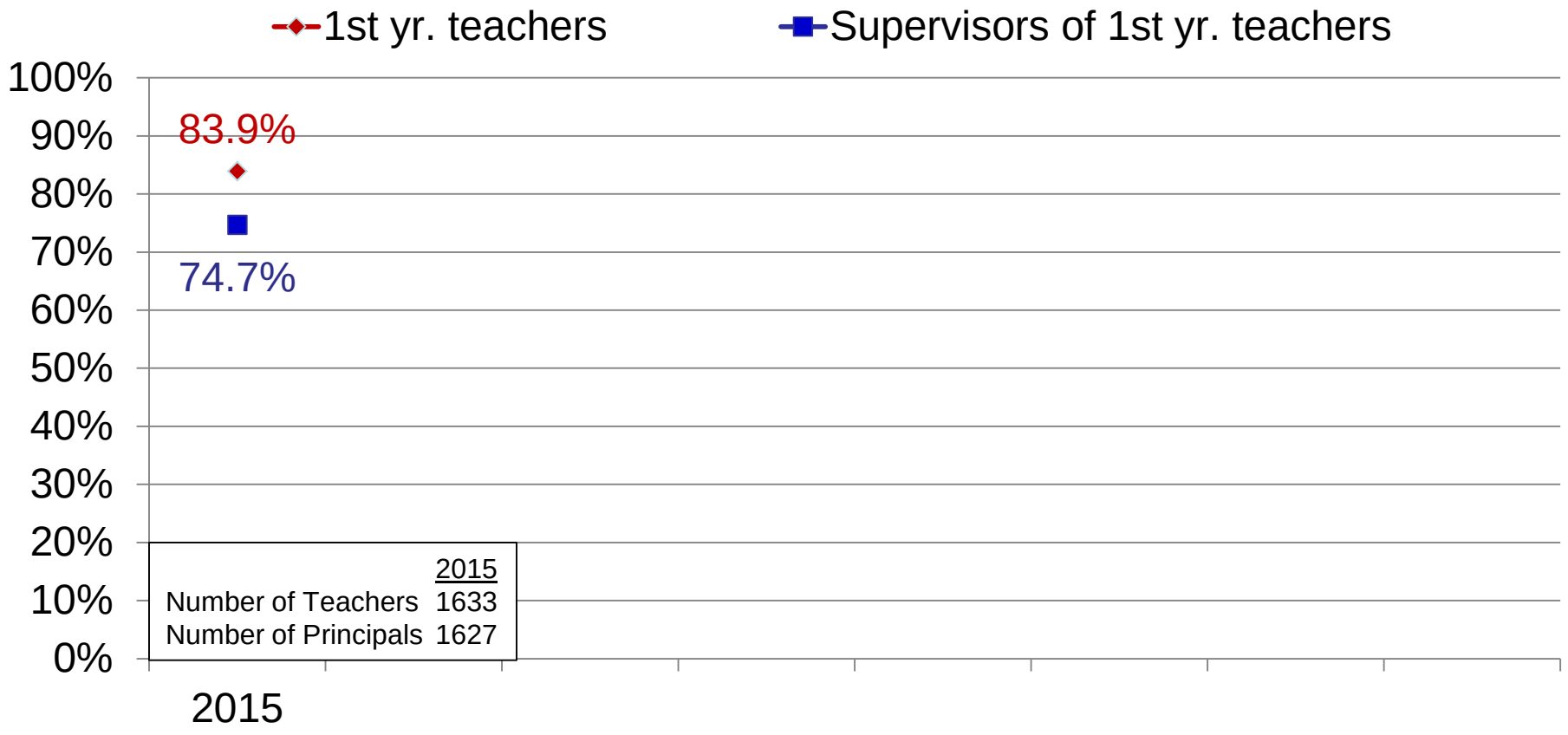


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to engage students in critical thinking

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

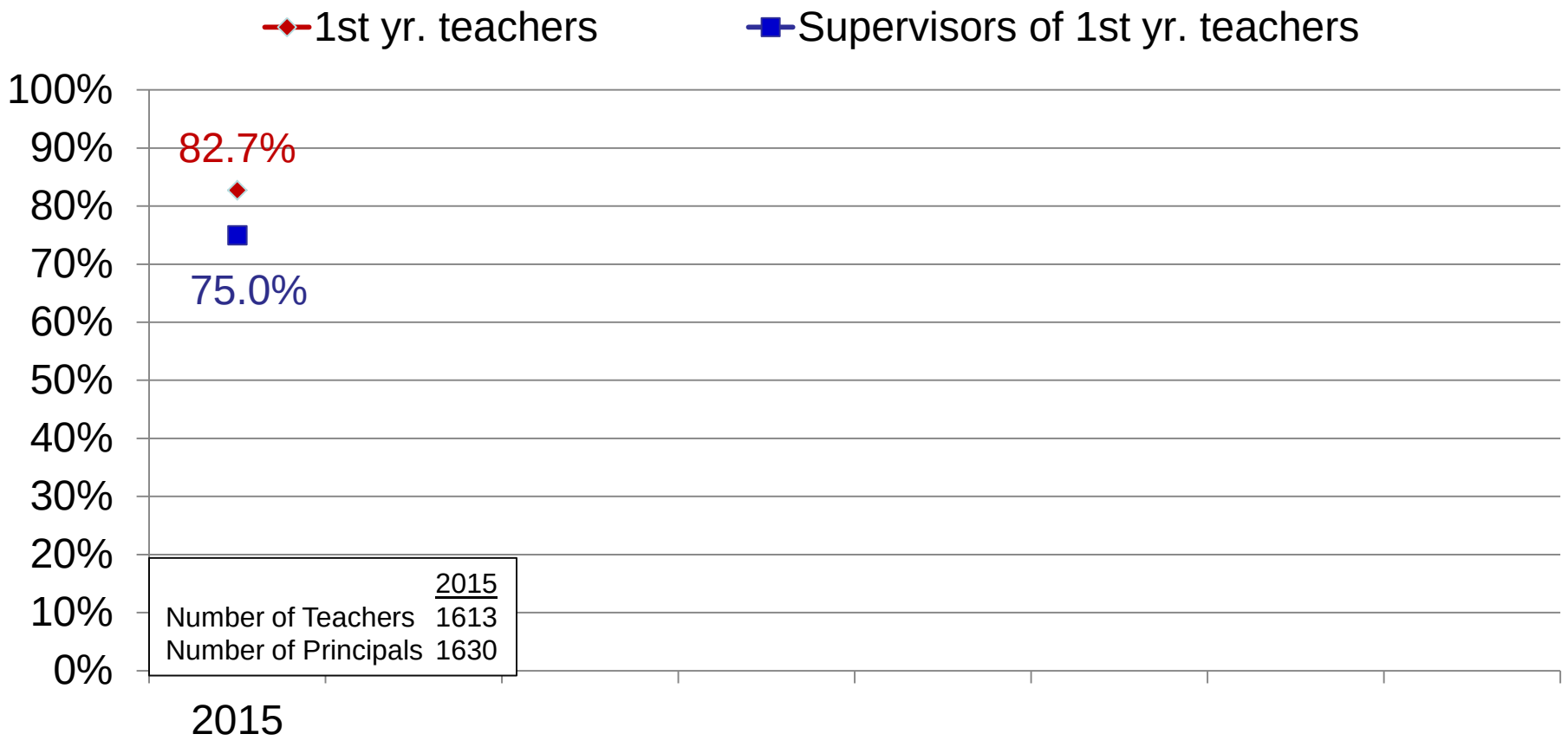


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to model critical thinking and problem solving

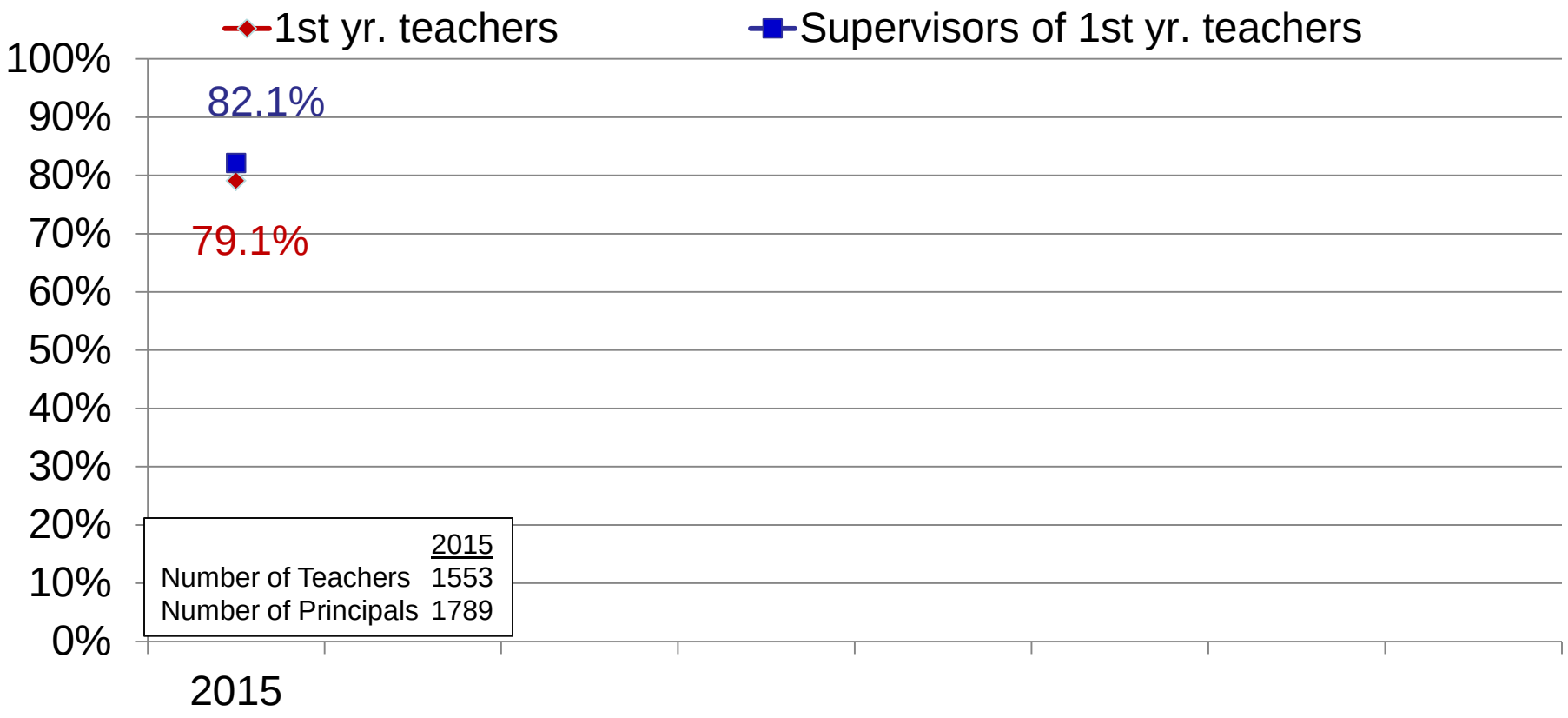
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to use technology to enhance student learning
(Percent reporting 'Agree' or 'Strongly Agree')

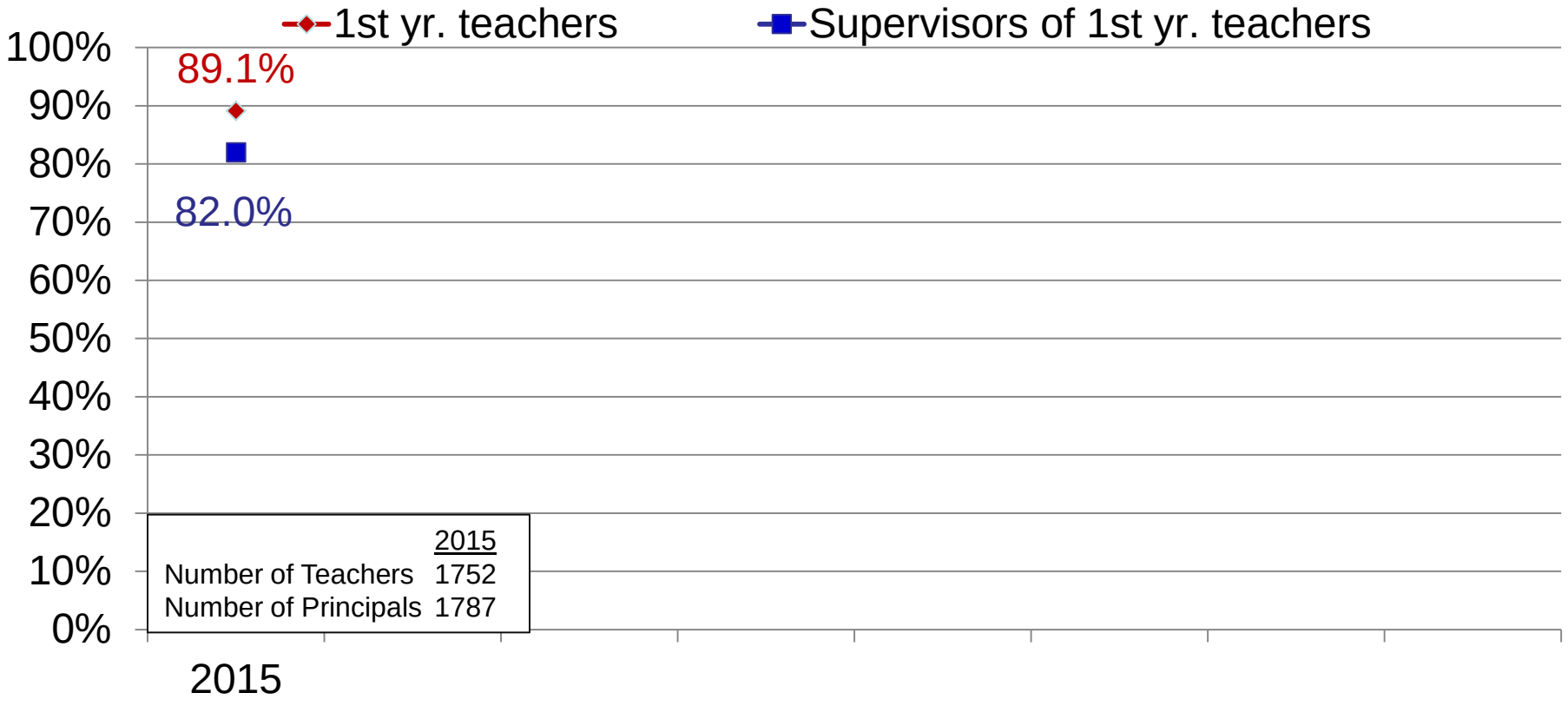


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to create a classroom environment that encourages student engagement

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

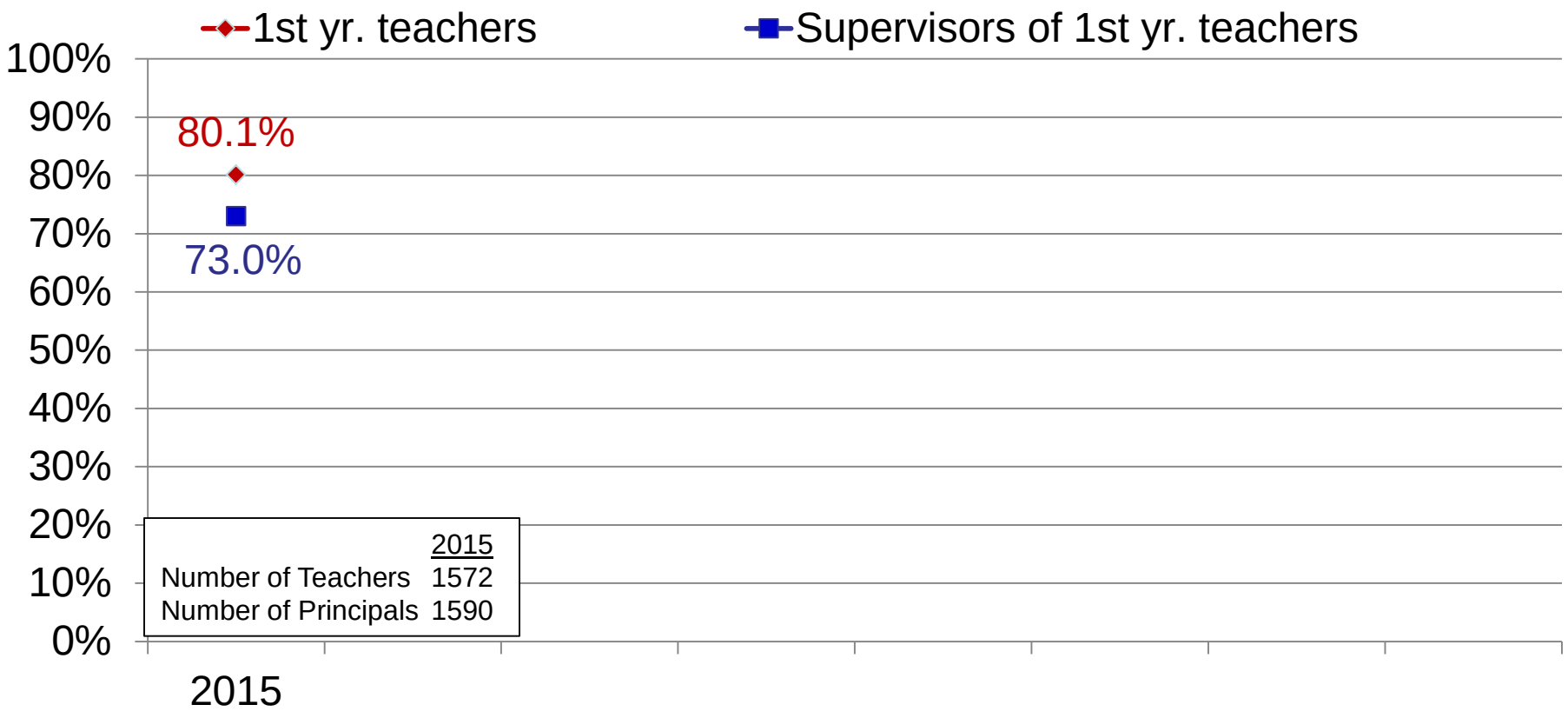


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to use a variety of classroom management strategies

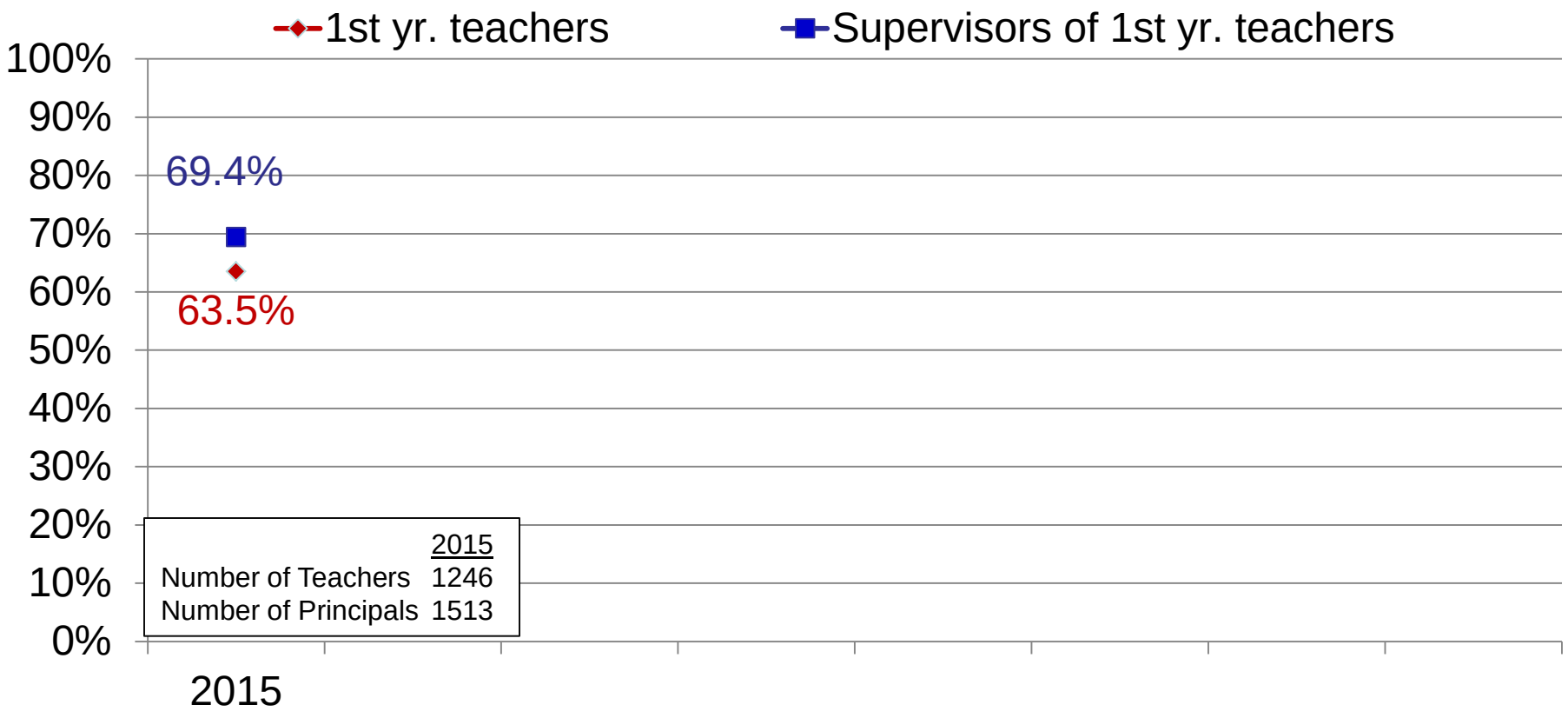
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

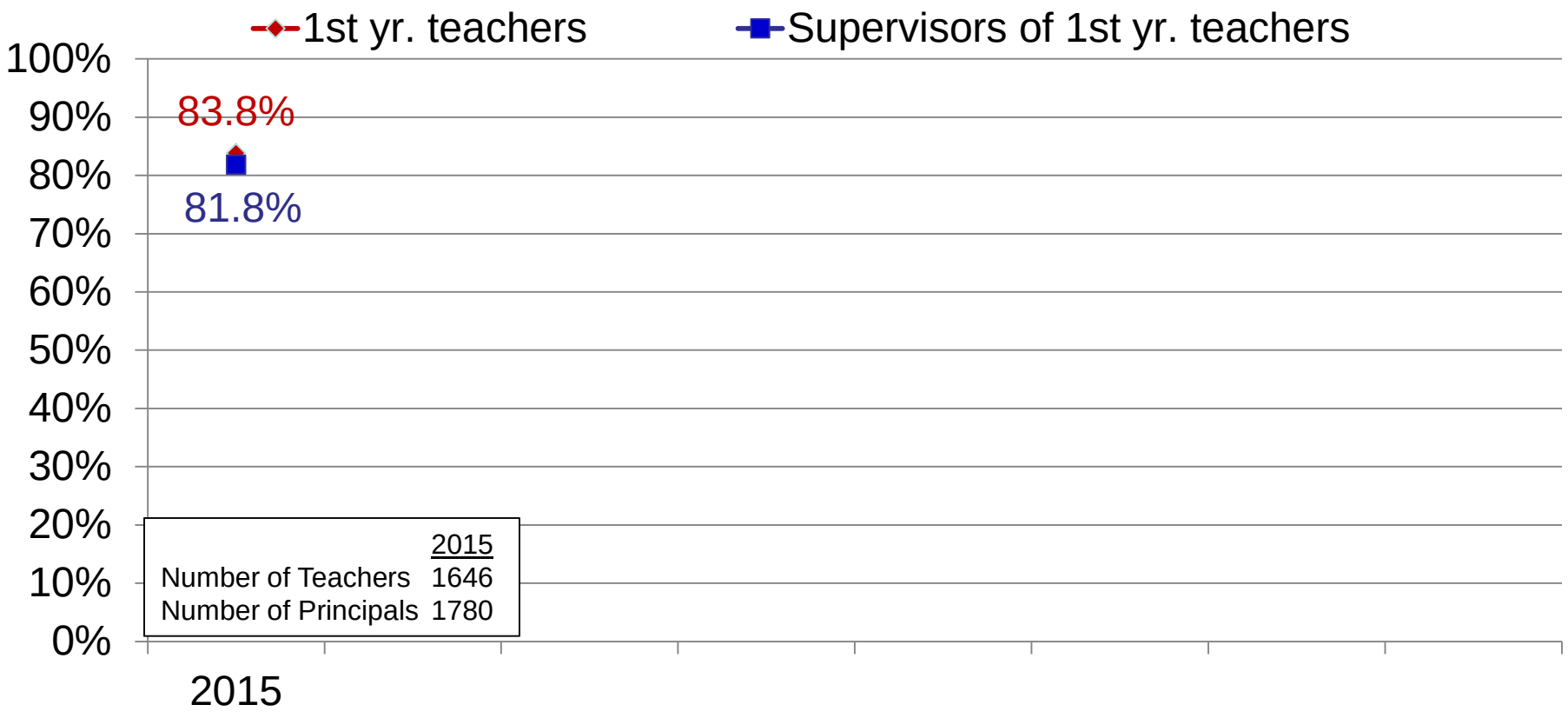
Prepared to manage a variety of discipline issues
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

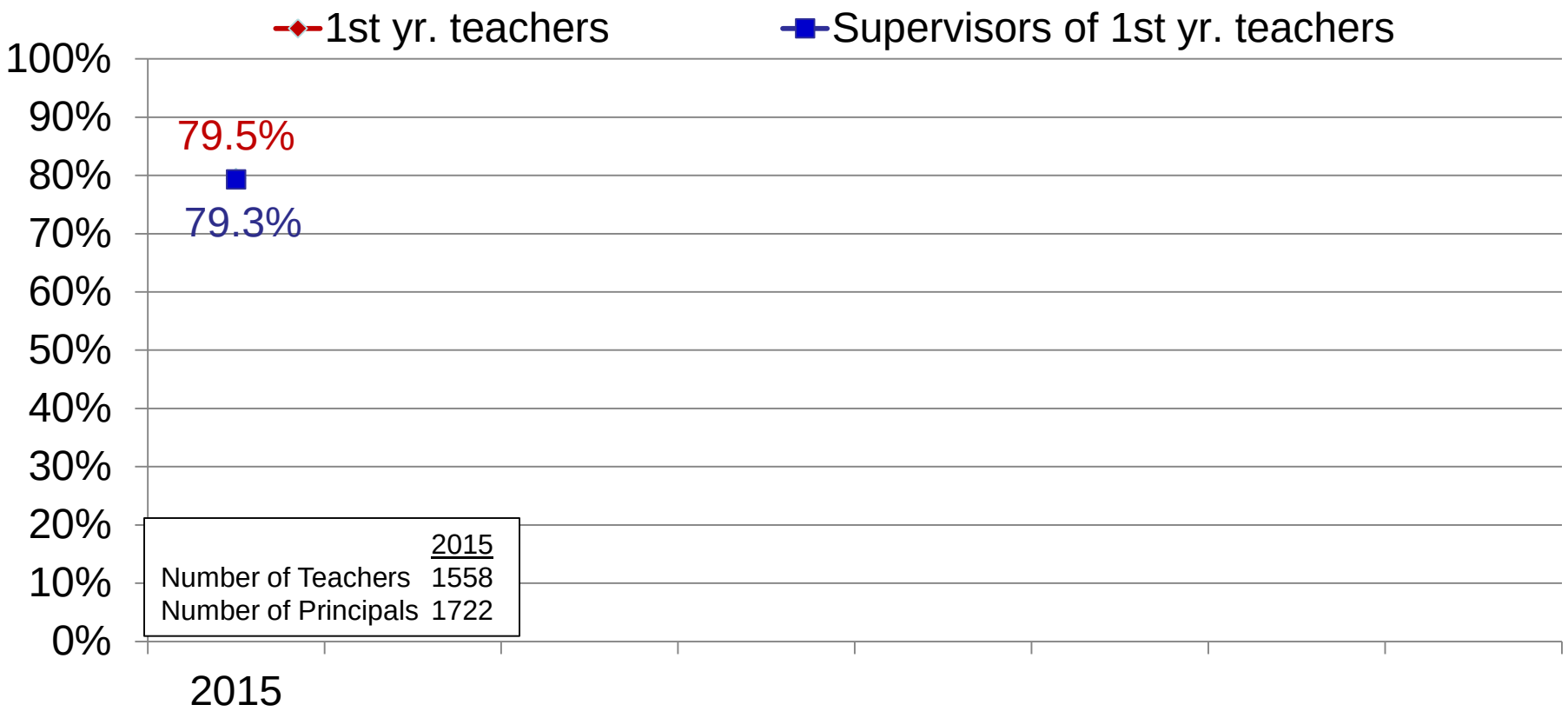
Prepared to motivate students to learn
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

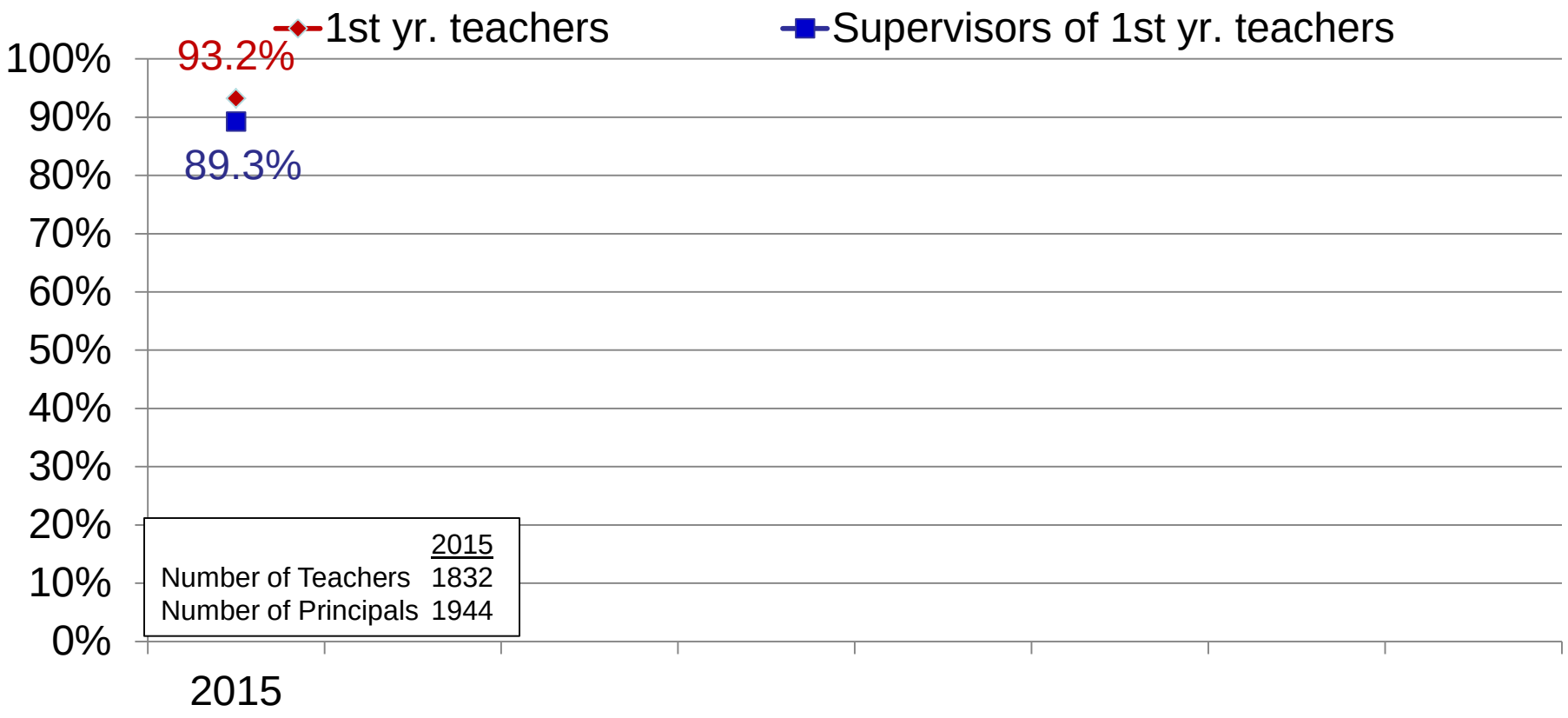
Prepared to keep students on task
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

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

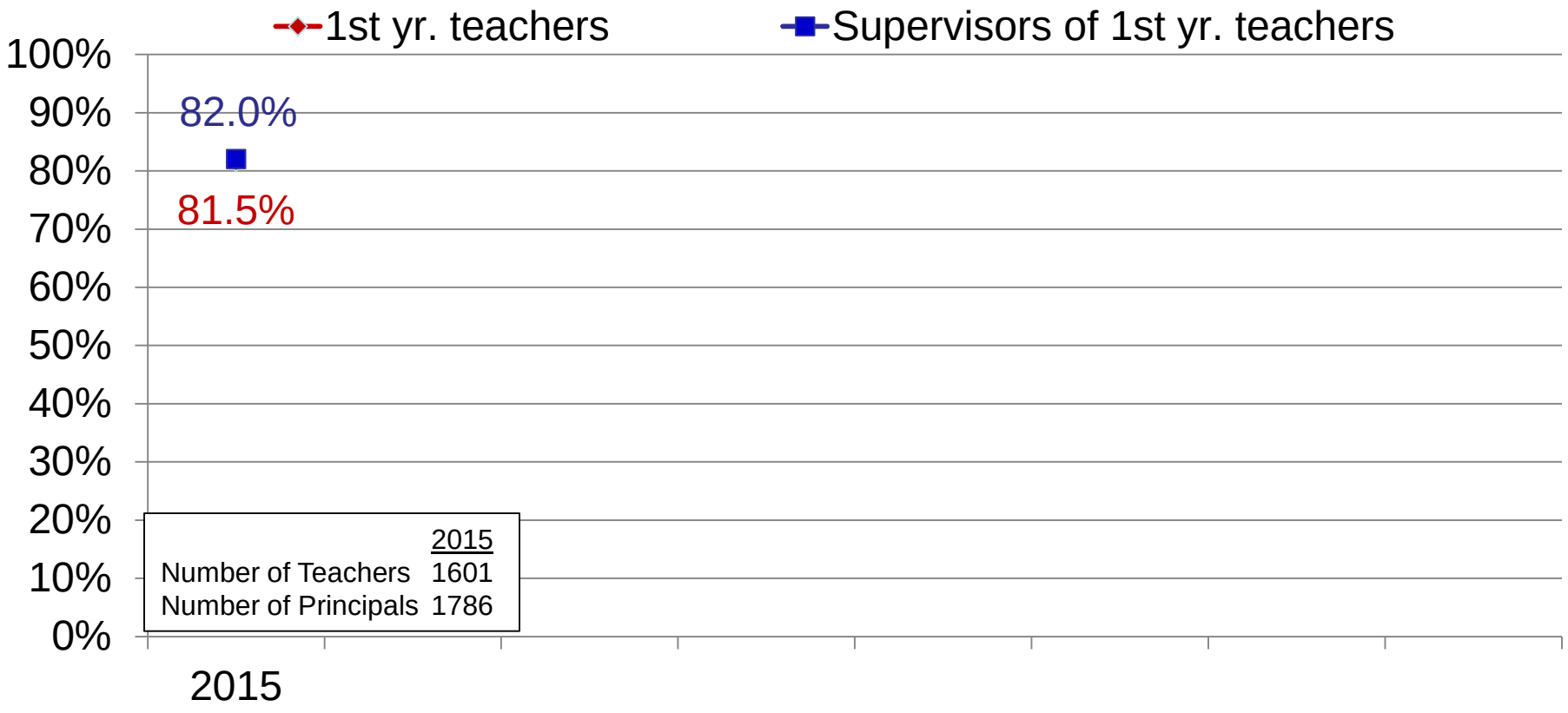


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to facilitate smooth transitions for students

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

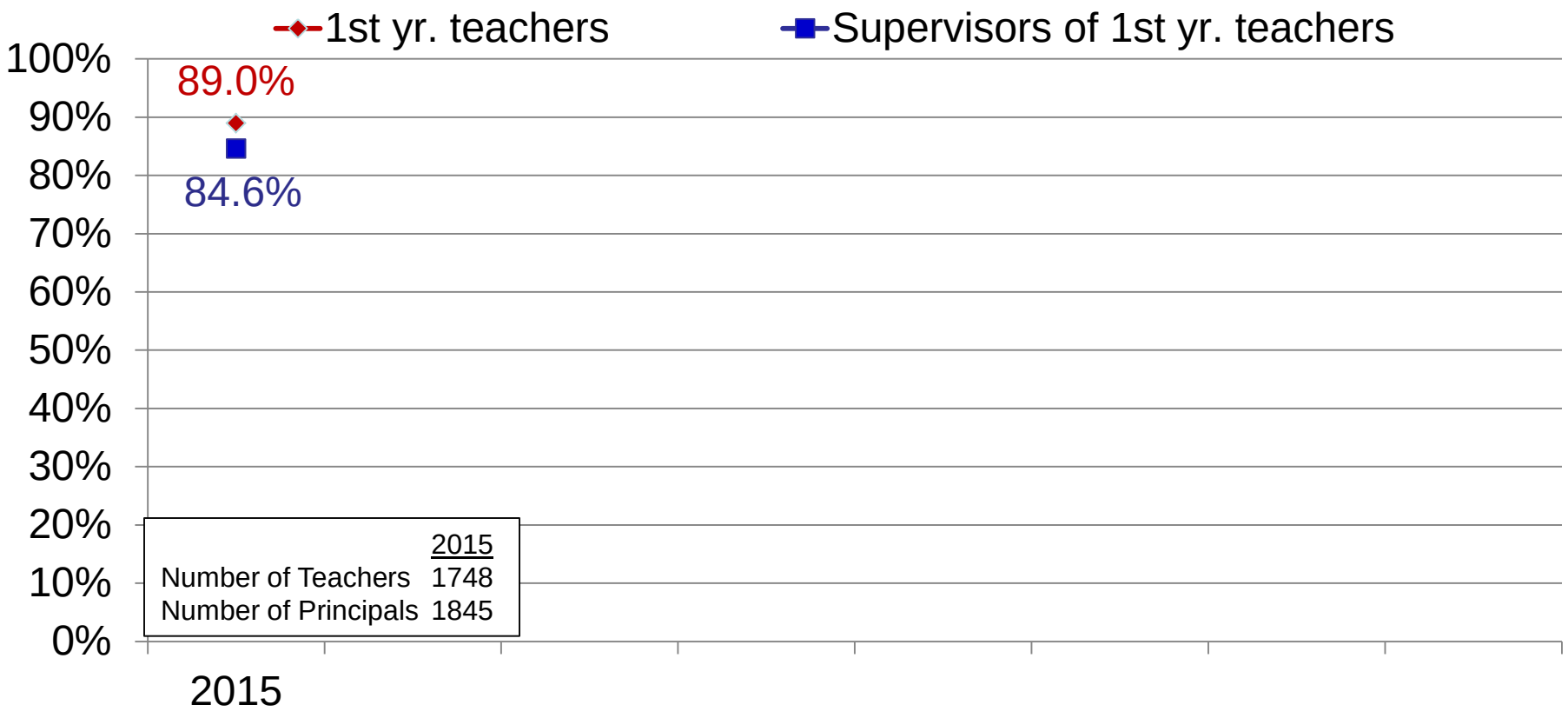


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to use effective communication strategies to foster learning

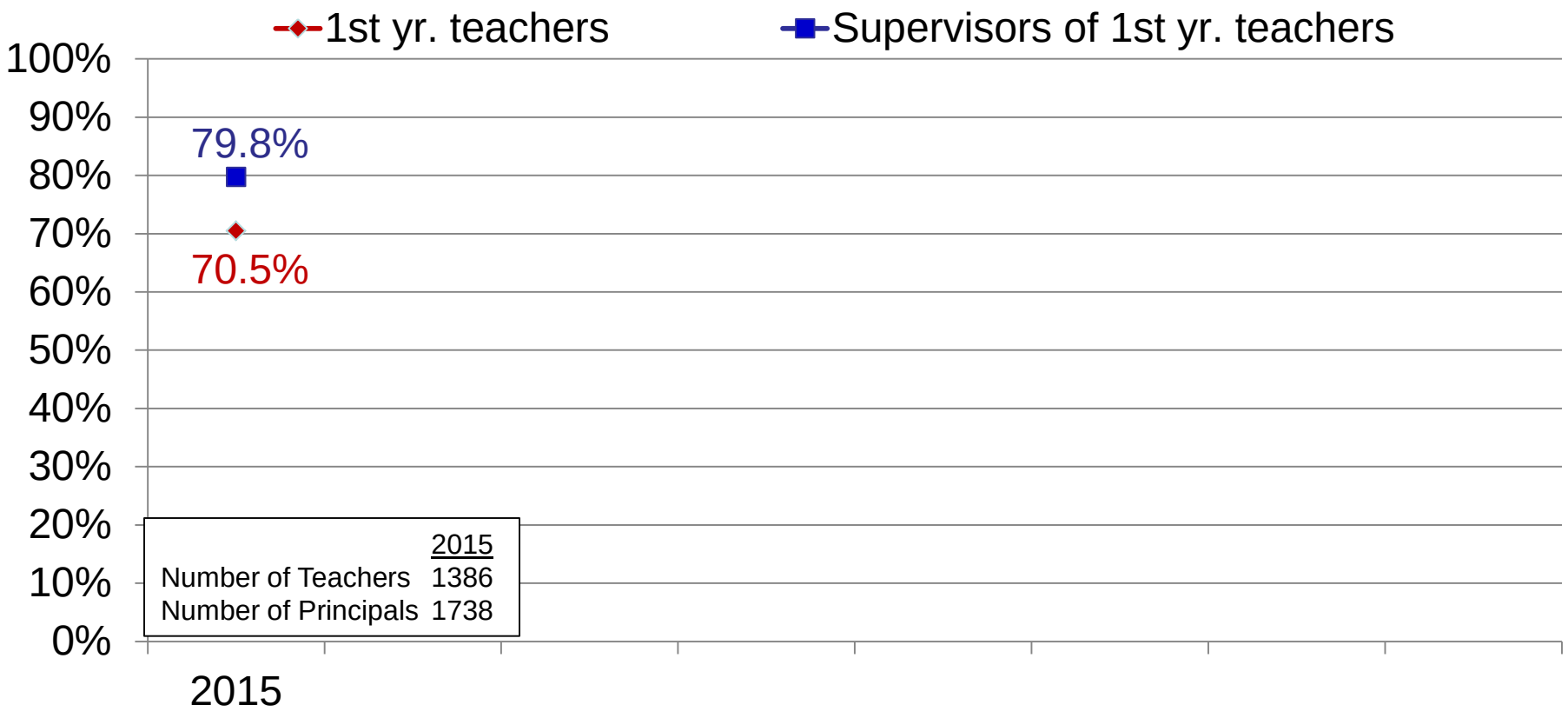
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to effectively communicate with parents
(Percent reporting 'Agree' or 'Strongly Agree')

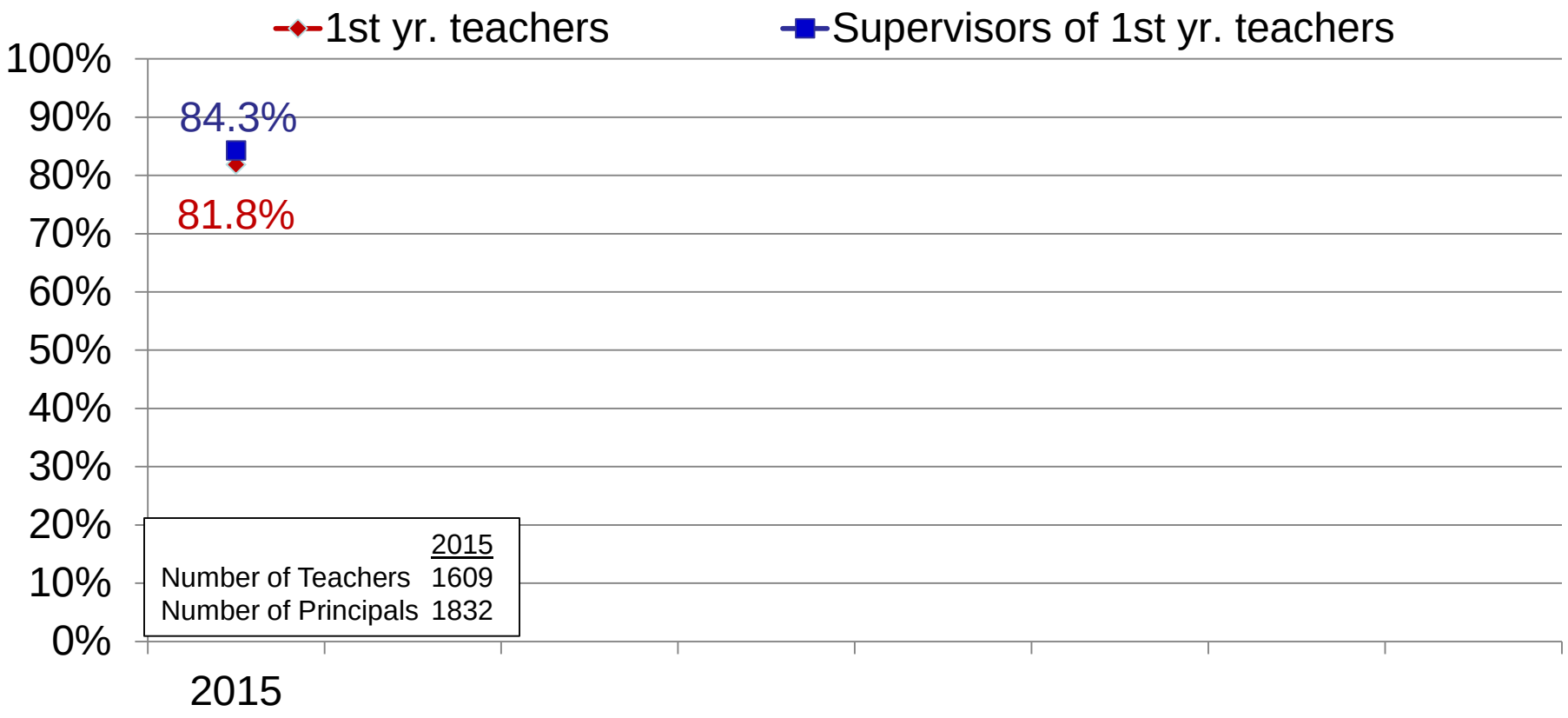


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to effectively communicate with all staff

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

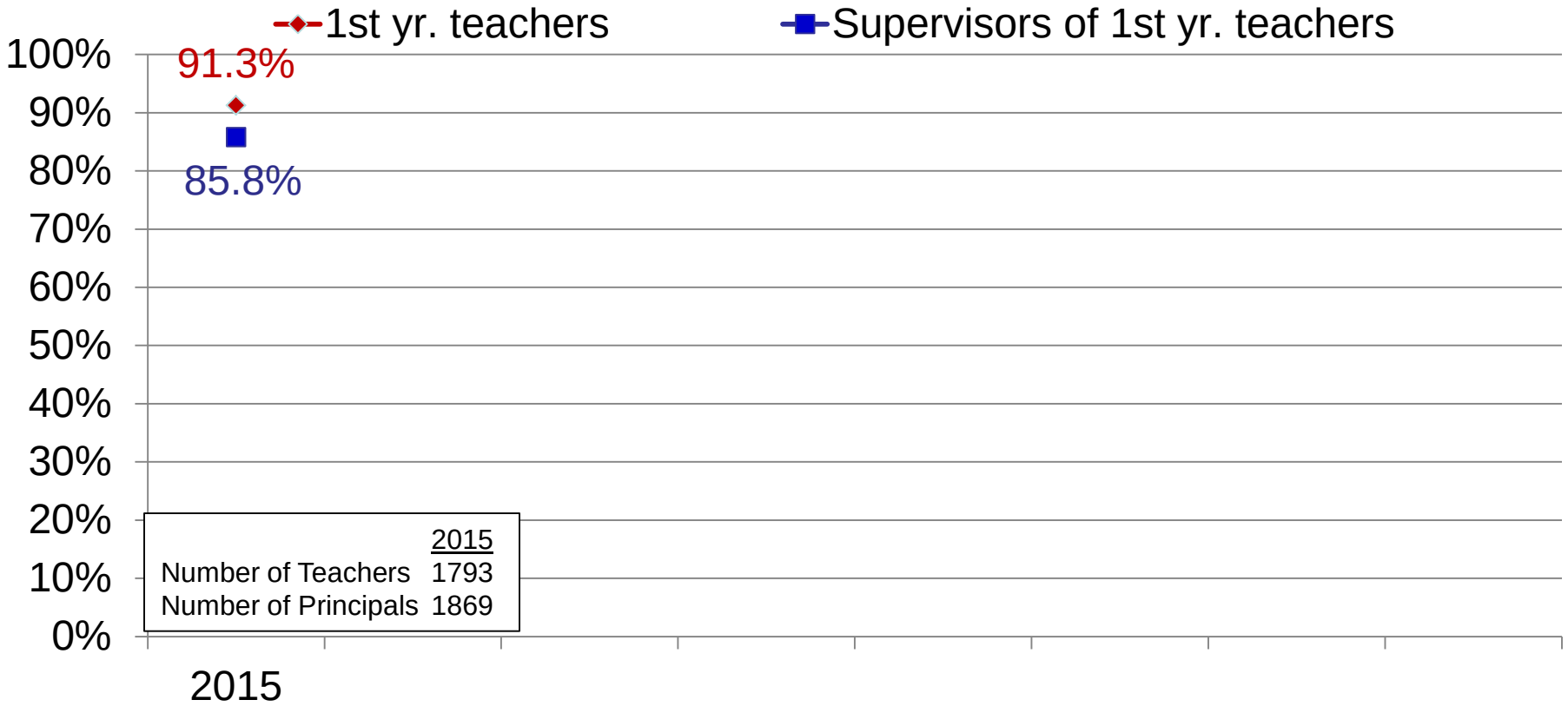


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

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

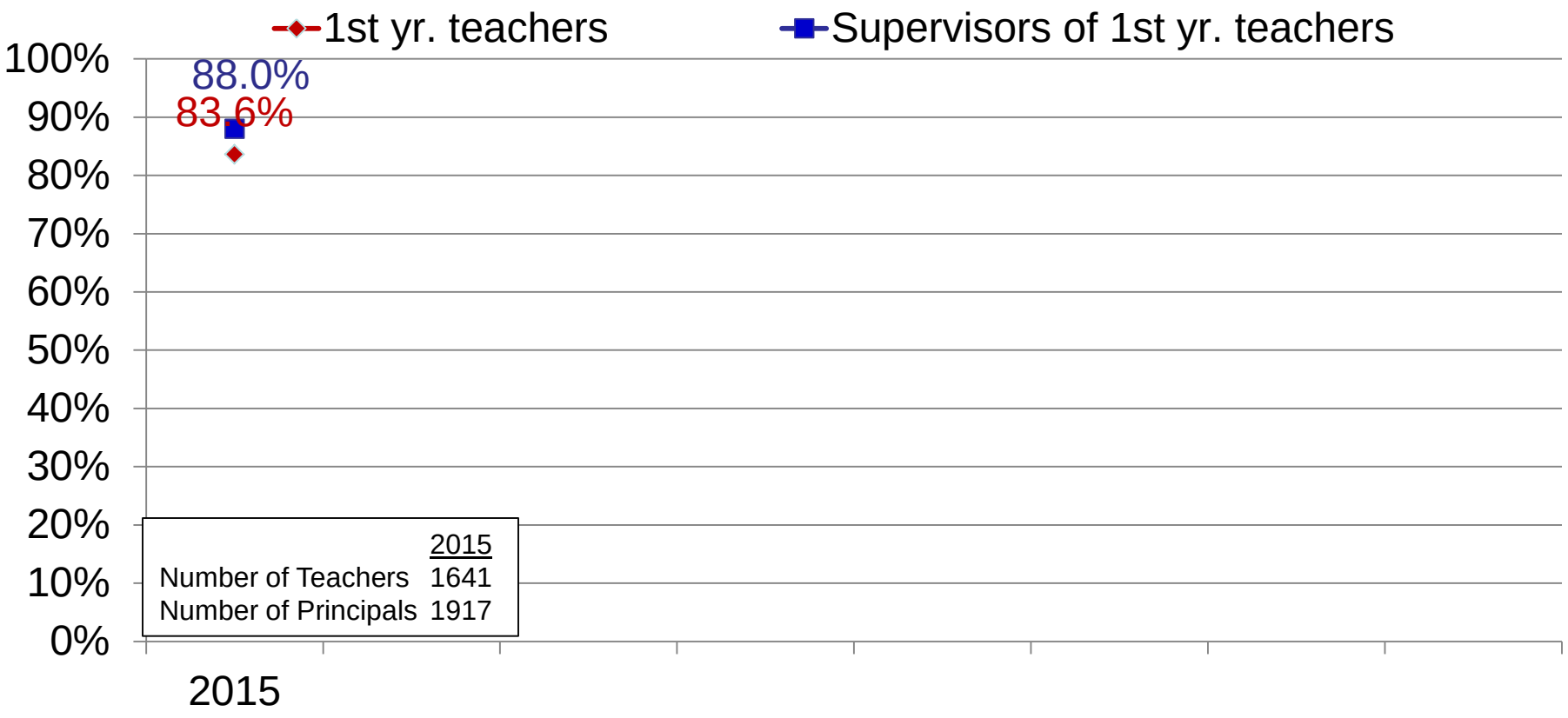
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to use technology as a communication tool
(Percent reporting 'Agree' or 'Strongly Agree')

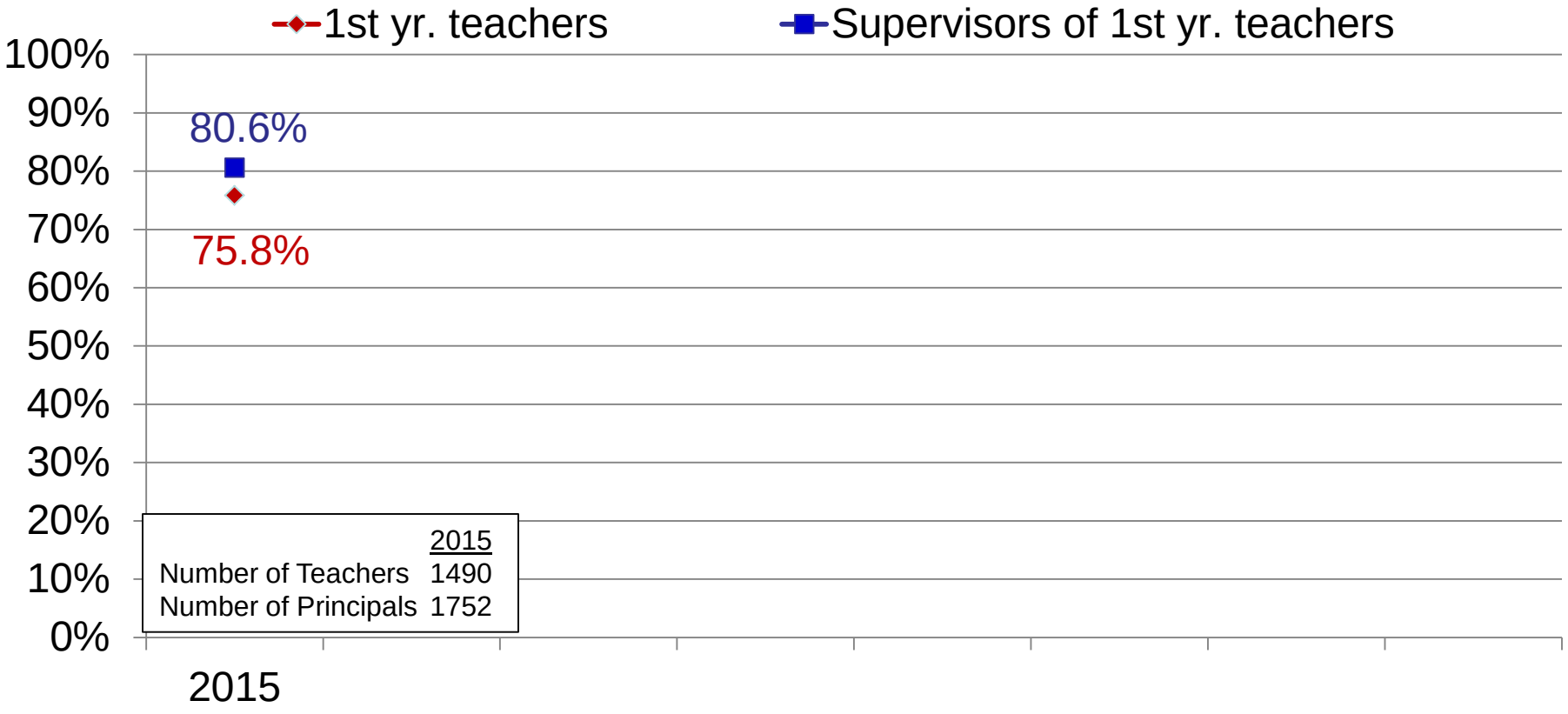


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to enhance students' skills in using technology as a communication tool

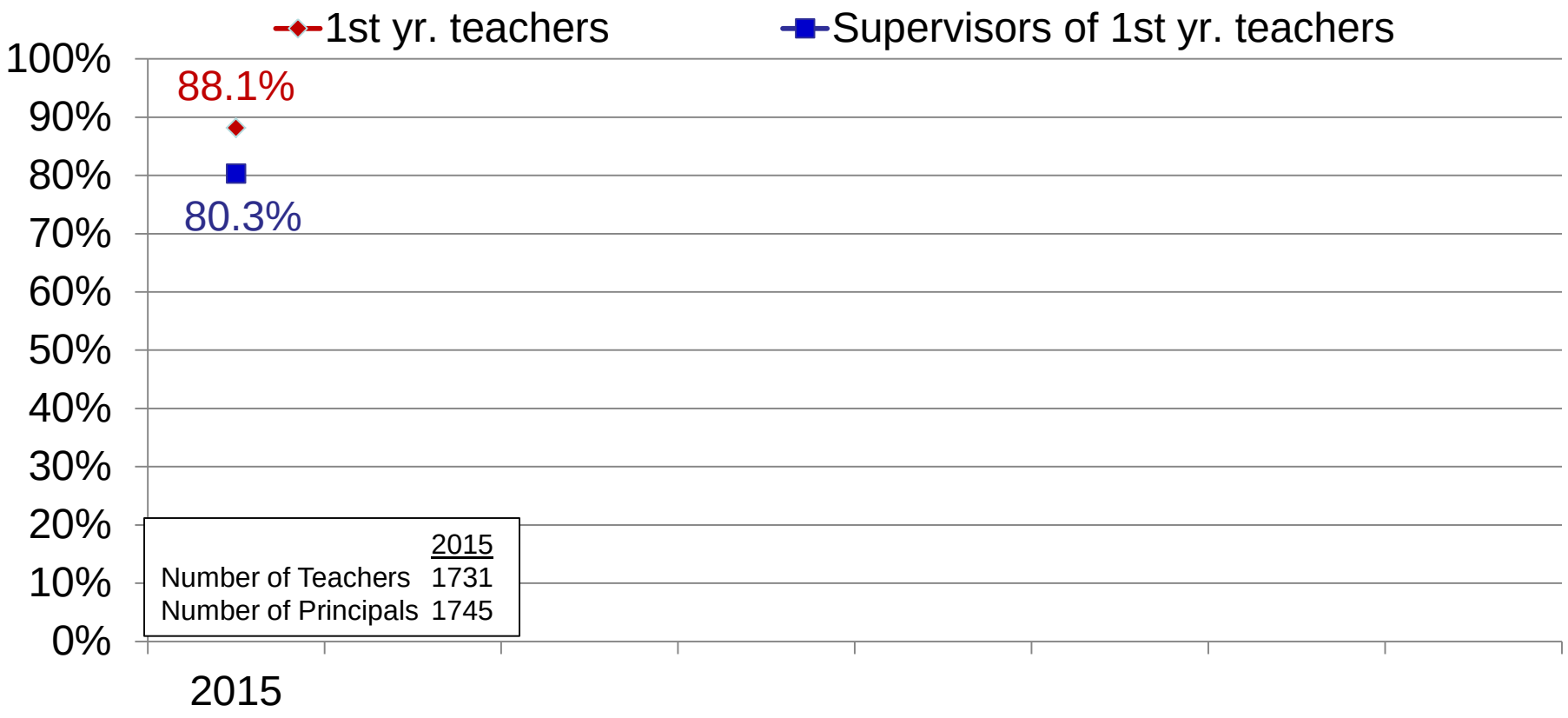
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

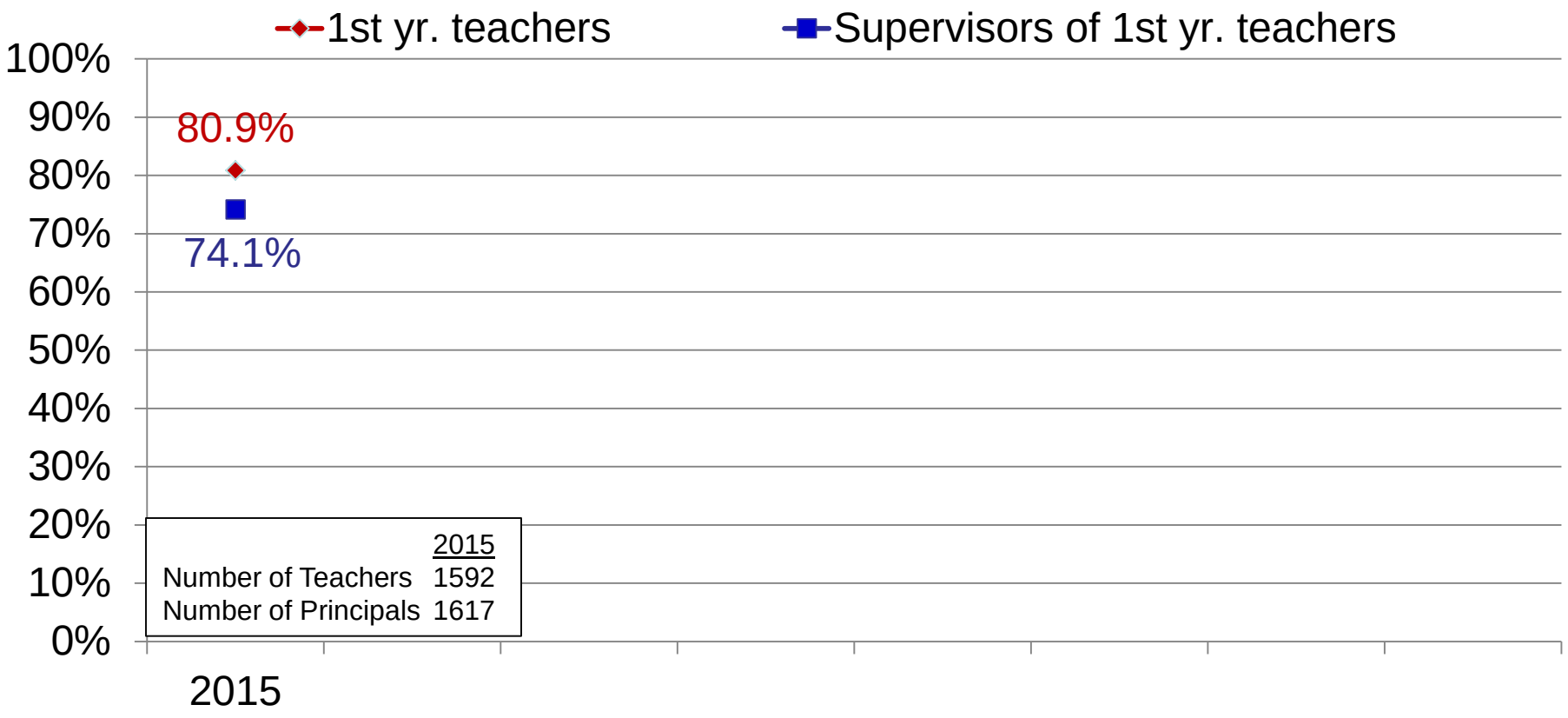
Prepared to use assessments to evaluate learning
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to develop assessments to evaluate learning
(Percent reporting 'Agree' or 'Strongly Agree')

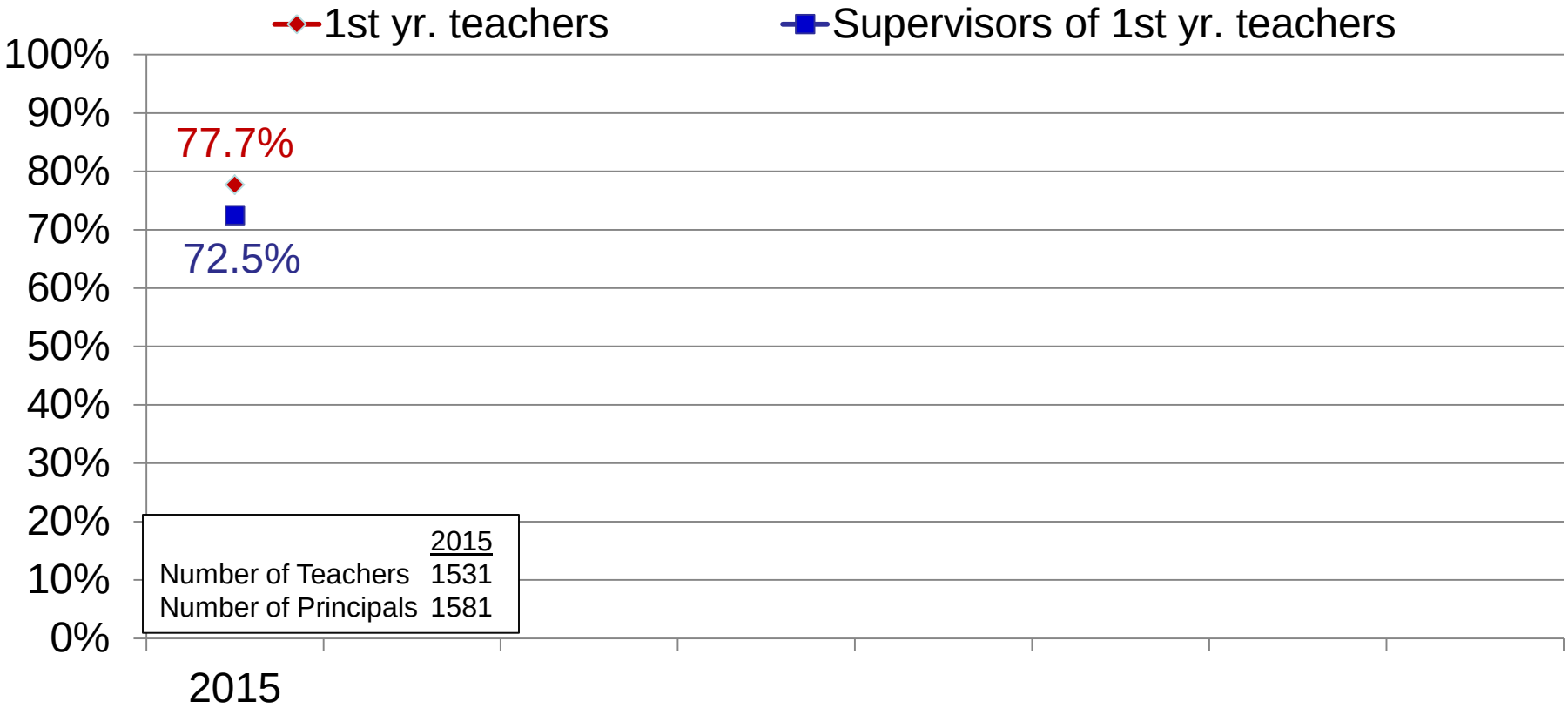


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to analyze assessment data to improve instruction

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

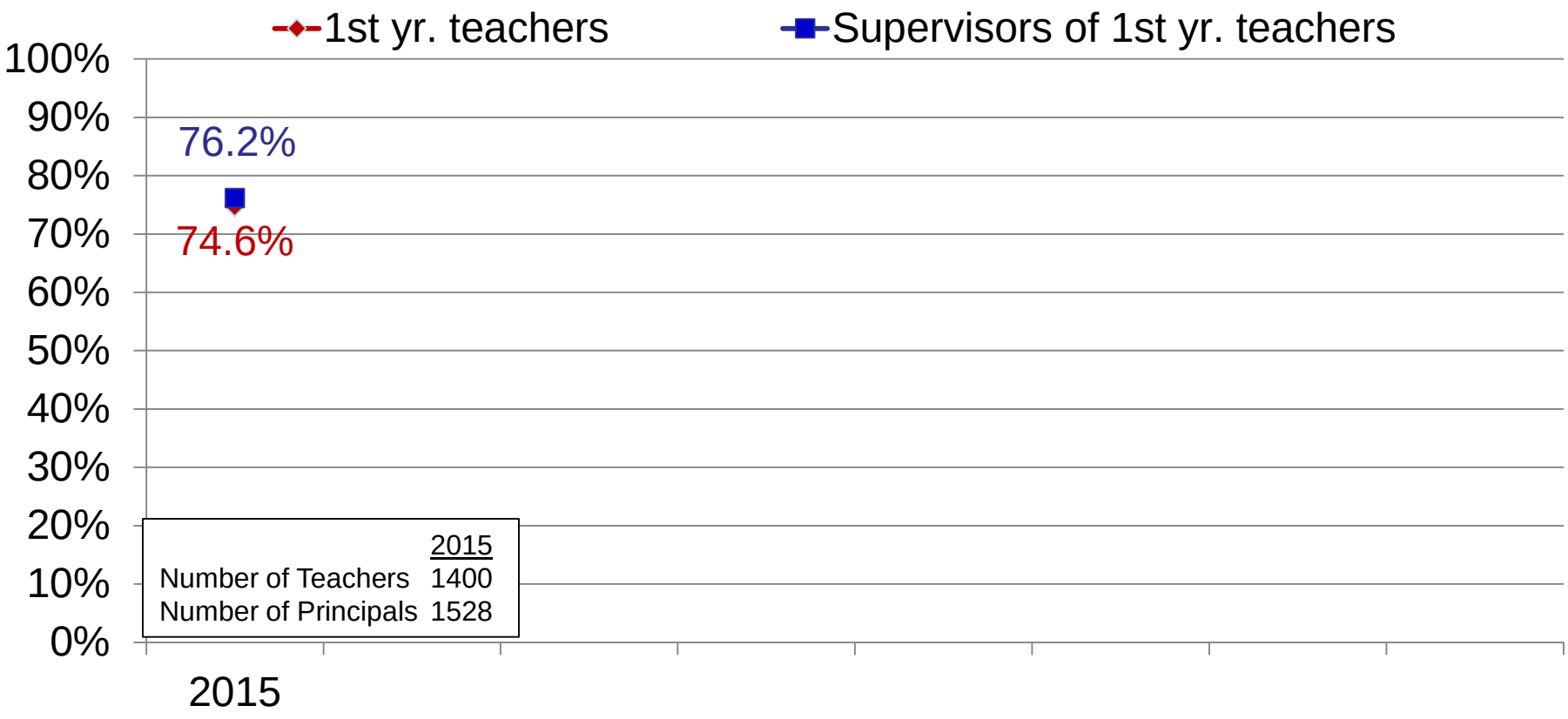


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

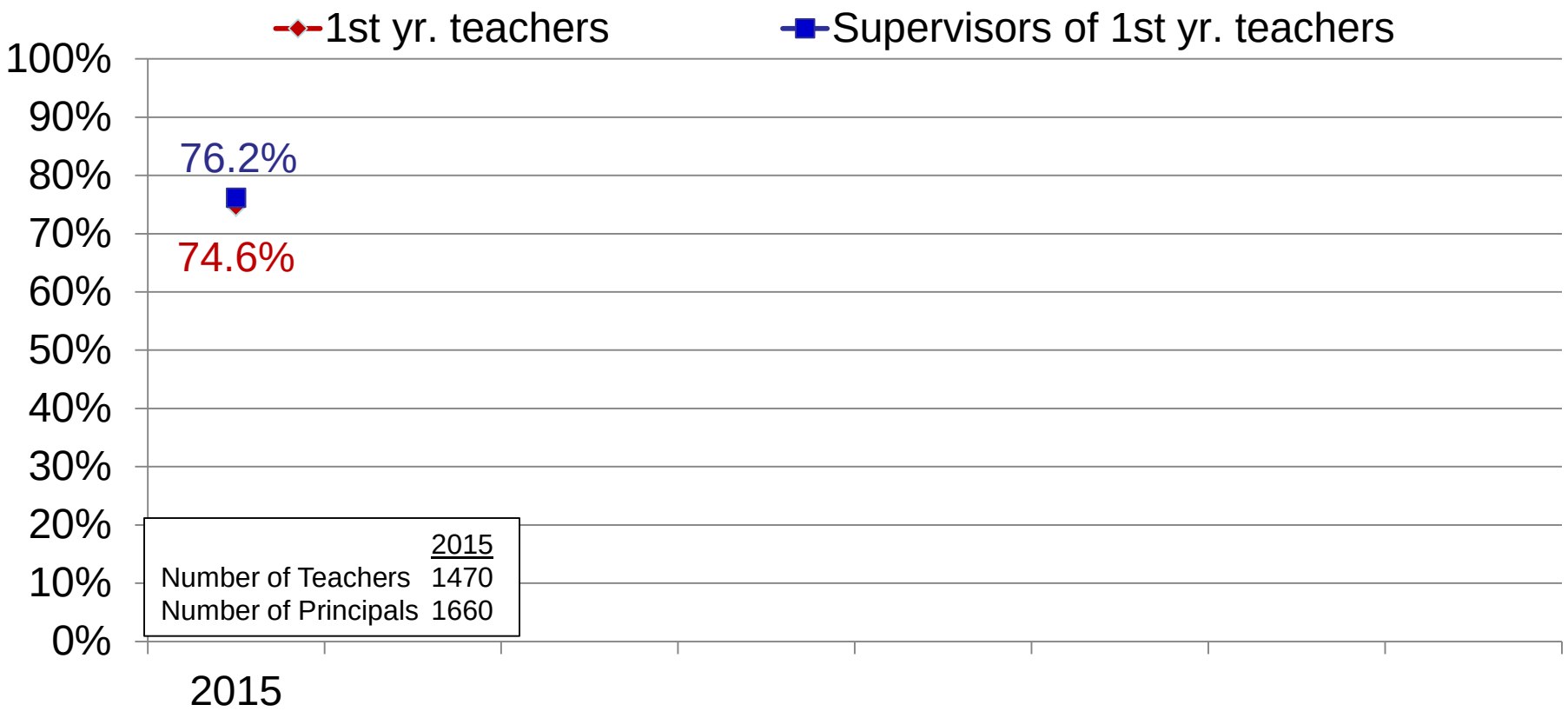
Prepared to help students set learning goals based on assessment results

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



Prepared to work with colleagues to set learning goals using assessment results

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

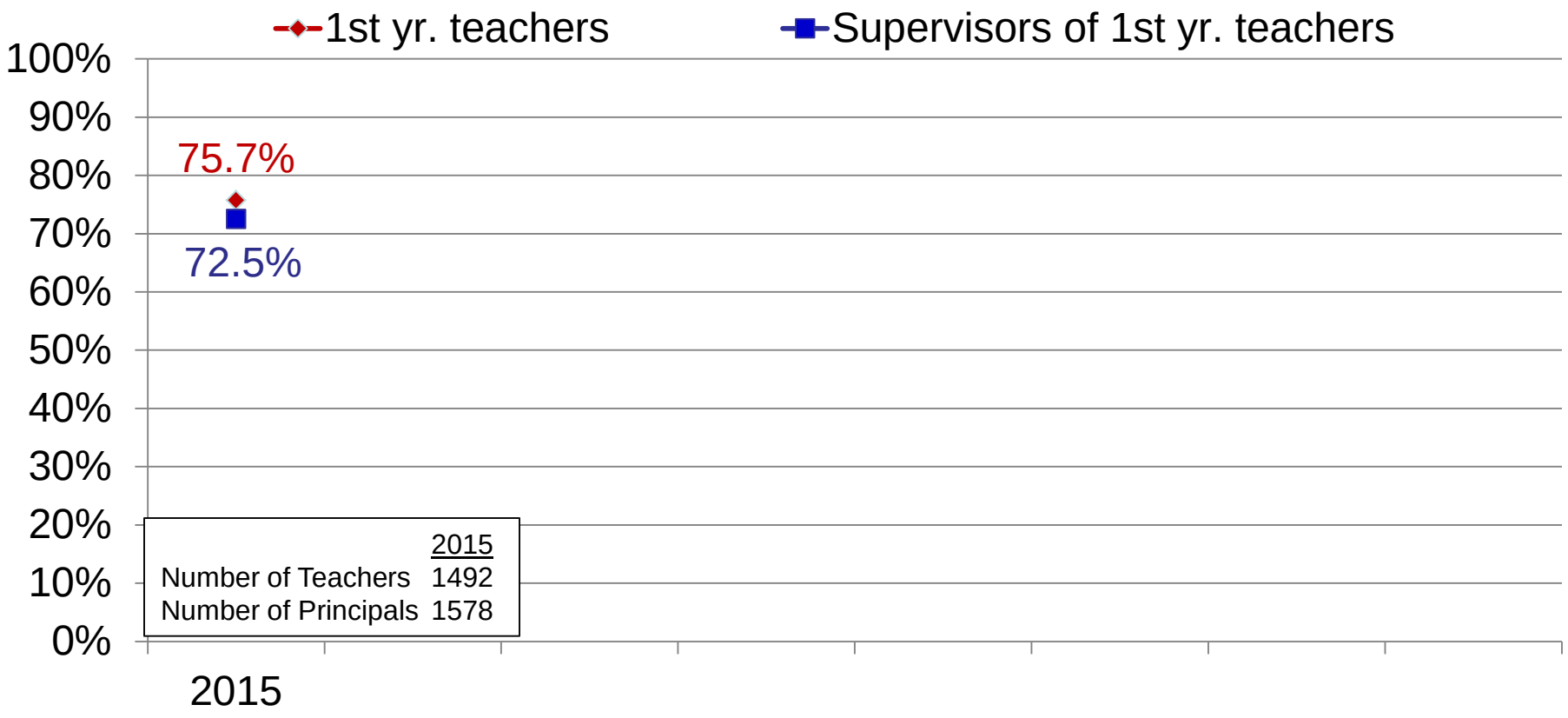


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to analyze data to reflect on areas for professional growth

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

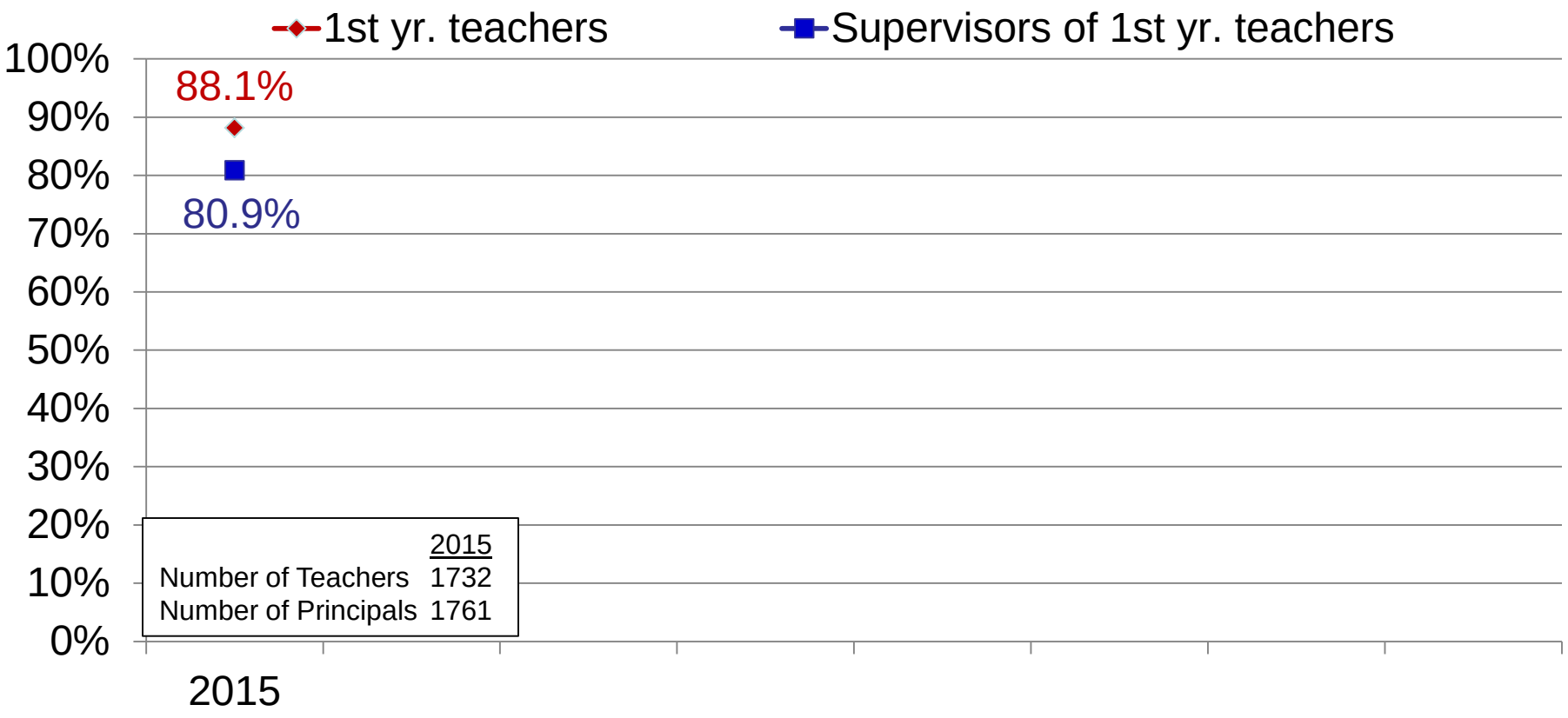


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to reflect on my practices for professional growth

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

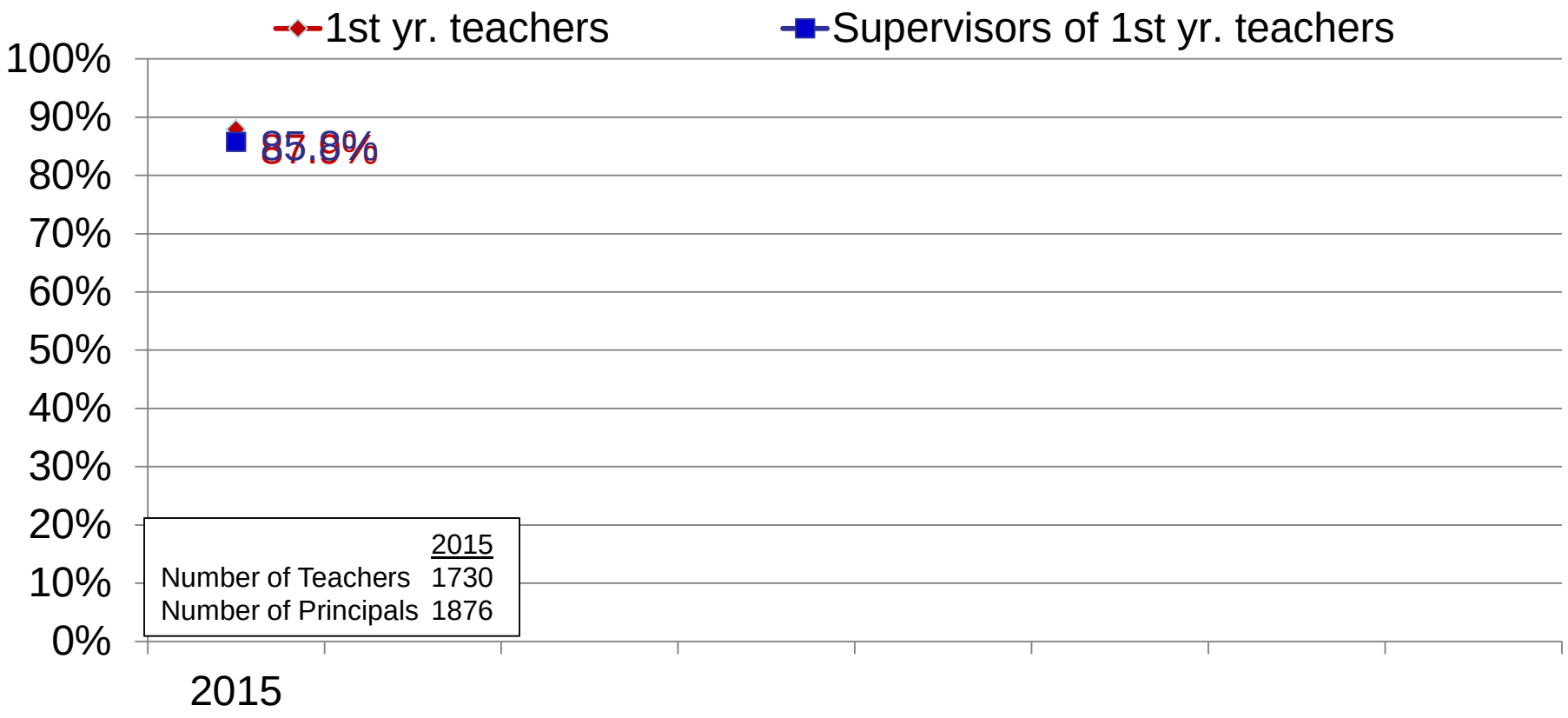


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to collaborate with colleagues to support student learning

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

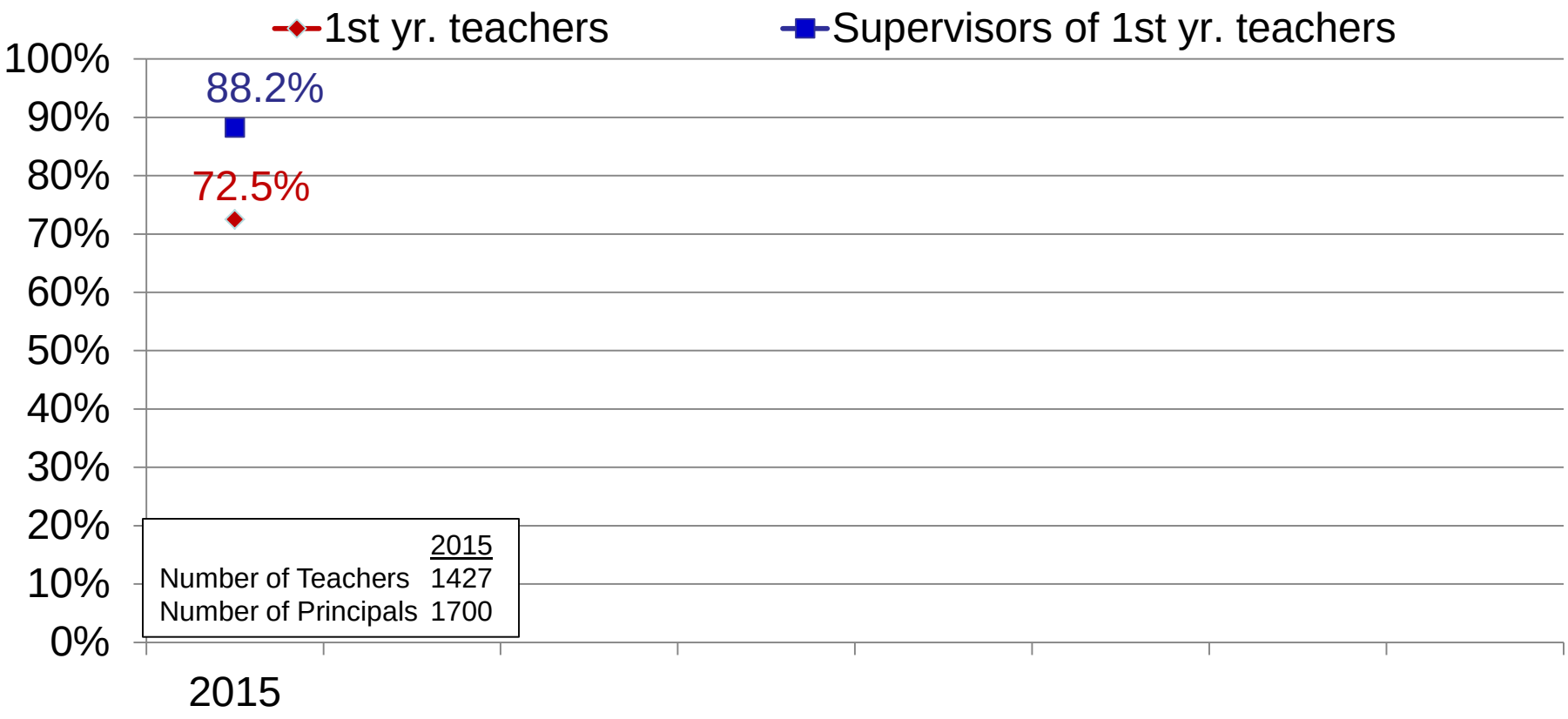


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

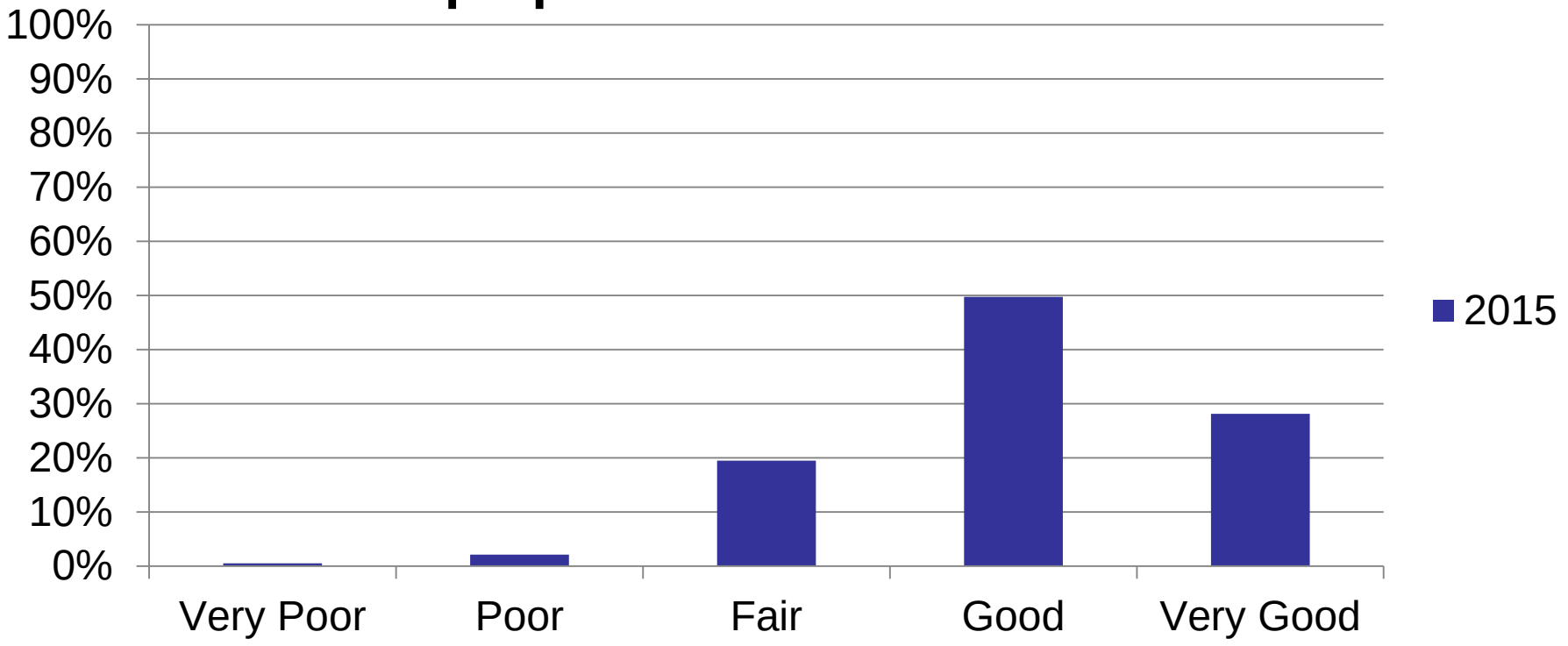
Prepared to collaborate with parents to support student learning

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



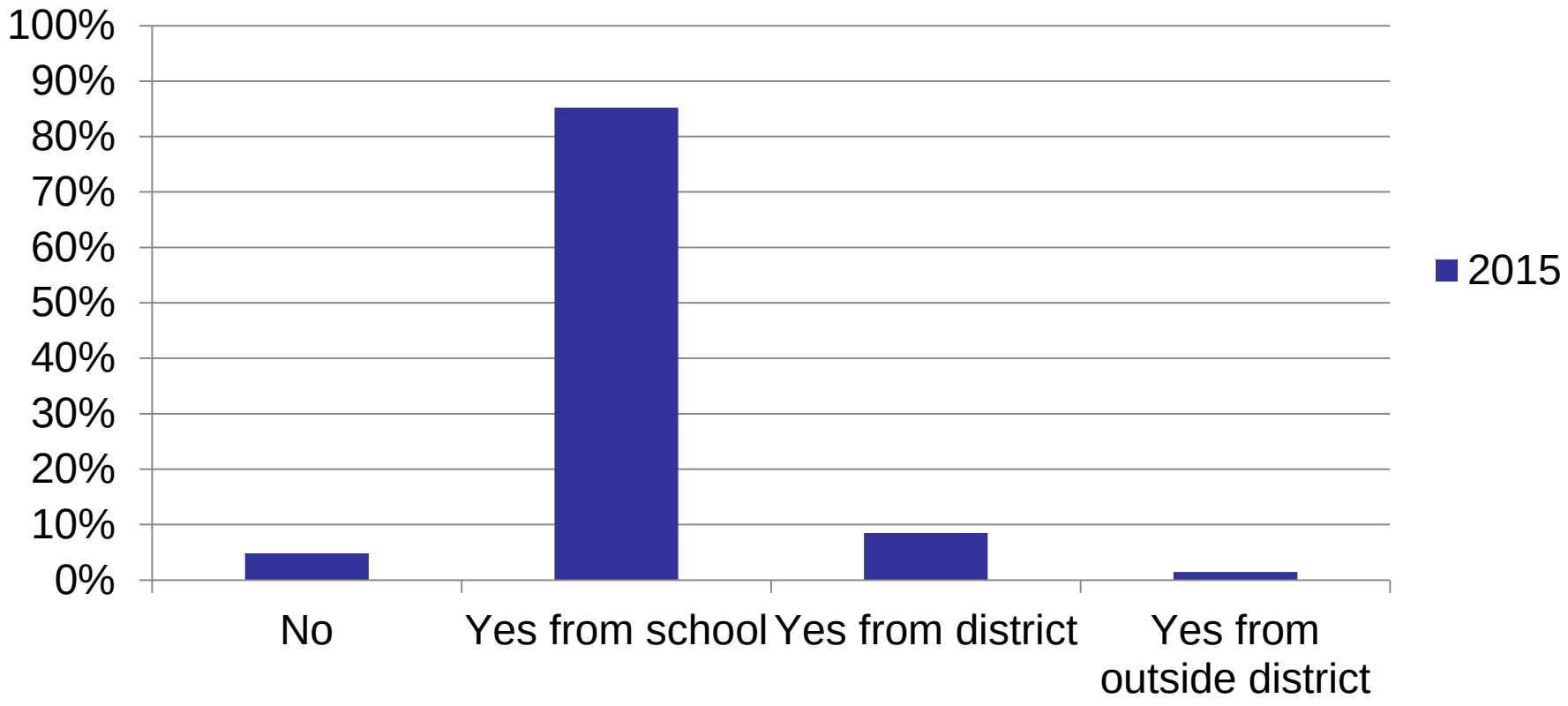
Missouri First Year Teacher Survey 2015

What overall rating would you give the quality of your community college teacher preparation coursework?



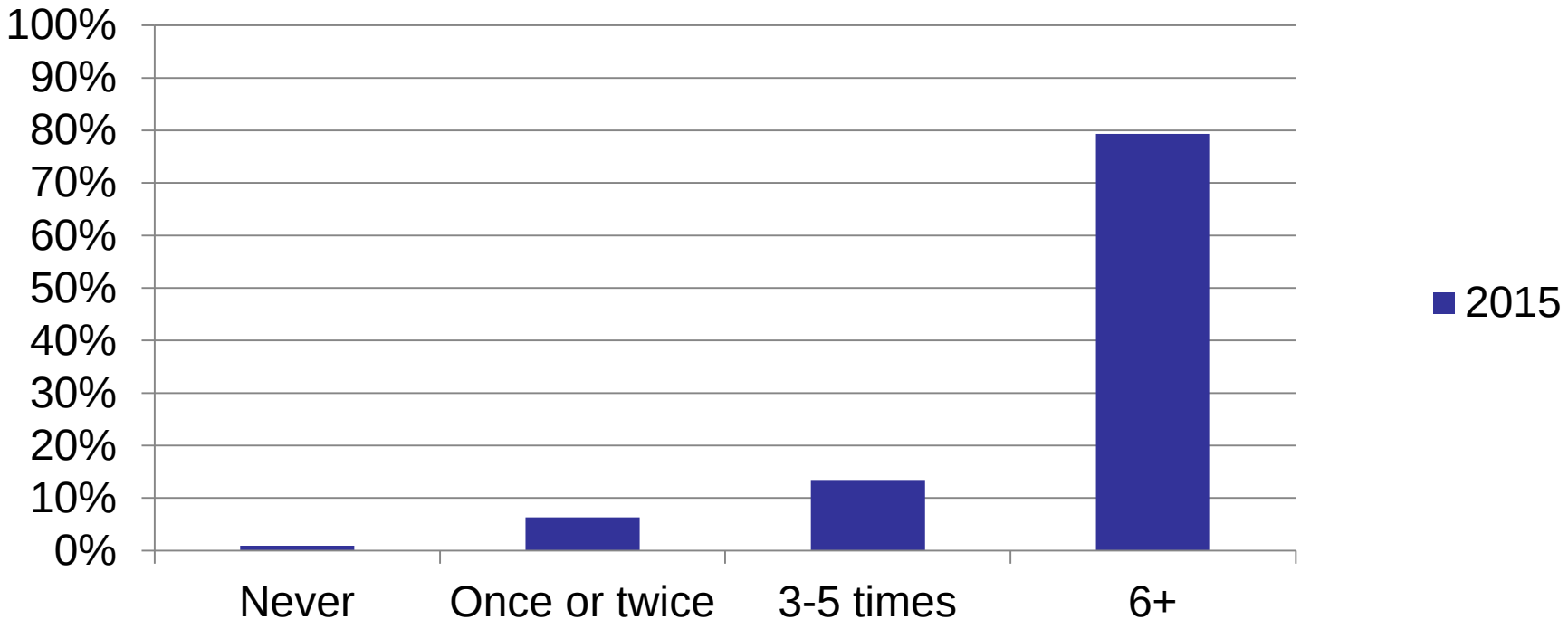
Missouri First Year Teacher Survey 2015

Were you assigned a first-year teacher mentor?



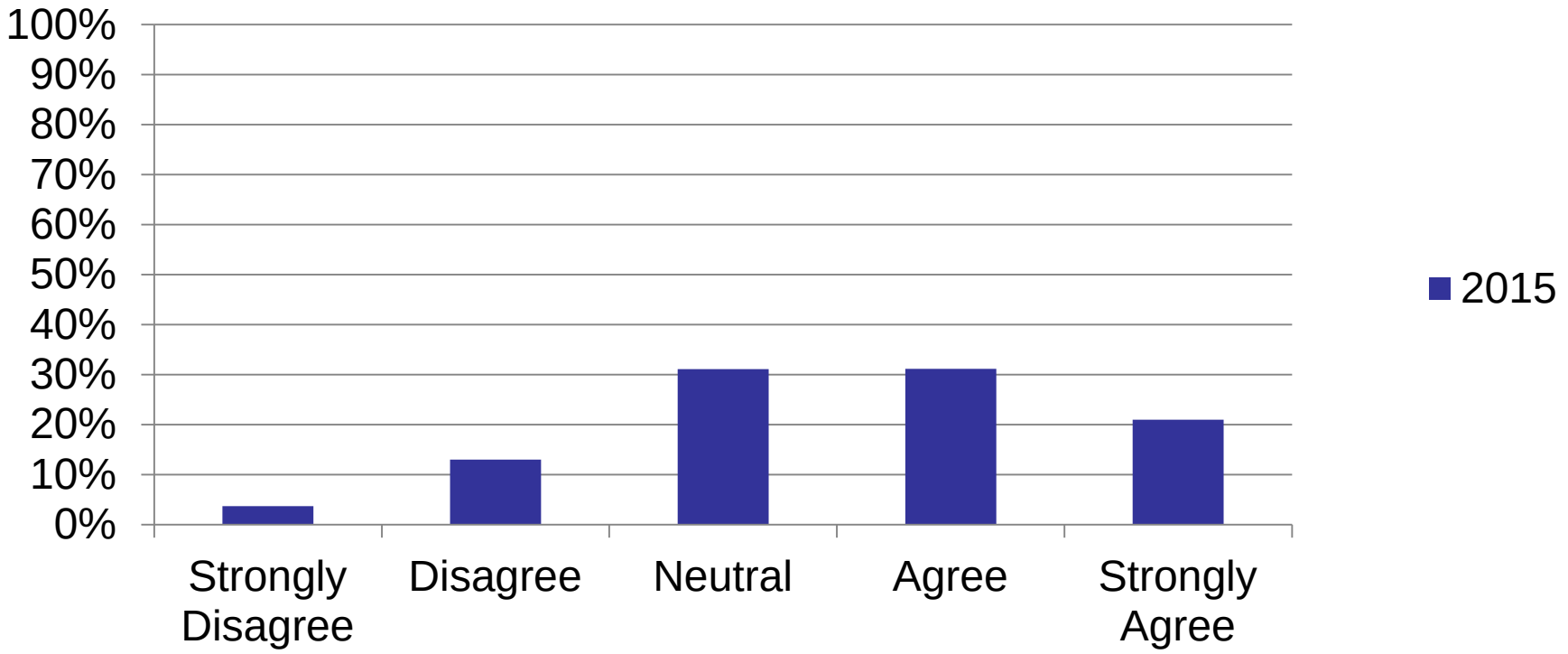
Missouri First Year Teacher Survey 2015

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



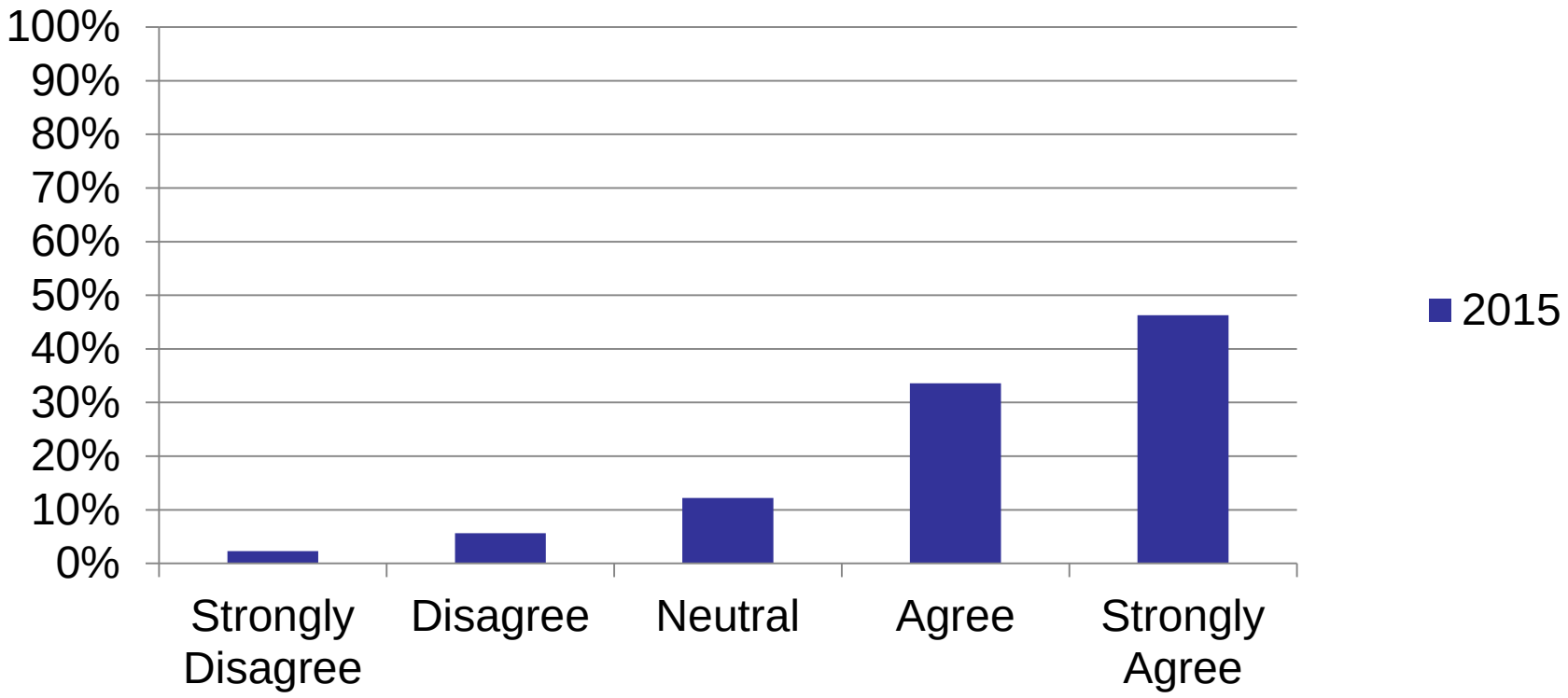
Missouri First Year Teacher Survey 2015

The mentoring process is non-evaluative



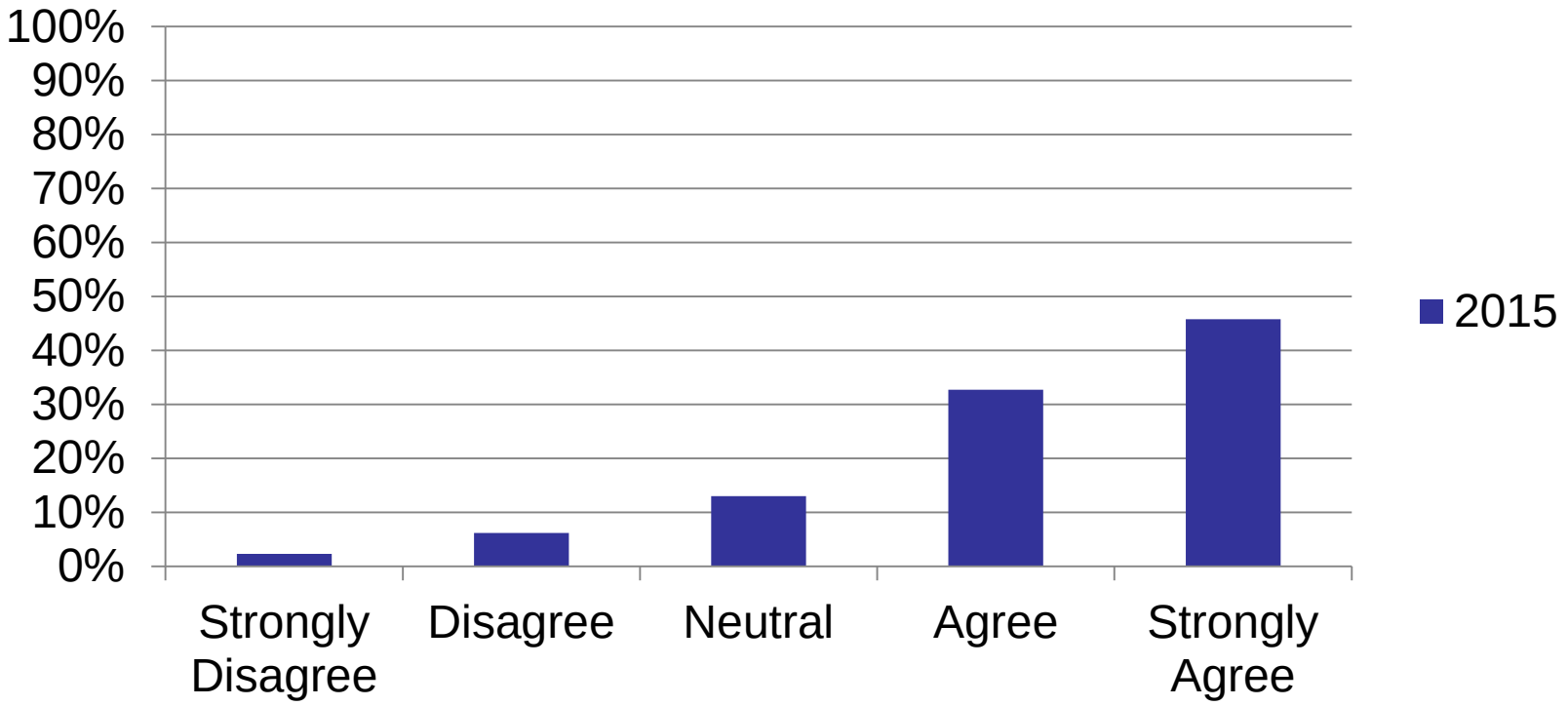
Missouri First Year Teacher Survey 2015

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



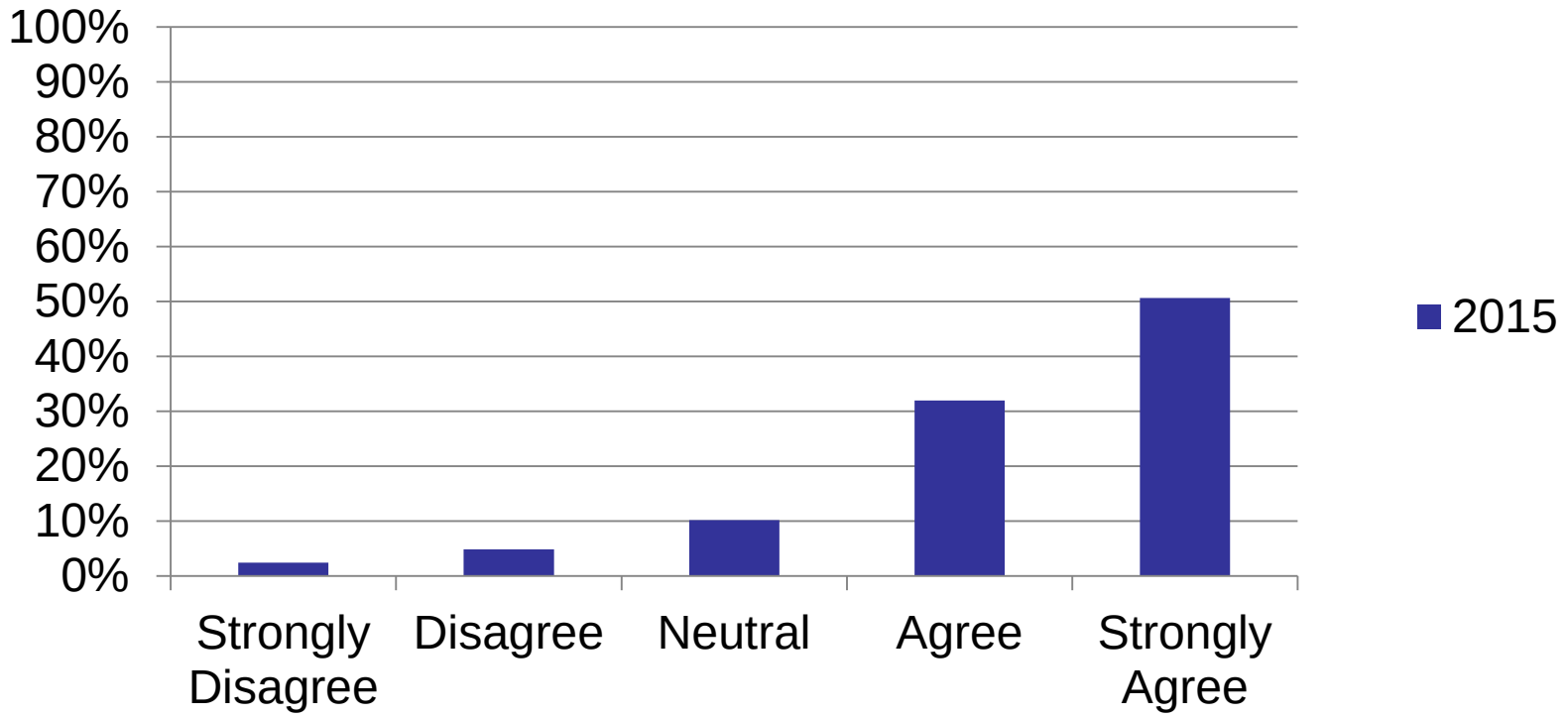
Missouri First Year Teacher Survey 2015

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



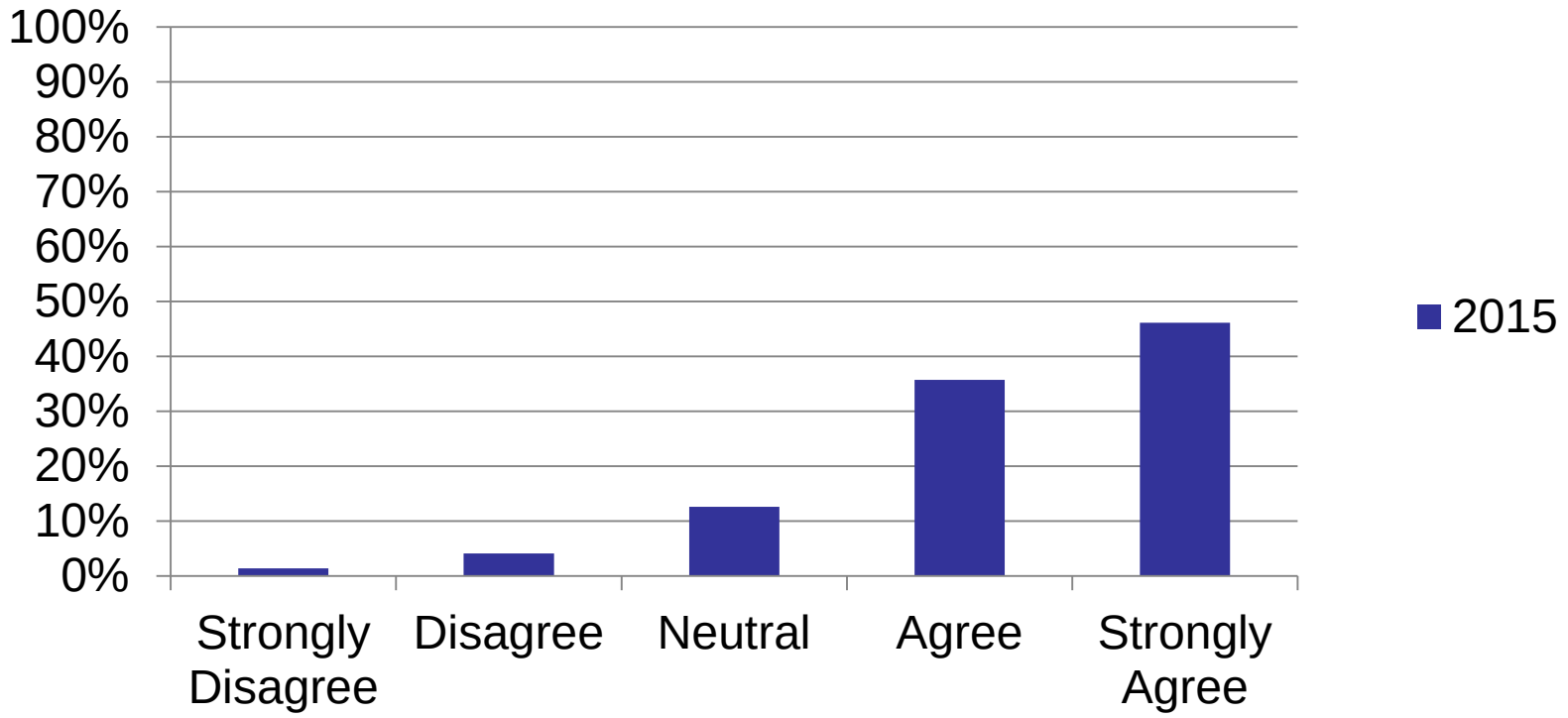
Missouri First Year Teacher Survey 2015

My mentor provided me with effective support



Missouri First Year Teacher Survey 2015

I was prepared to reflect on feedback from my mentor

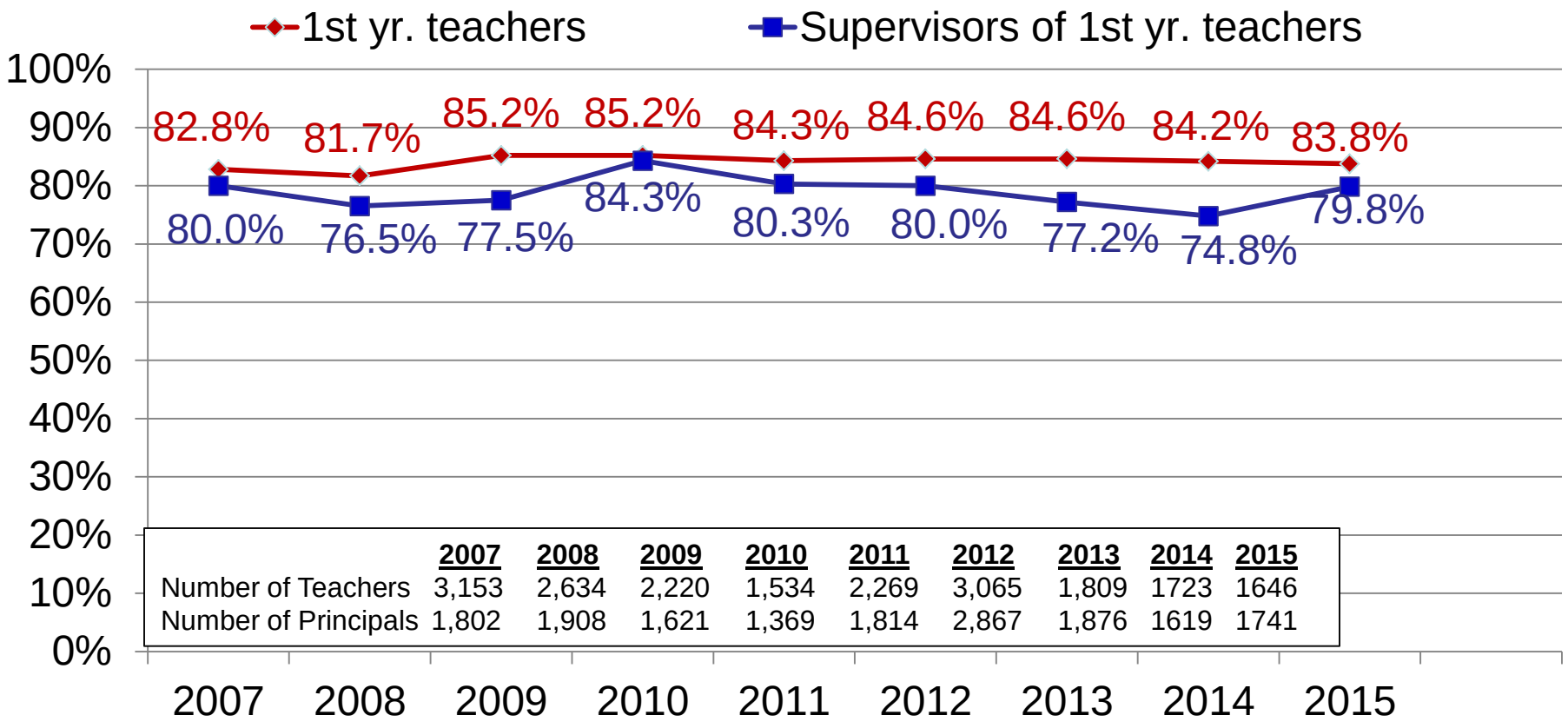


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Overall quality of the professional education program you completed

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



	2007	2008	2009	2010	2011	2012	2013	2014	2015
Number of Teachers	3,153	2,634	2,220	1,534	2,269	3,065	1,809	1723	1646
Number of Principals	1,802	1,908	1,621	1,369	1,814	2,867	1,876	1619	1741

"First-Year Teacher Survey"
Spring 2015

Guiding the development and implementation of a shared vision of learning

Office of Social & Economic Data Analysis (OSEDA)
University of Missouri

Missouri DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION™

“First-Year Principals’ Survey” 2015

Guiding the development and implementation of a shared vision of learning

Office of Social & Economic Data Analysis (OSEDA)
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

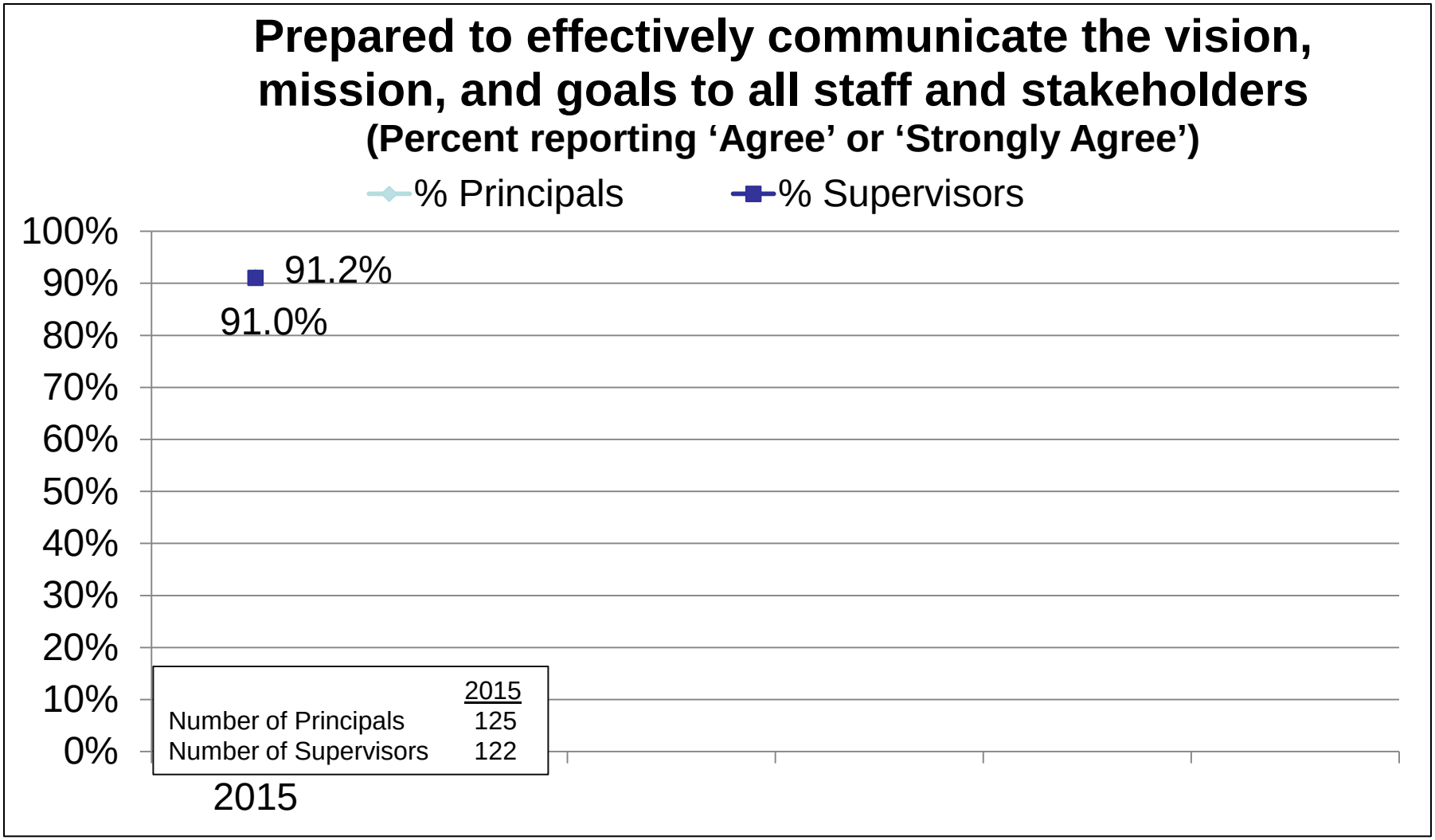
Missouri First Year Principal Survey 2009-2015

- 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

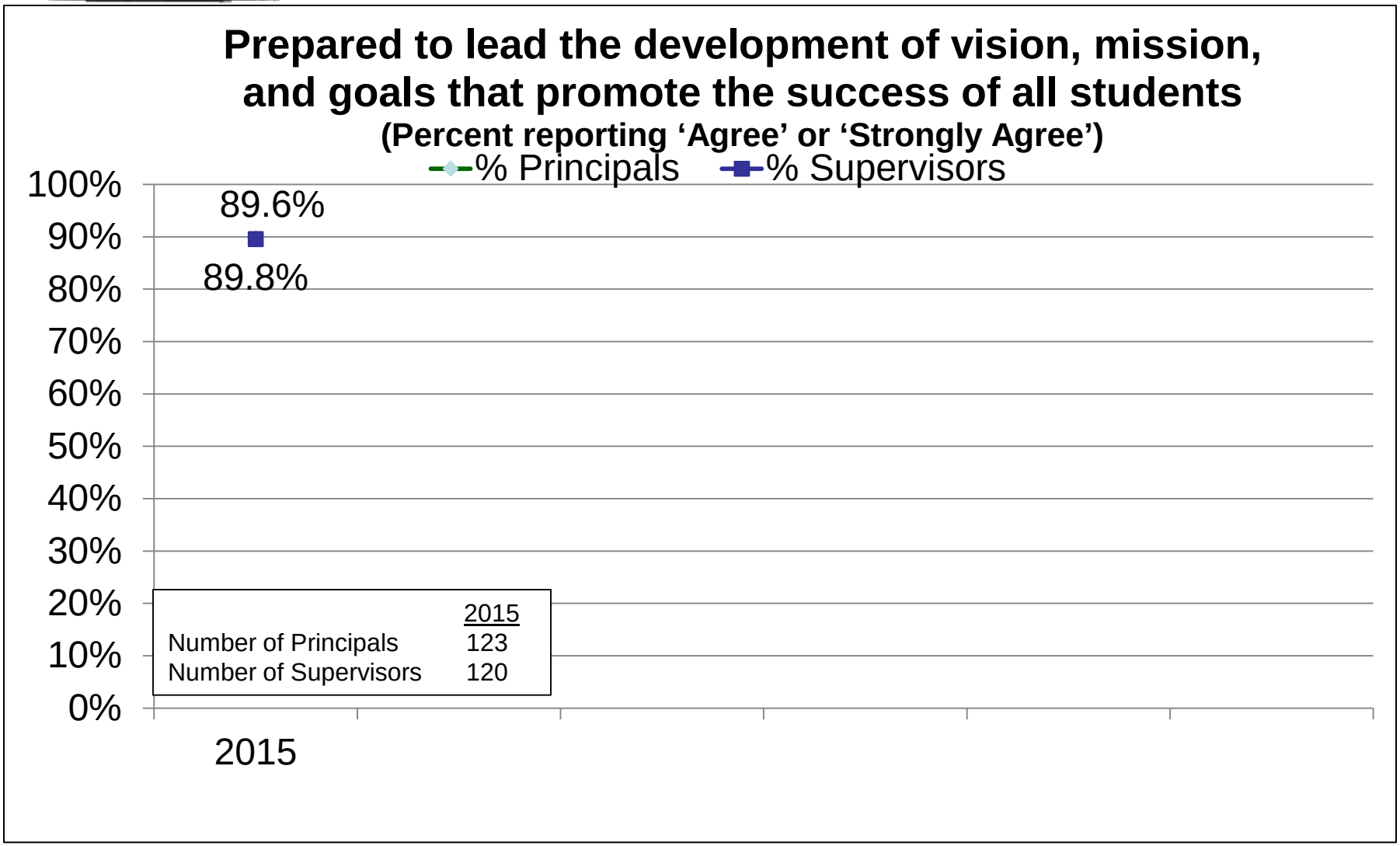
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



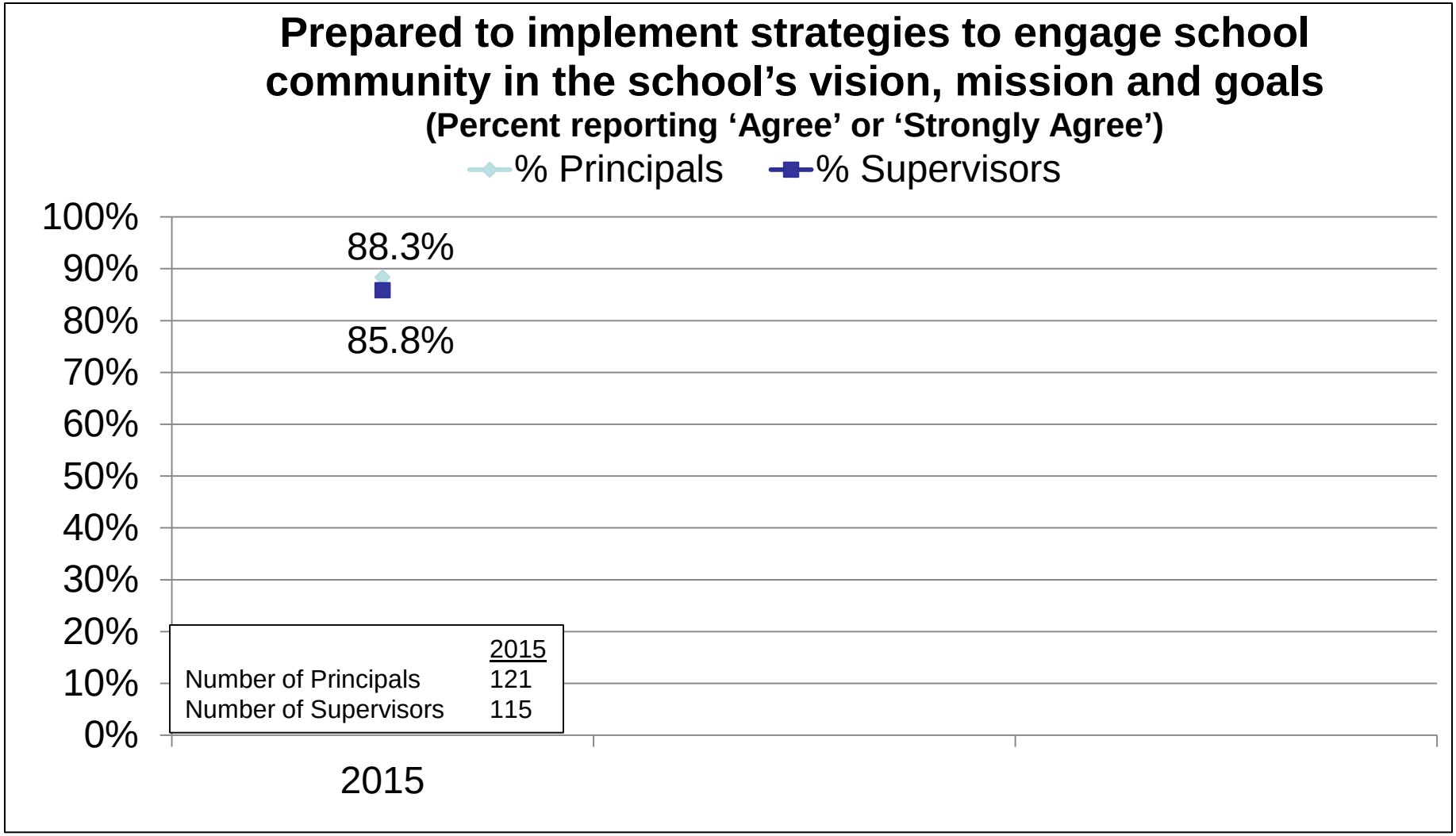
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



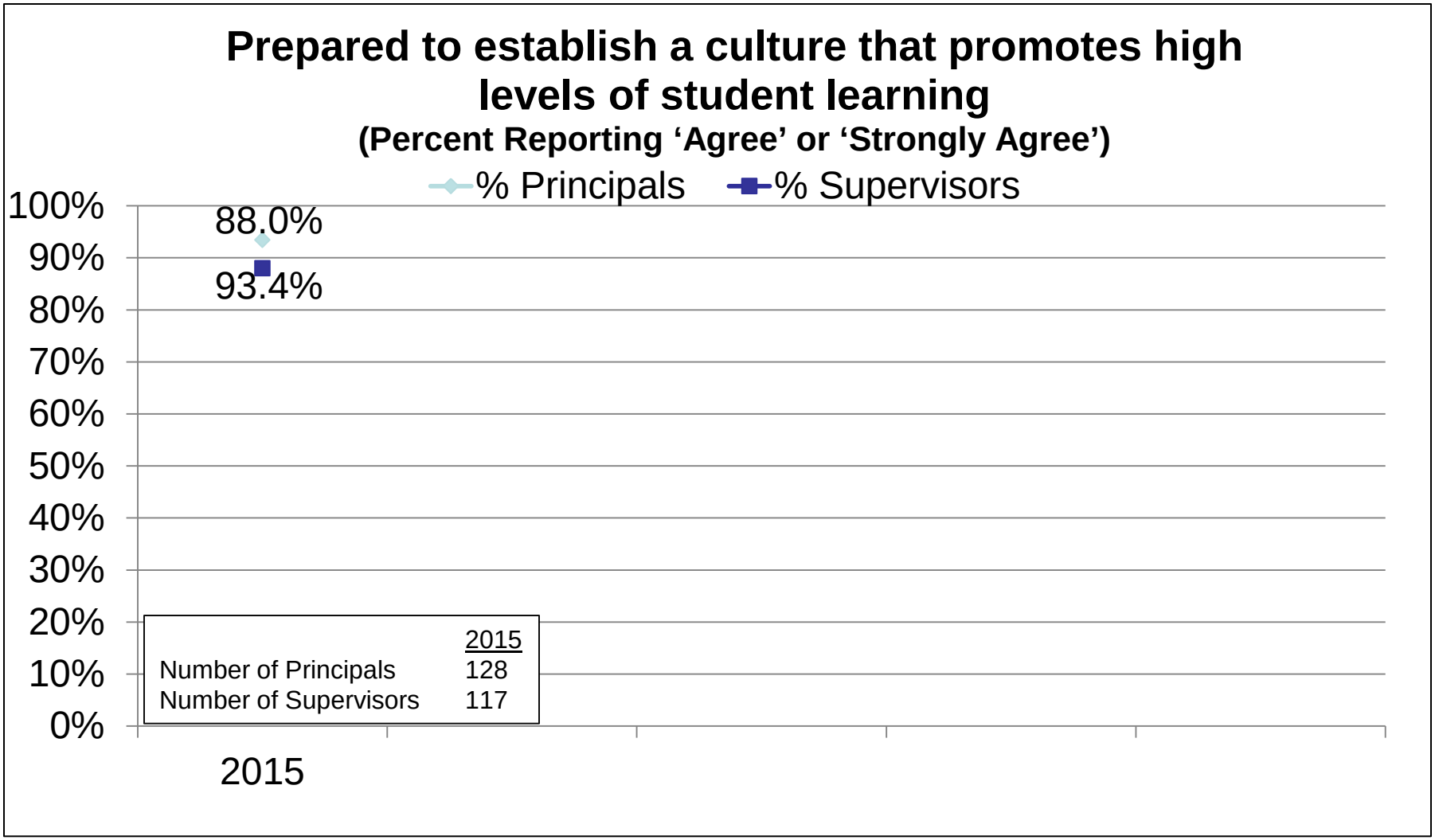
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



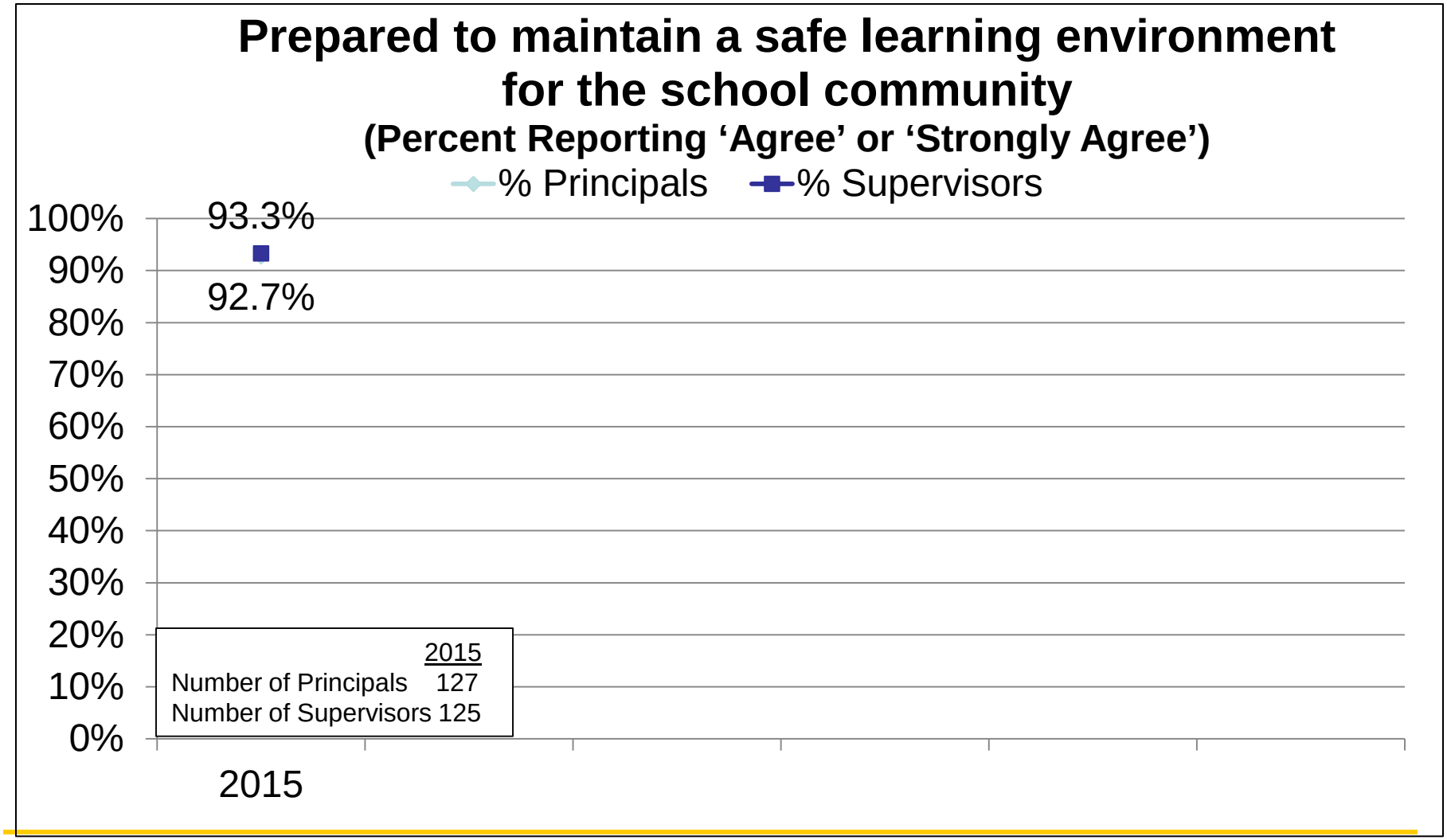
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



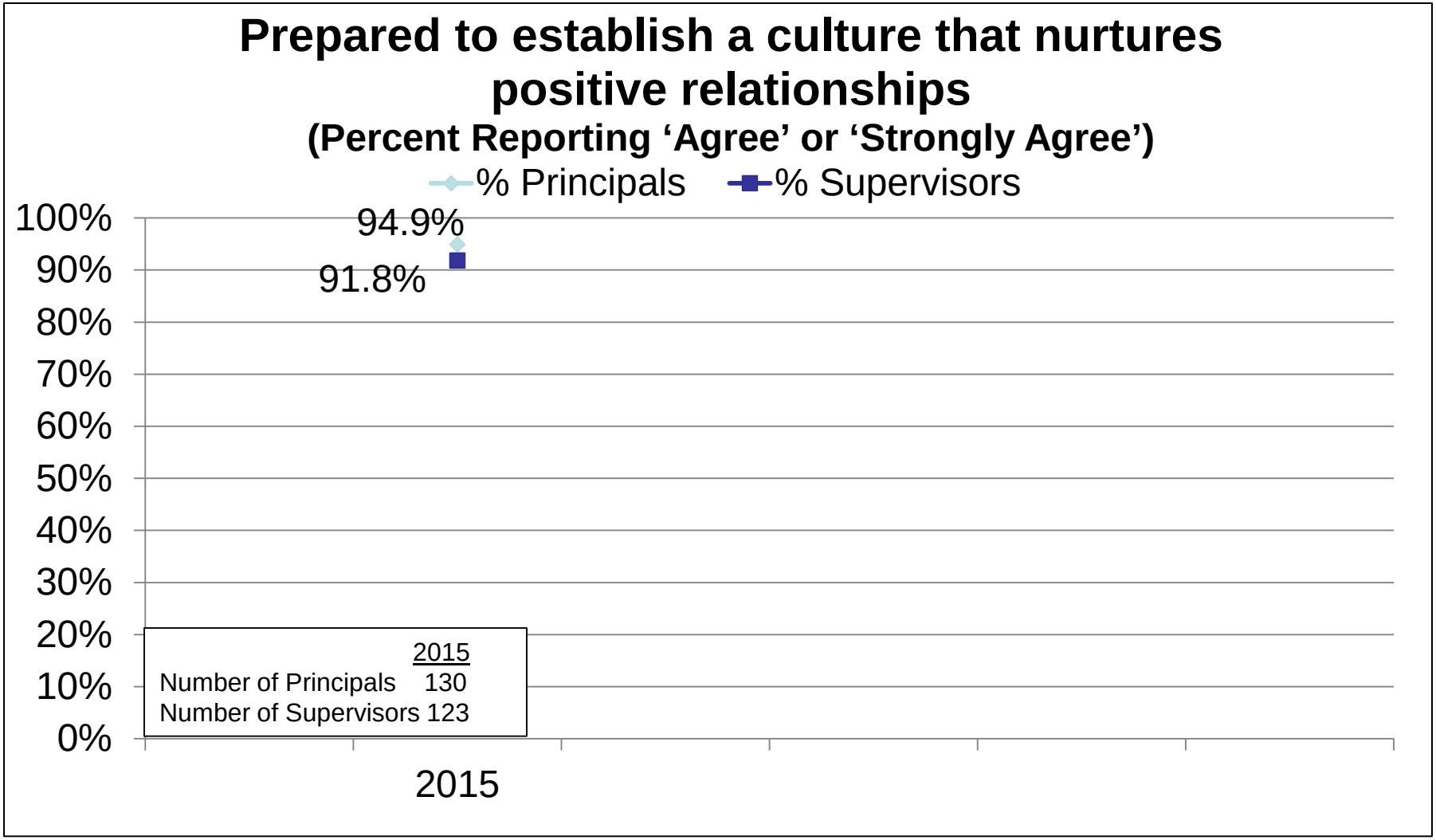
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



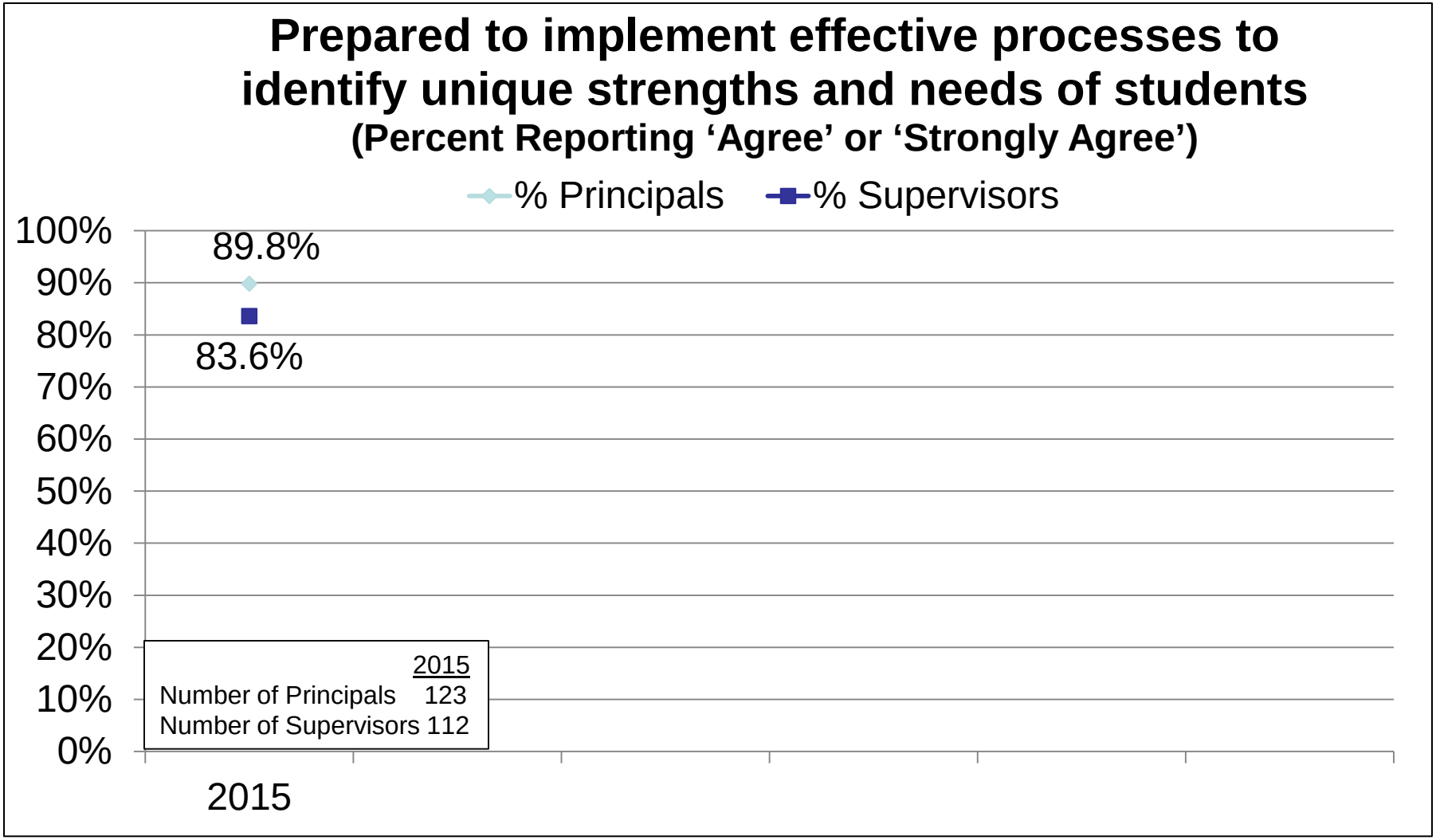
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



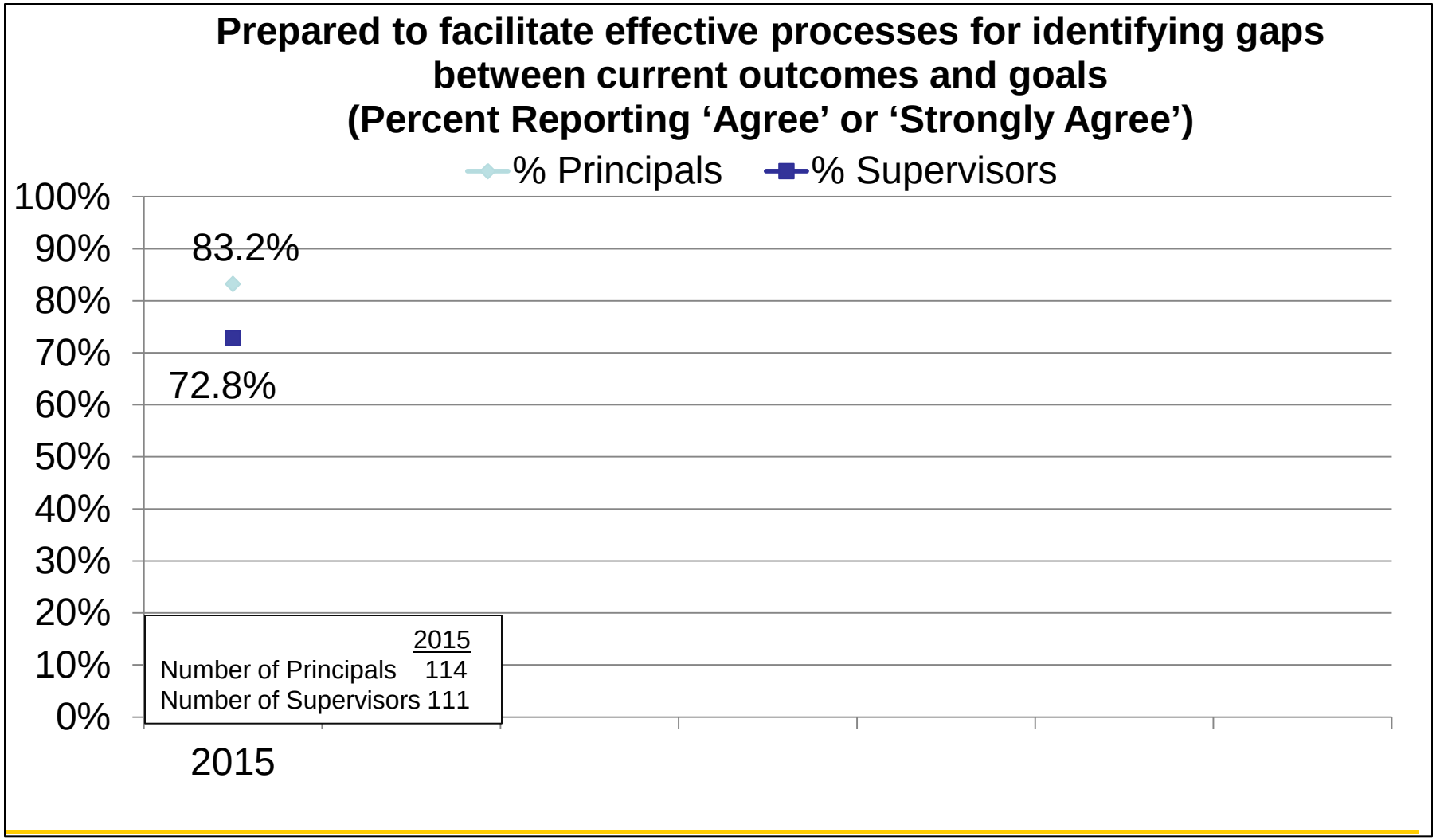
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



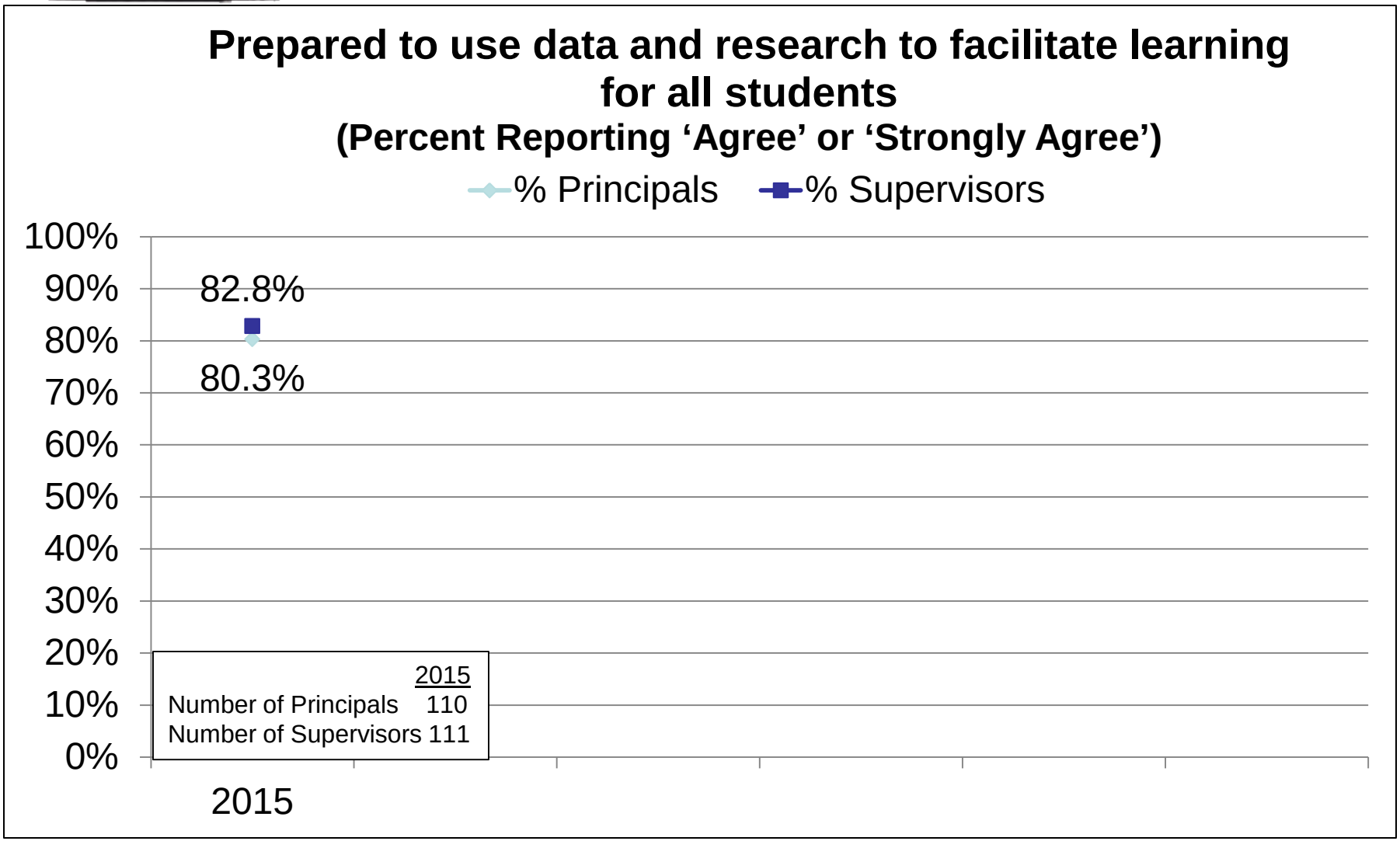
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



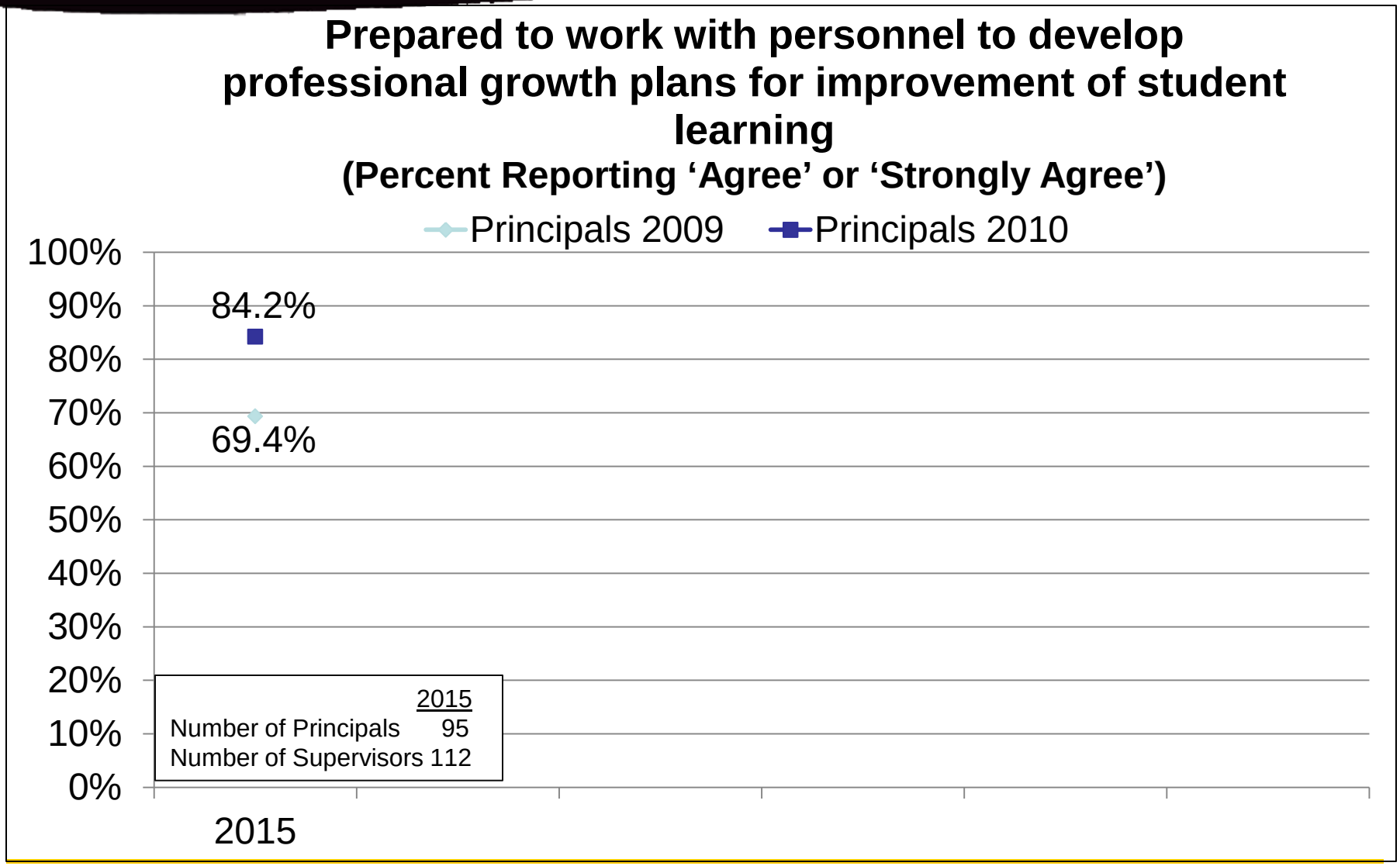
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



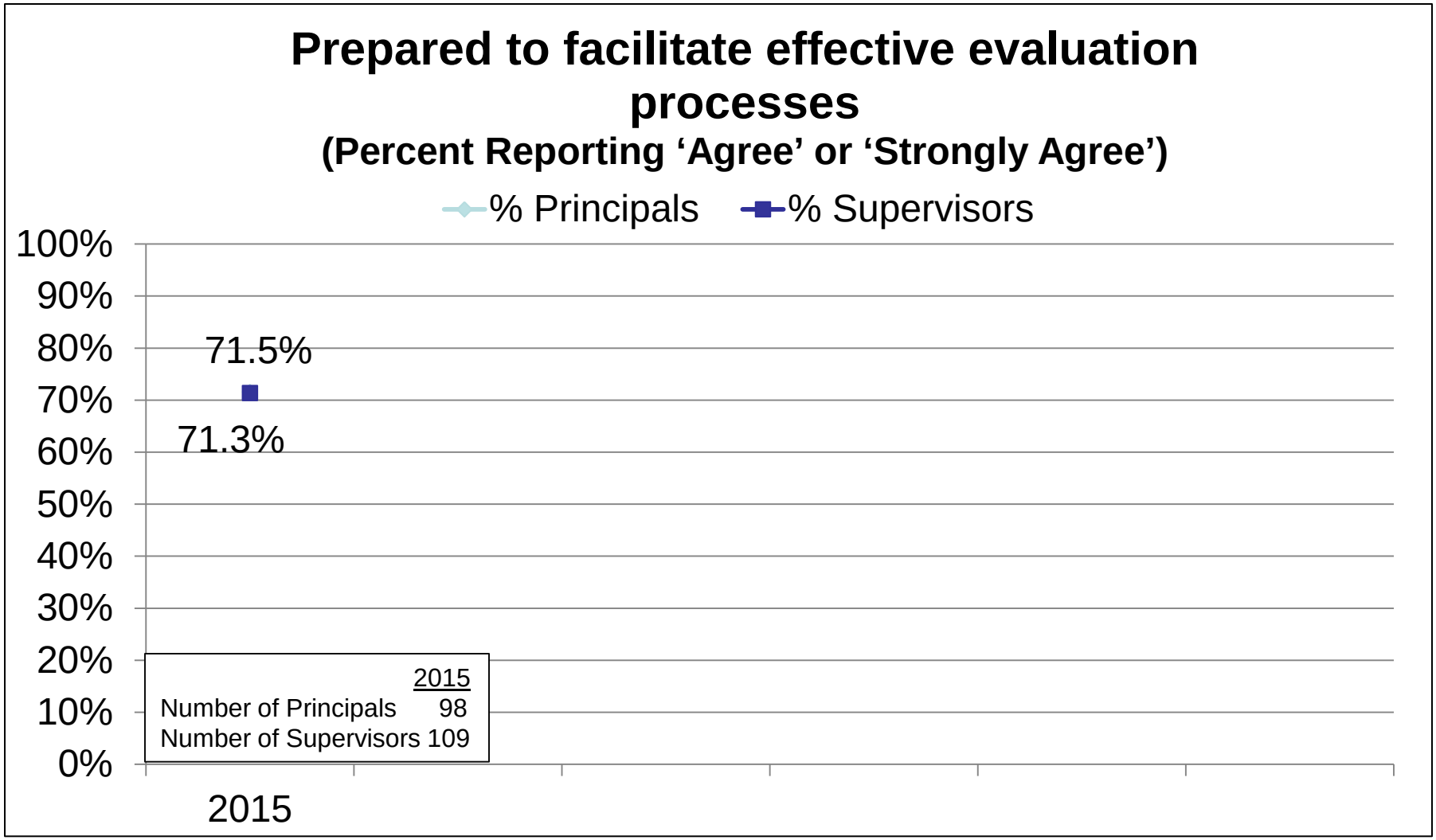
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



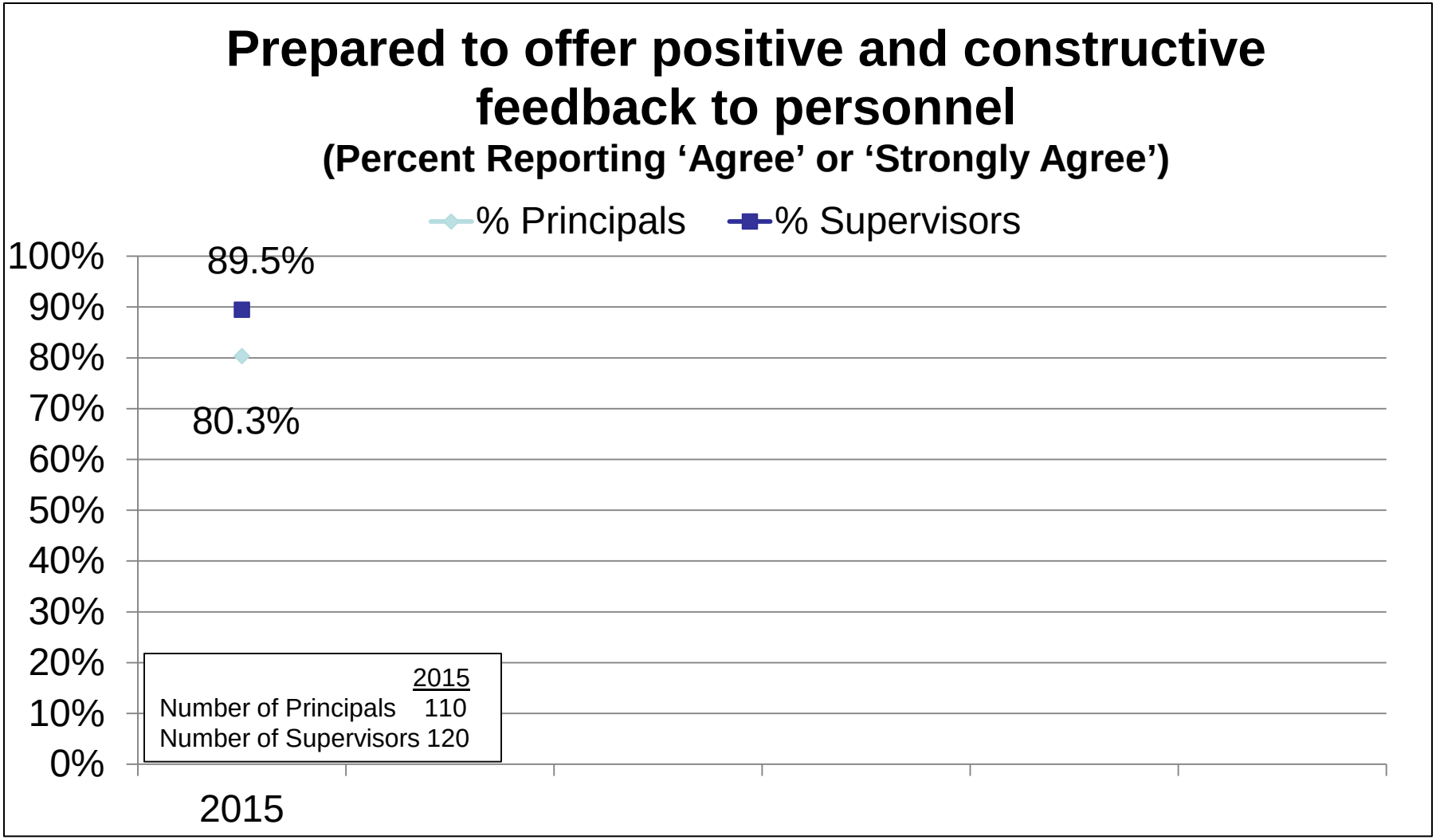
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



Missouri First Year Principal Survey 2015

By Item & Type of Respondent

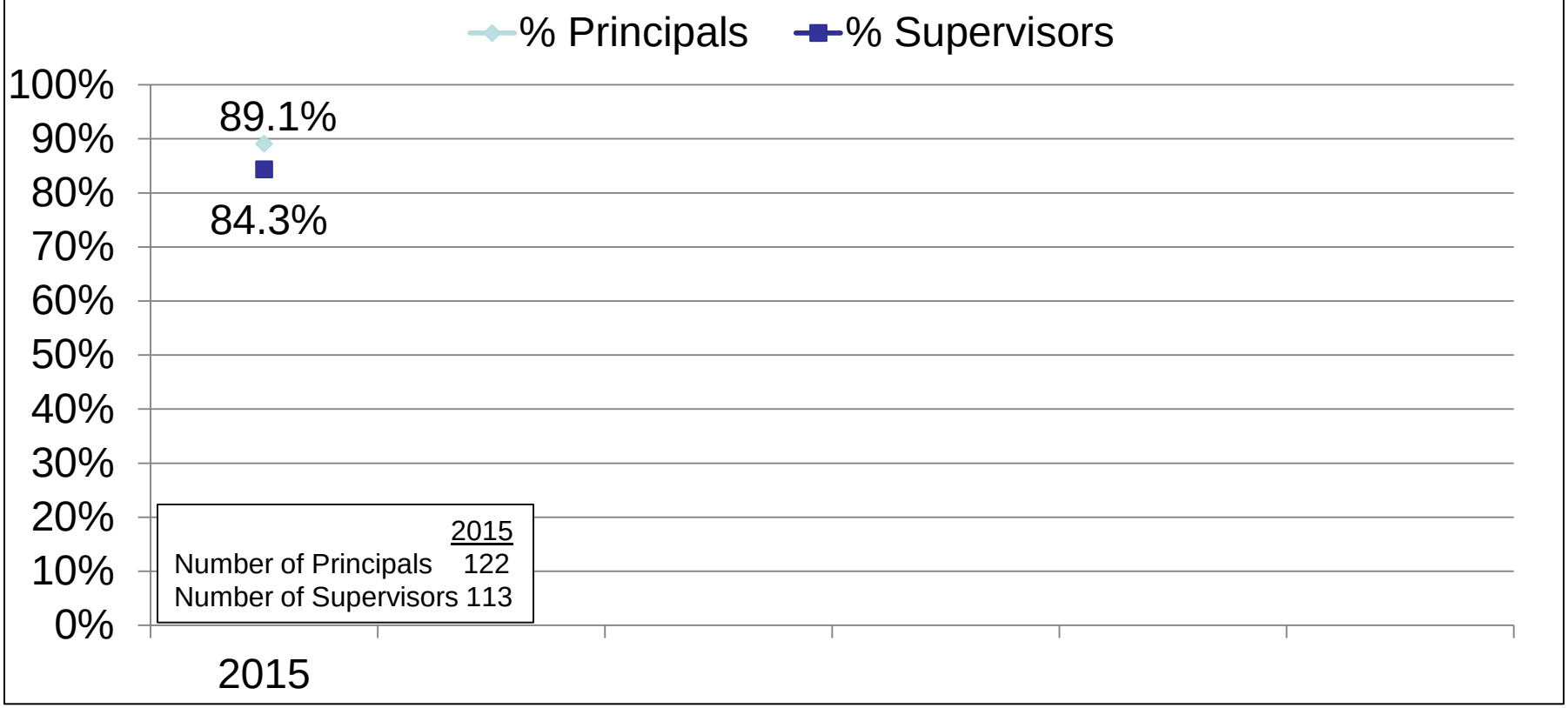


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

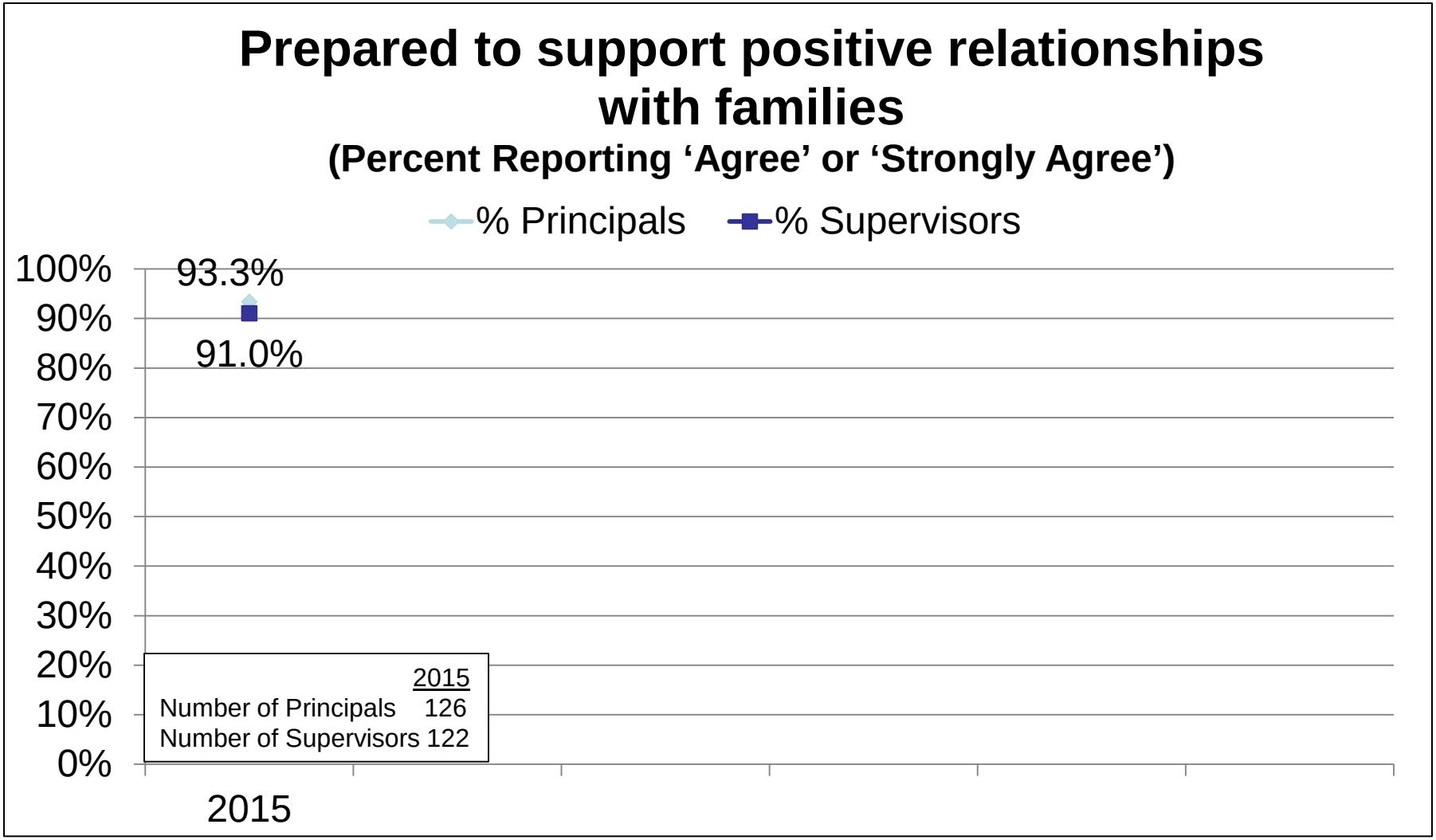
Prepared to guide the effective use of resources to support student learning

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



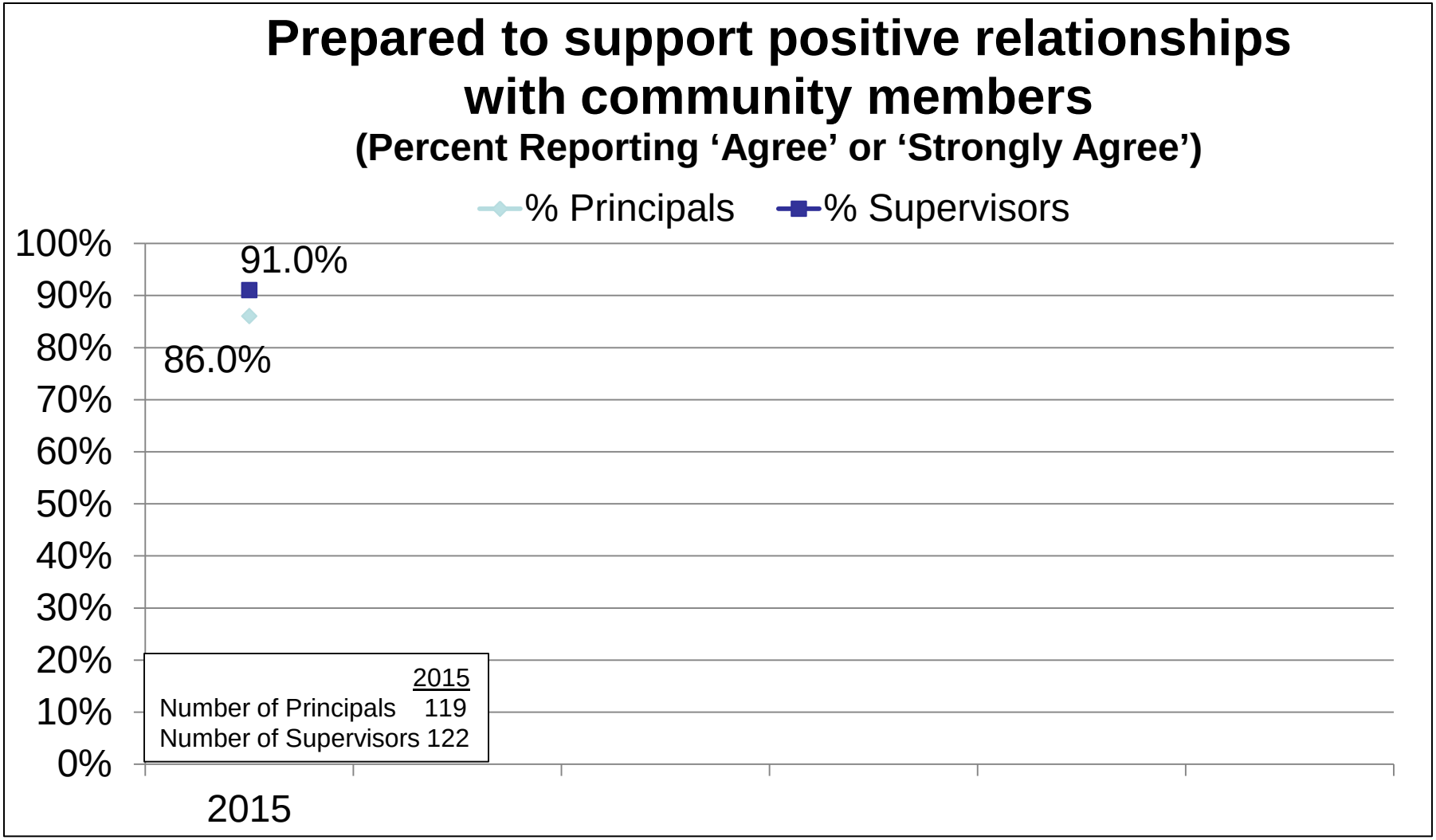
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



Missouri First Year Principal Survey 2015

By Item & Type of Respondent

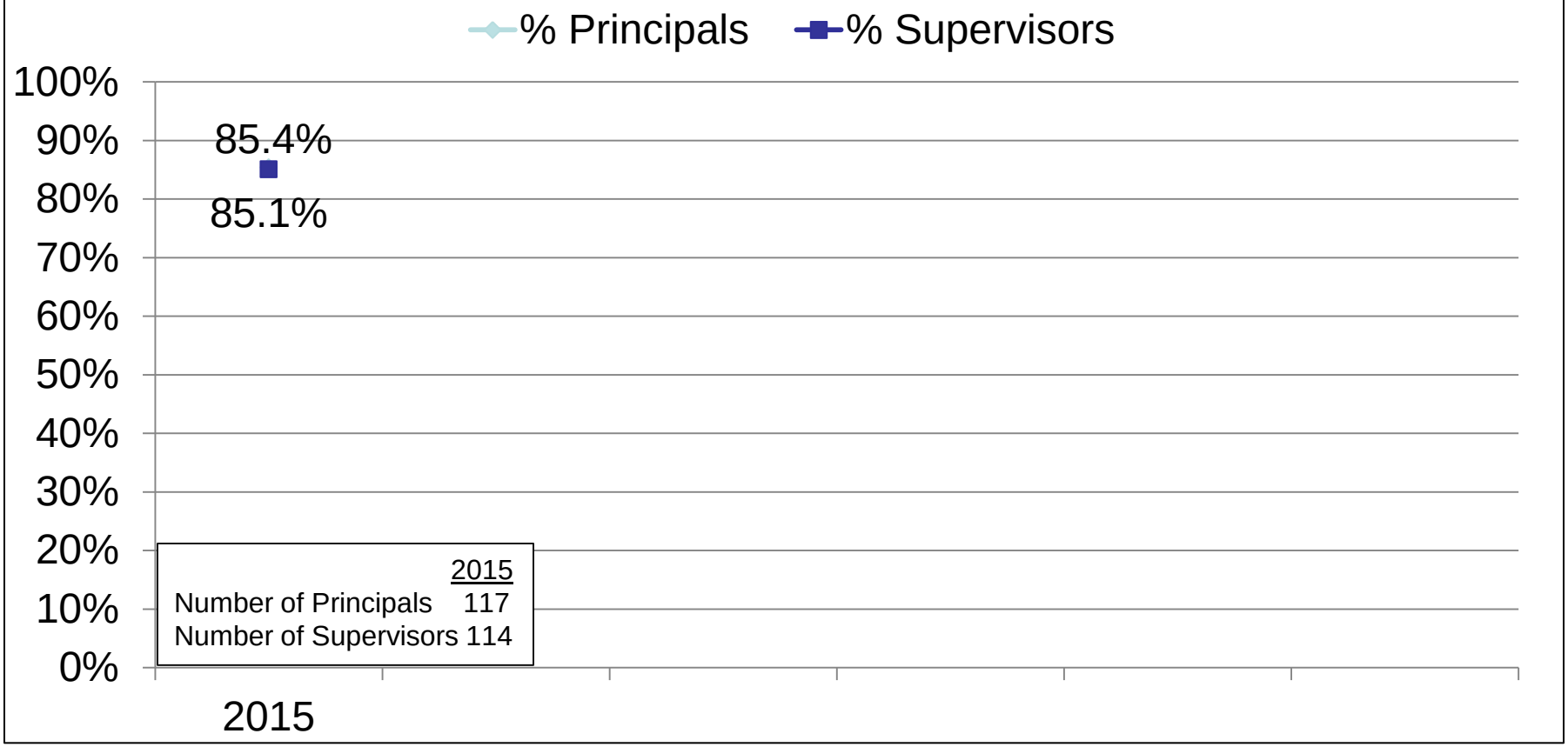


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

Prepared to collaborate with families to enhance the culture of learning

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

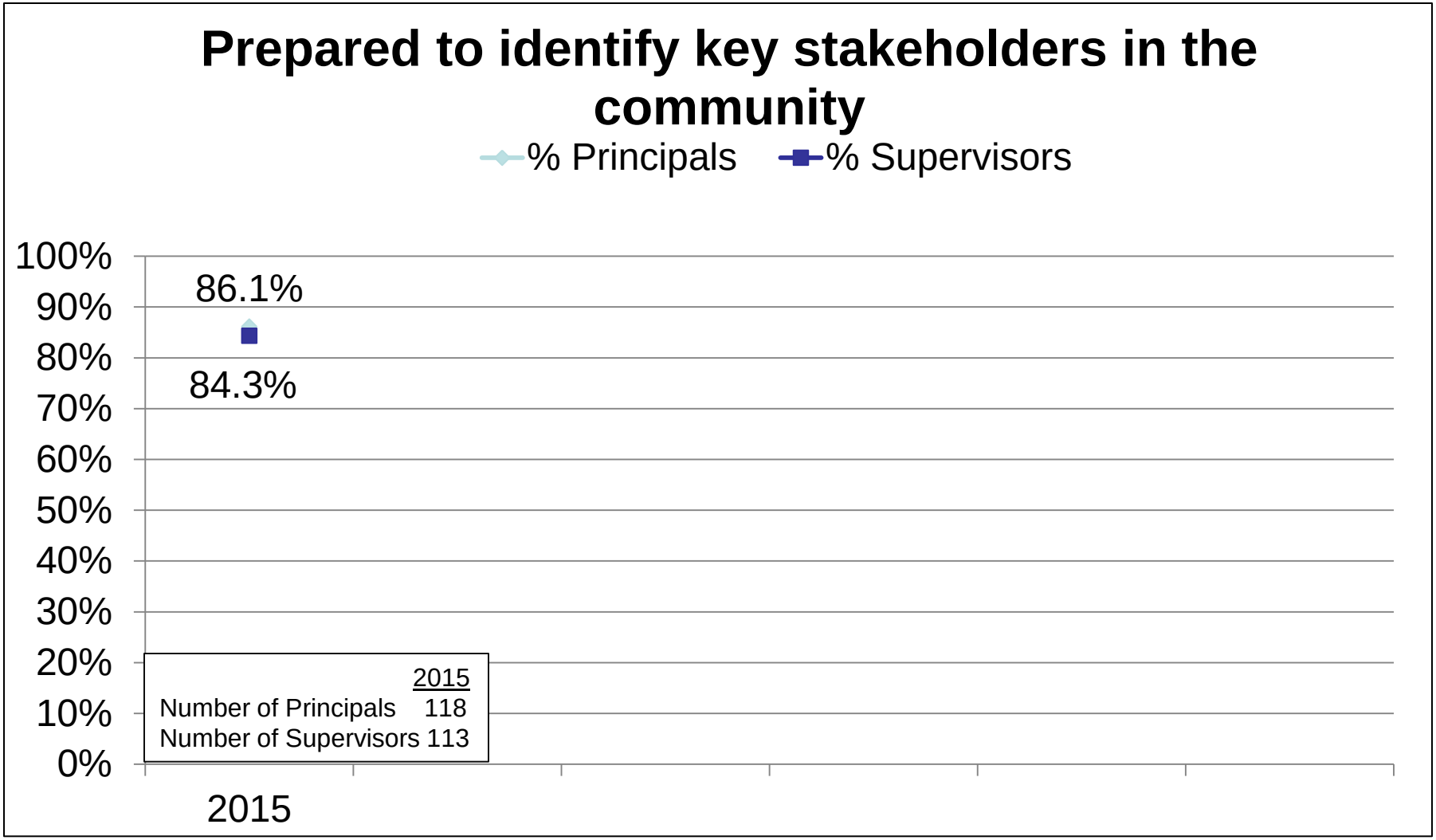


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

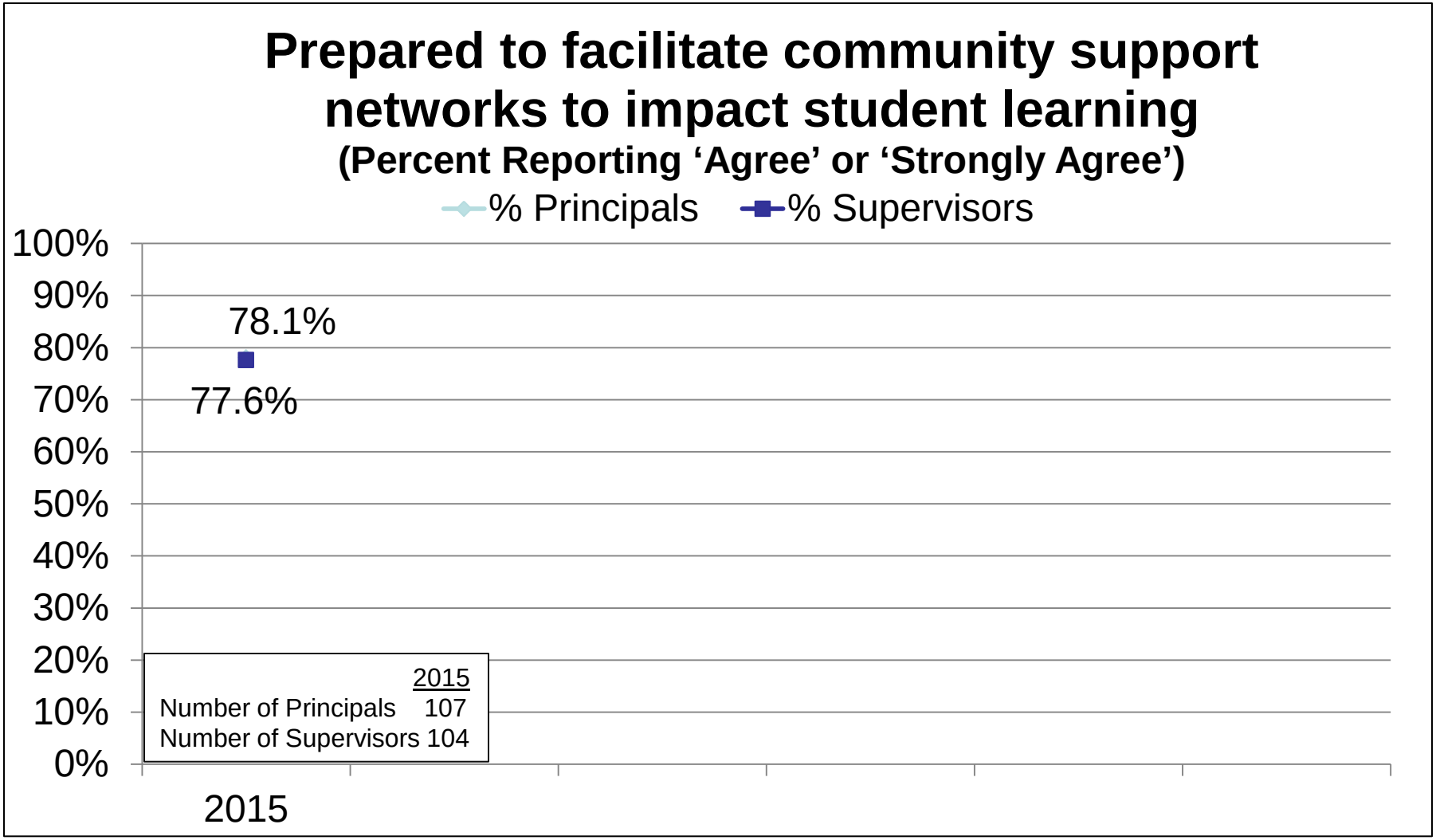
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



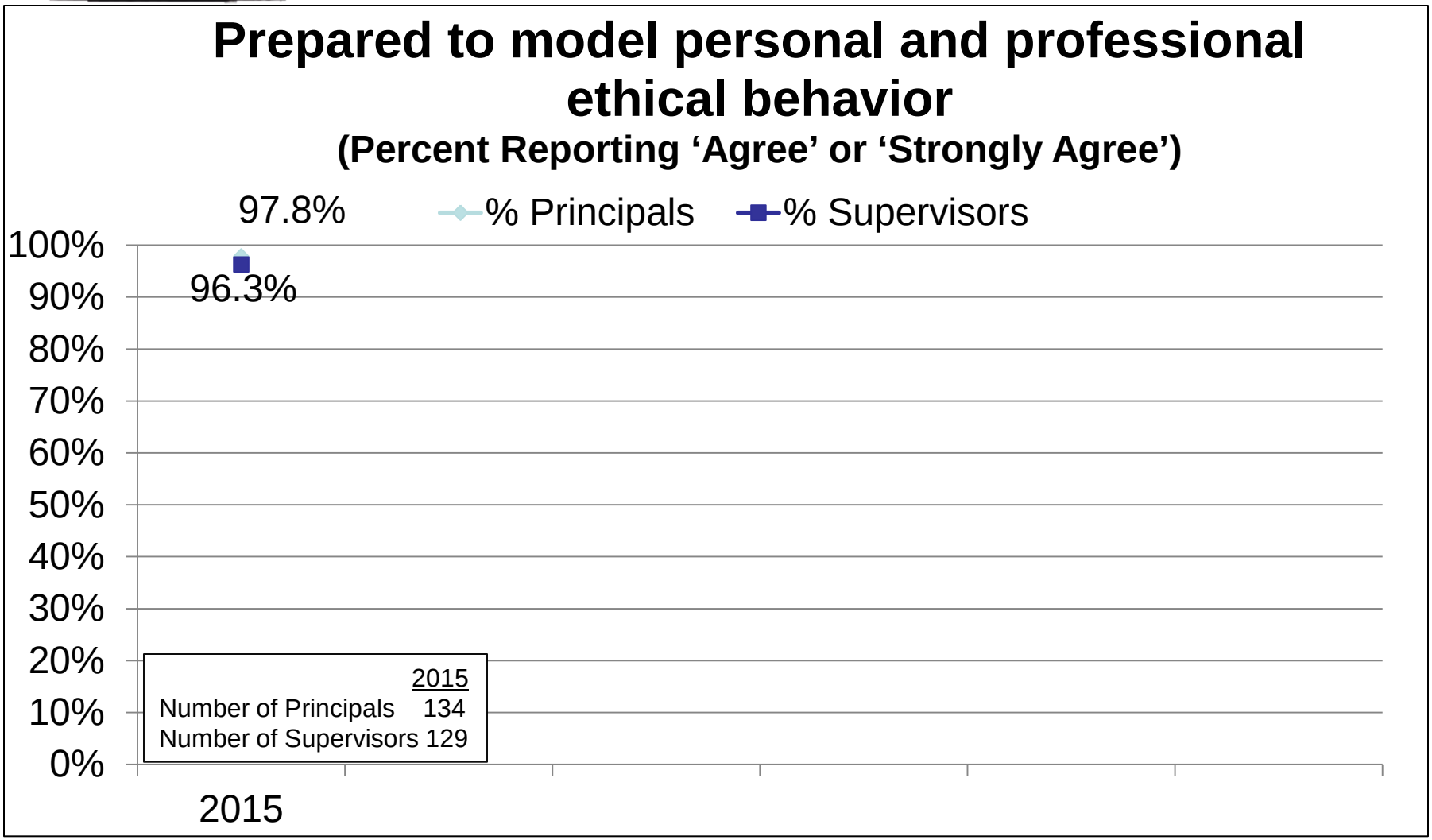
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



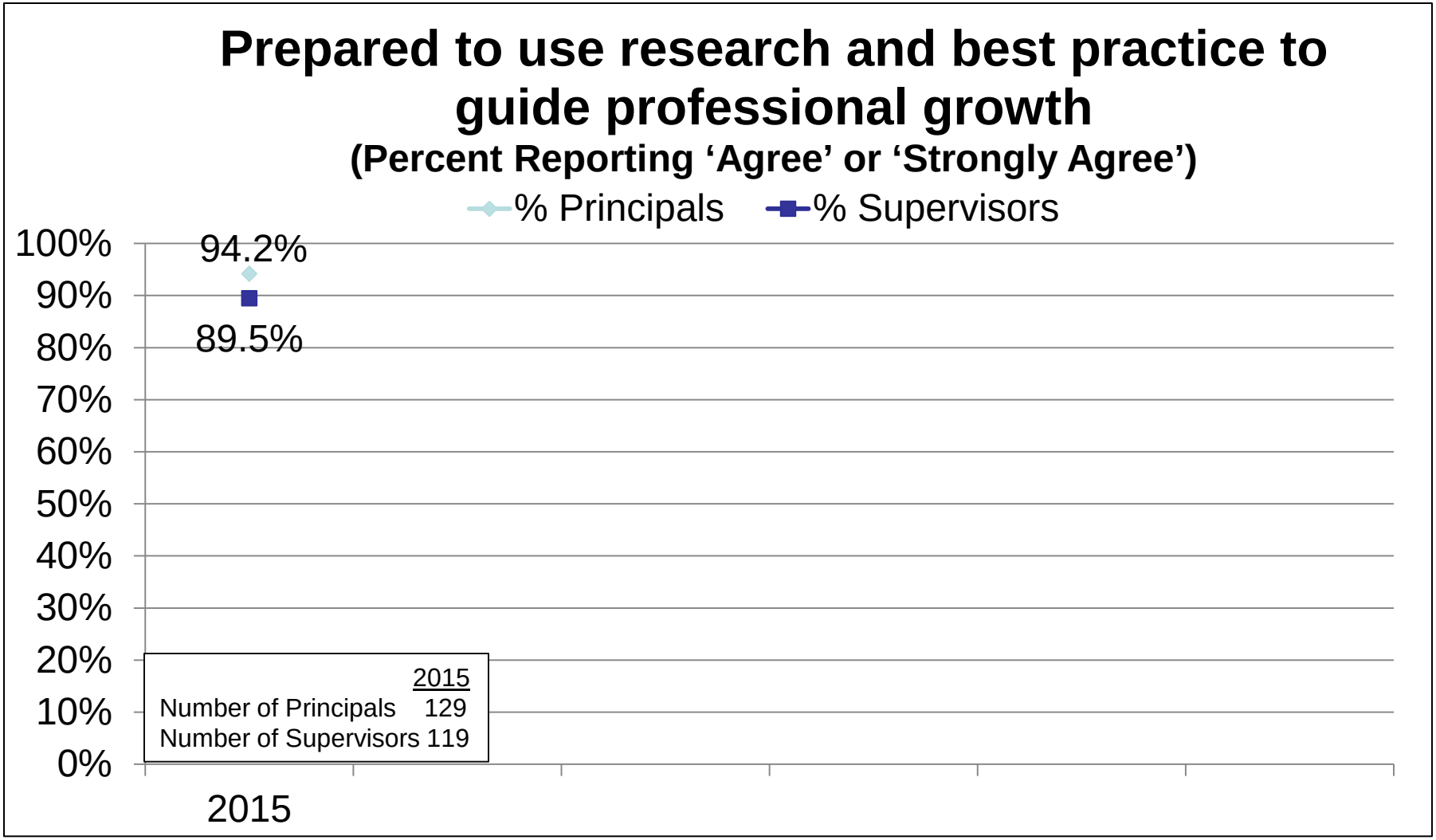
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



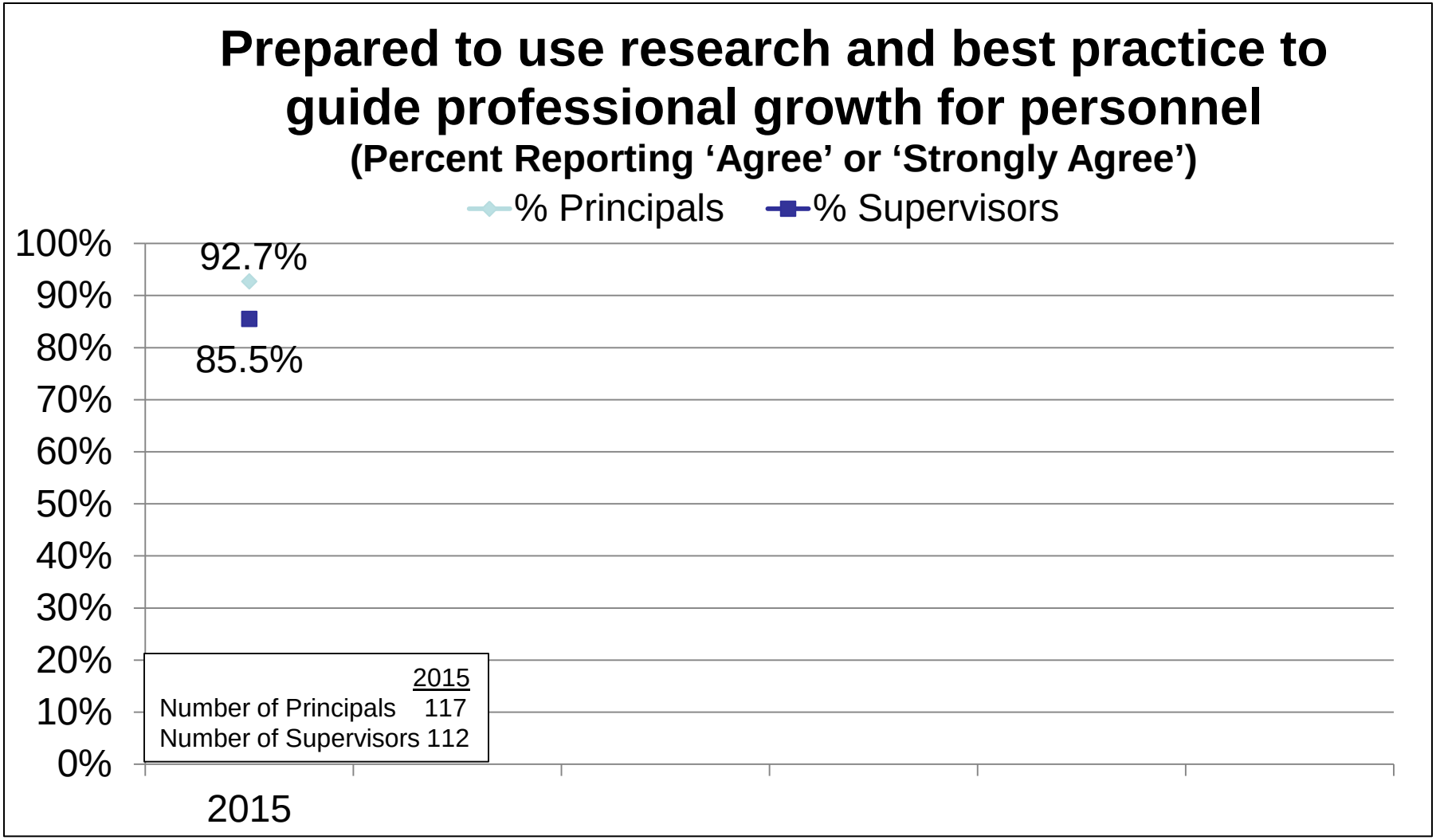
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



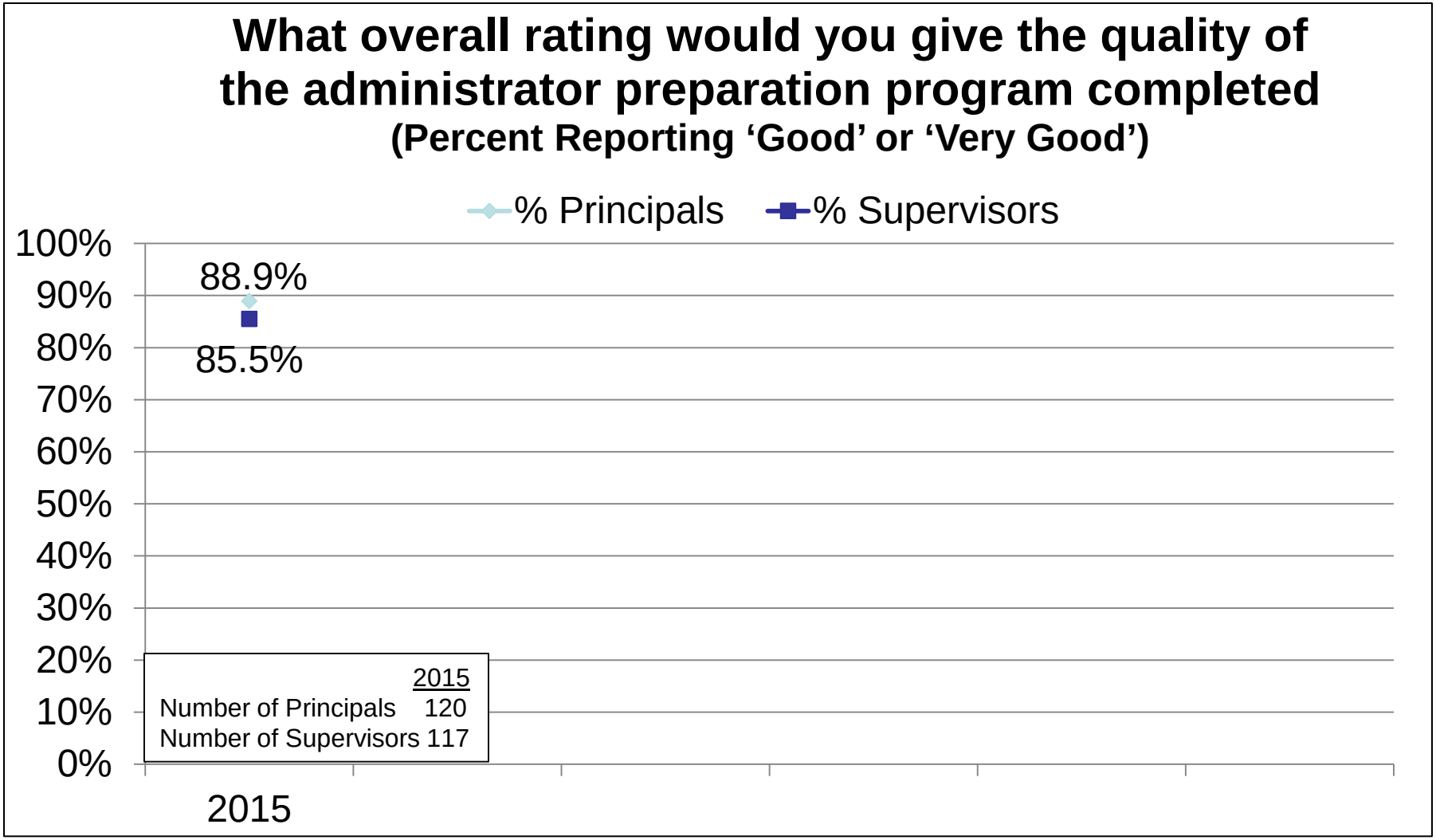
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



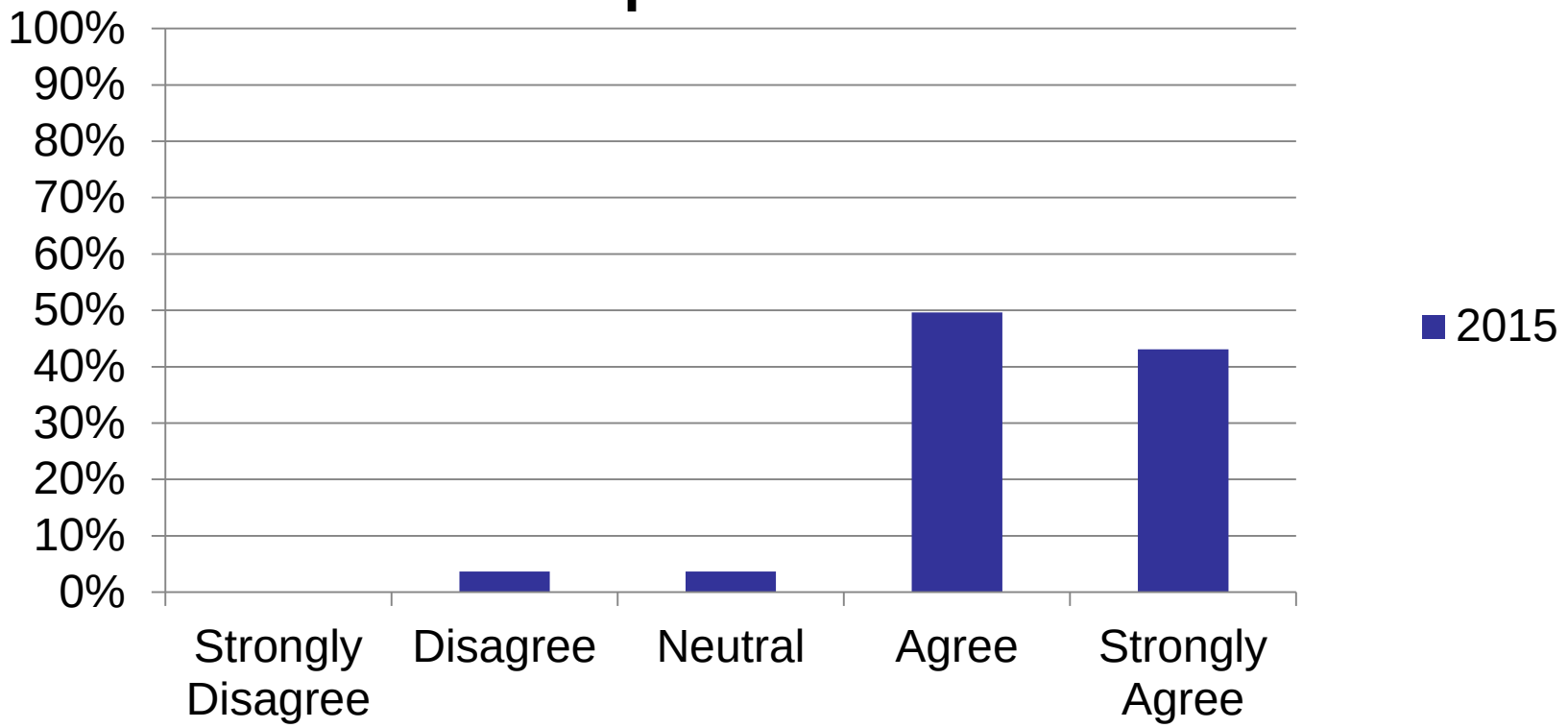
Missouri First Year Principal Survey 2015

By Item & Type of Respondent



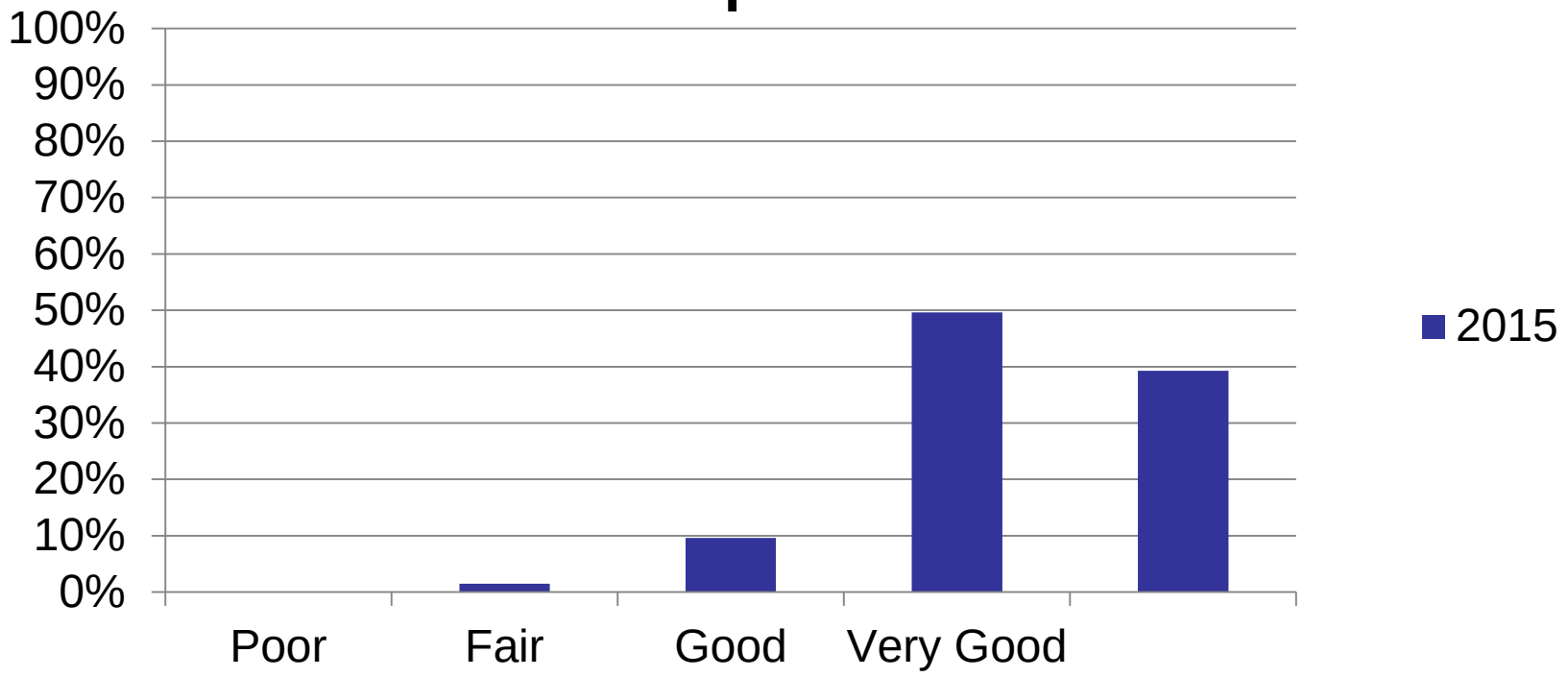
Missouri First Year Principal Survey 2015

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



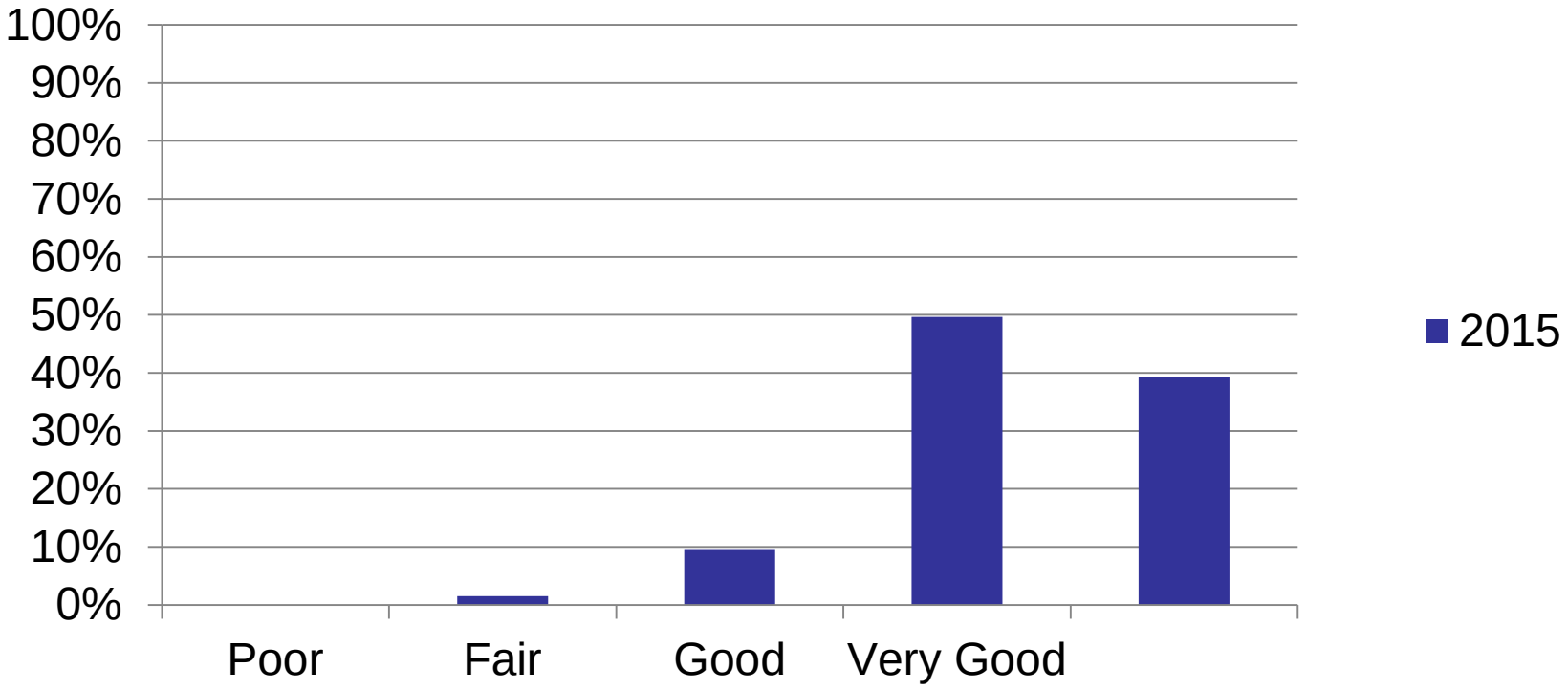
Missouri First Year Principal Survey 2015

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



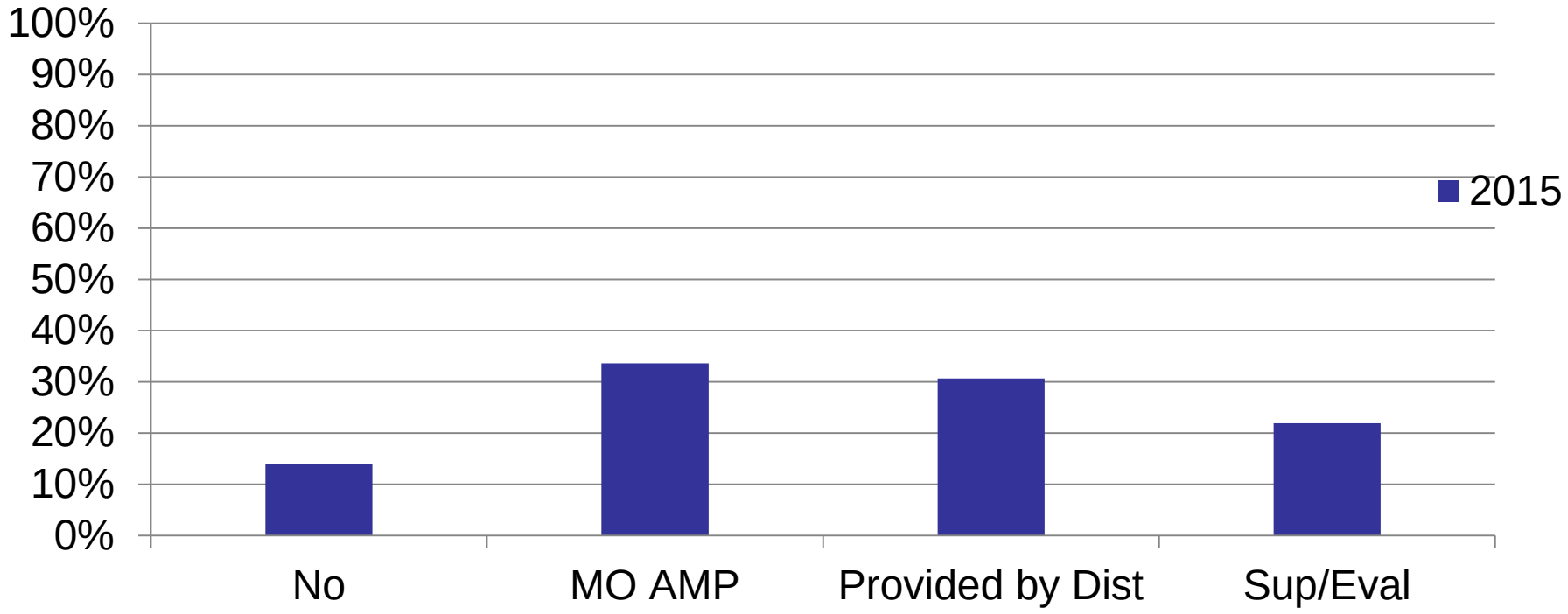
Missouri First Year Principal Survey 2015

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



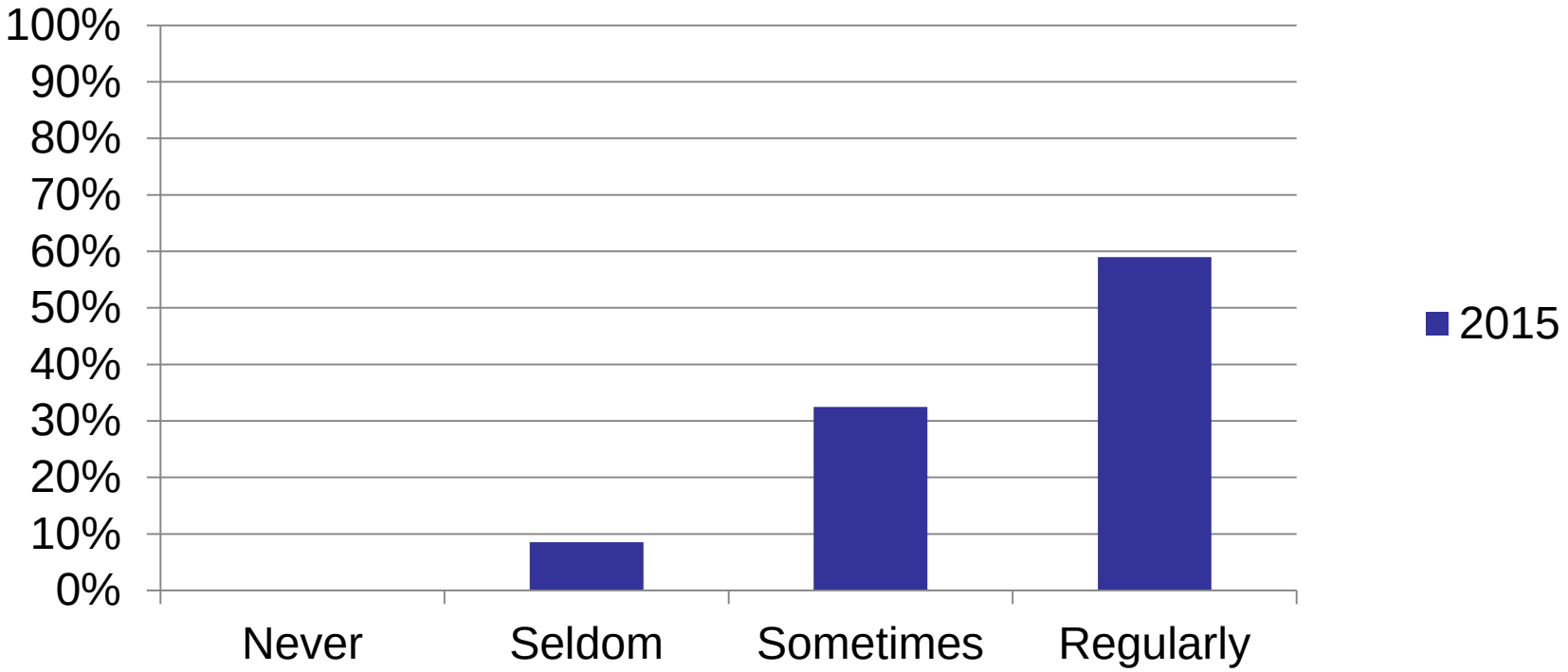
Missouri First Year Principal Survey 2015

Were you assigned mentor this year?



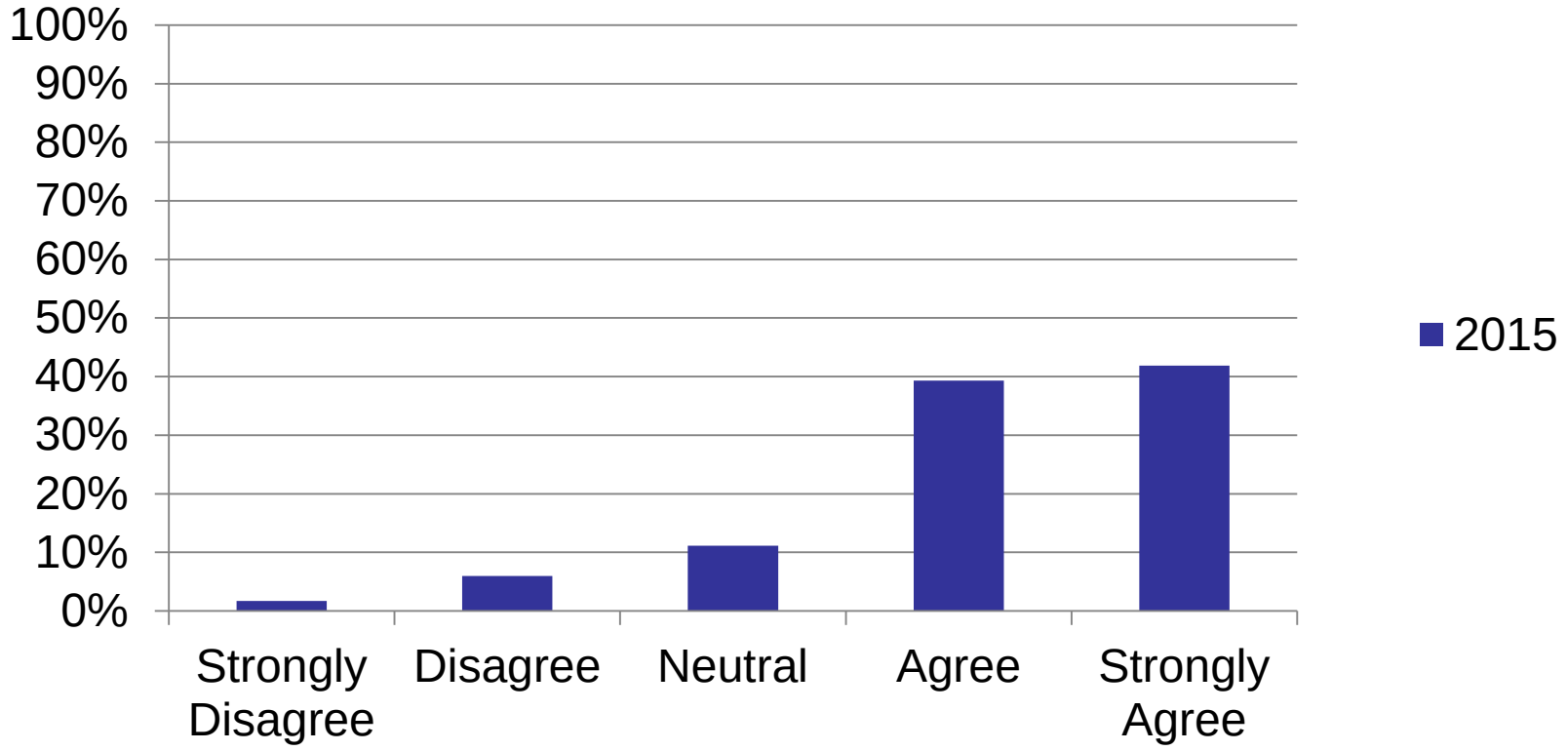
Missouri First Year Principal Survey 2015

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



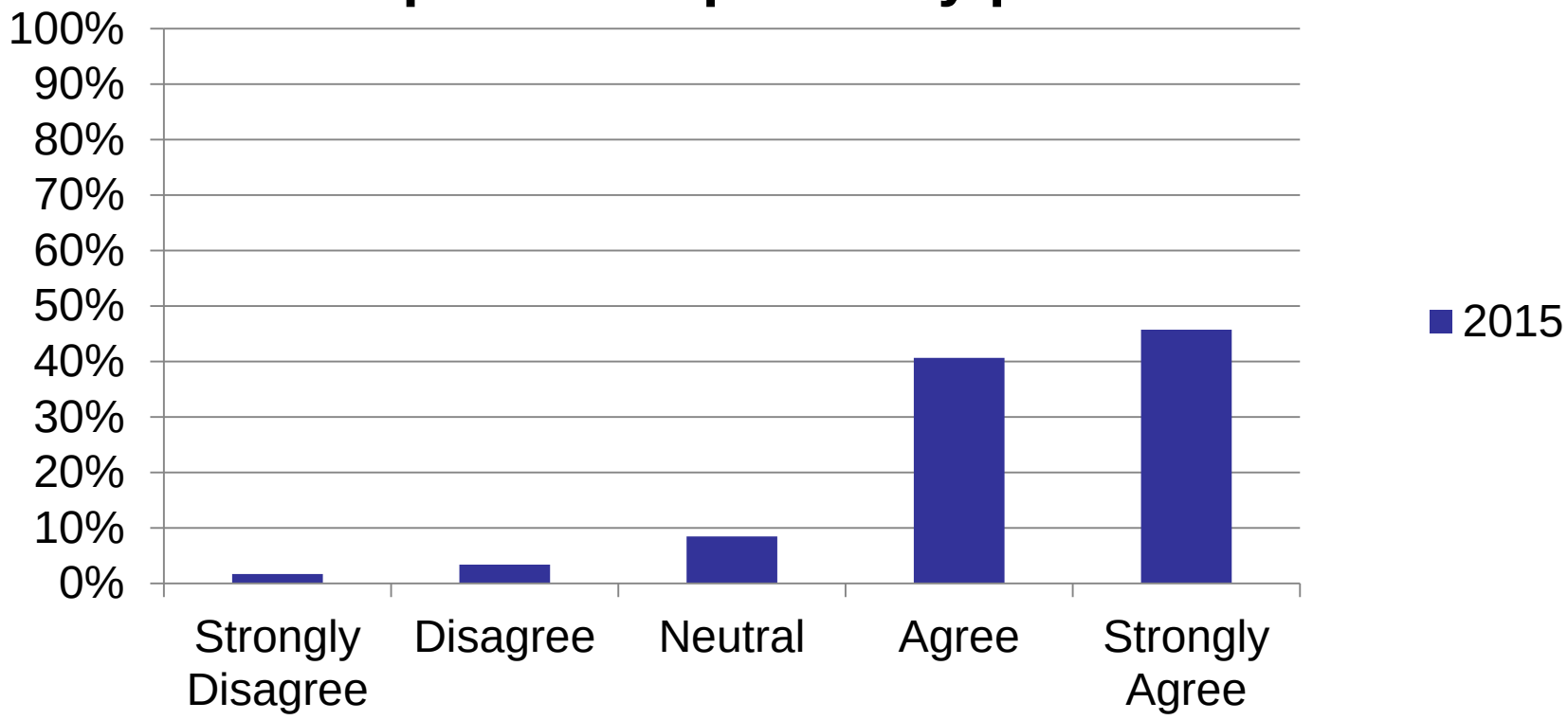
Missouri First Year Principal Survey 2015

The mentoring process is non-evaluative



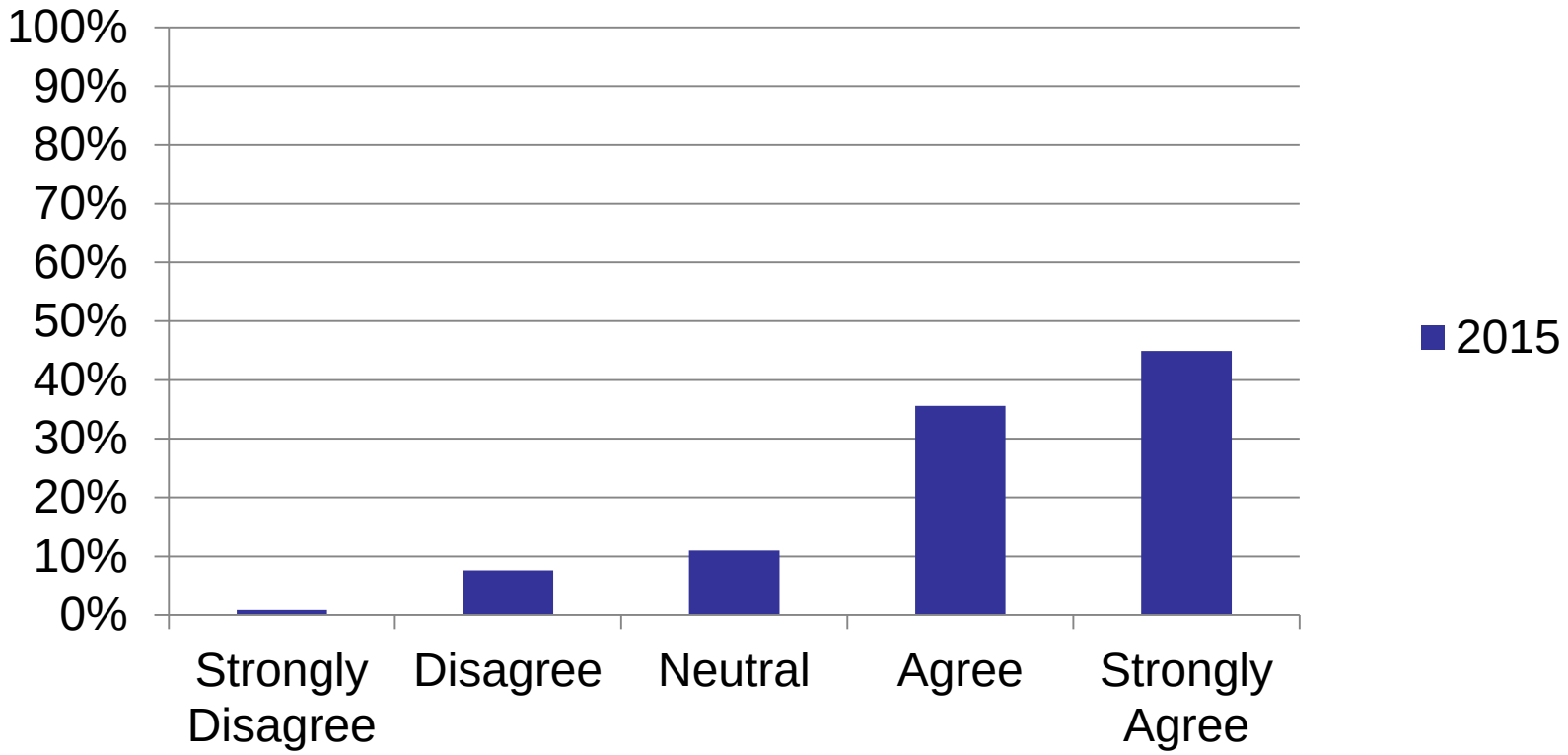
Missouri First Year Principal Survey 2015

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



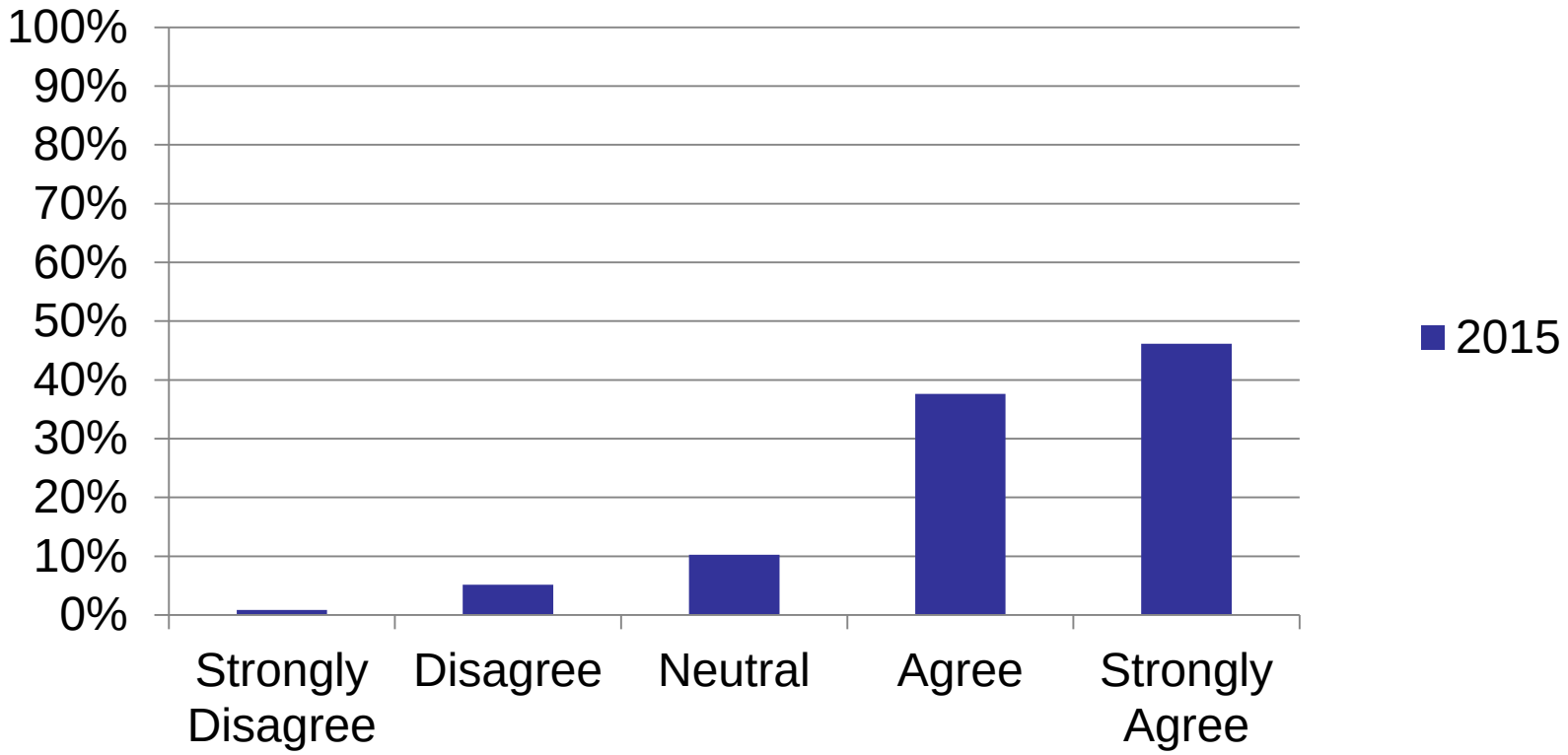
Missouri First Year Principal Survey 2015

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



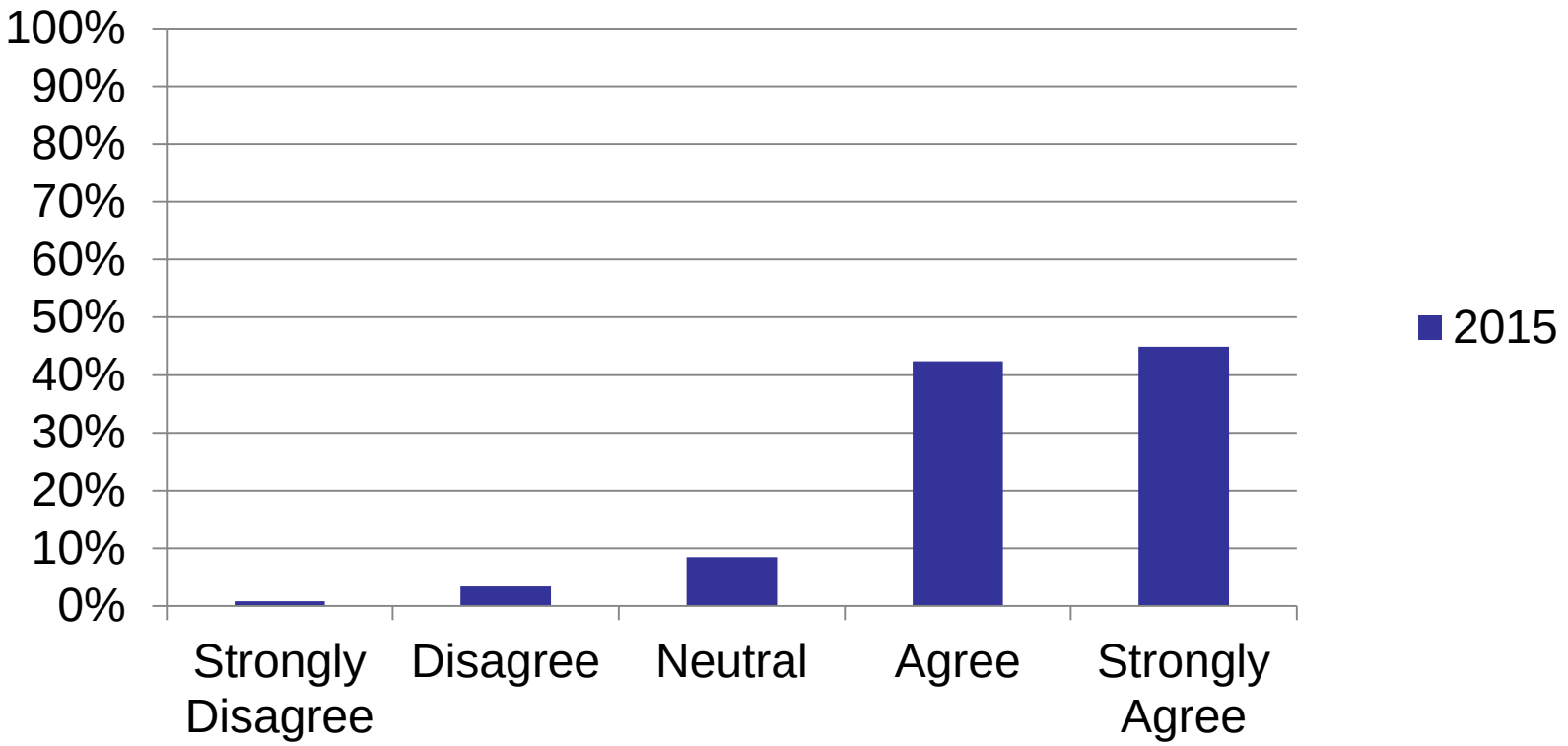
Missouri First Year Principal Survey 2015

My mentor provided me with effective support



Missouri First Year Principal Survey 2015

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**
  - **Launched mid-April**
  - **Reminders from OSEDA**
  - **Post Cards Mailed in early May**
  - **Results in Summer 2016**
  - **Explore Using Scales in the APR-EPP**

Response Rate for 2016 Surveys

Teachers

- Teachers @ 67%
  - Sent 3380
  - Received 2265
- Principals @ 72.1%
  - Sent 3169
  - Received 2286

Principals

- Principals @ 75.4%
  - Sent 224
  - Received 169
- Supervisors @ 72.4%
  - Sent 221
  - Received 160

Questions

Missouri
DEPARTMENT OF ELEMENTARY & SECONDARY
EDUCATION™

TOP 10 by 20™
MISSOURI PROUD

The Office of Educator Quality

- - - - - -

Gale "Hap" Hairston
Christy Leighty
Roy "Buddy" Alberson
Sandy Jensen
Marcia Patridge
573-751-1668