



***“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 (OSED)
University of Missouri

A Special Thanks

- **Office of Social-Economic Data Analysis (OSED)**
 - 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**

- ***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%)***

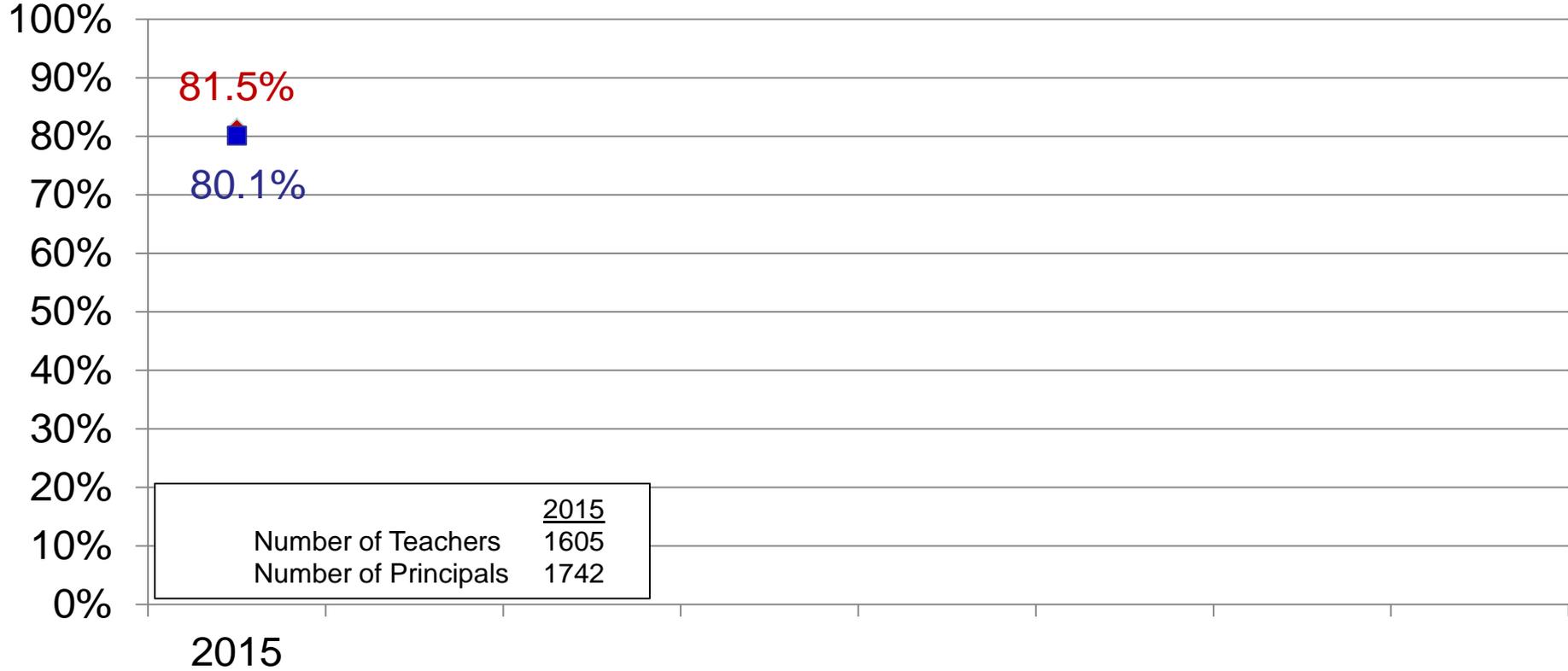
- ***Following graphical summary shows ...***
- ***Level of How Well Prepared***
- ***Compares Views of Teachers & Principals***
- ***Implementation of a New Survey Format***
- ***Results Continue to Show***
 - ***Levels are relatively high***
 - ***Trends are stable***
 - ***Views are similar***

Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to incorporate interdisciplinary instruction (Percent reporting 'Agree' or 'Strongly Agree')

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



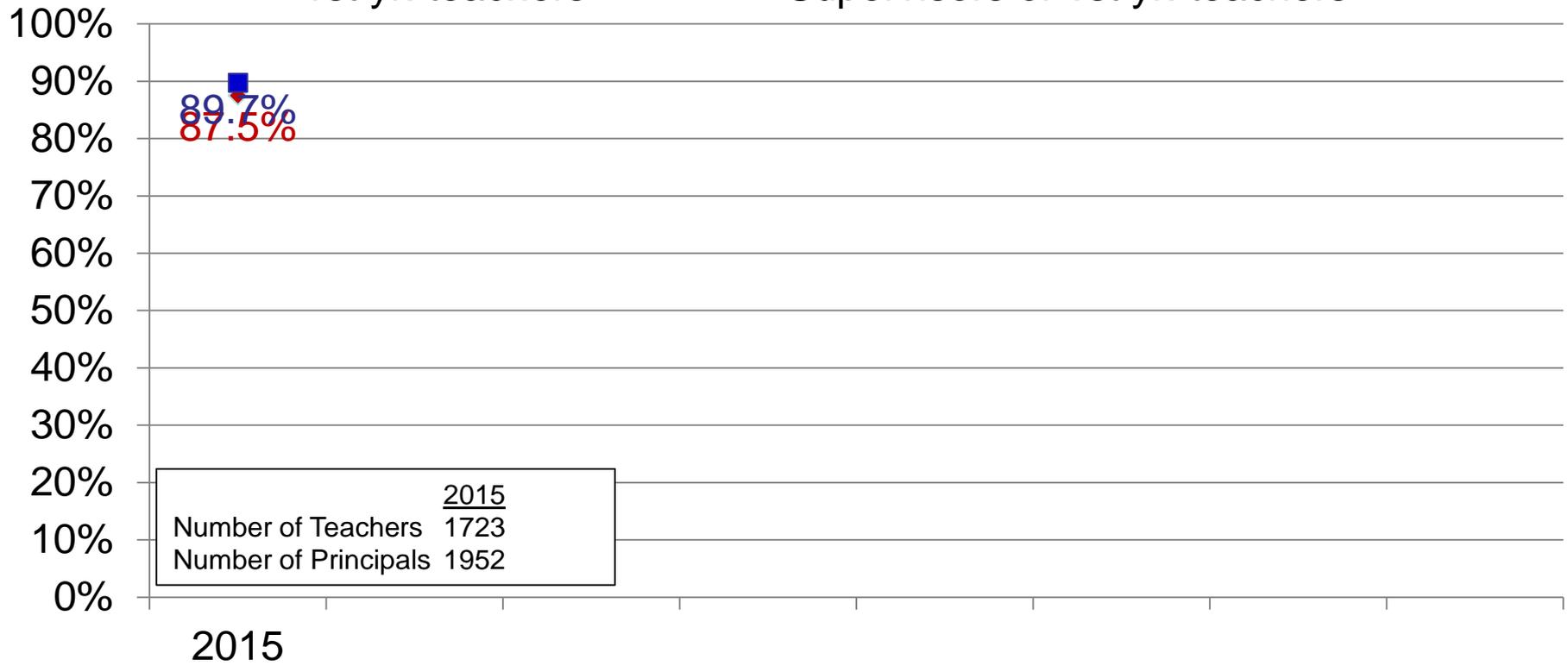
	<u>2015</u>
Number of Teachers	1605
Number of Principals	1742

Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared in content area (Percent reporting 'Agree' or 'Strongly Agree')

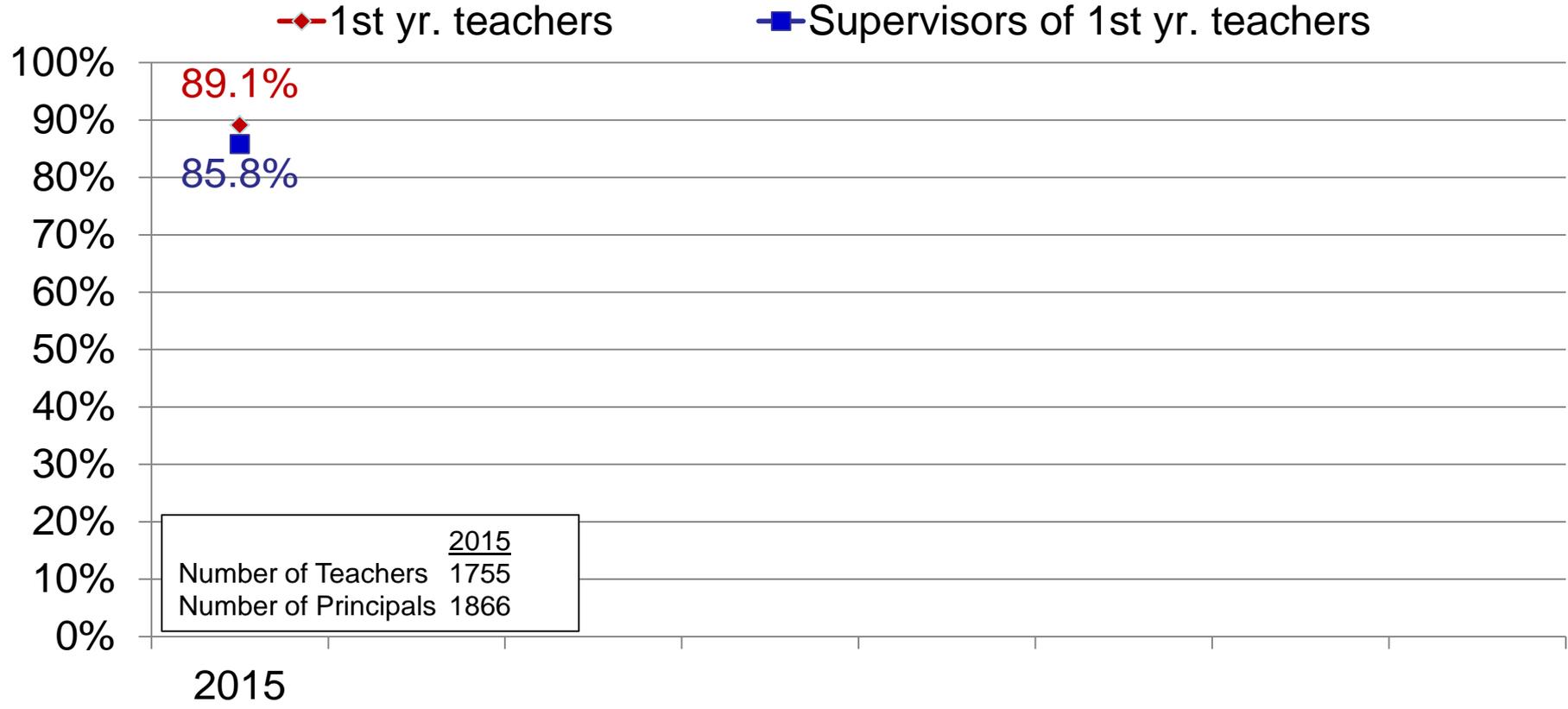
◆ 1st yr. teachers ■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to engage students in content area (Percent reporting 'Agree' or 'Strongly Agree')

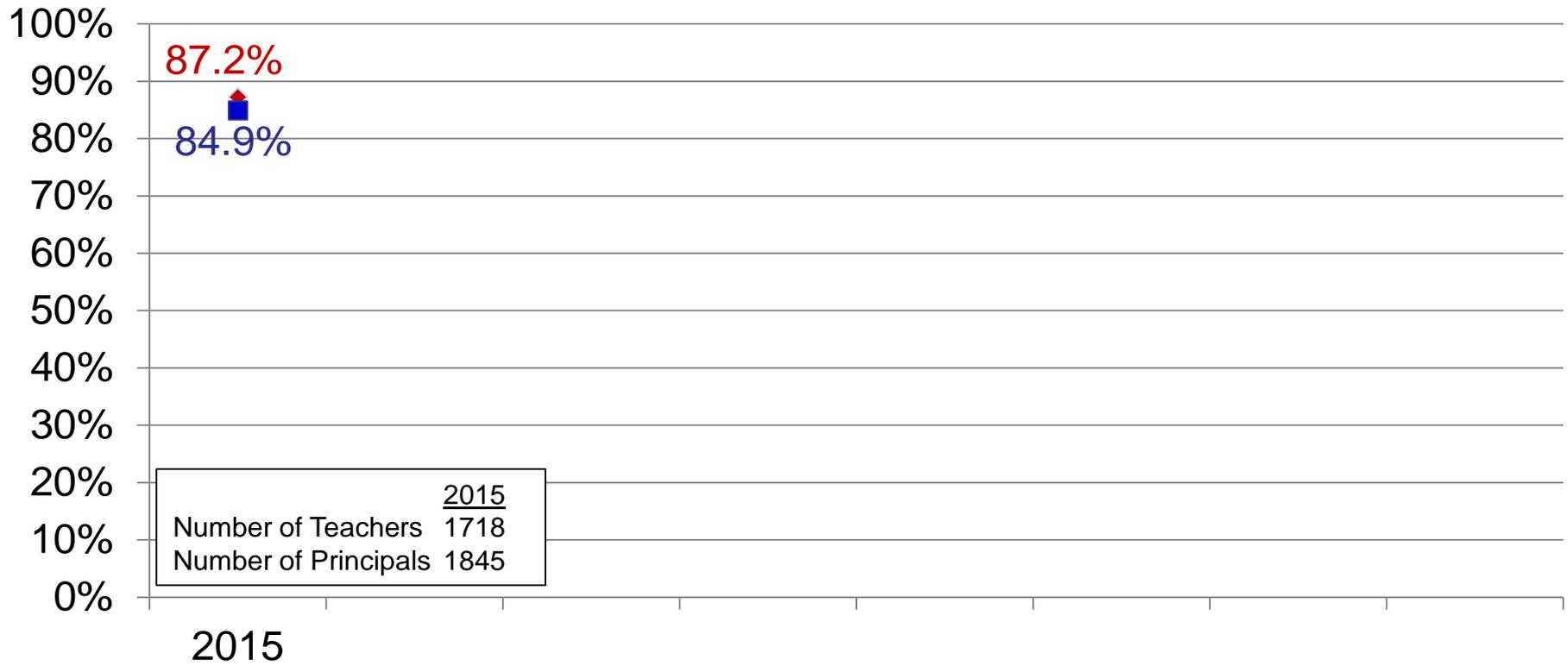


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to make content meaningful to students (Percent reporting 'Agree' or 'Strongly Agree')

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

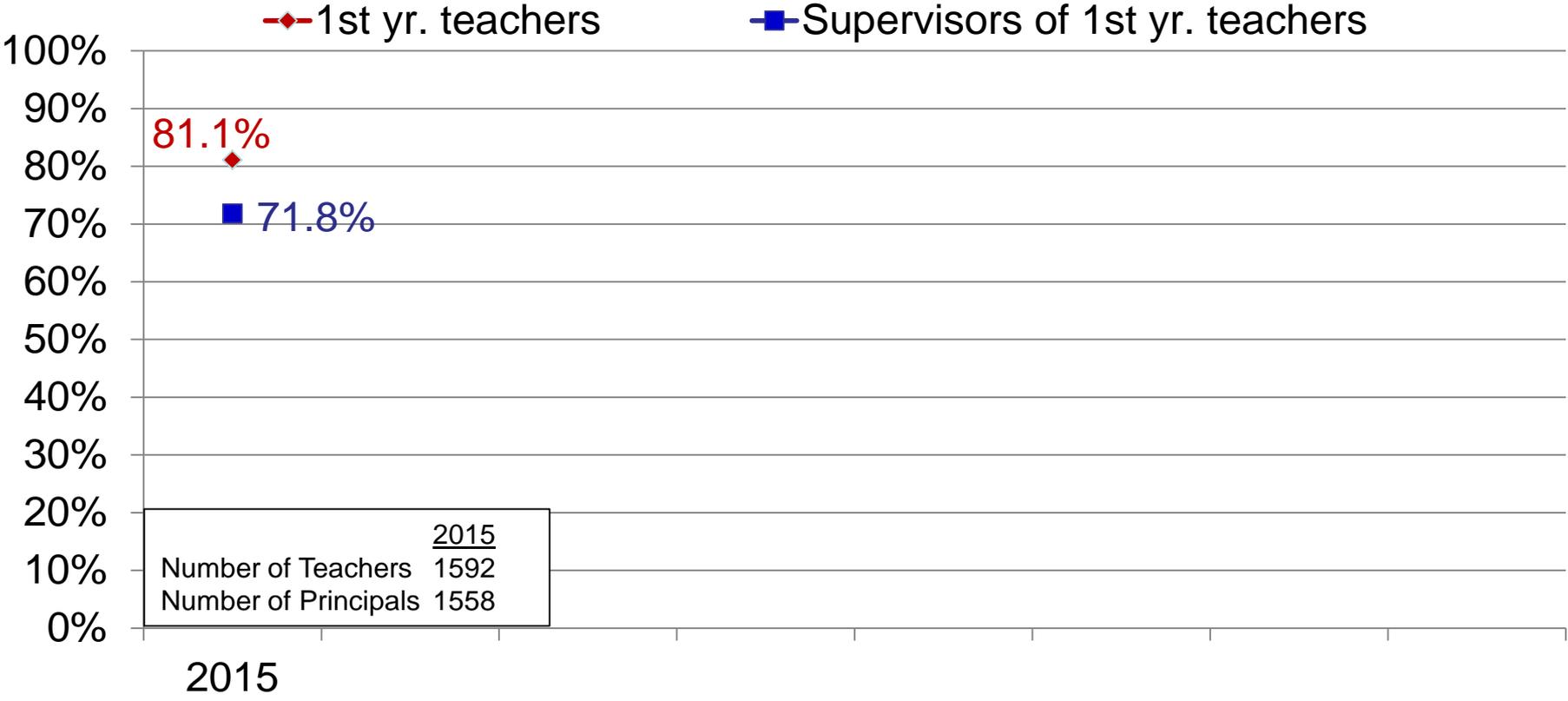


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to design lessons that include differentiated instruction

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



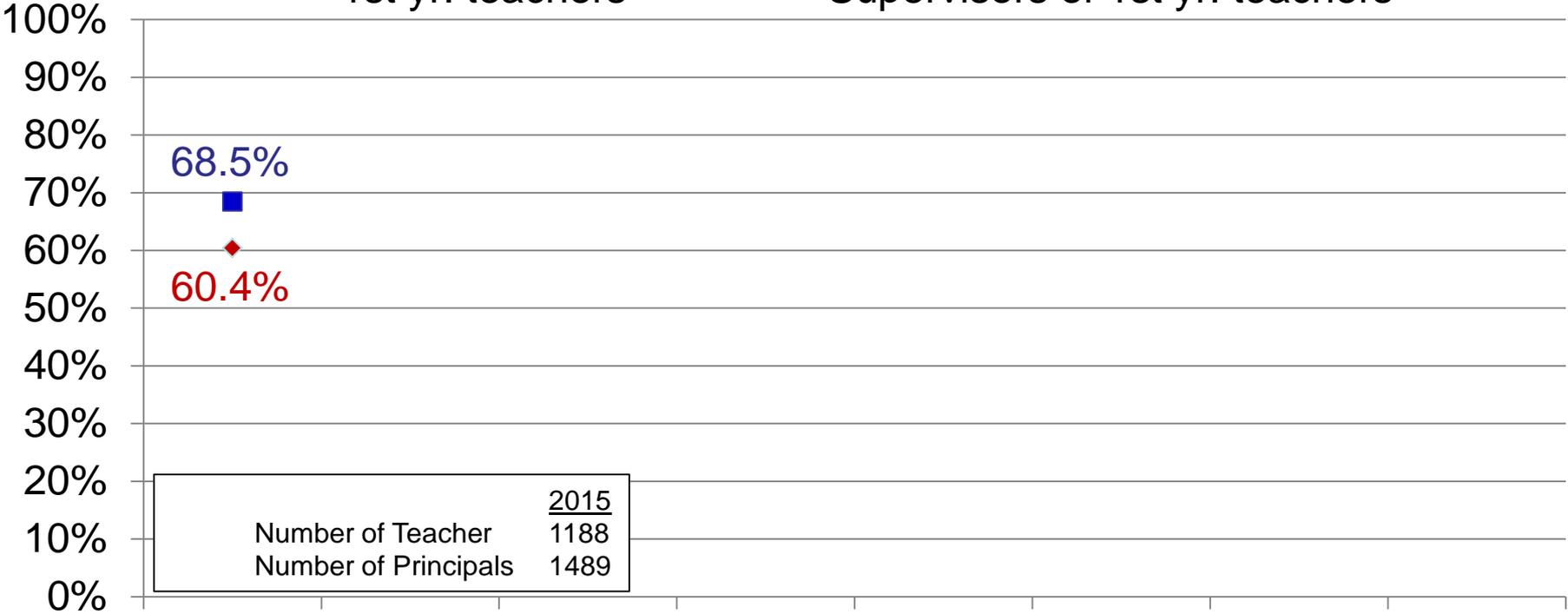
Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to implement instruction based on a student's IEP

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

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



	<u>2015</u>
Number of Teacher	1188
Number of Principals	1489

2015

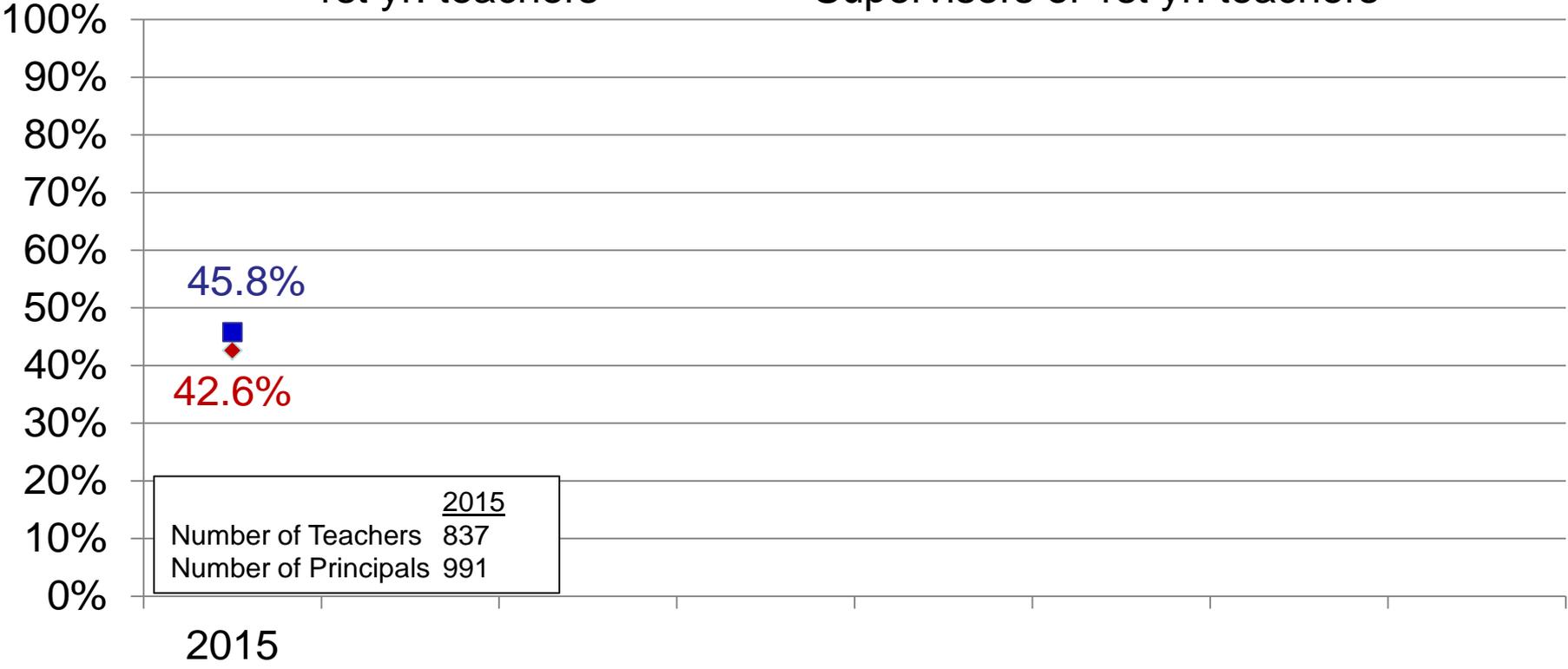
Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to modify instruction for English language learners

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

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

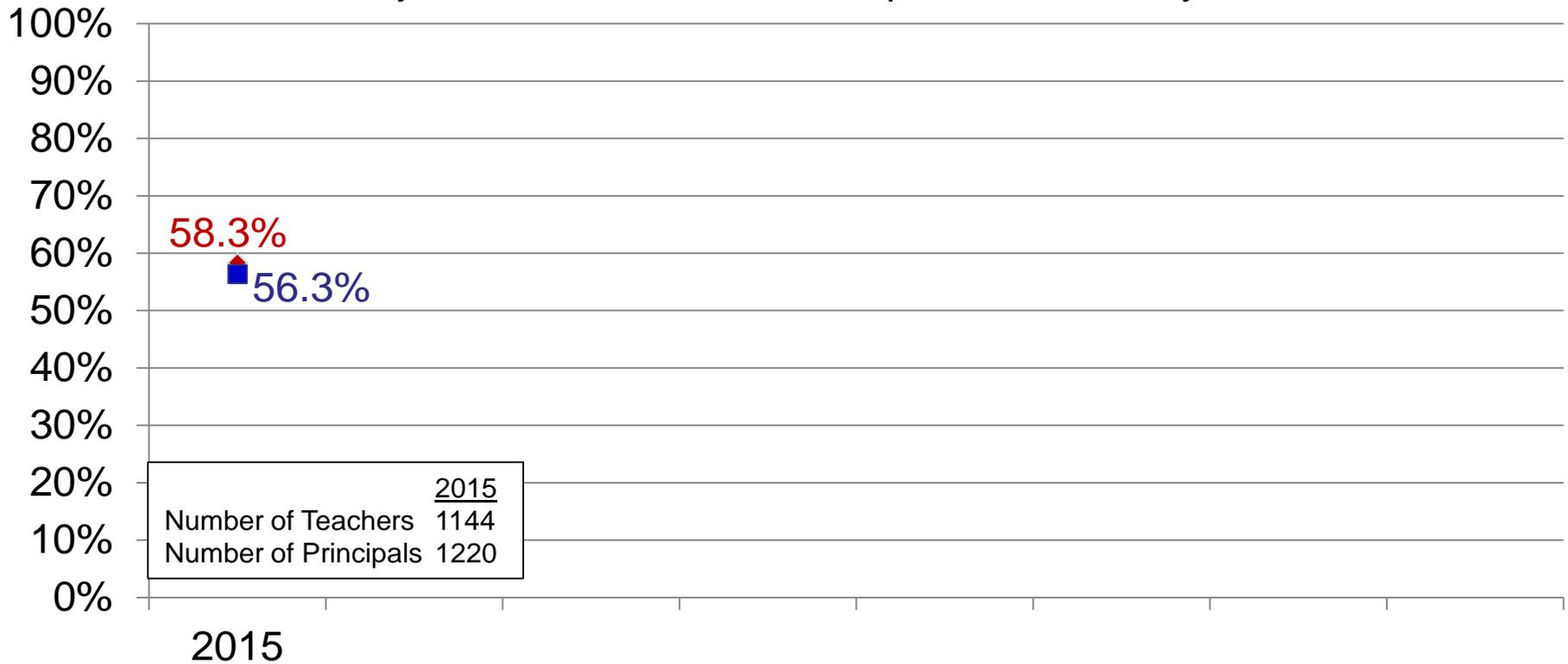


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

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

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

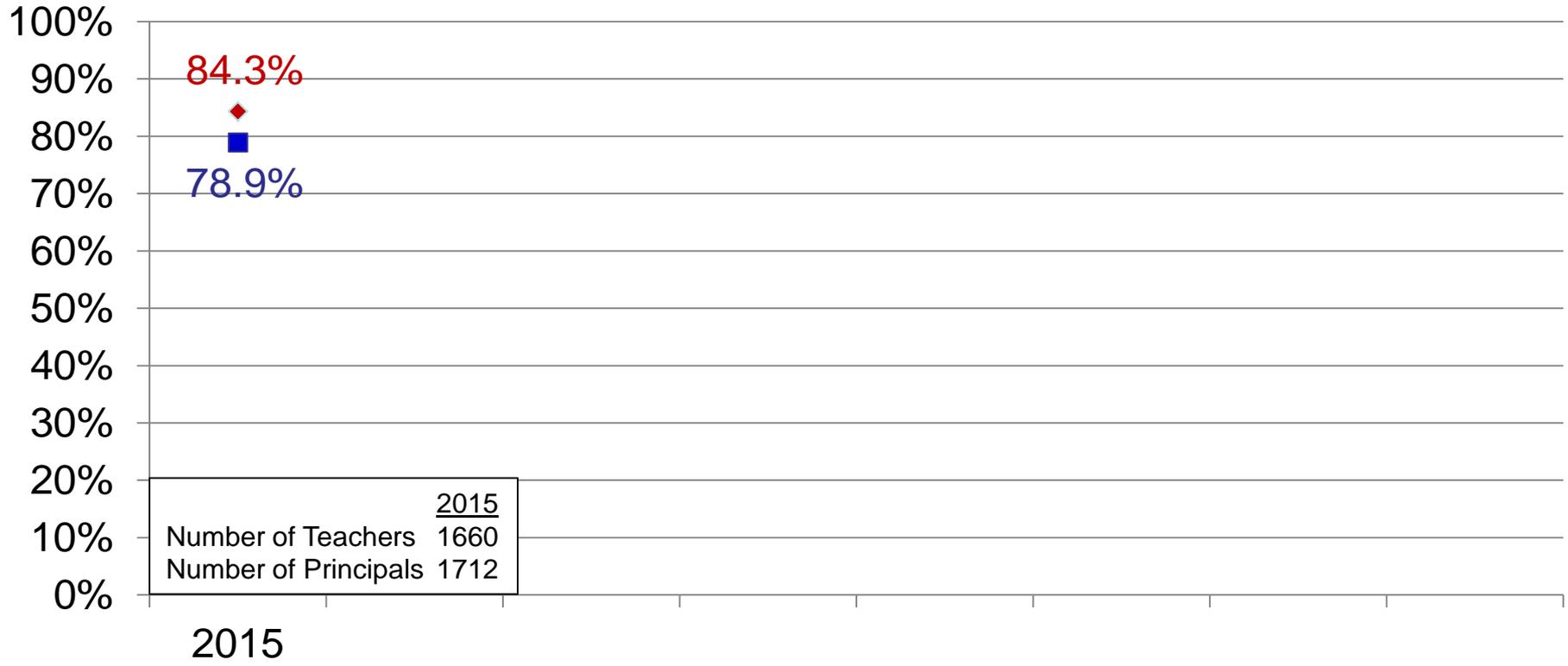


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to create lesson plans to engage all learners (Percent reporting 'Agree' or 'Strongly Agree')

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



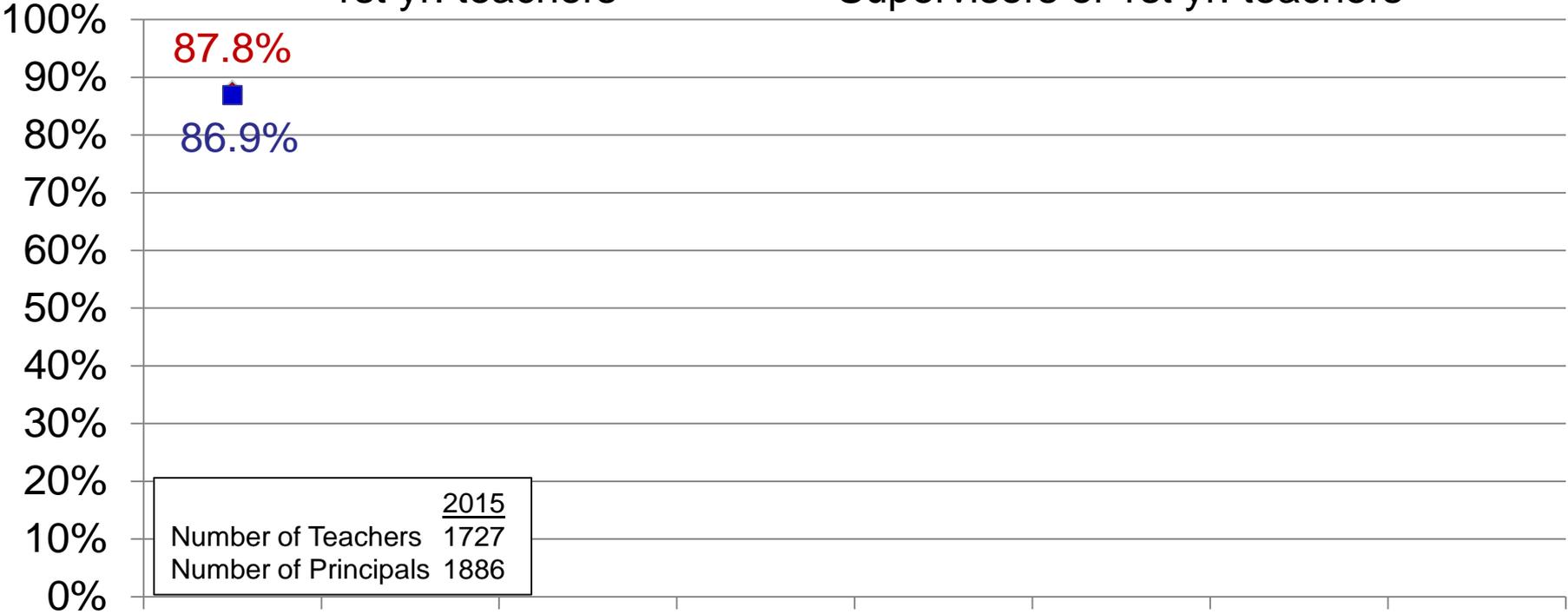
Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to deliver lessons based on curriculum standards

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

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

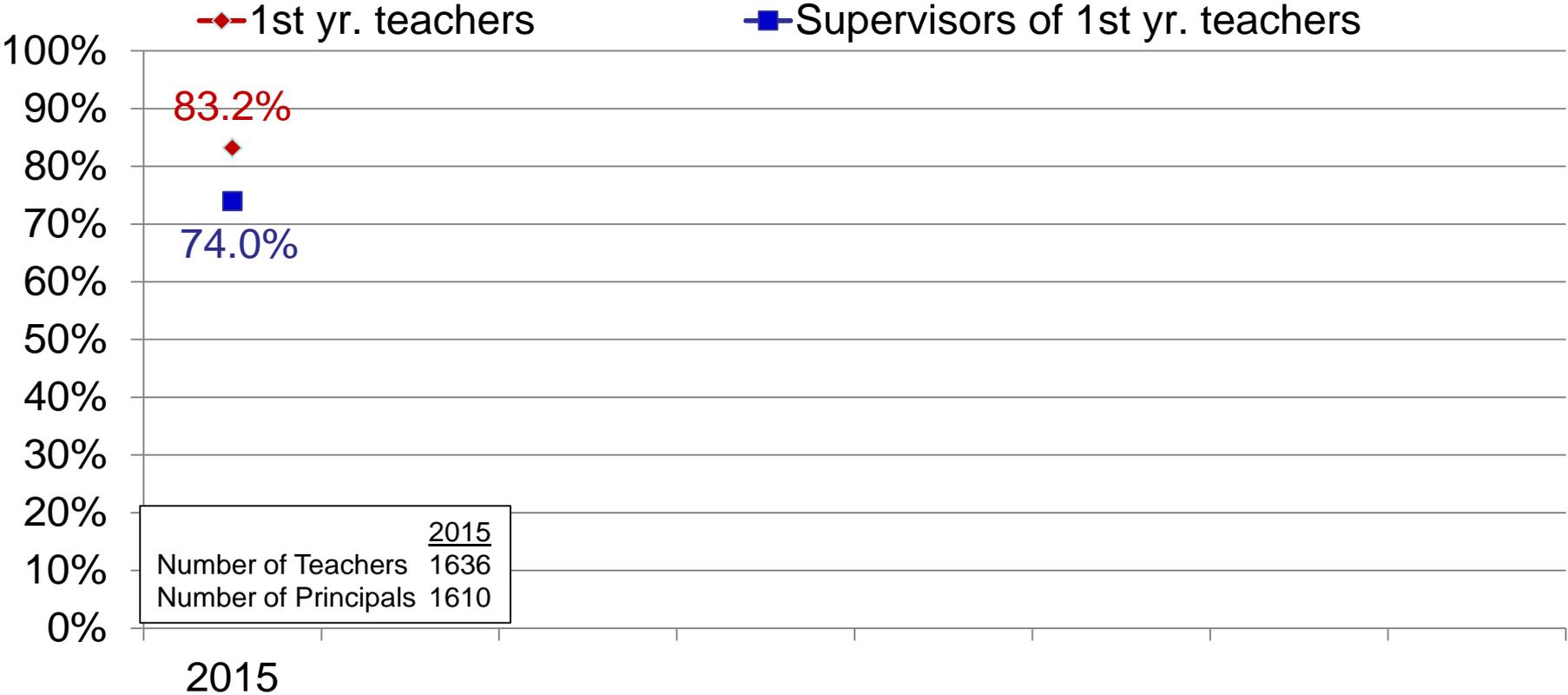


2015

Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to deliver lessons for diverse learners (Percent reporting 'Agree' or 'Strongly Agree')

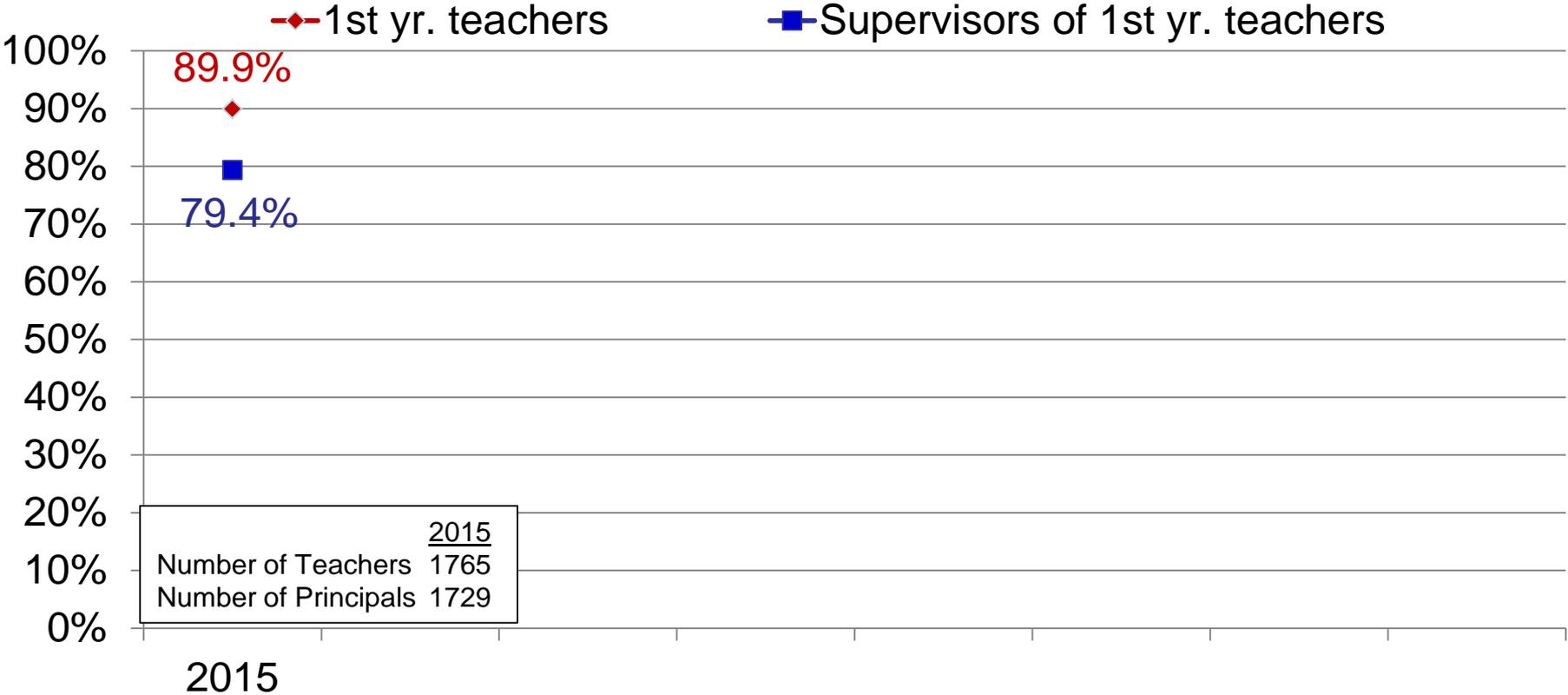


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to implement a variety of instructional strategies

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

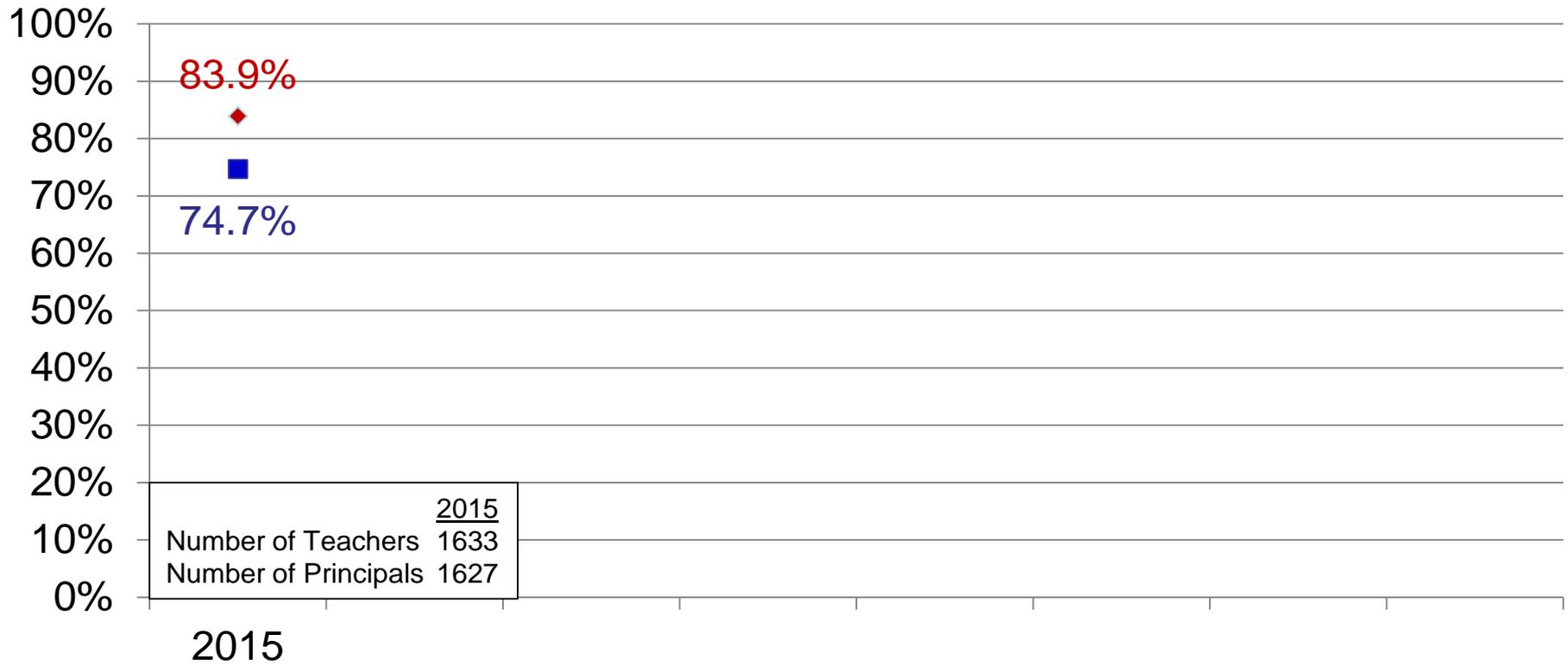


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to engage students in critical thinking (Percent reporting 'Agree' or 'Strongly Agree')

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

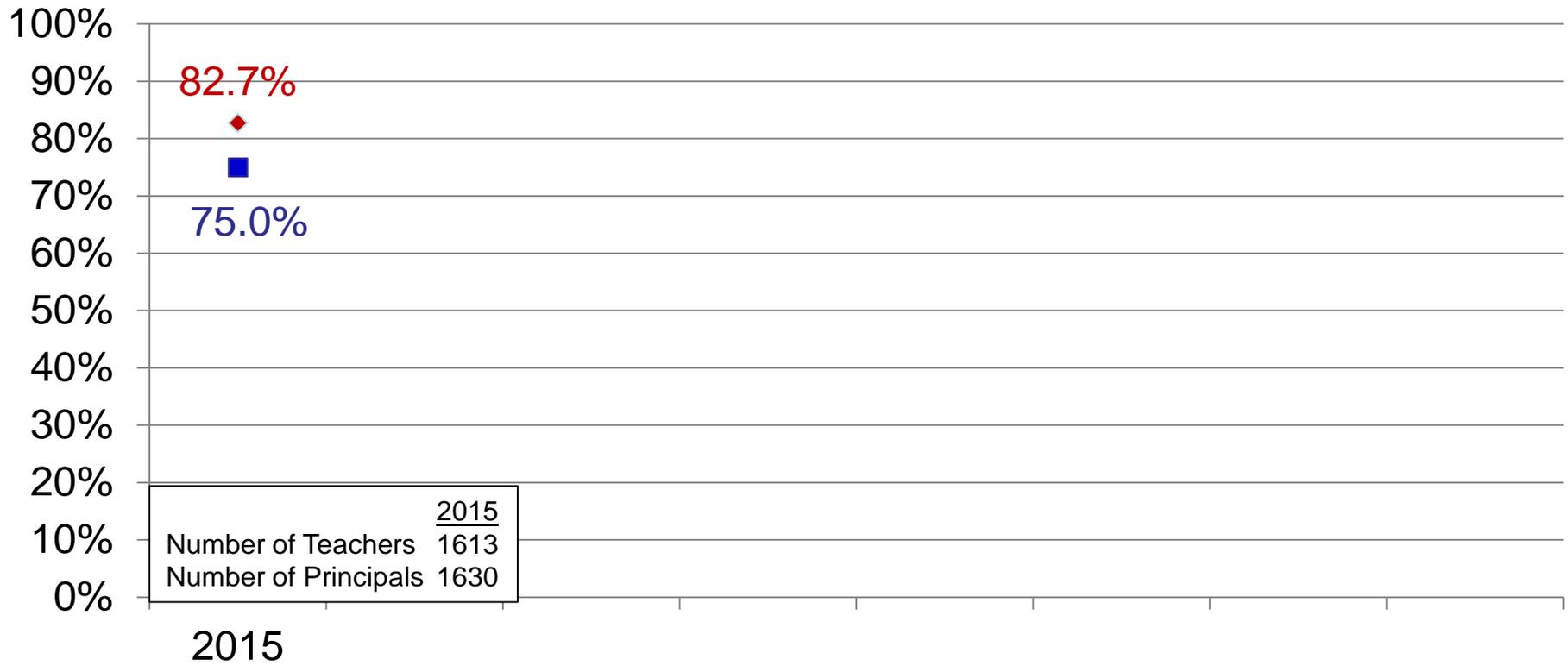


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to model critical thinking and problem solving (Percent reporting 'Agree' or 'Strongly Agree')

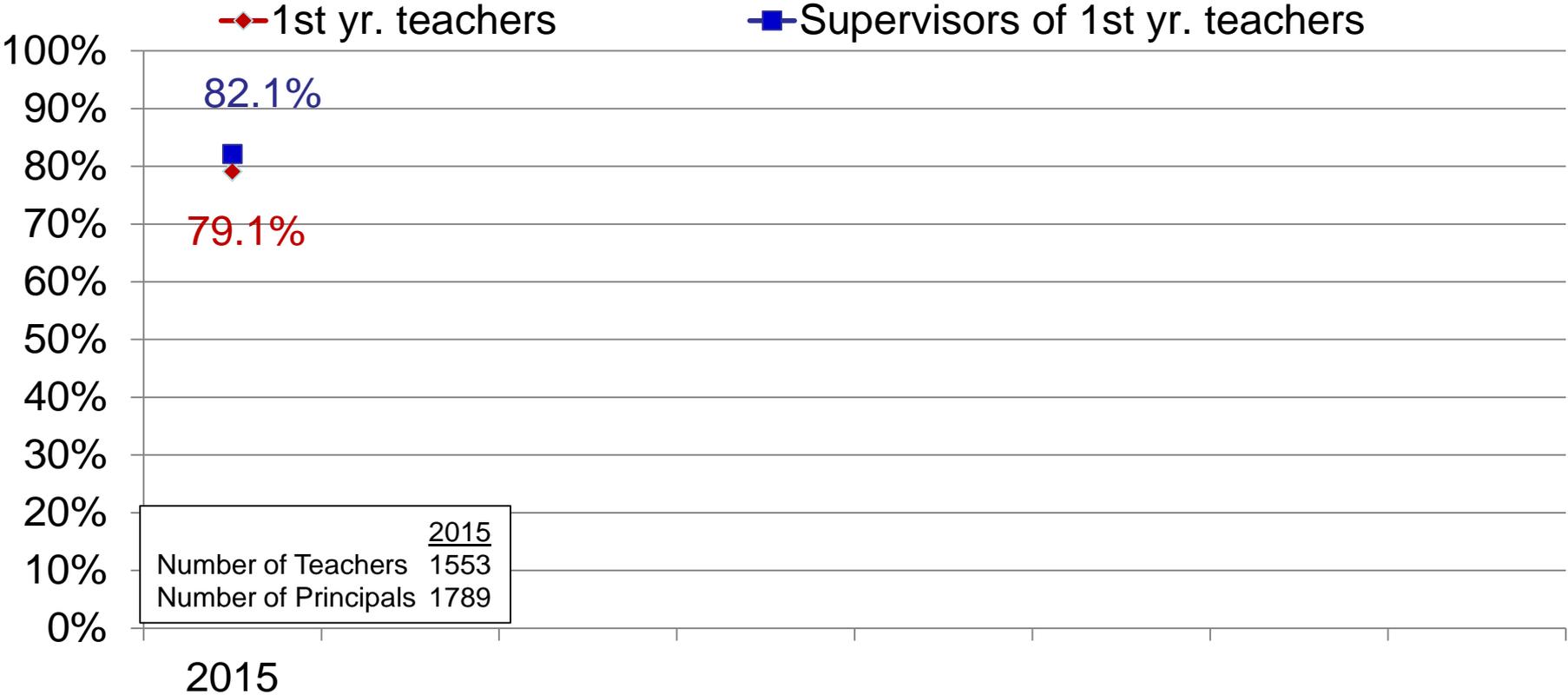
◆ 1st yr. teachers ■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

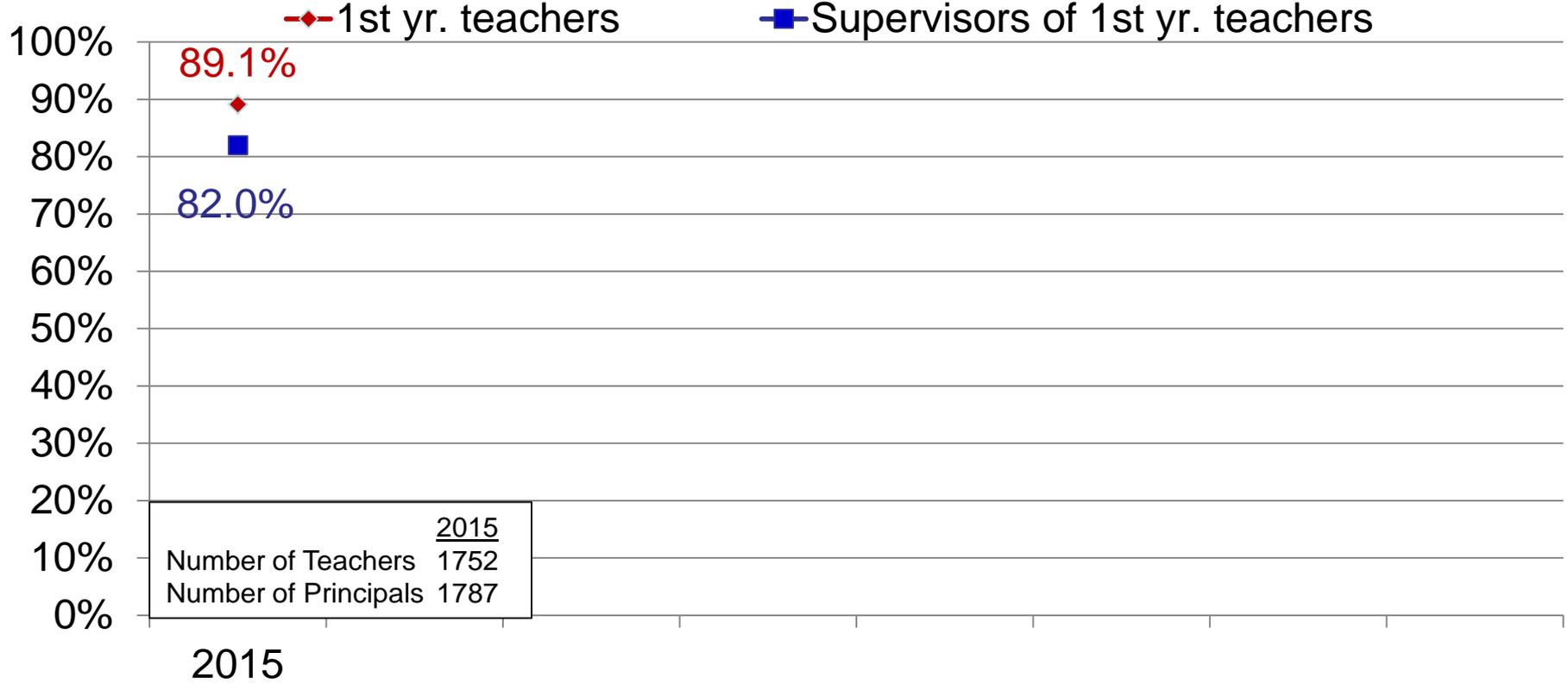
Prepared to use technology to enhance student learning (Percent reporting 'Agree' or 'Strongly Agree')



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')

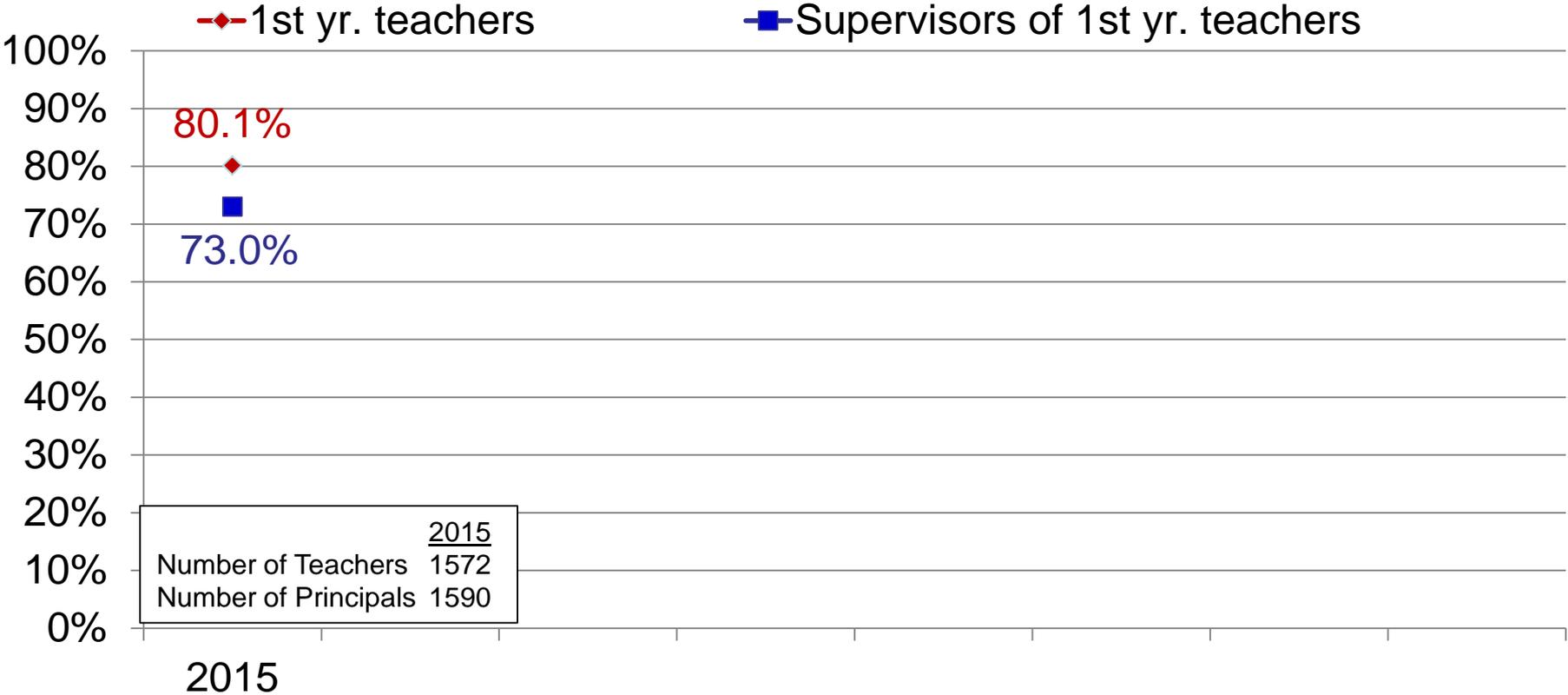


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to use a variety of classroom management strategies

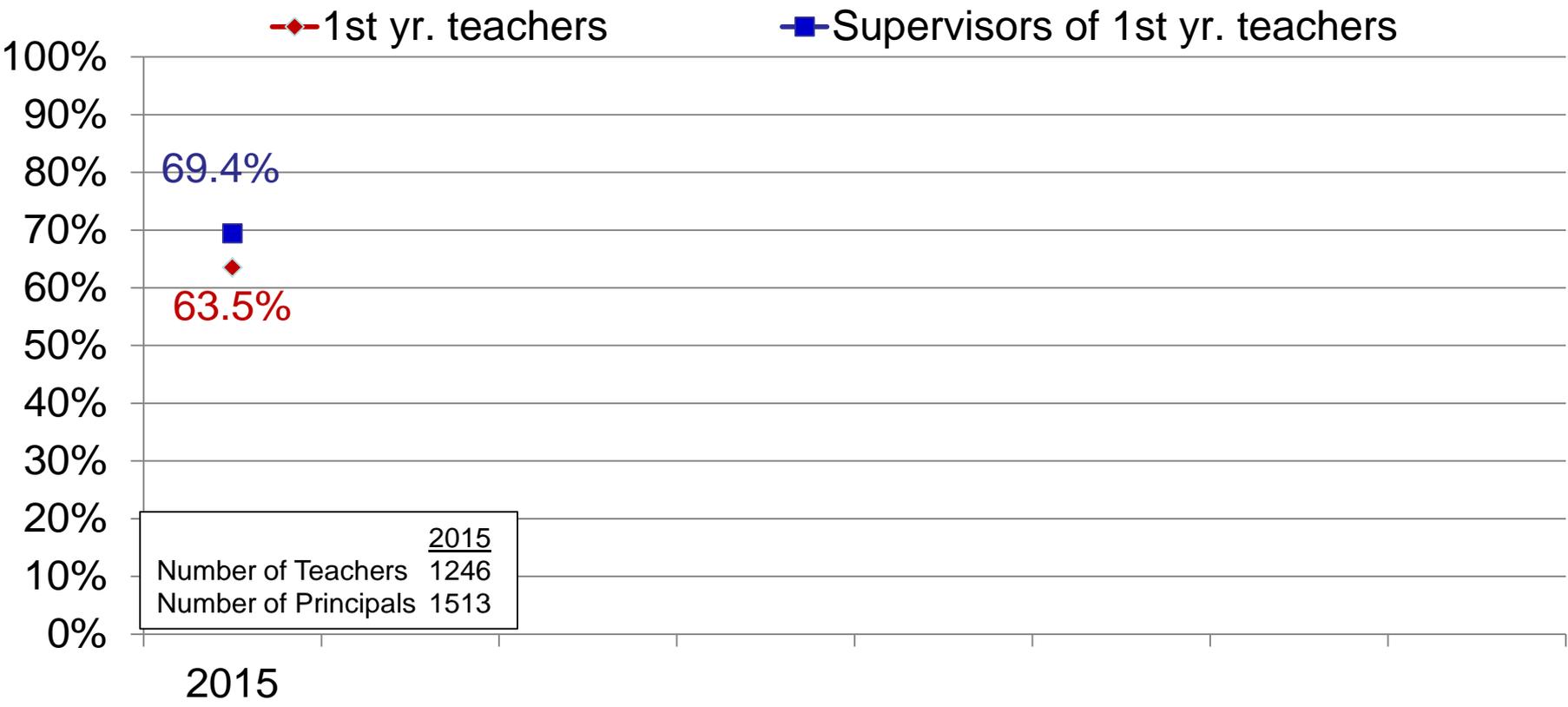
(Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

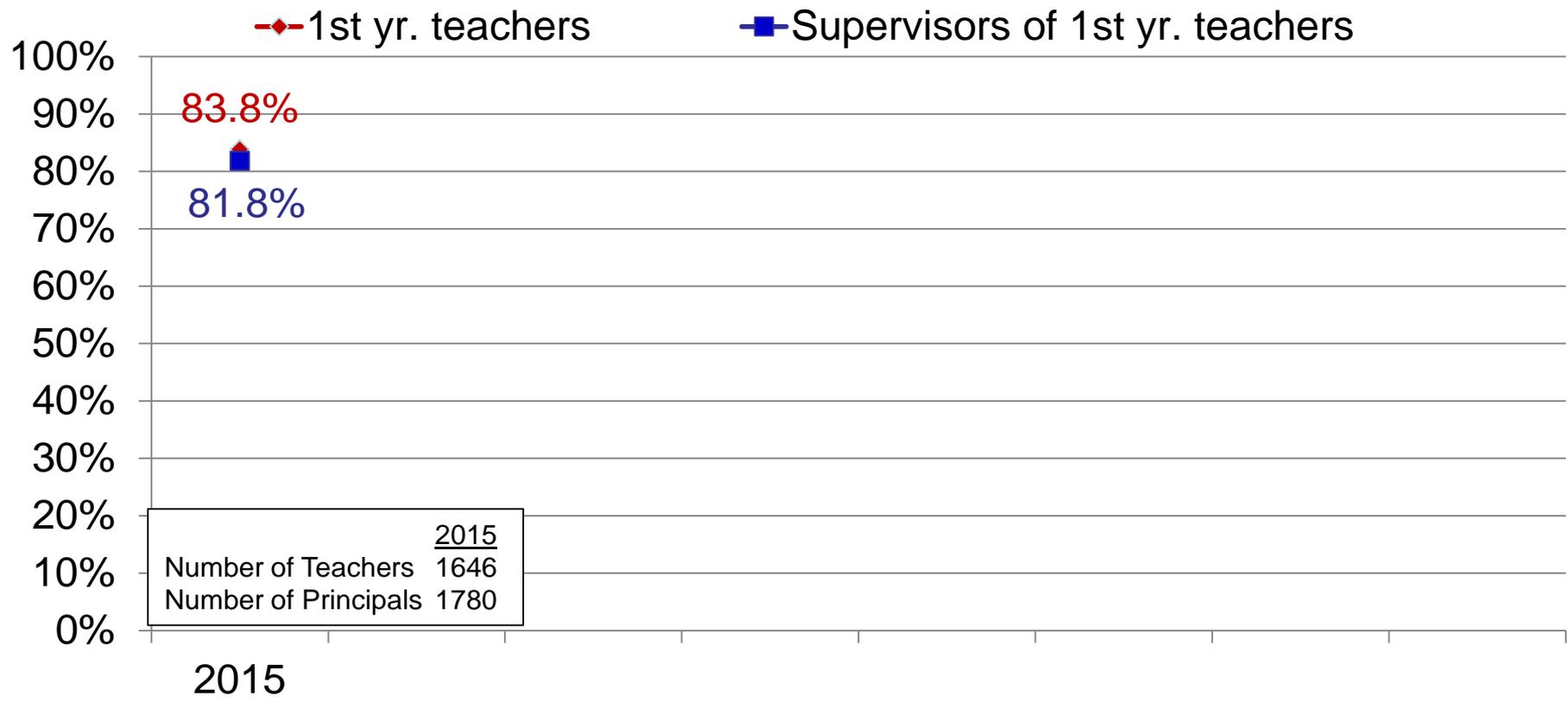
Prepared to manage a variety of discipline issues (Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

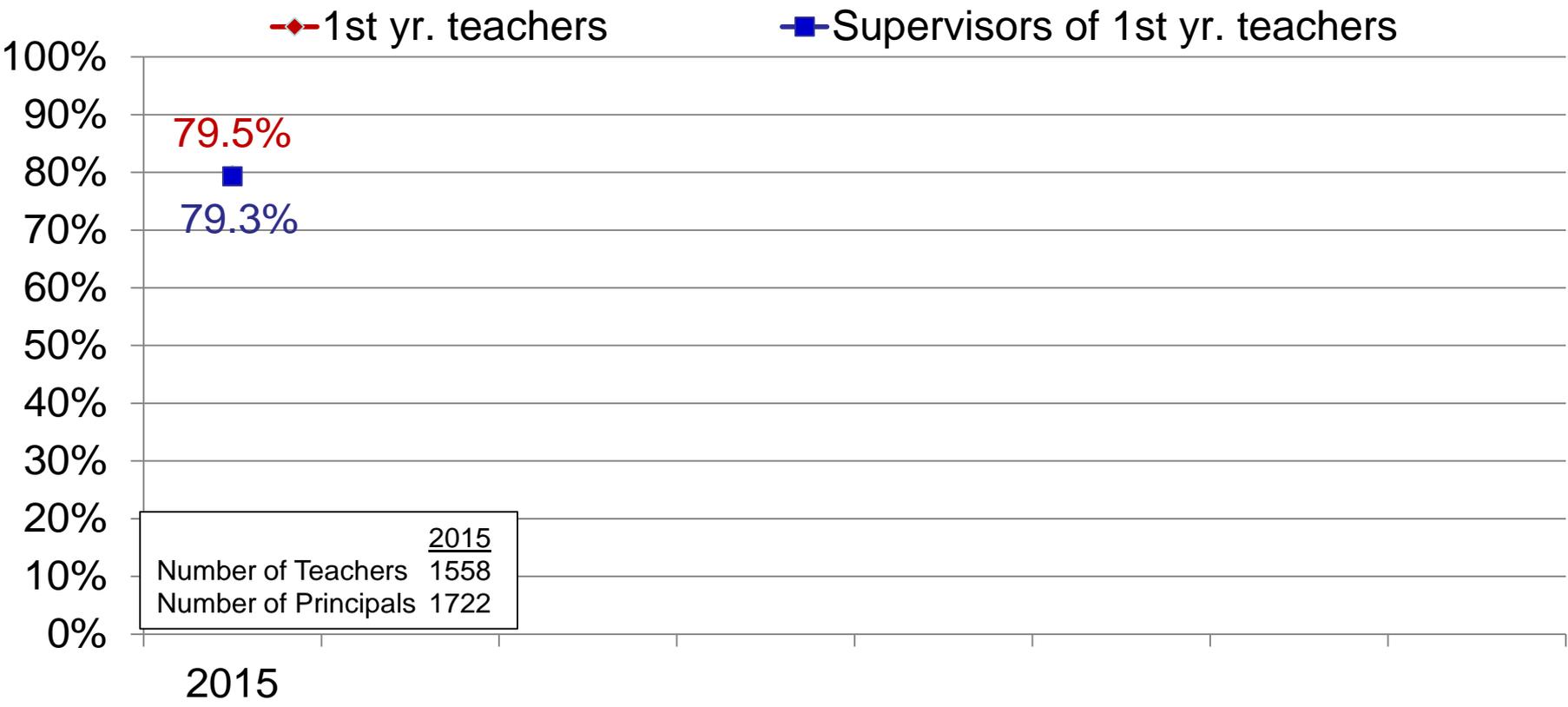
Prepared to motivate students to learn (Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

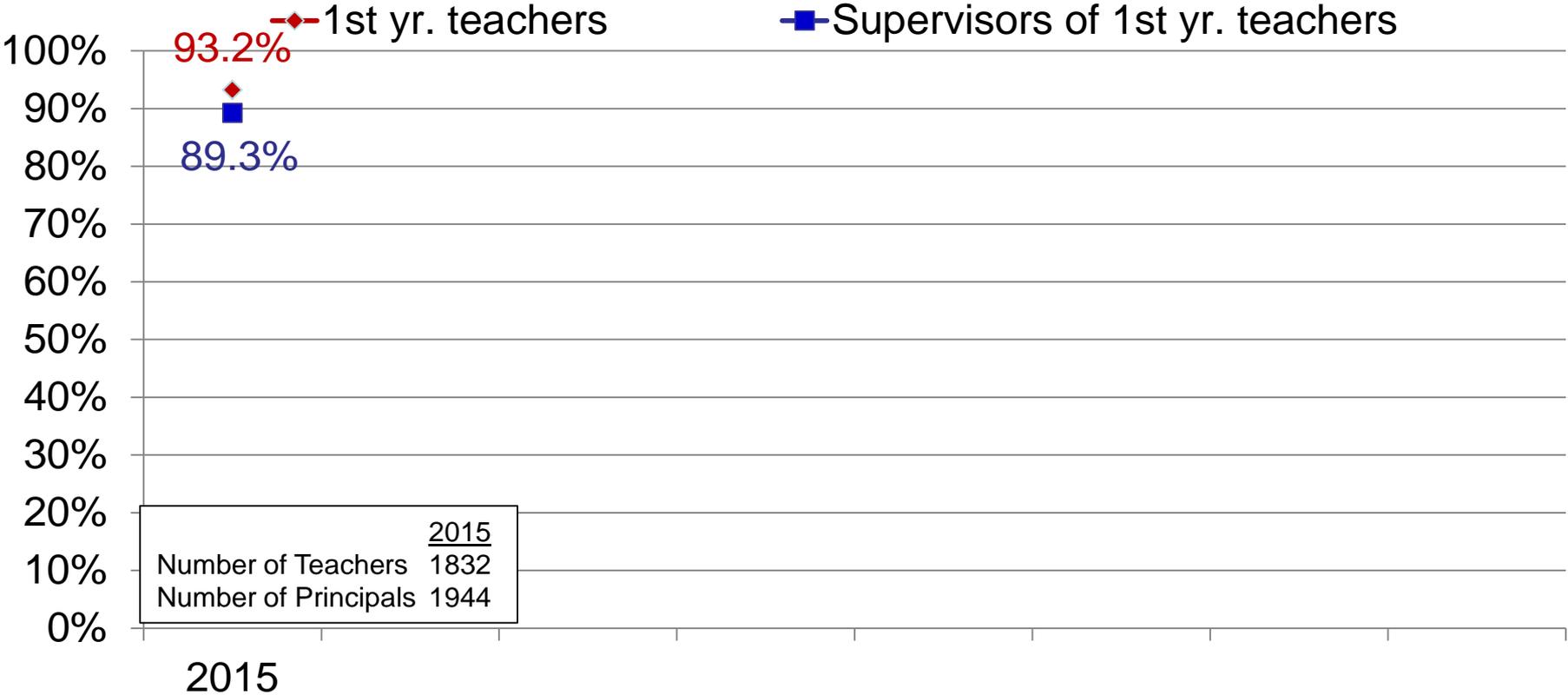
Prepared to keep students on task (Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

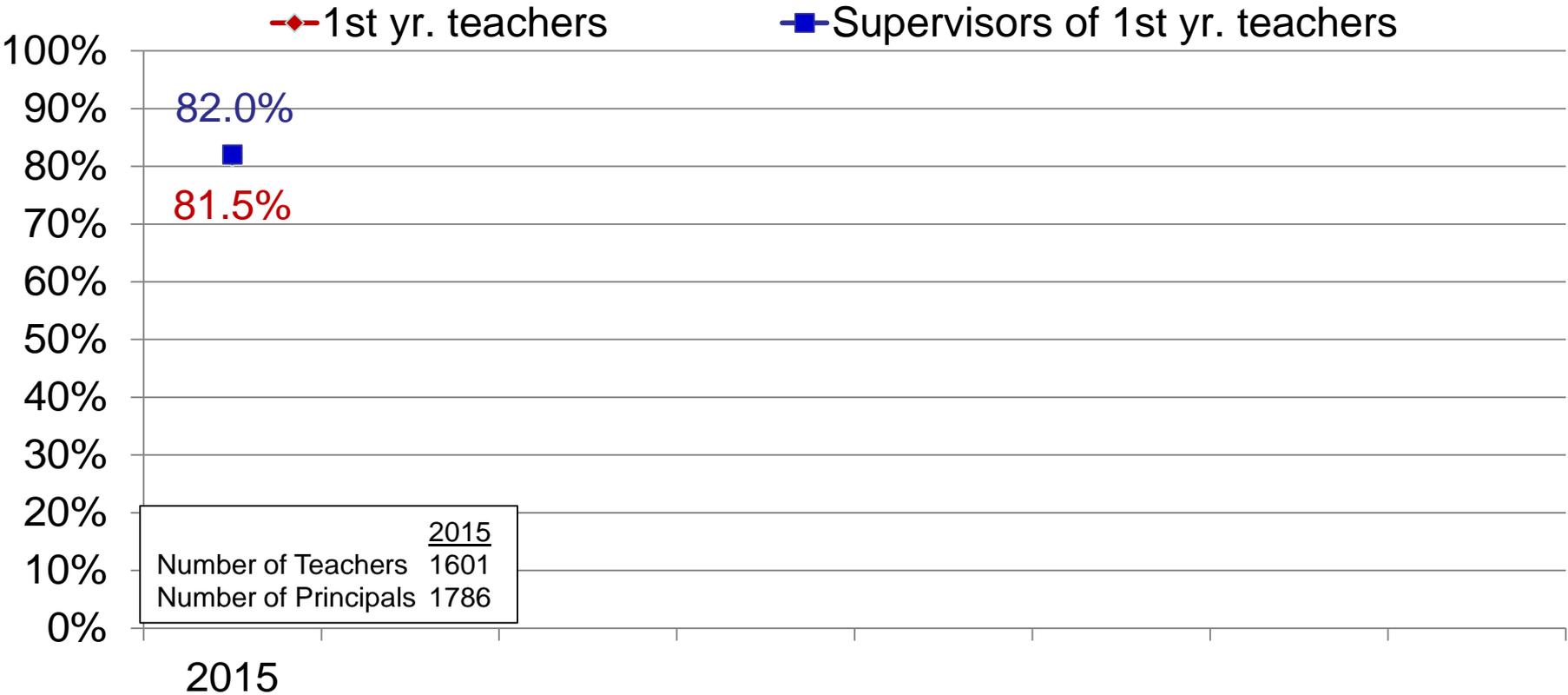
Prepared to foster positive student relationships (Percent reporting 'Agree' or 'Strongly Agree')



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

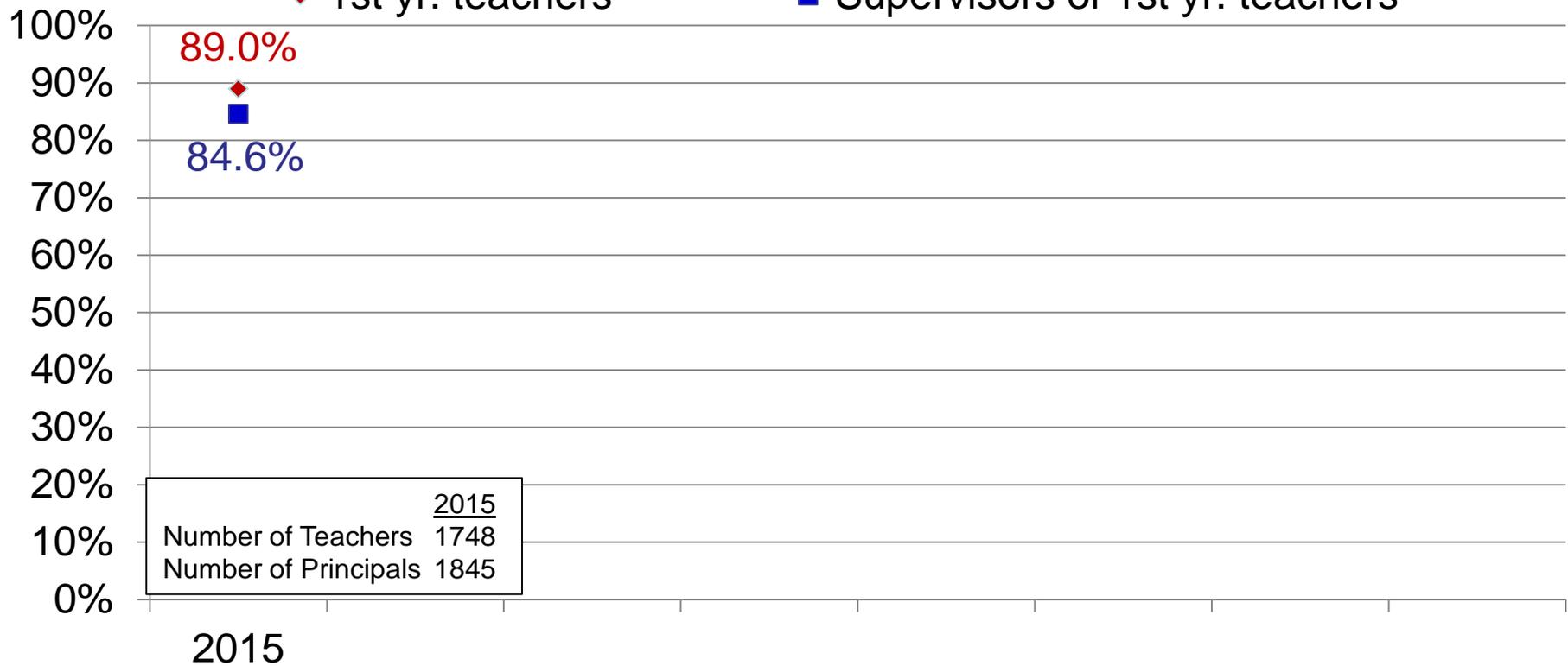
By Item & Type of Respondent

Prepared to use effective communication strategies to foster learning

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

◆ 1st yr. teachers

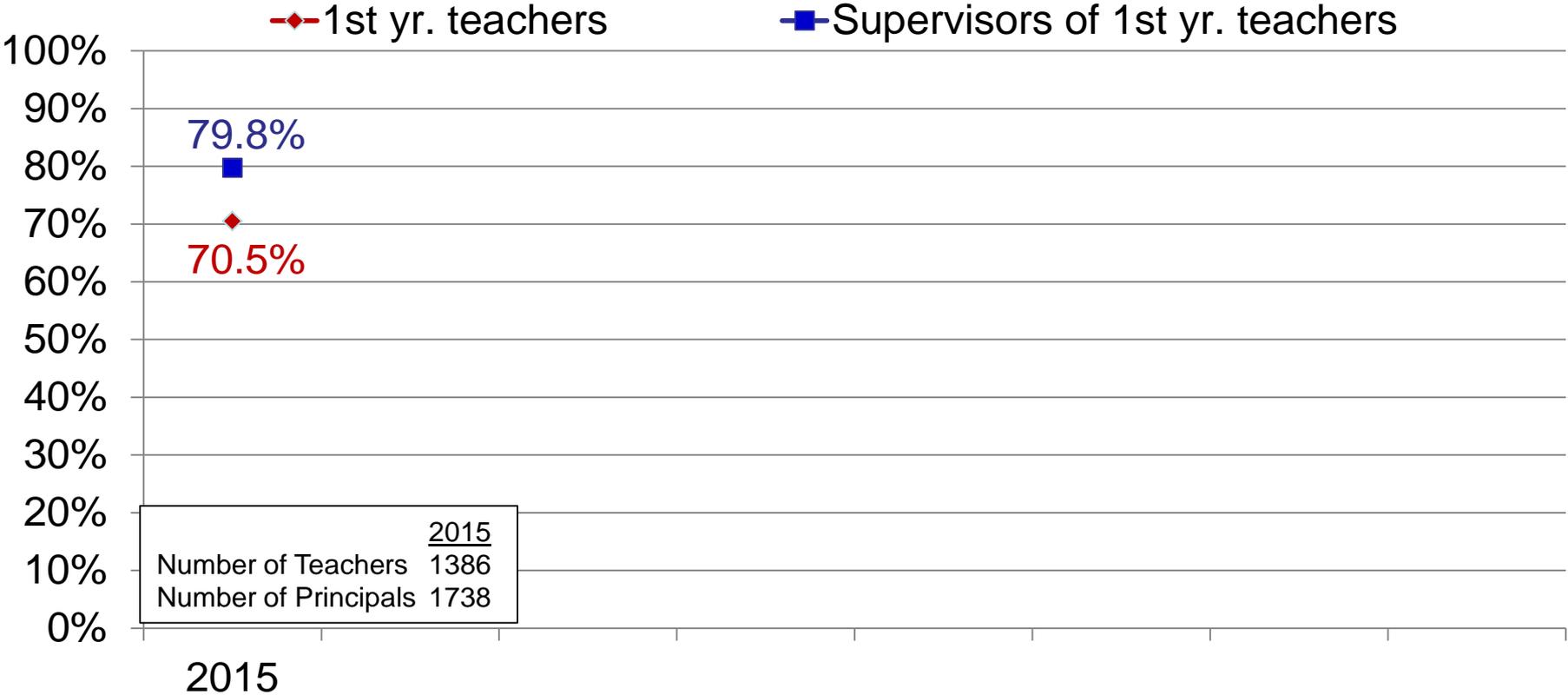
■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

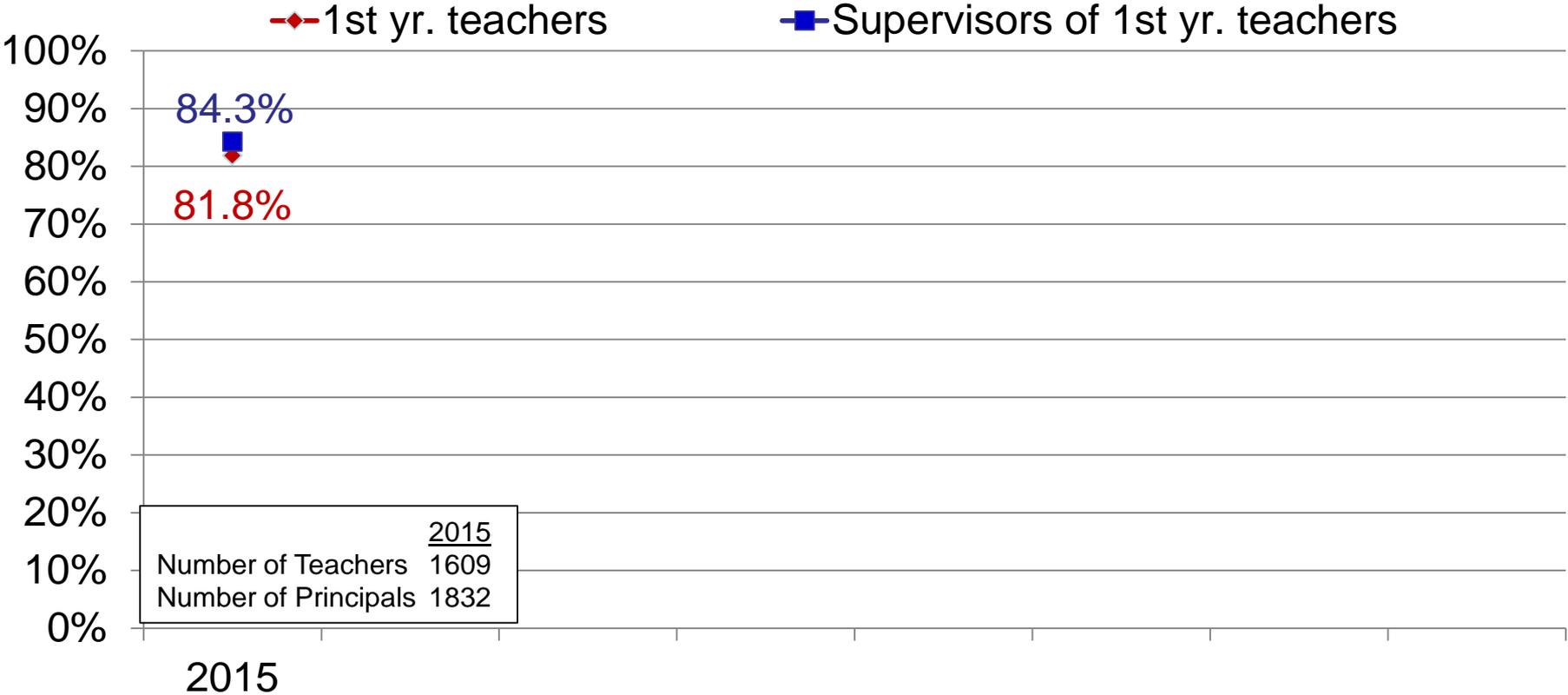
Prepared to effectively communicate with parents (Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

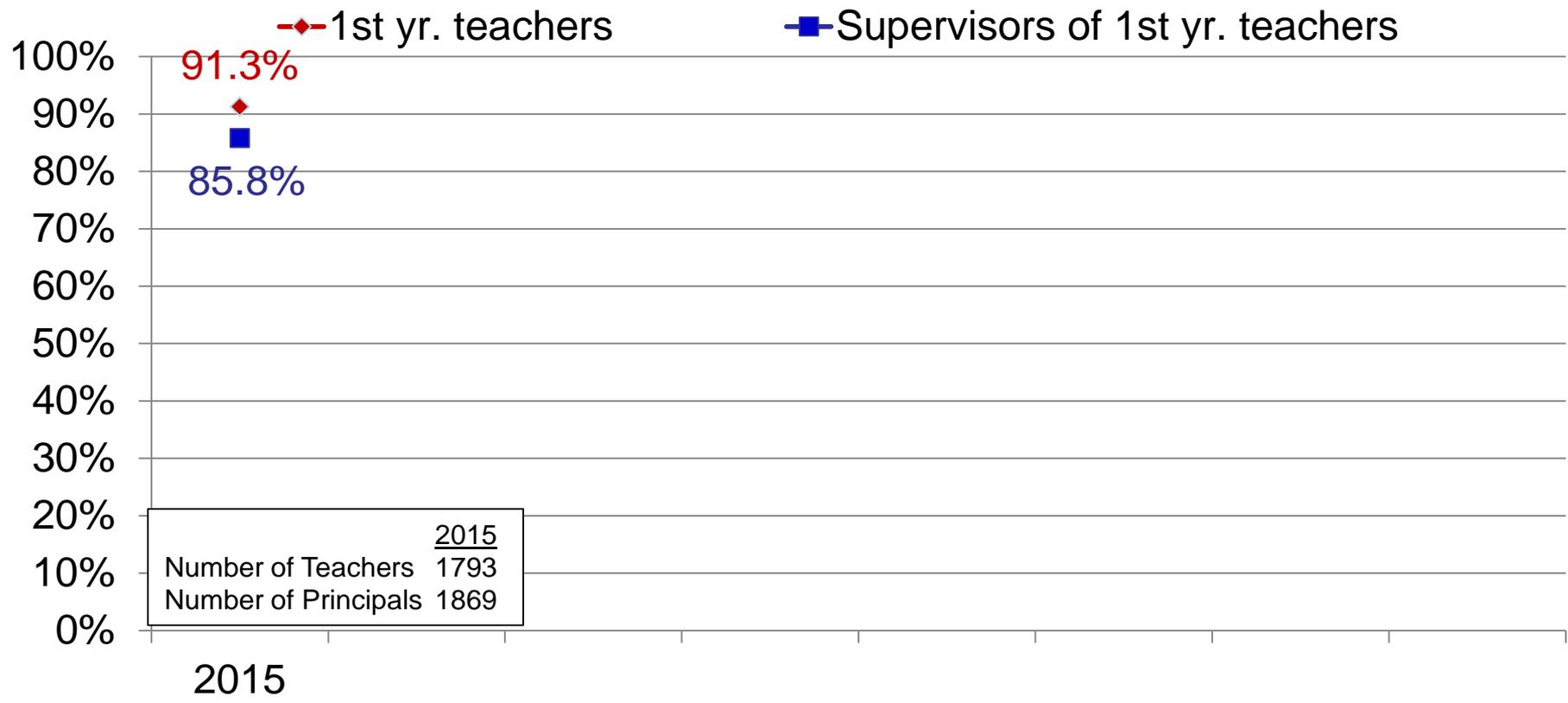
Prepared to effectively communicate with all staff (Percent reporting 'Agree' or 'Strongly Agree')



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

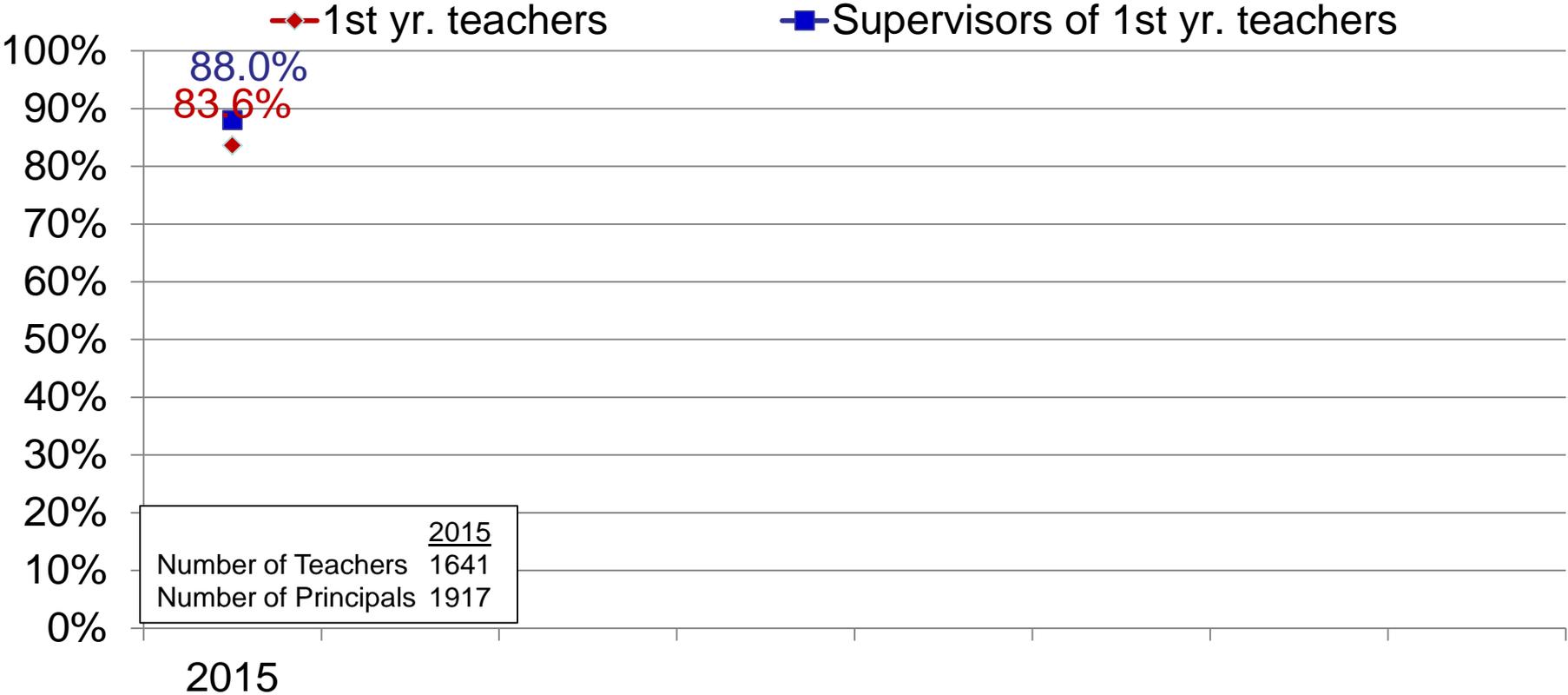
Prepared to promote respect for diverse cultures, genders, and intellectual/physical abilities (Percent reporting 'Agree' or 'Strongly Agree')



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')

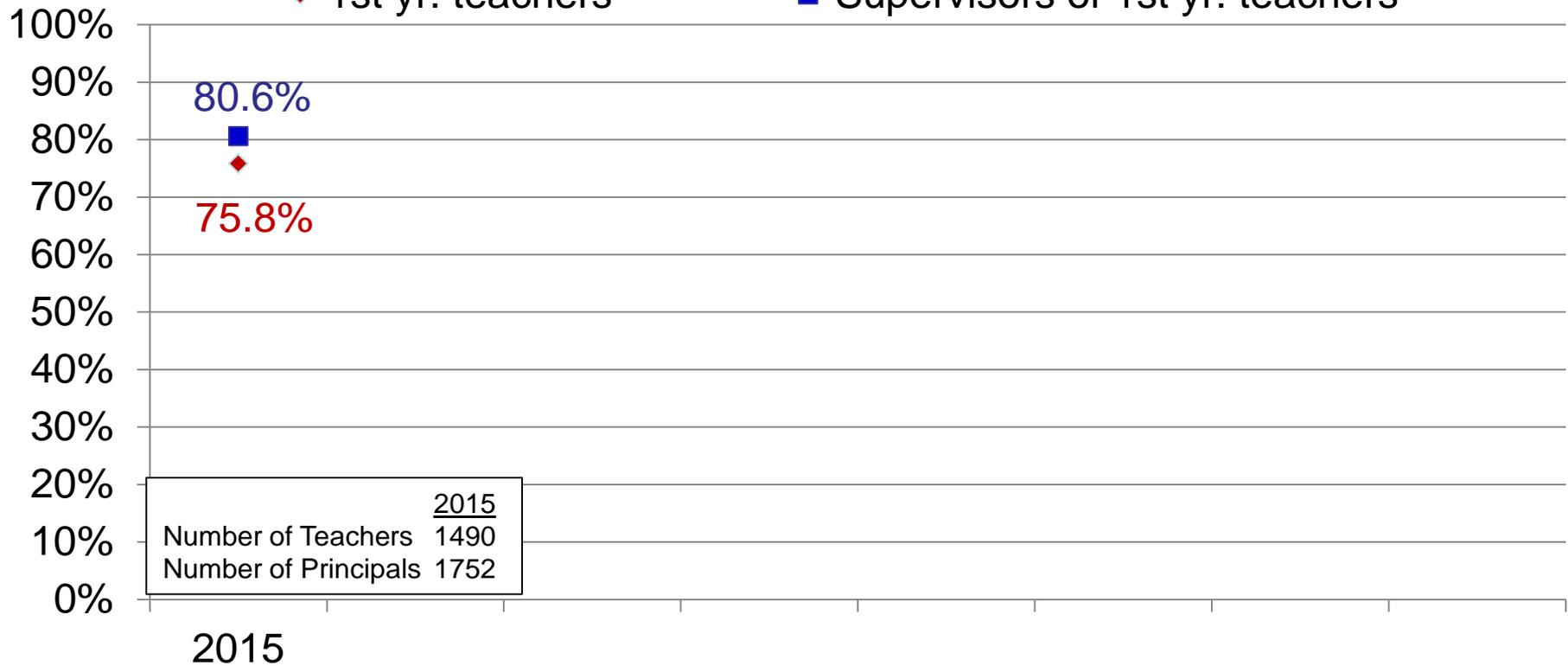


Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

Prepared to enhance students' skills in using technology as a communication tool (Percent reporting 'Agree' or 'Strongly Agree')

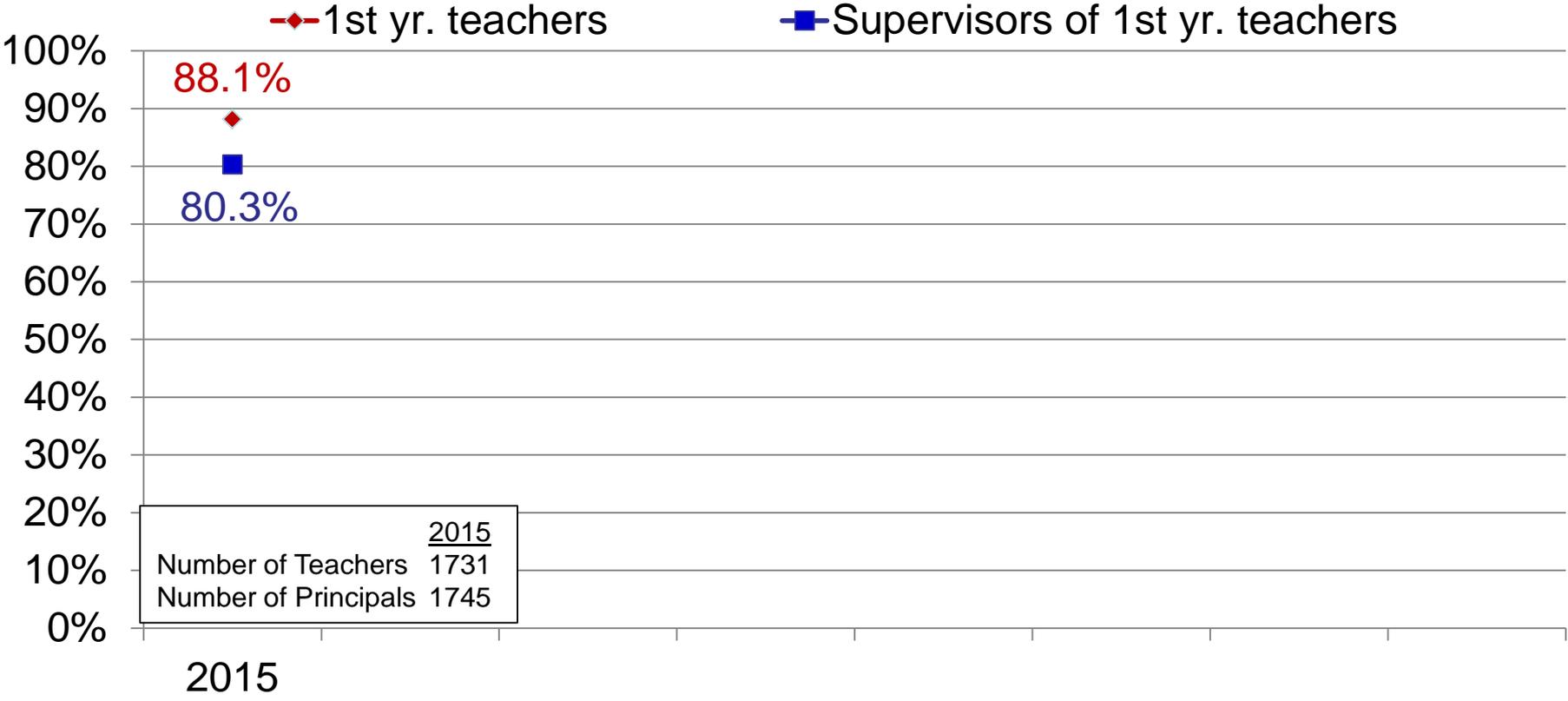
◆ 1st yr. teachers ■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

By Item & Type of Respondent

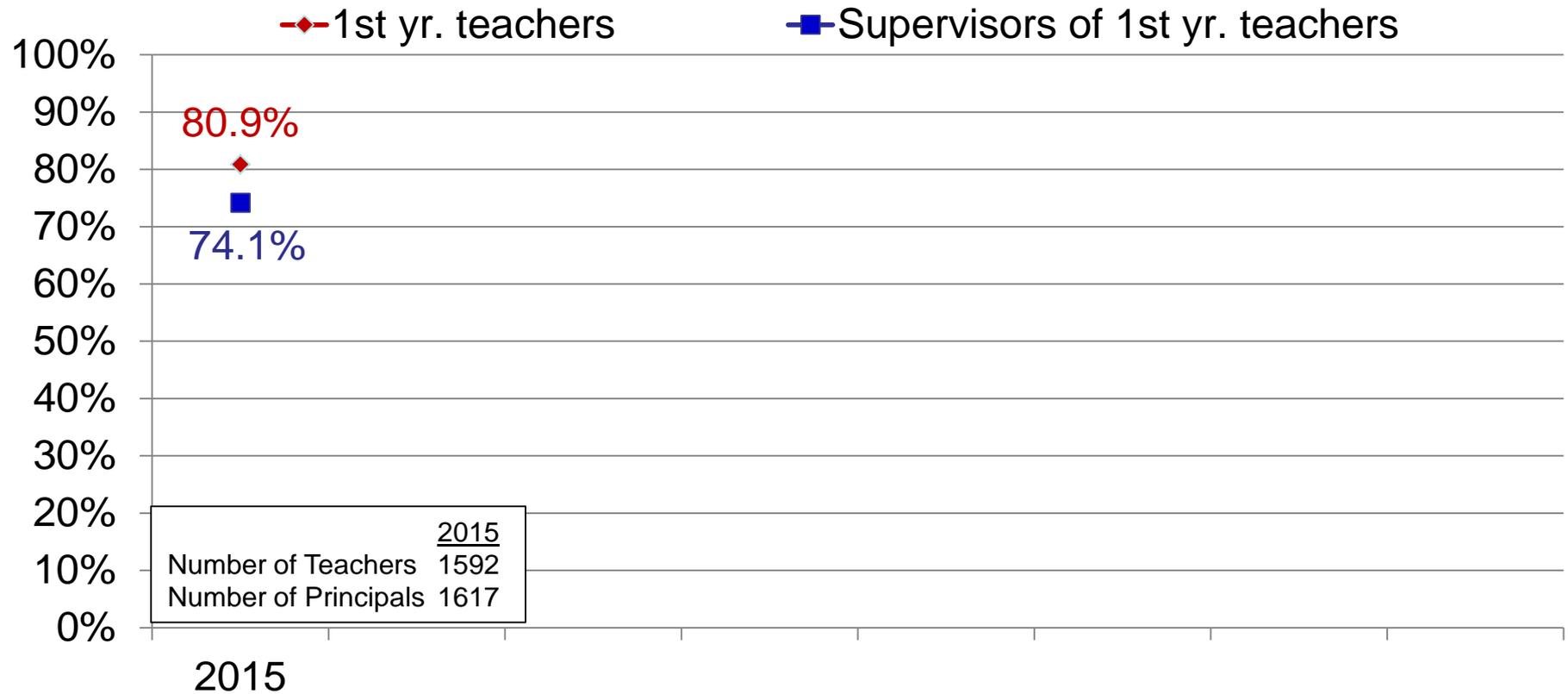
Prepared to use assessments to evaluate learning (Percent reporting 'Agree' or 'Strongly Agree')



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

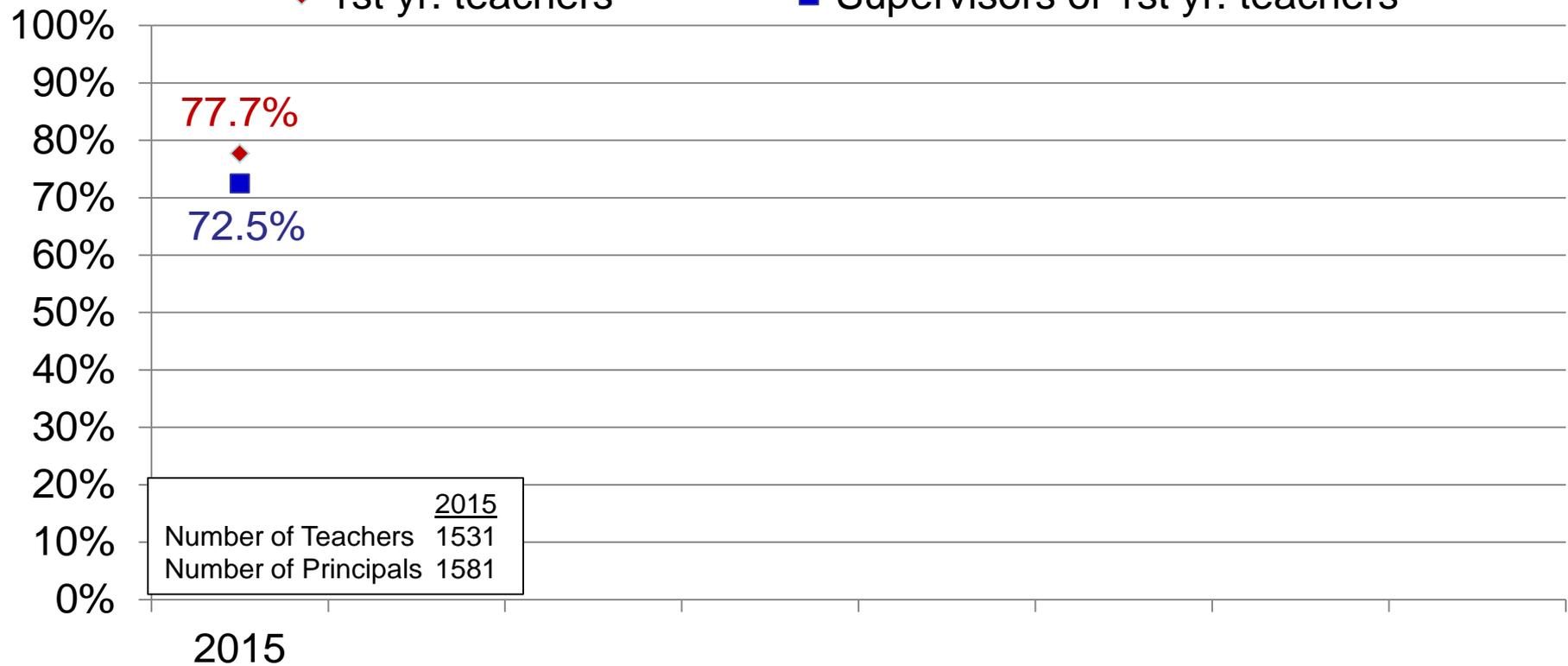
By Item & Type of Respondent

Prepared to analyze assessment data to improve instruction

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

◆ 1st yr. teachers

■ Supervisors of 1st yr. teachers



	<u>2015</u>
Number of Teachers	1531
Number of Principals	1581

Missouri First Year Teacher Survey 2015

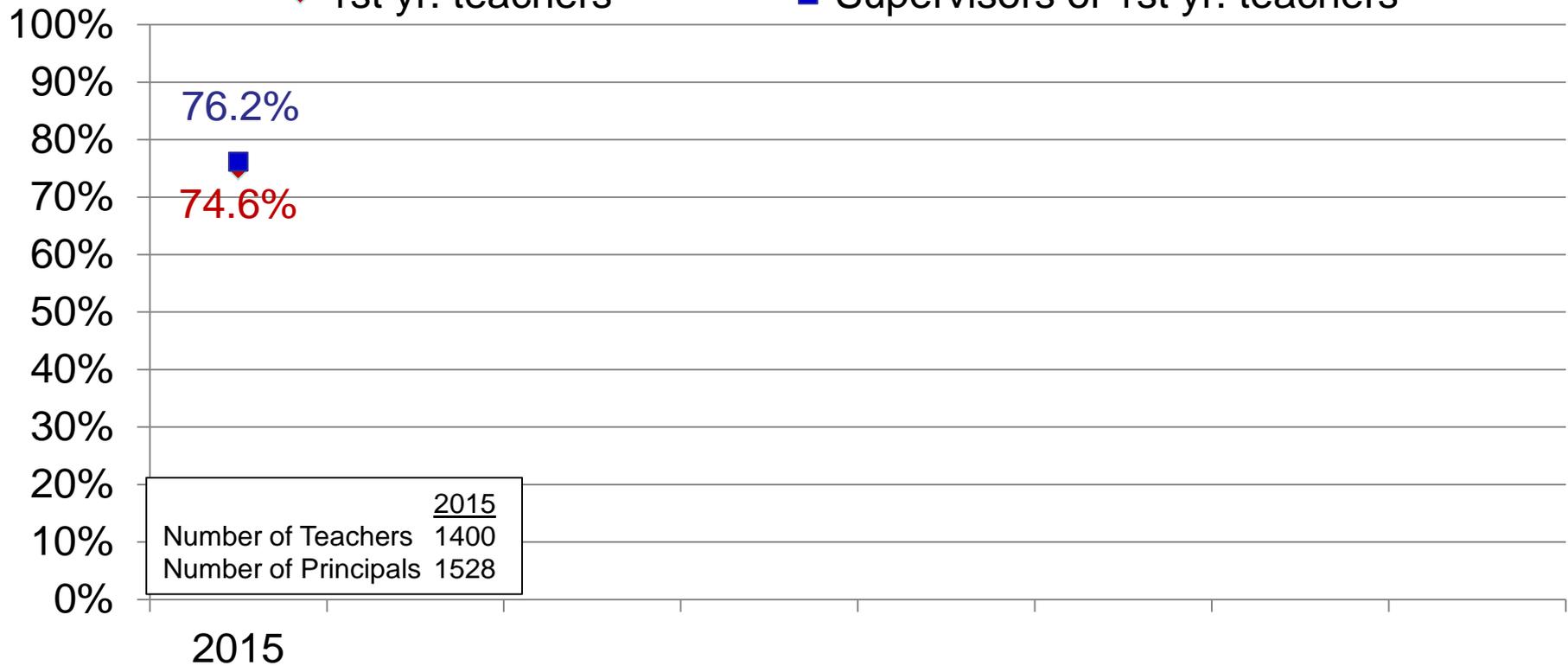
By Item & Type of Respondent

Prepared to help students set learning goals based on assessment results

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

◆ 1st yr. teachers

■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

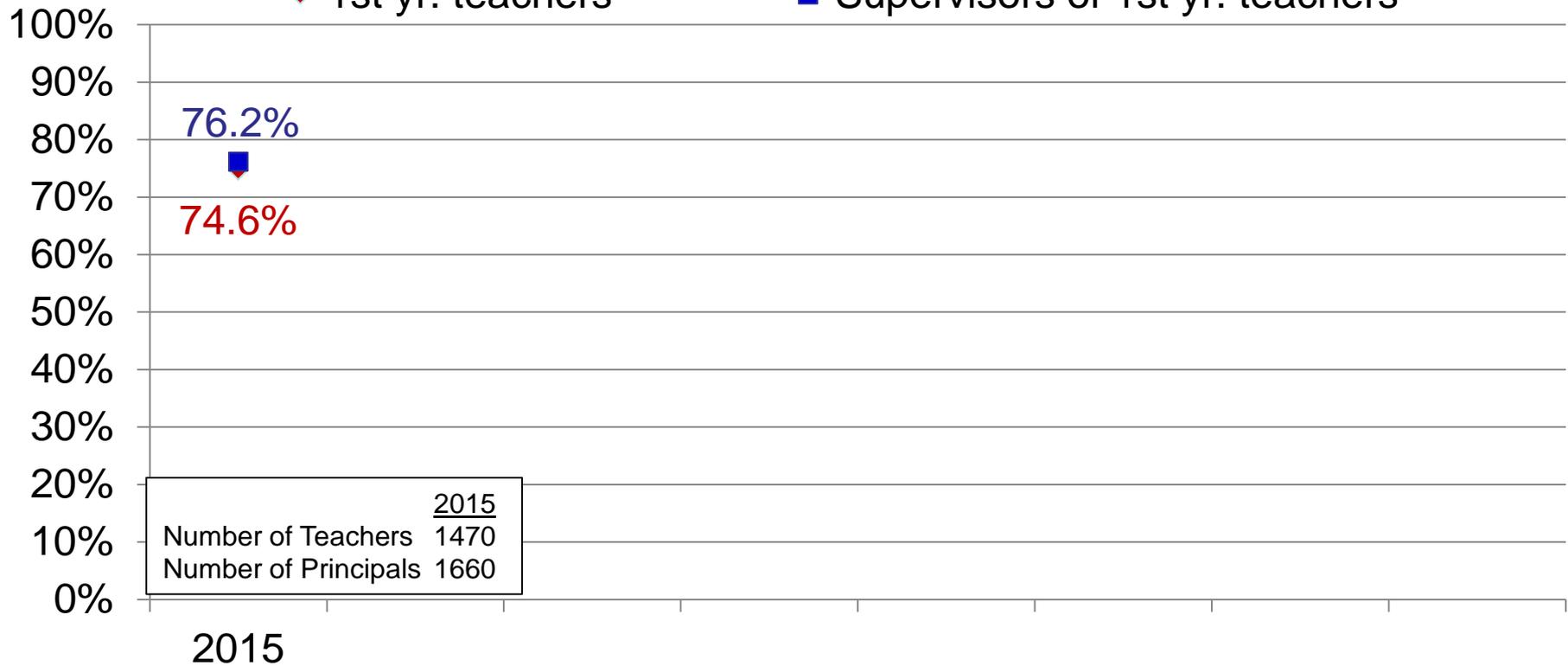
By Item & Type of Respondent

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

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

◆ 1st yr. teachers

■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

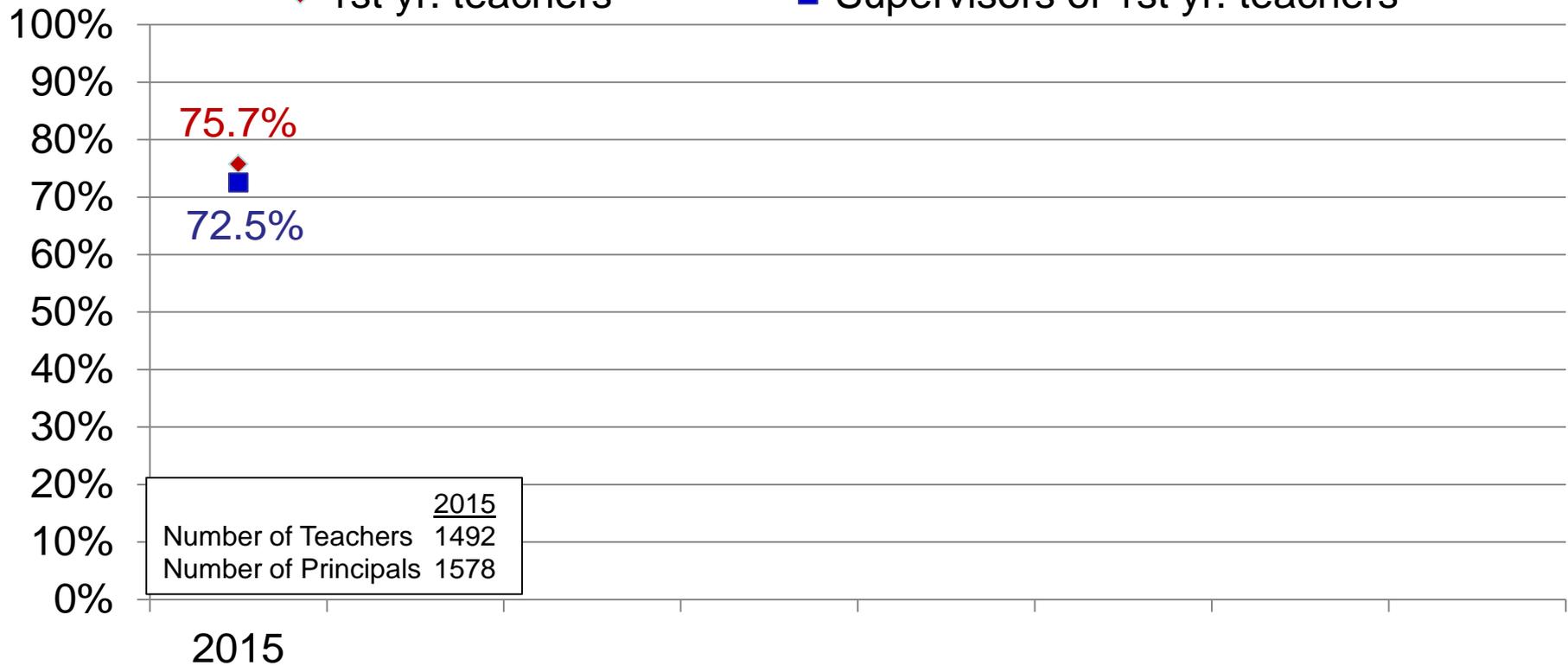
By Item & Type of Respondent

Prepared to analyze data to reflect on areas for professional growth

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

◆ 1st yr. teachers

■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

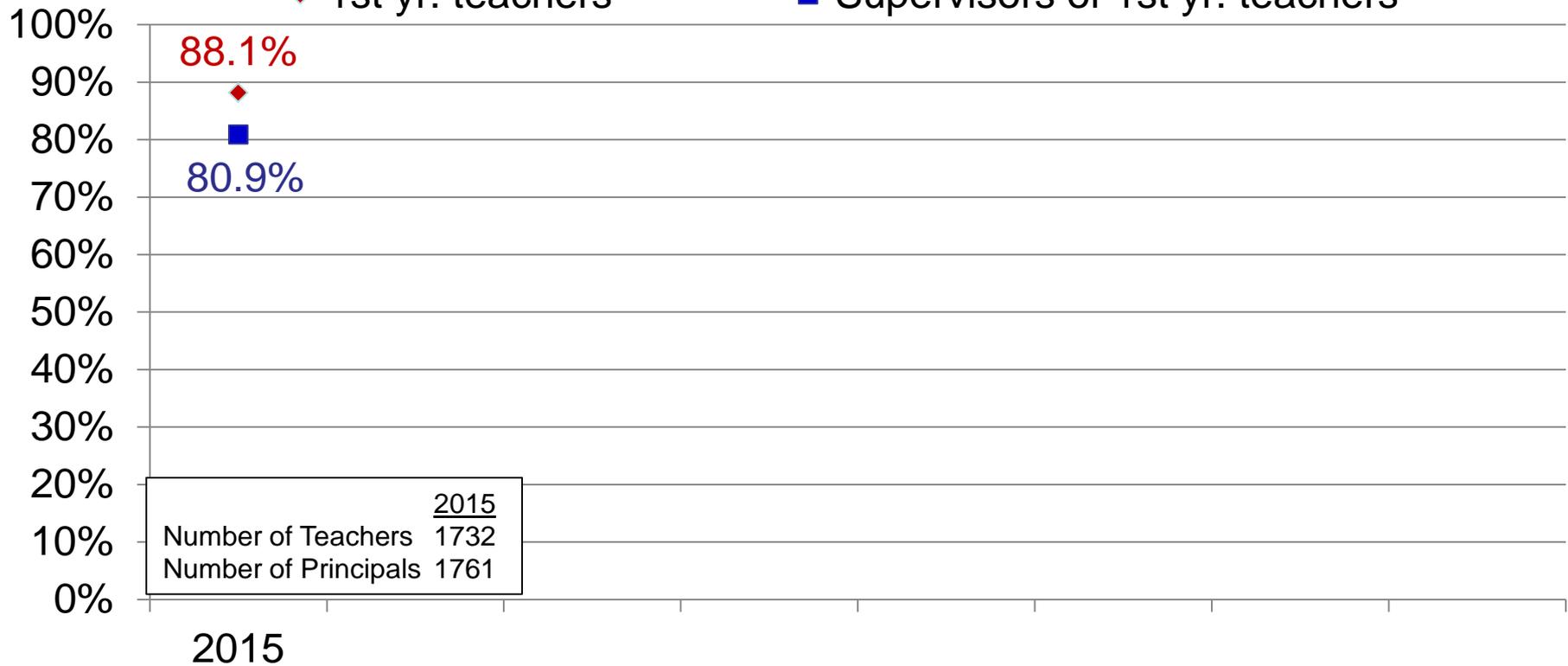
By Item & Type of Respondent

Prepared to reflect on my practices for professional growth

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

◆ 1st yr. teachers

■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

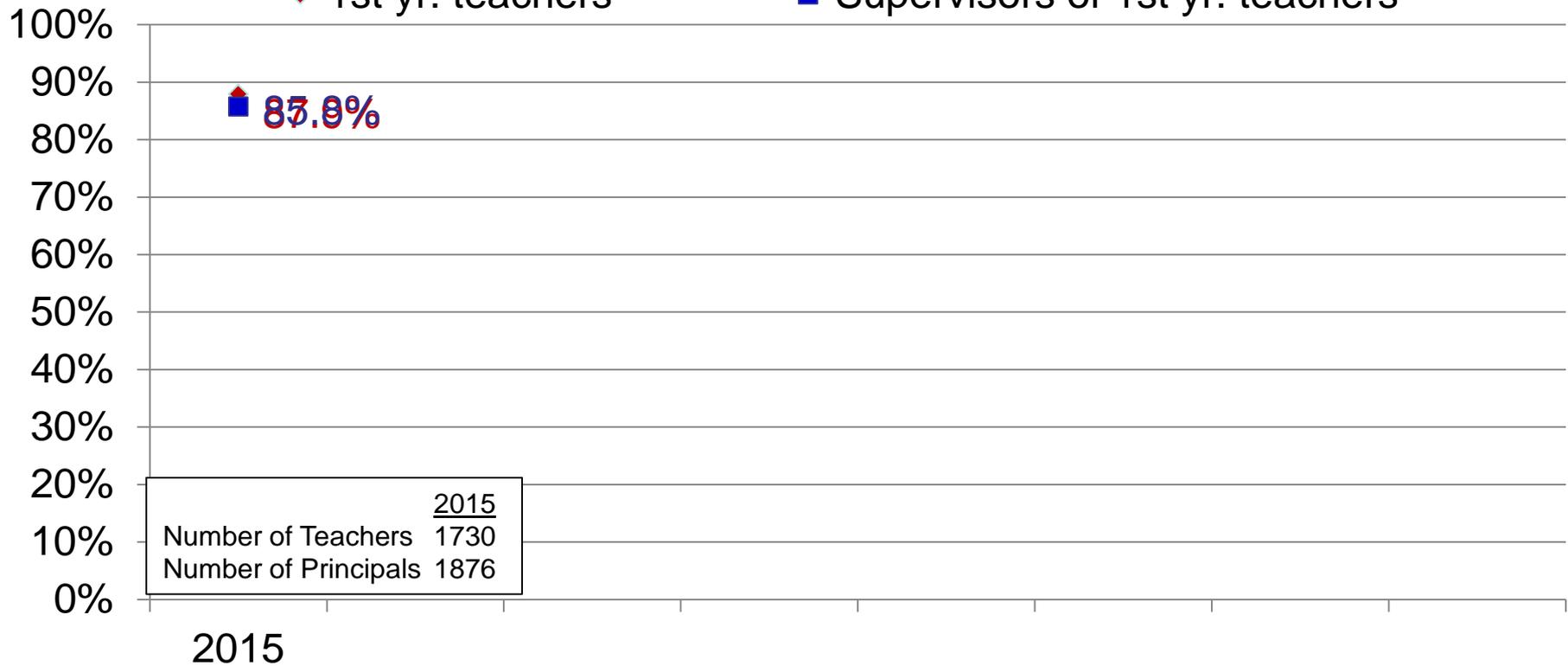
By Item & Type of Respondent

Prepared to collaborate with colleagues to support student learning

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

◆ 1st yr. teachers

■ Supervisors of 1st yr. teachers



Missouri First Year Teacher Survey 2015

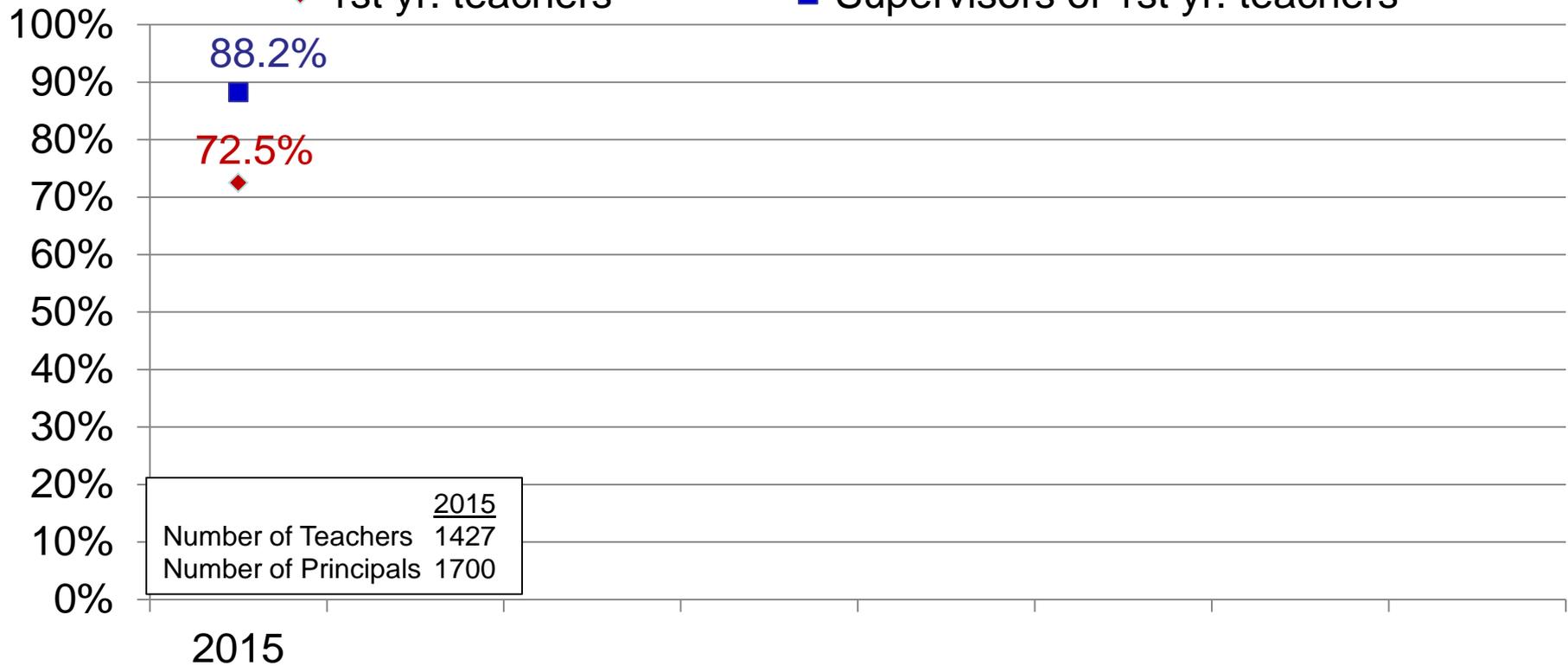
By Item & Type of Respondent

Prepared to collaborate with parents to support student learning

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

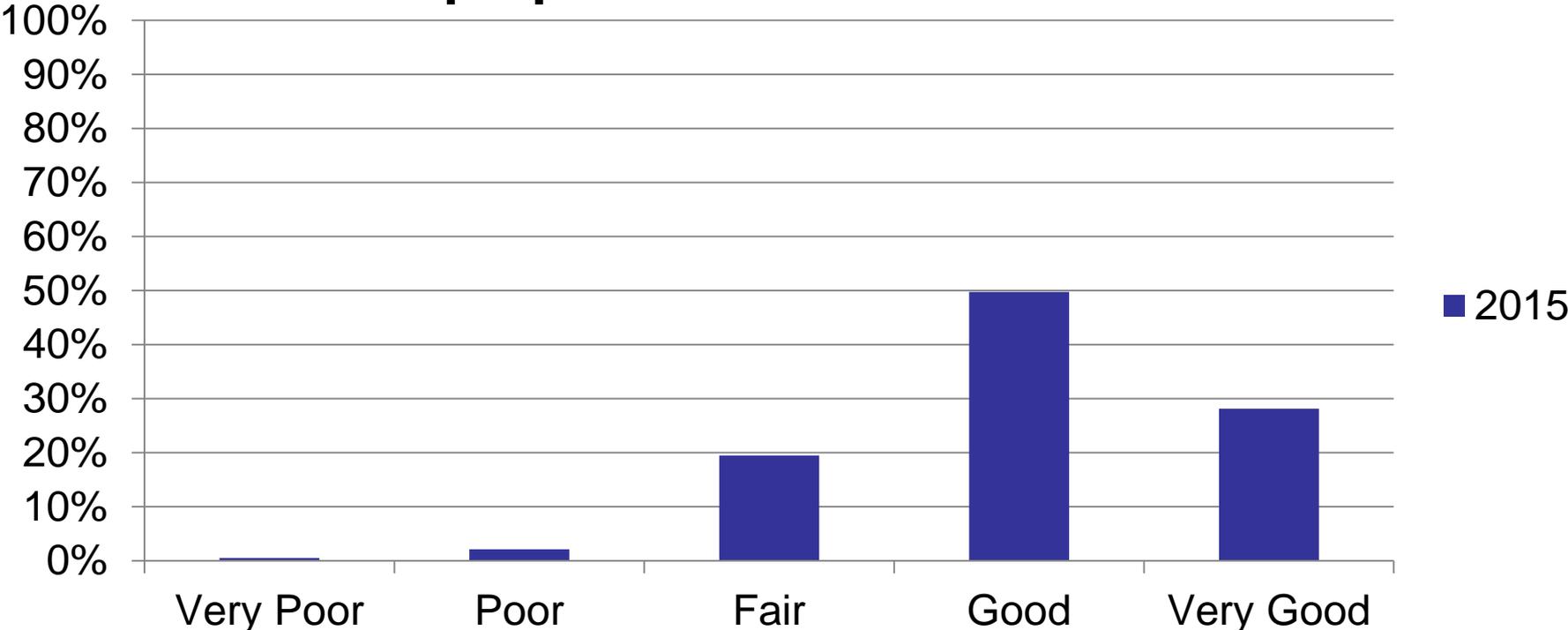
◆ 1st yr. teachers

■ Supervisors of 1st yr. teachers

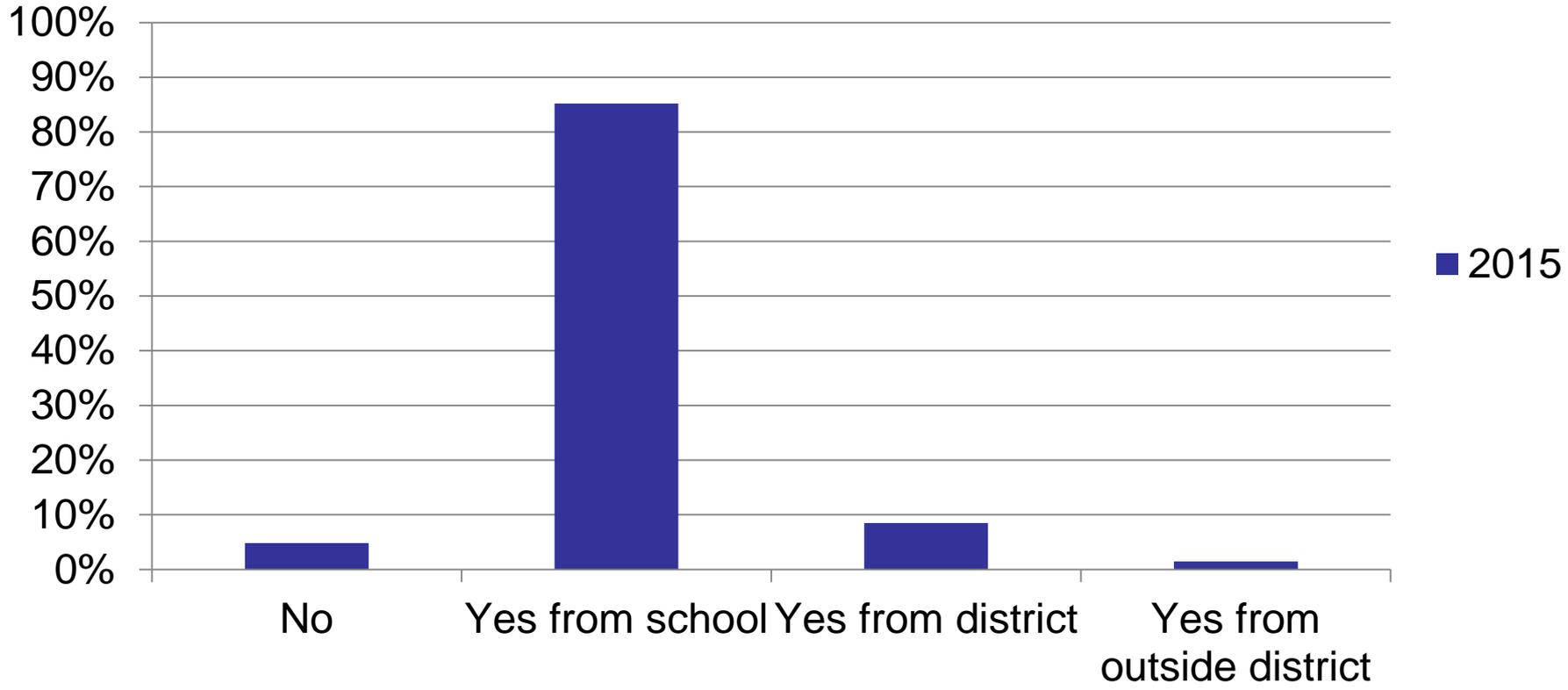


	<u>2015</u>
Number of Teachers	1427
Number of Principals	1700

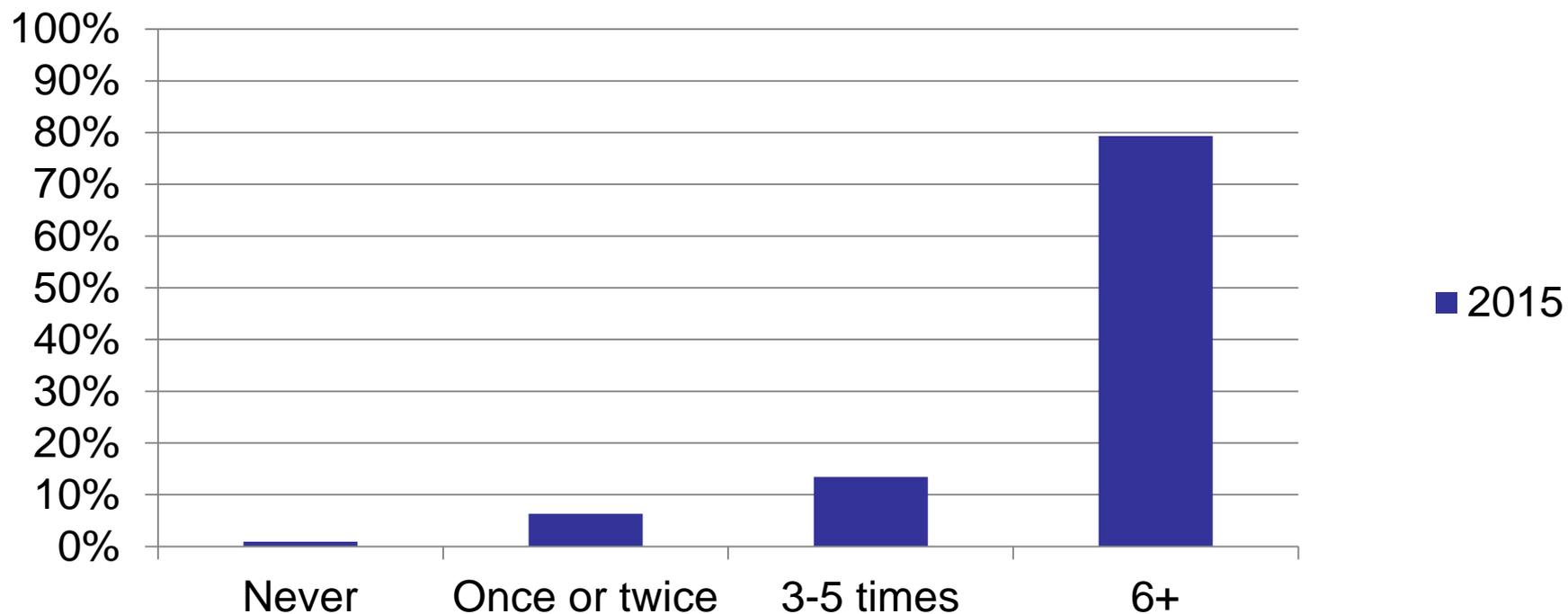
What overall rating would you give the quality of your community college teacher preparation coursework?



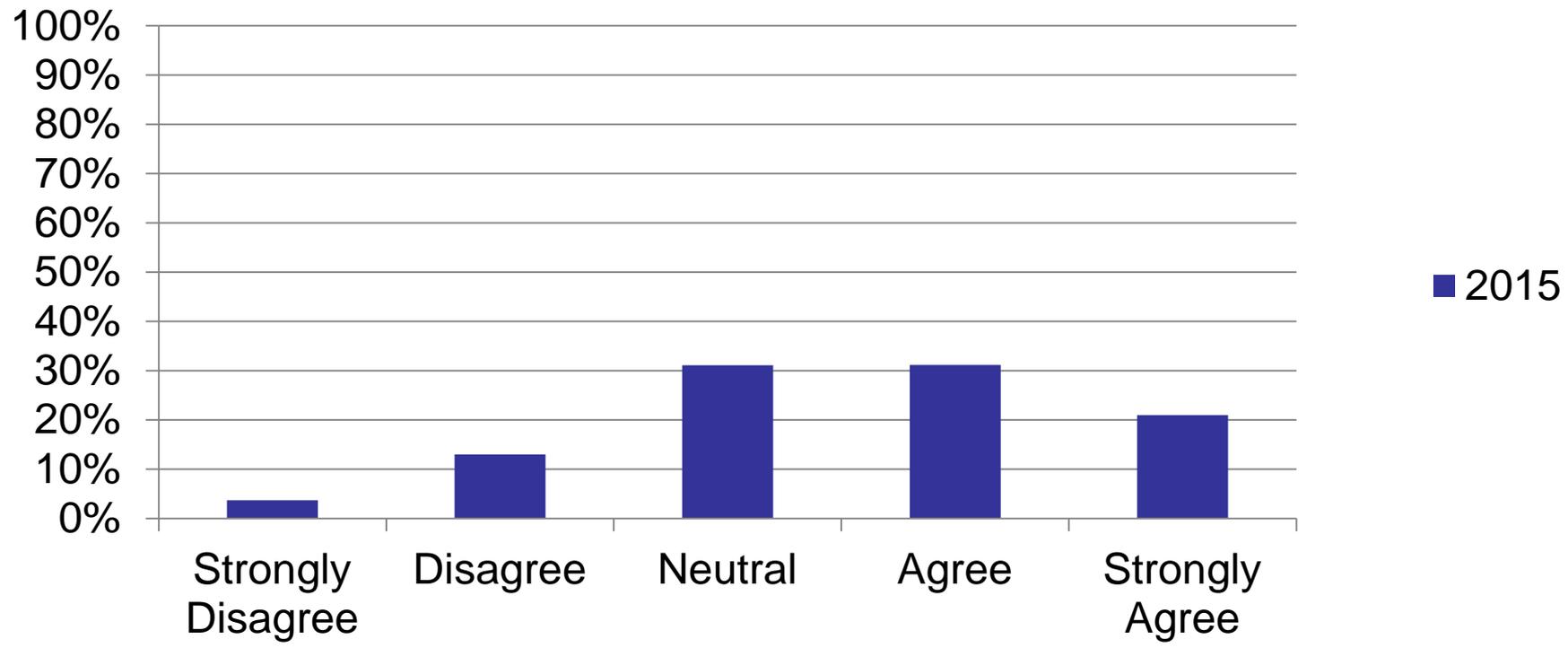
Were you assigned a first-year teacher mentor?



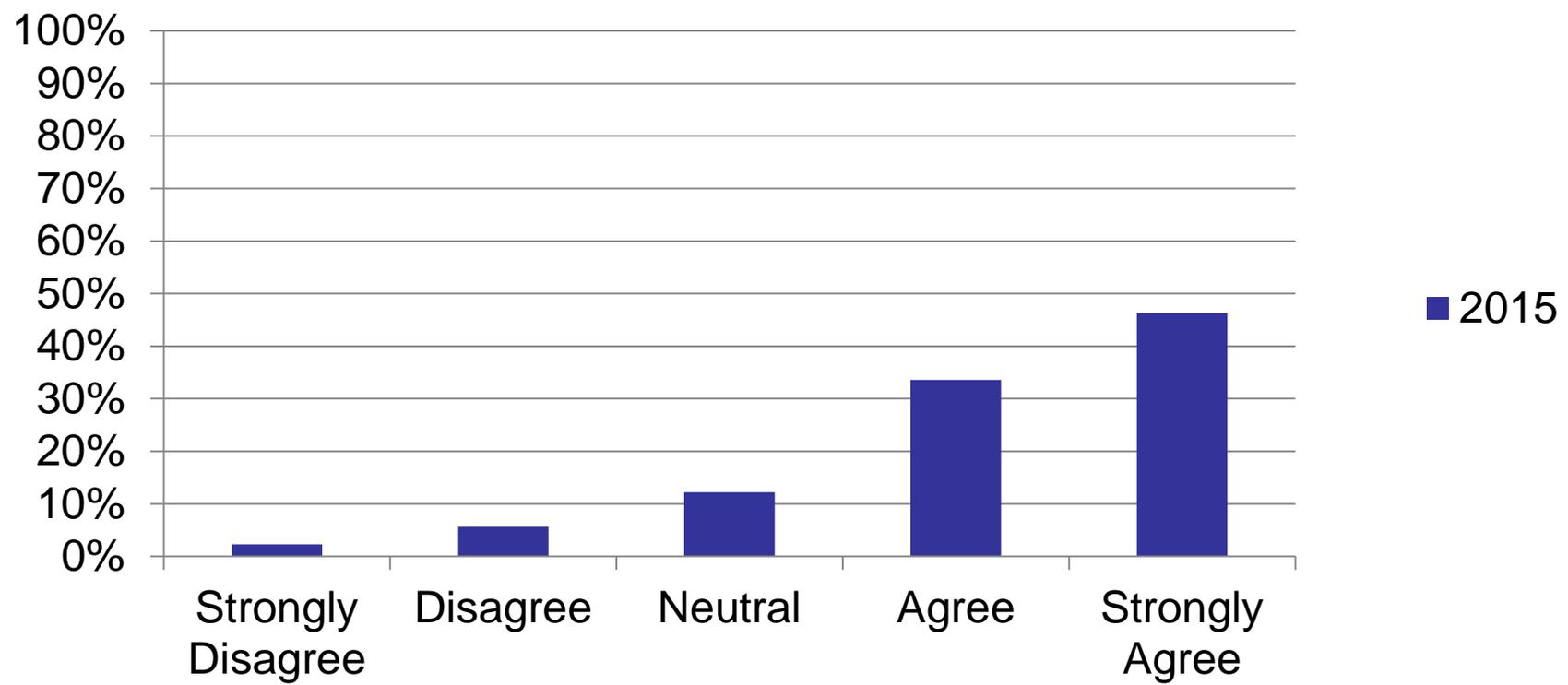
How often did you meet with your mentor this school year(either formally or informally)?



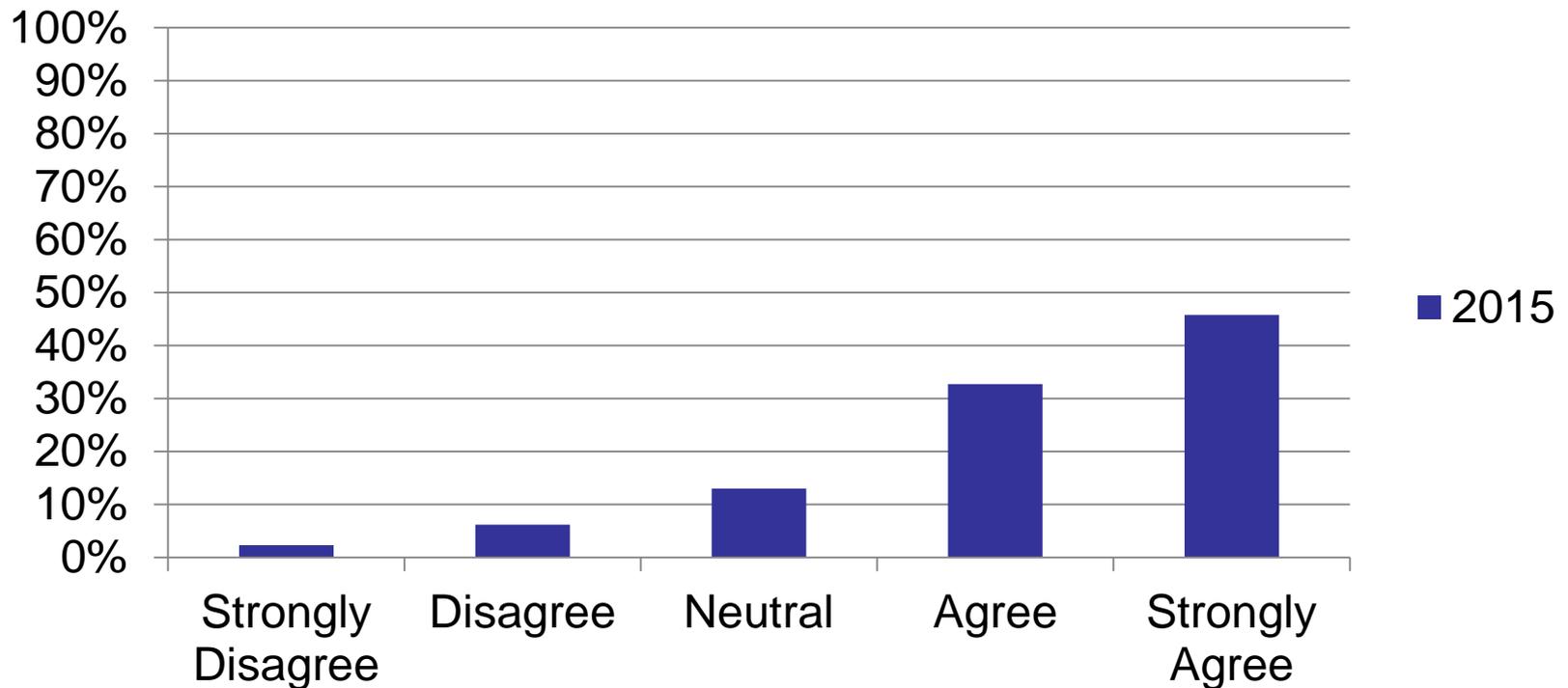
The mentoring process is non-evaluative



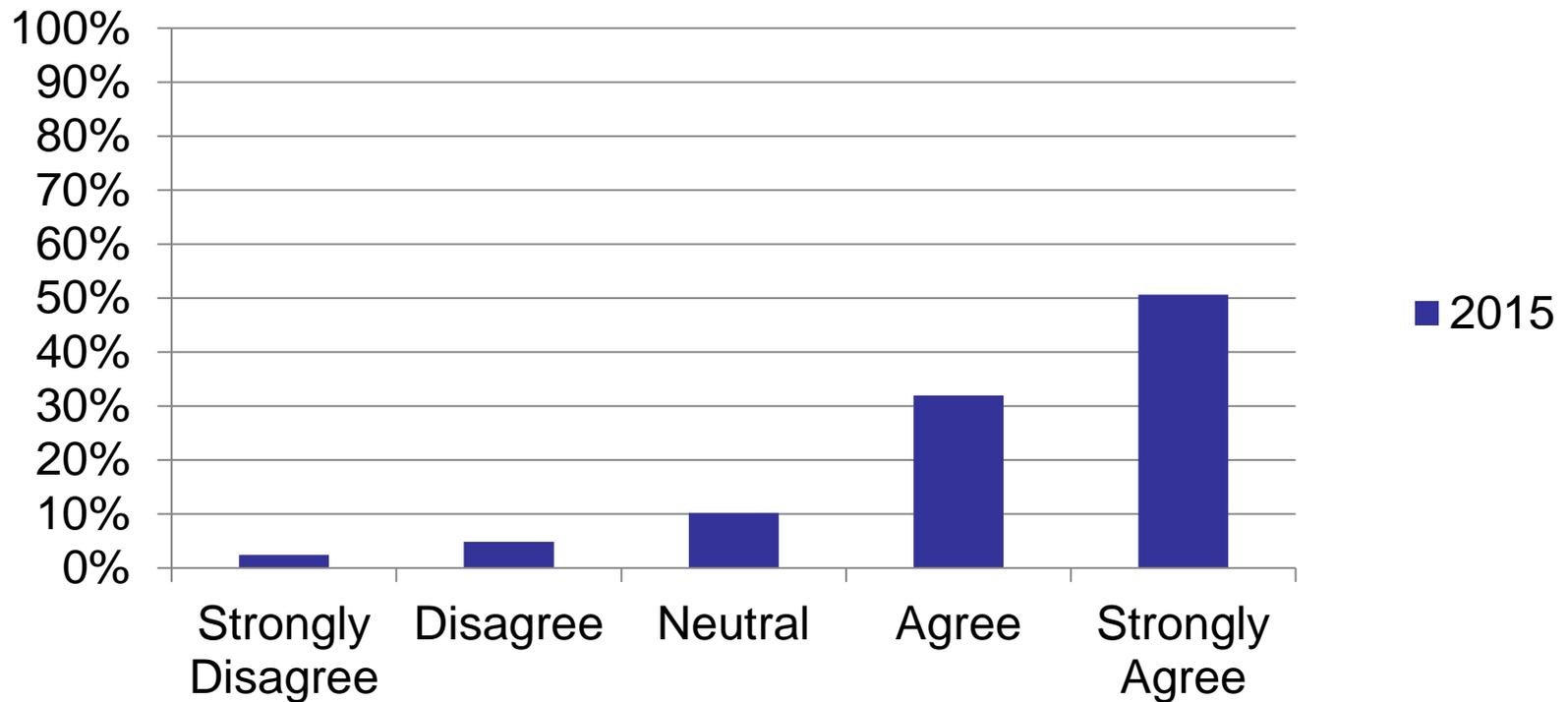
The support I received from my mentor helped me improve my practice



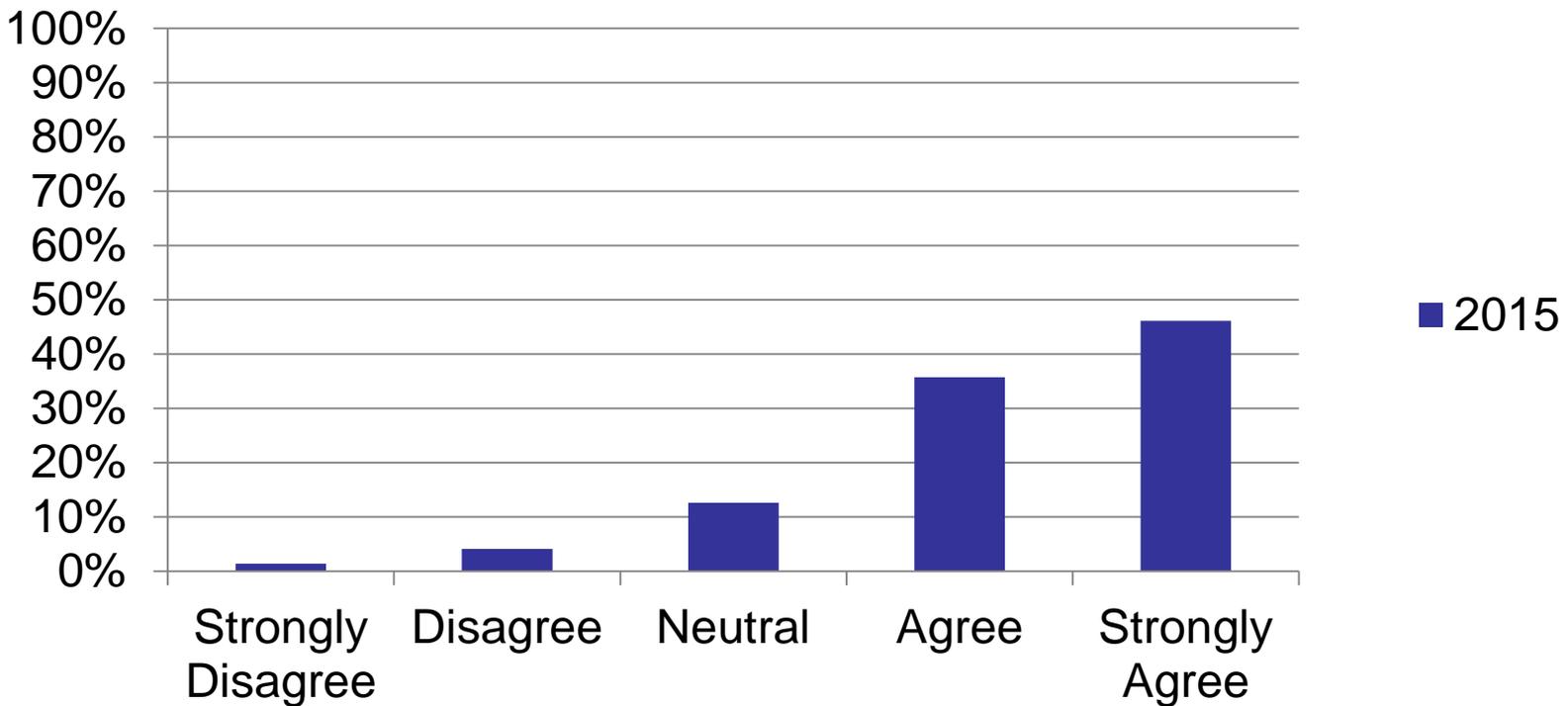
My mentor provided me with the resources I needed to improve my practice



My mentor provided me with effective support



I was prepared to reflect on feedback from my mentor



Missouri First Year Teacher Survey 2015

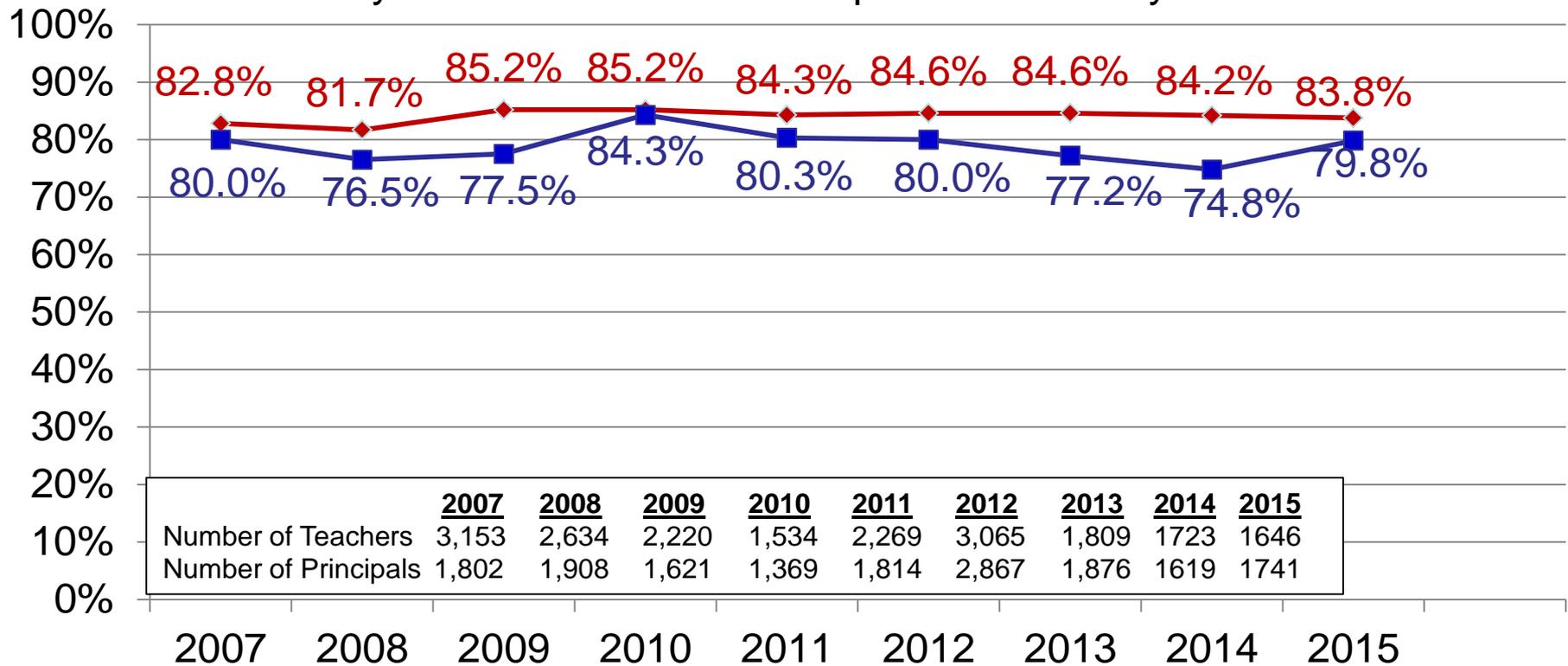
By Item & Type of Respondent

Overall quality of the professional education program you completed

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

◆ 1st yr. teachers

■ Supervisors of 1st yr. teachers



	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
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 (OSED)
University of Missouri





“First-Year Principals’ Survey” 2015

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

**Office of Social & Economic Data Analysis (OSEDADA)
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

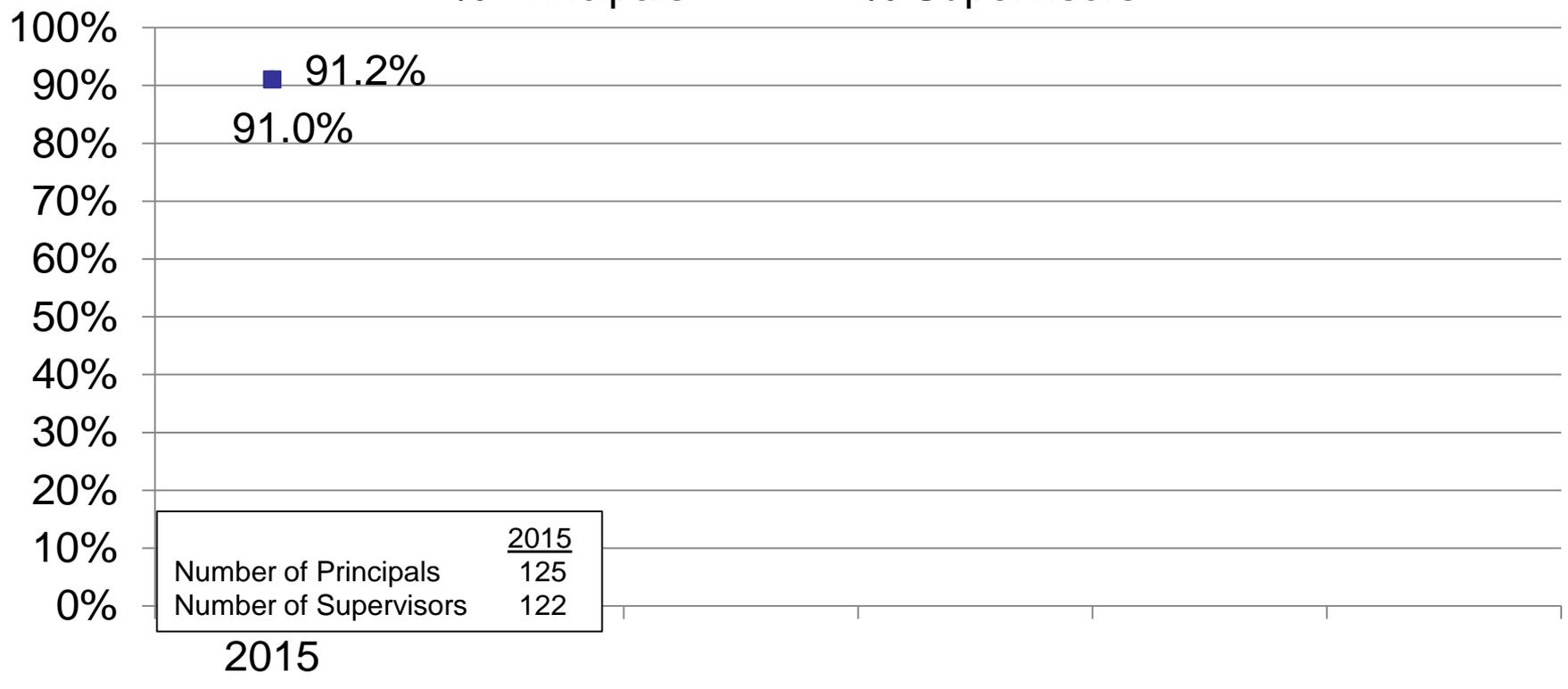
- Degree Conferred
- 2002 – Earlier = 96
- 2003 – 2004 = 32
- 2004 – 2005 = 59
- 2005 – 2006 = 64
- 2006 – 2007 = 68
- 2007 – 2008 = 107
- 2008 – 2009 = 110
- 2009 – 2010 = 133
- 2010 – 2011 = 94
- Degree Conferred
- 2011-2012 = 33
- 2012-2013 = 31
- 2013-2014 = 34
- 2014-2015 = 28
- 2015-2016 = 6
-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

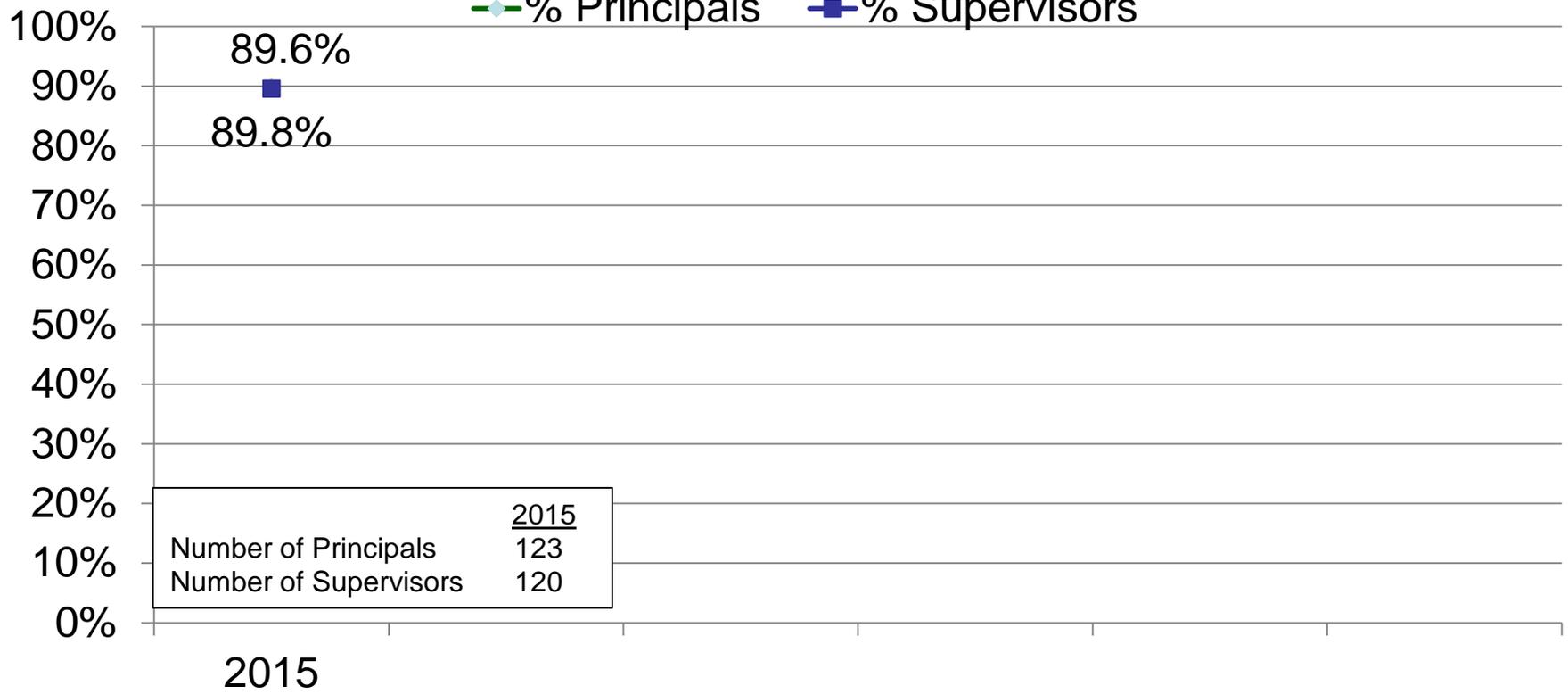
Missouri First Year Principal Survey 2015

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



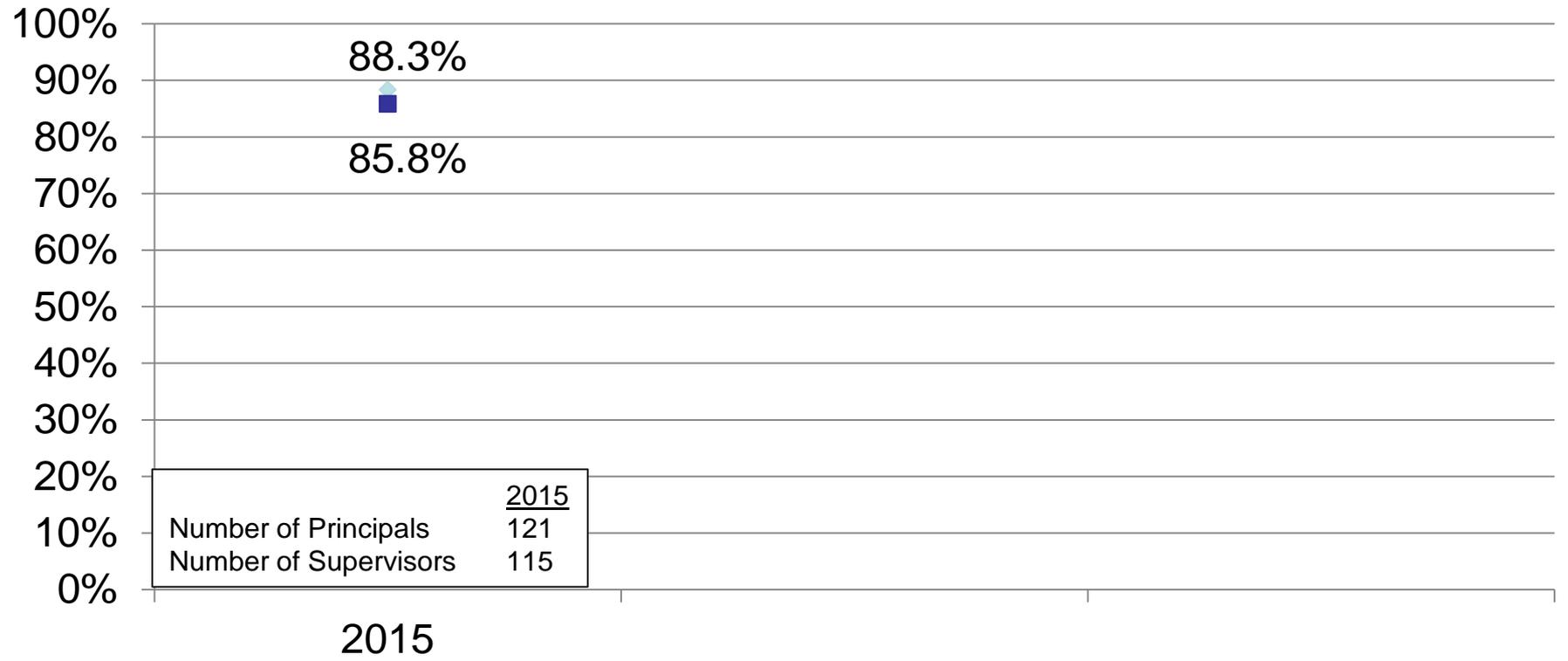
	2015
Number of Principals	123
Number of Supervisors	120

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')

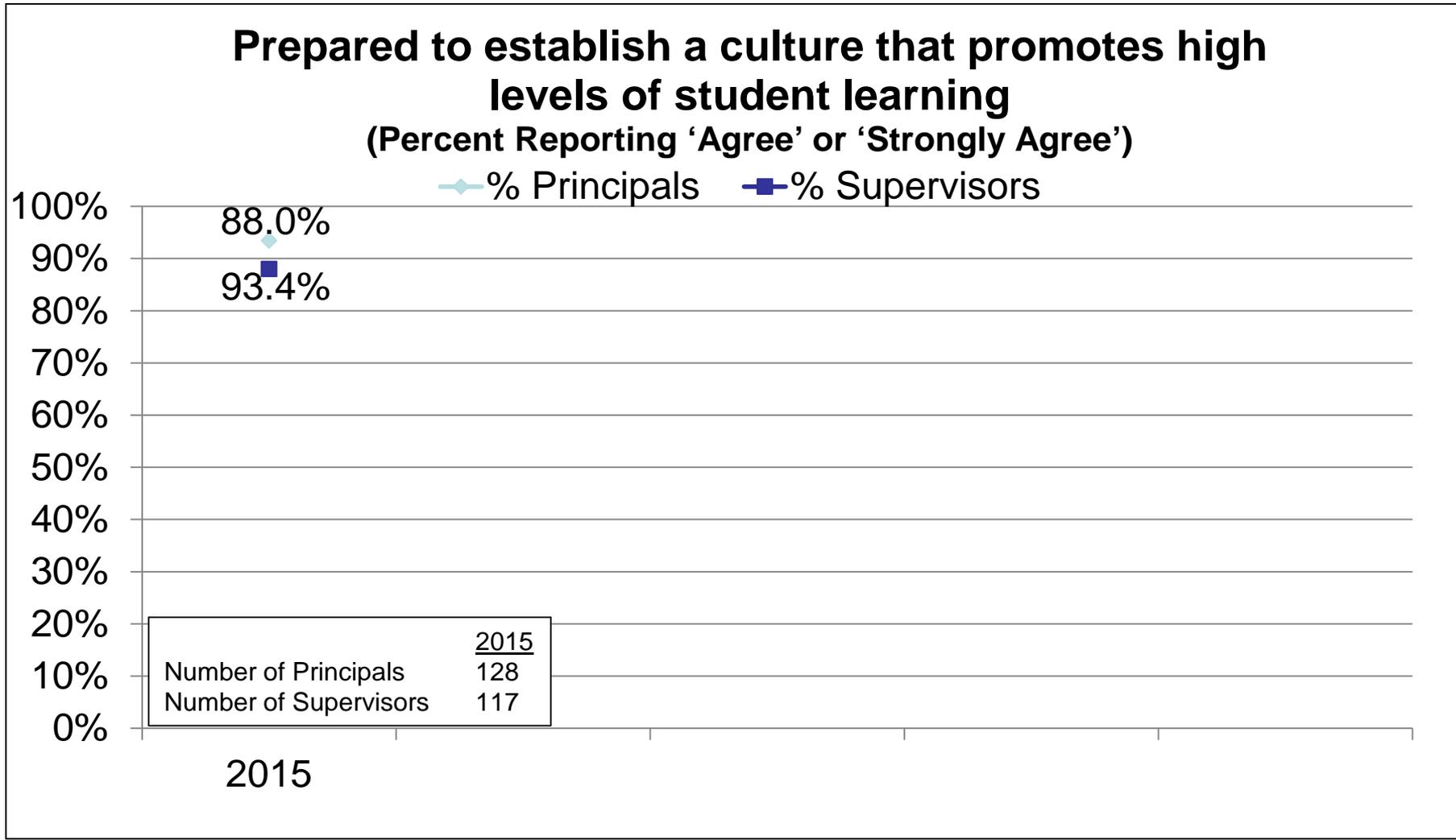
◆ % Principals ■ % Supervisors



	2015
Number of Principals	121
Number of Supervisors	115

Missouri First Year Principal Survey 2015

By Item & Type of Respondent

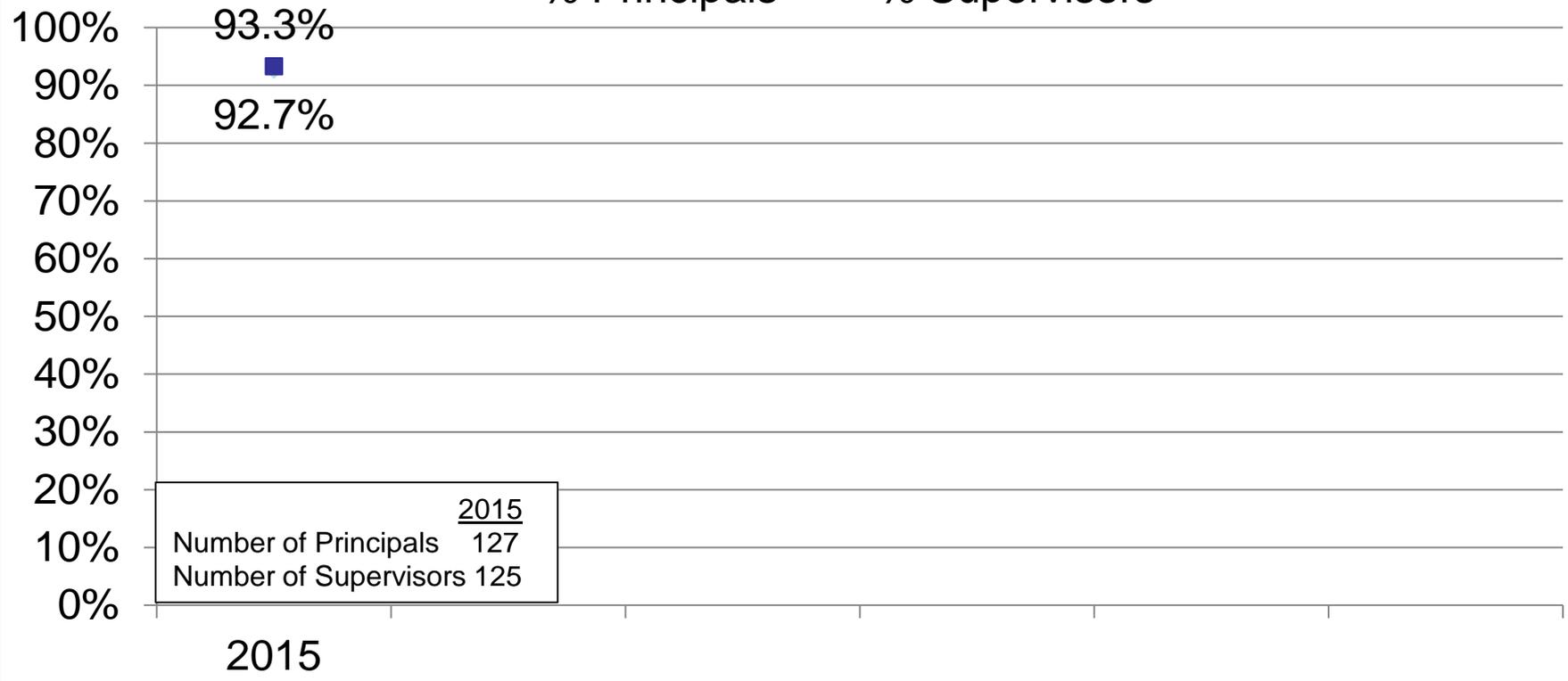


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

Prepared to maintain a safe learning environment for the school community (Percent Reporting 'Agree' or 'Strongly Agree')

— % Principals ■ % Supervisors

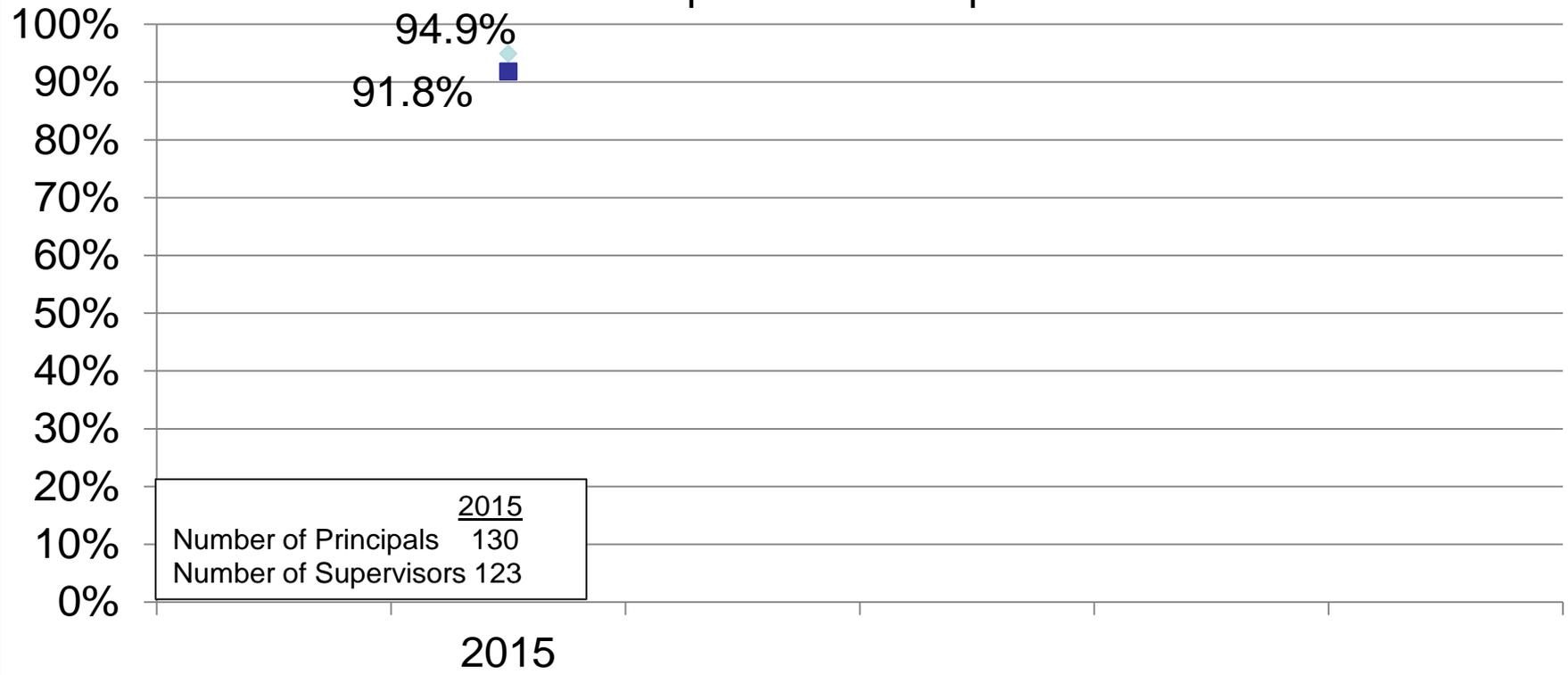


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

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

—◆ % Principals —■ % Supervisors



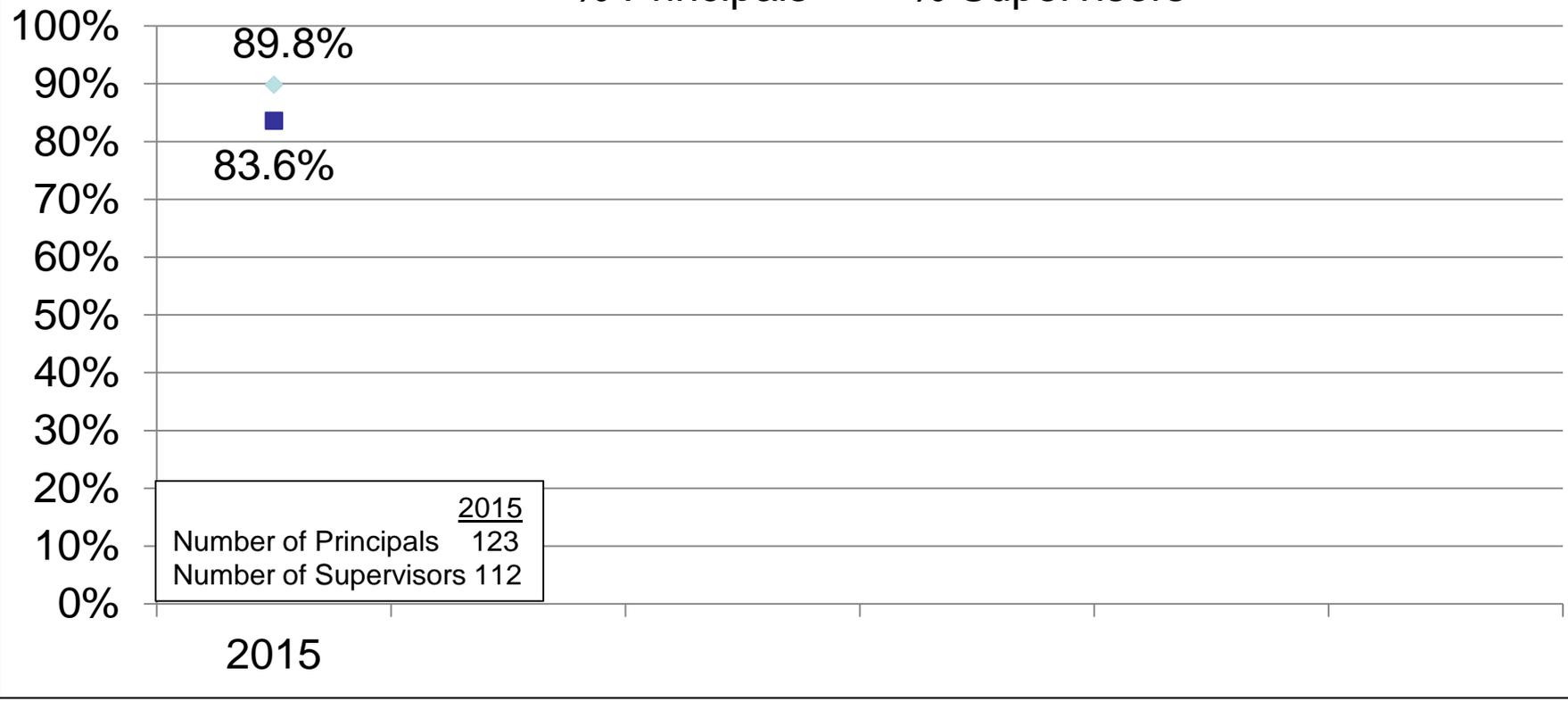
2015
Number of Principals 130
Number of Supervisors 123

Missouri First Year Principal Survey 2015

By Item & Type of Respondent

Prepared to implement effective processes to identify unique strengths and needs of students (Percent Reporting 'Agree' or 'Strongly Agree')

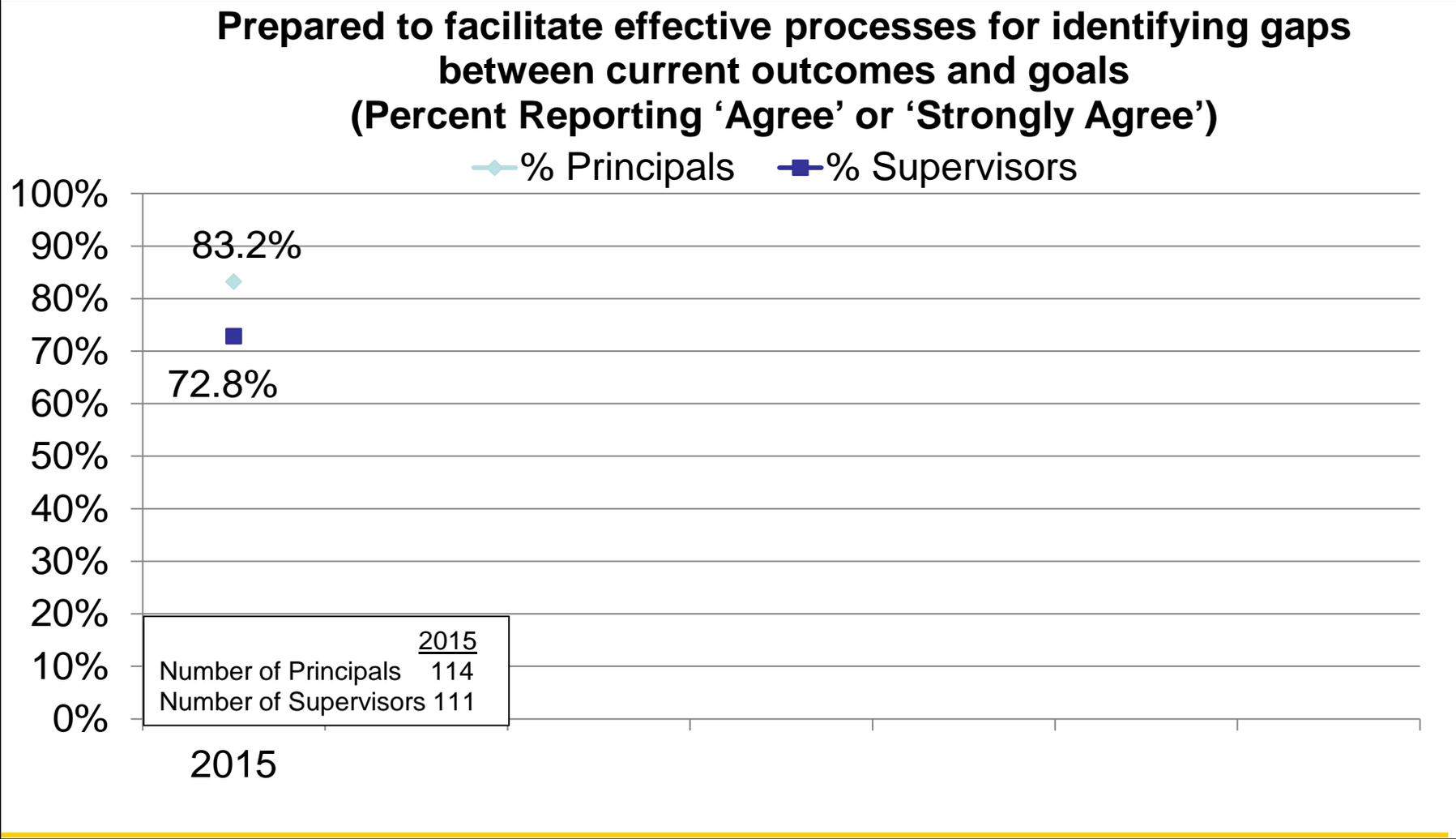
◆ % Principals ■ % Supervisors



	<u>2015</u>
Number of Principals	123
Number of Supervisors	112

Missouri First Year Principal Survey 2015

By Item & Type of Respondent

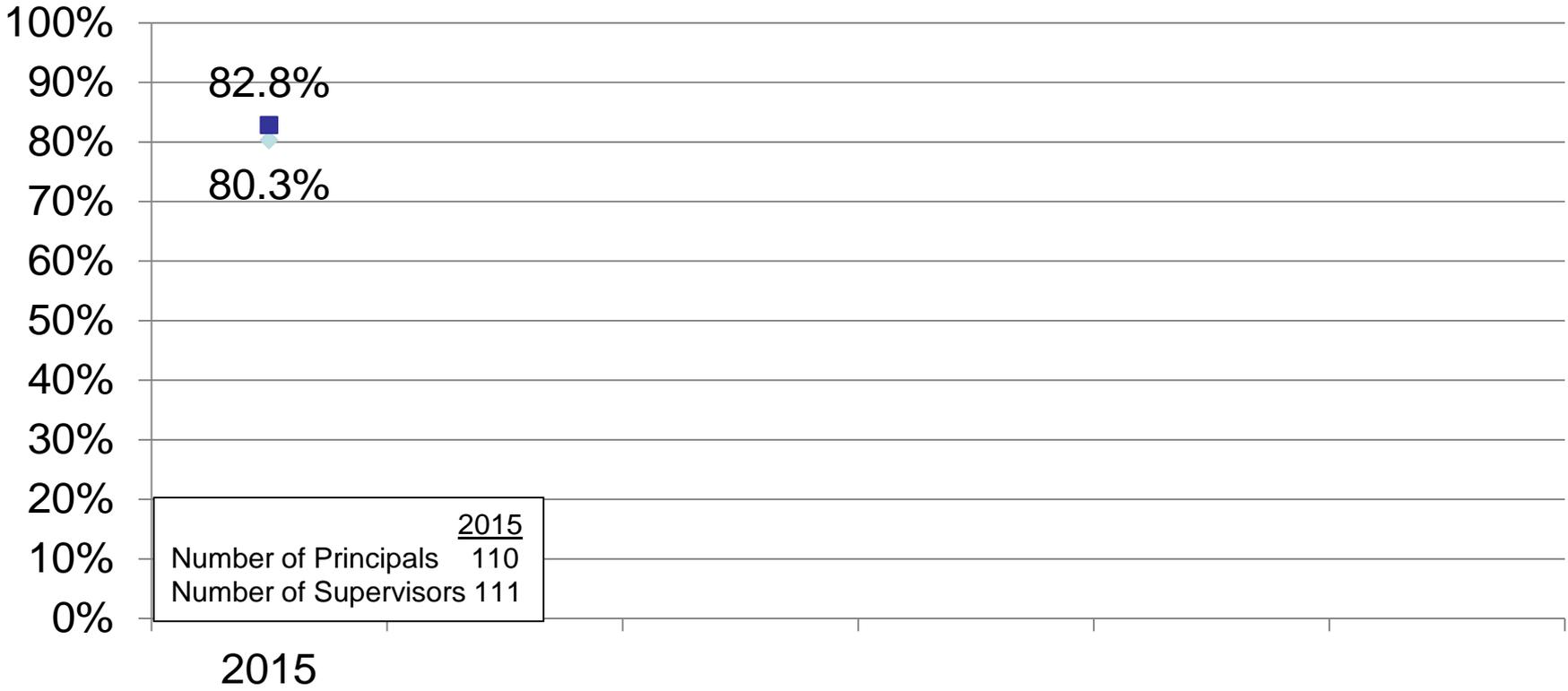


Missouri First Year Principal Survey 2015

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



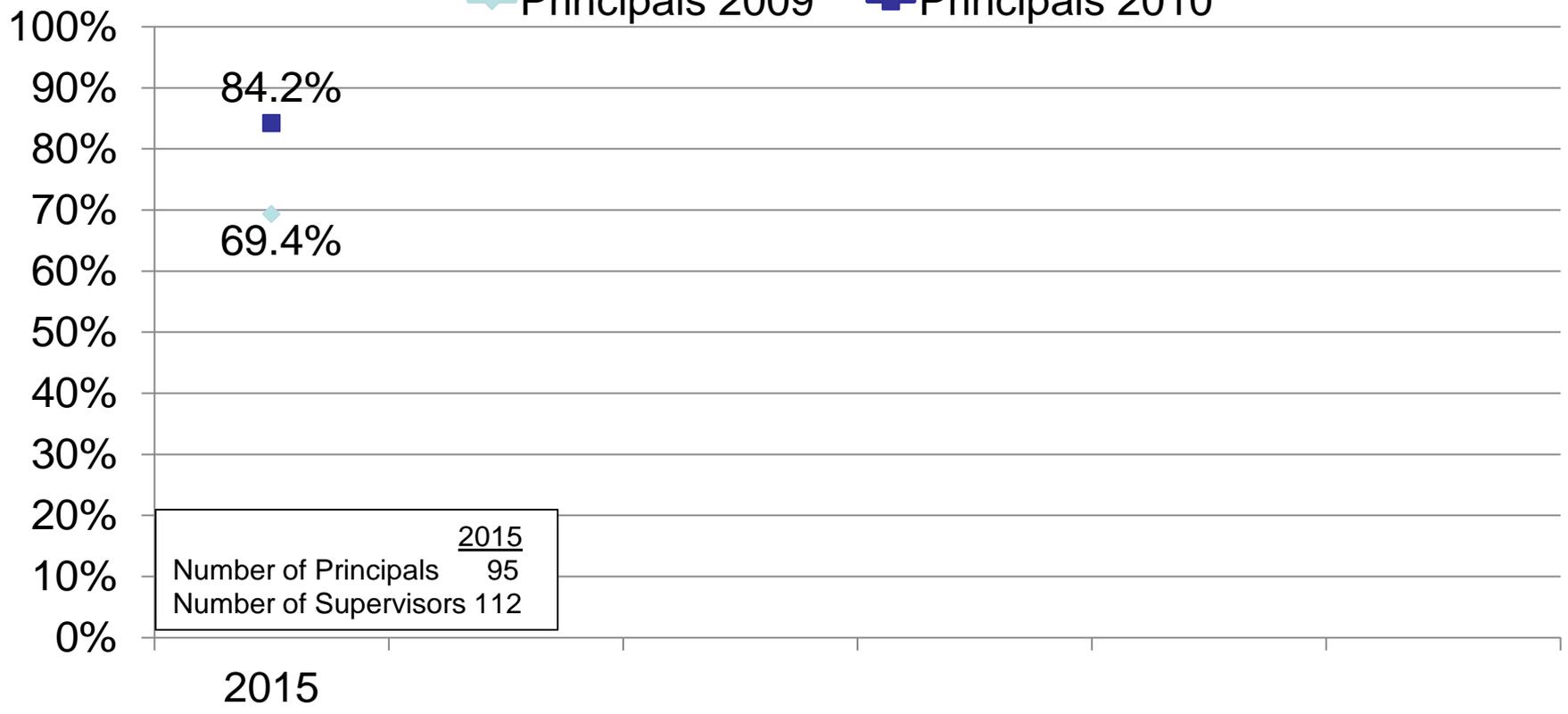
	<u>2015</u>
Number of Principals	110
Number of Supervisors	111

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



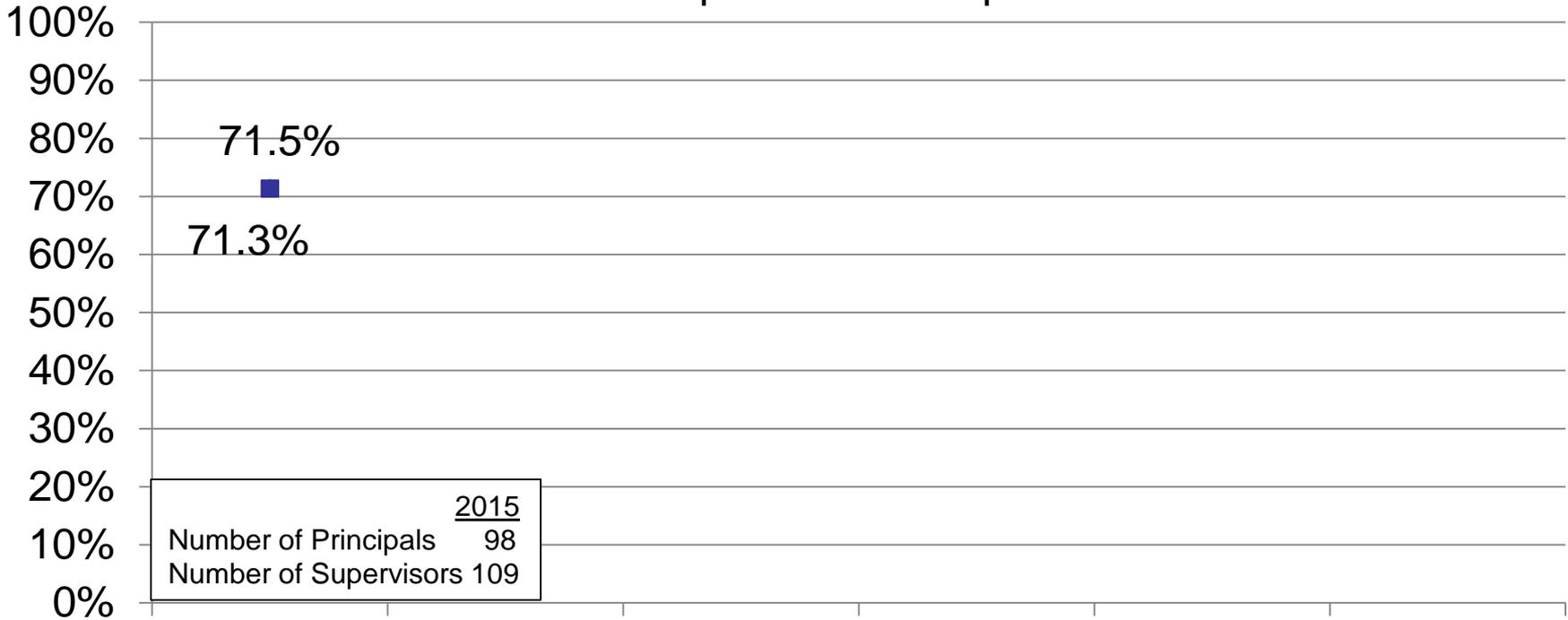
2015
Number of Principals 95
Number of Supervisors 112

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



2015
Number of Principals 98
Number of Supervisors 109

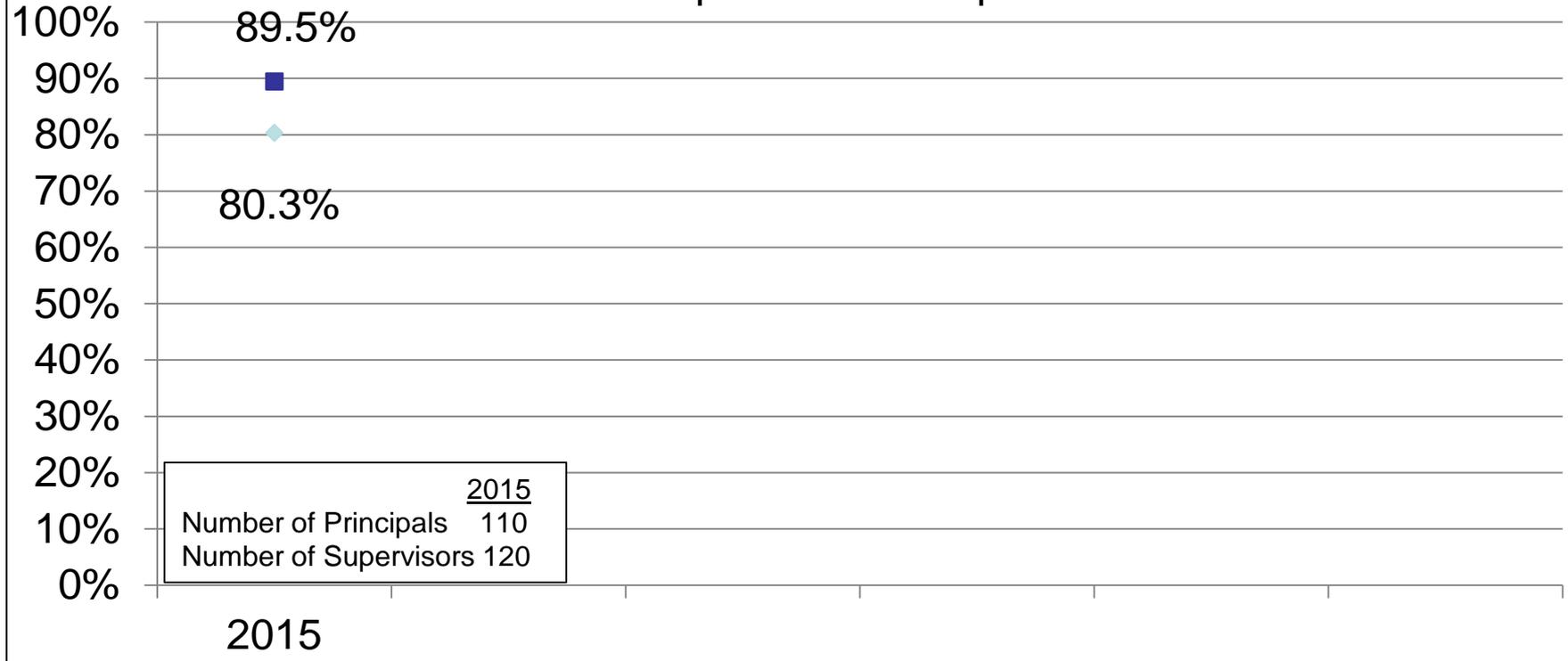
2015

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

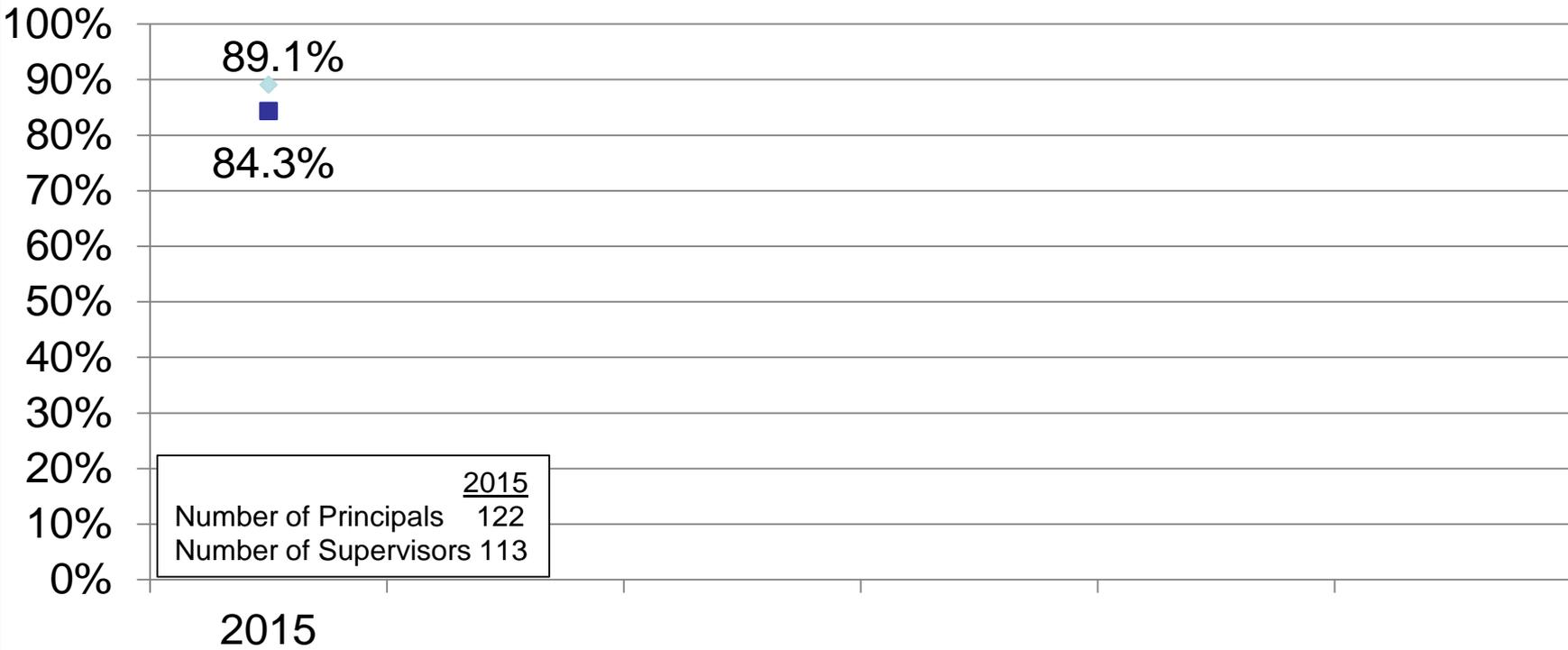


Missouri First Year Principal Survey 2015

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

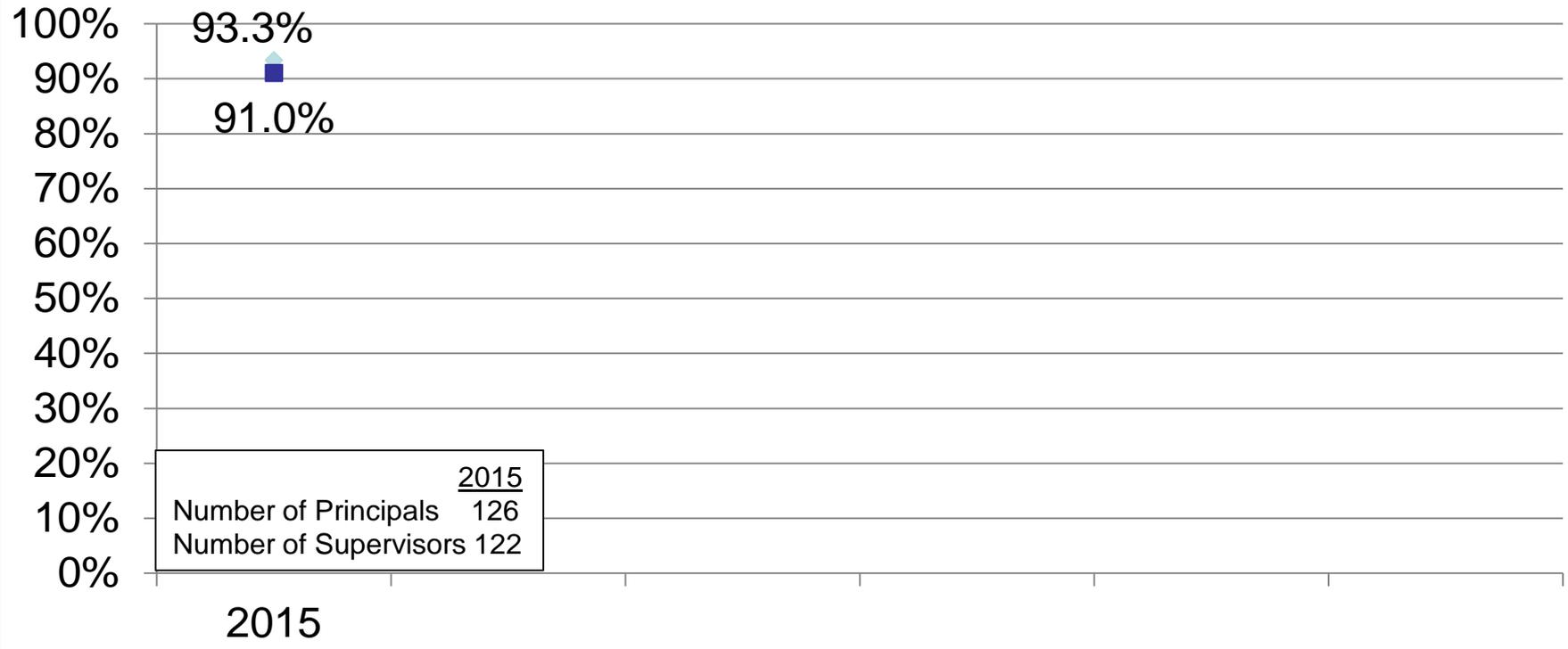


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

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

◆ % Principals ■ % Supervisors

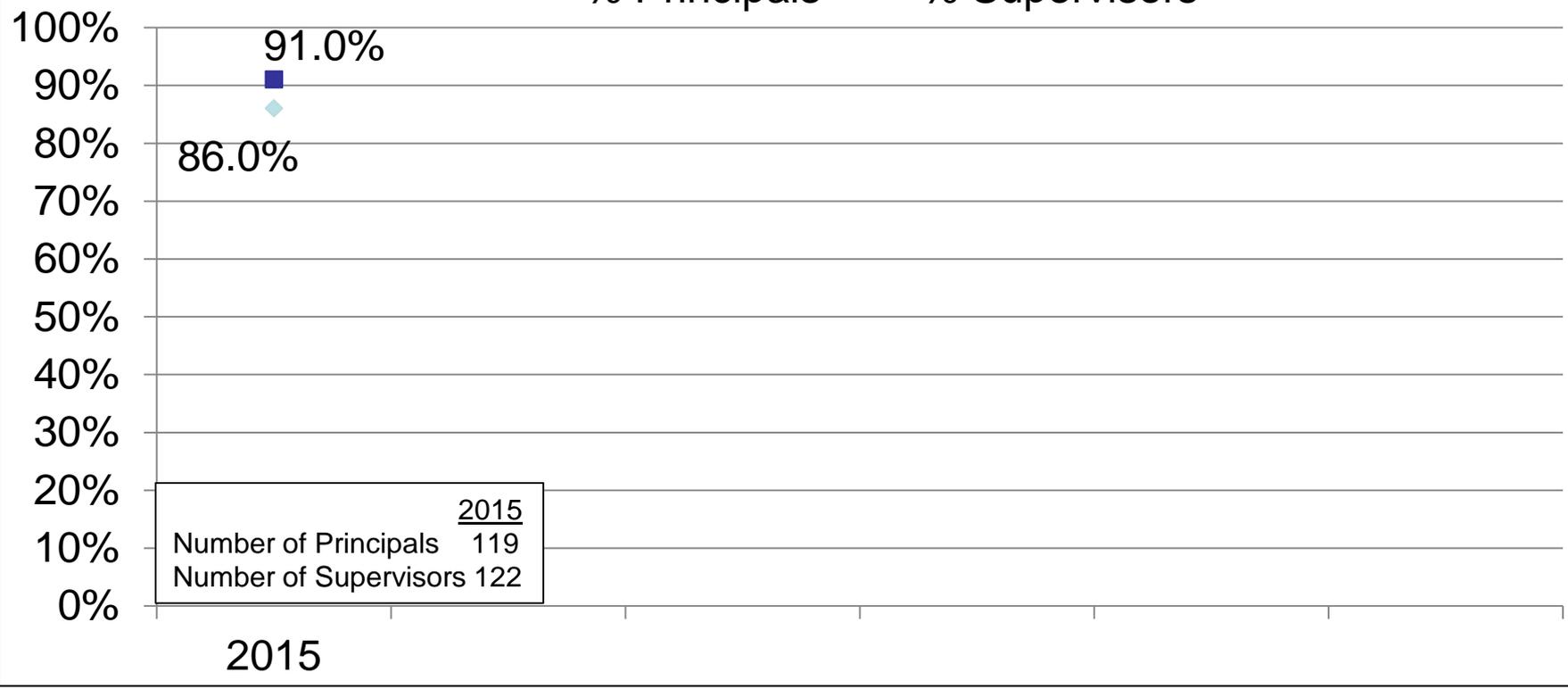


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

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

◆ % Principals ■ % Supervisors



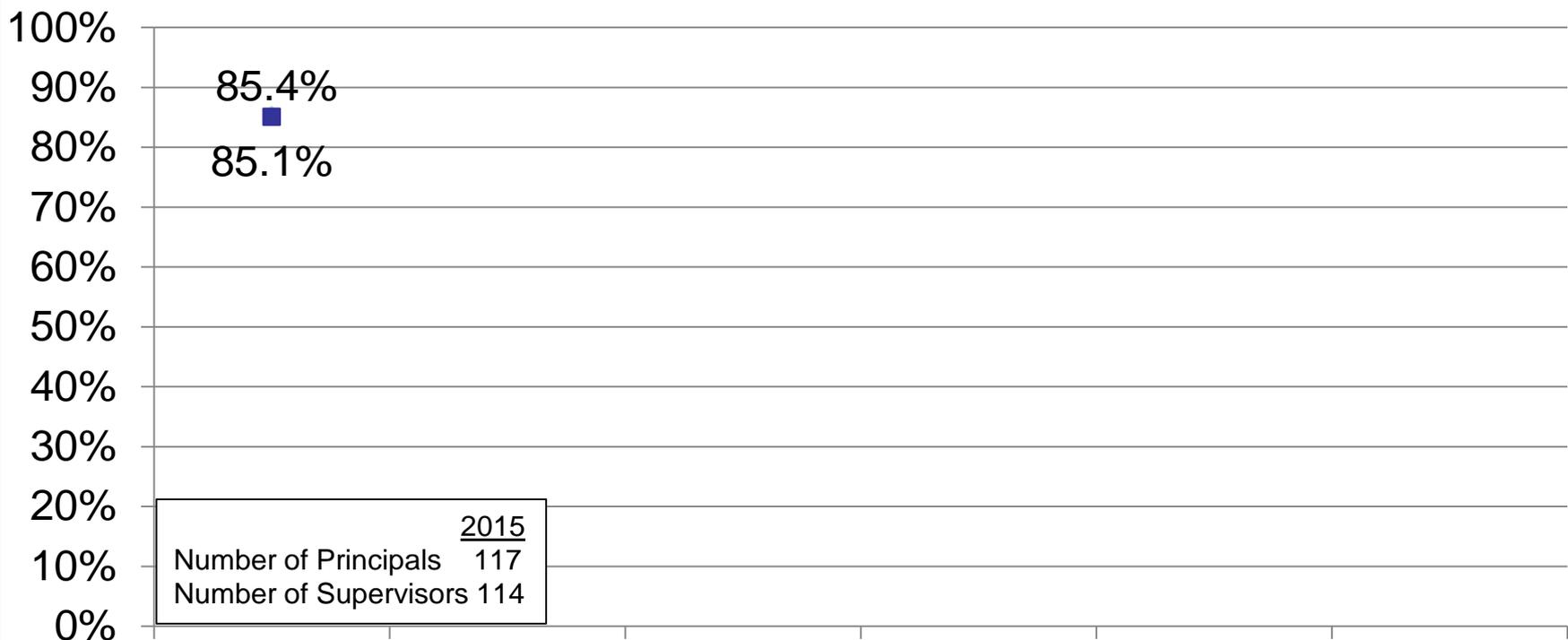
2015	
Number of Principals	119
Number of Supervisors	122

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

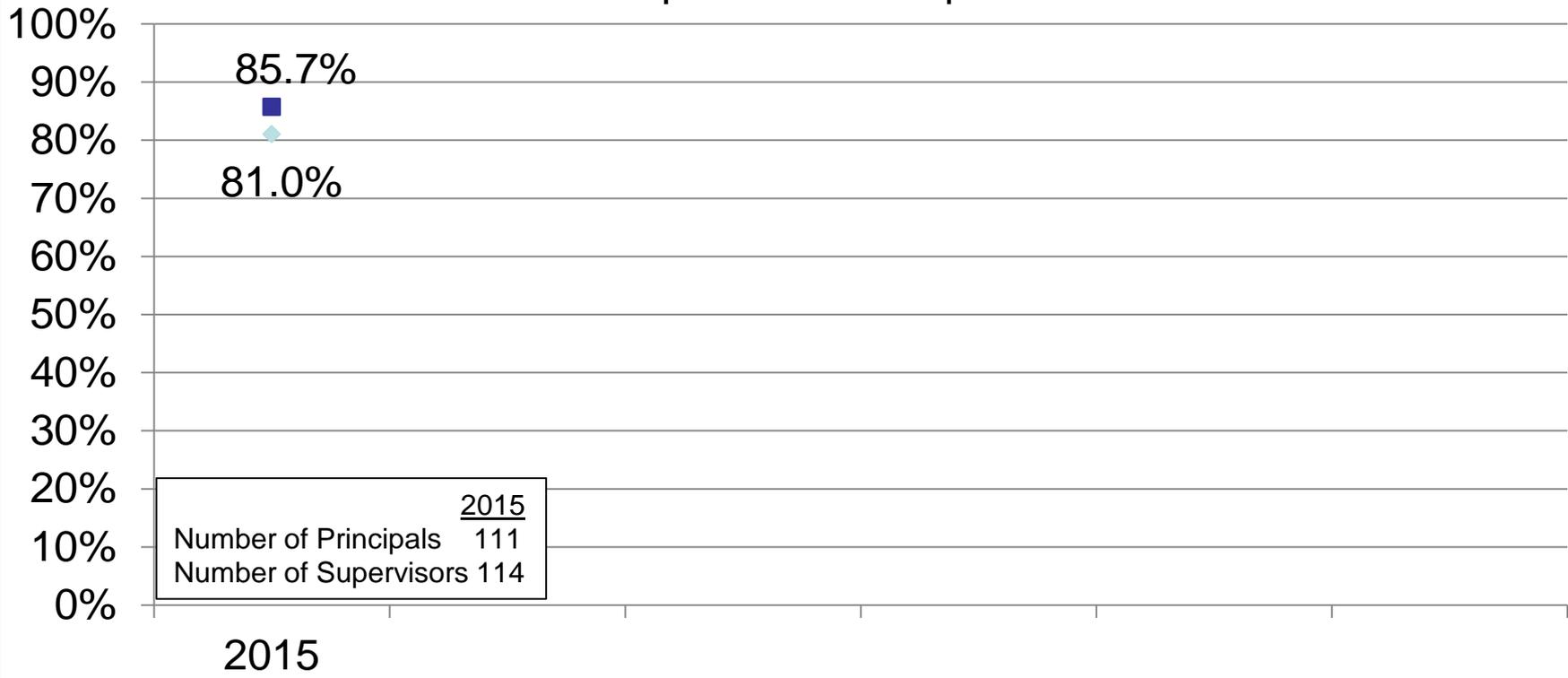
2015

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



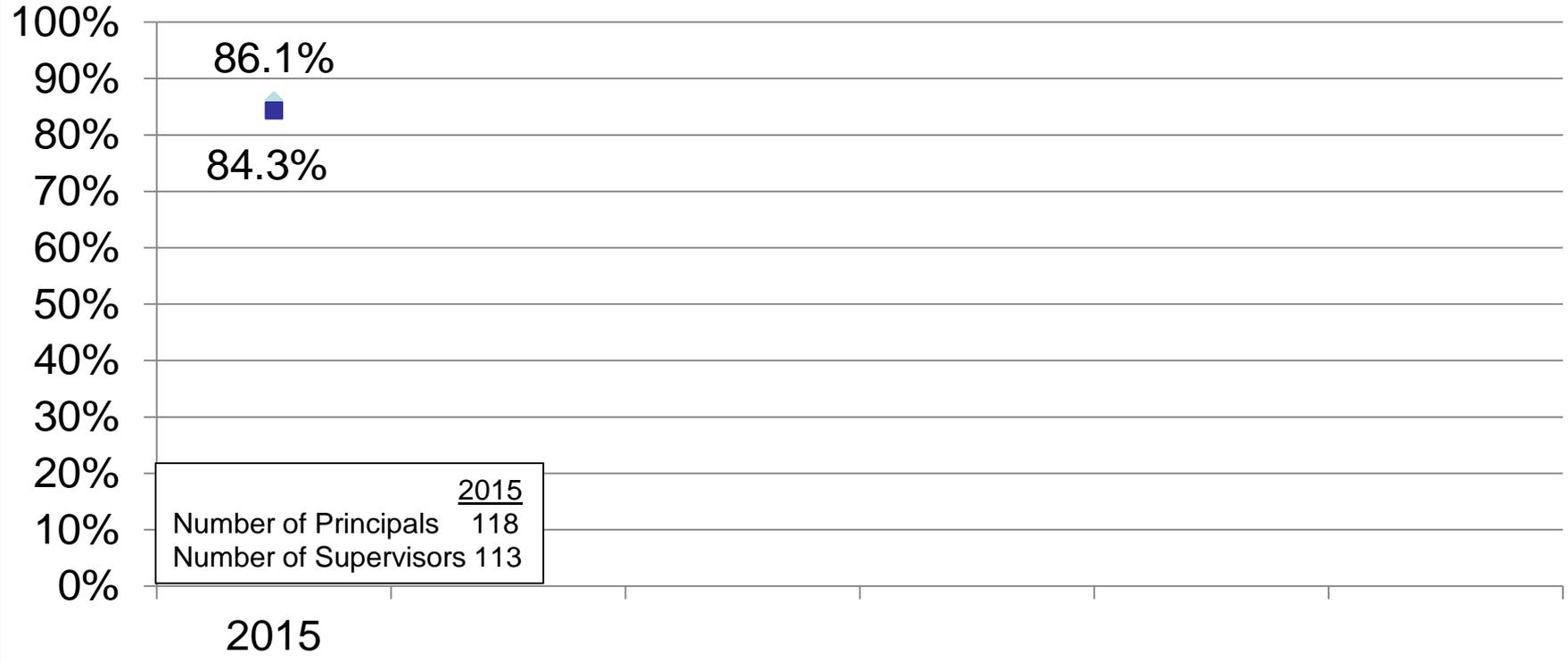
2015
Number of Principals 111
Number of Supervisors 114

Missouri First Year Principal Survey 2015

By Item & Type of Respondent

Prepared to identify key stakeholders in the community

◆ % Principals ■ % Supervisors

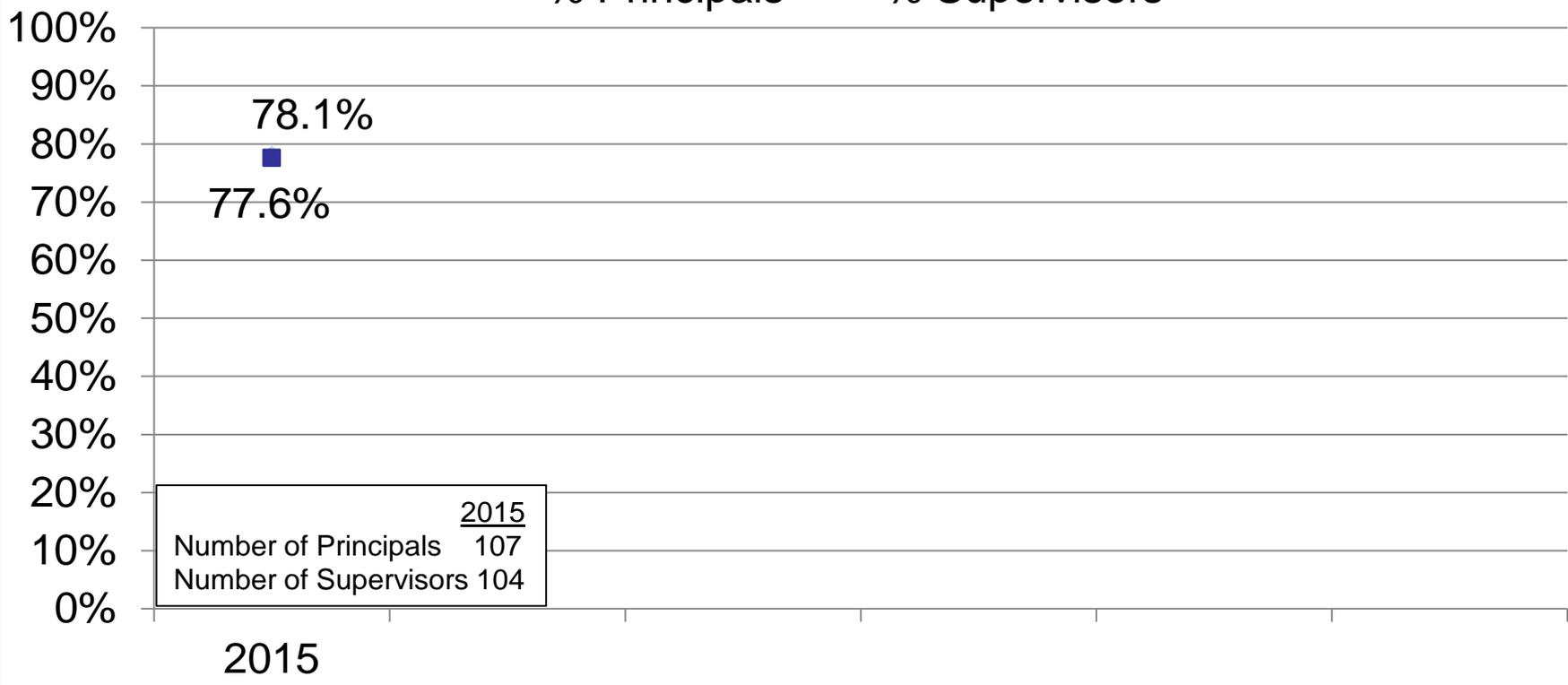


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

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

—◆ % Principals —■ % Supervisors

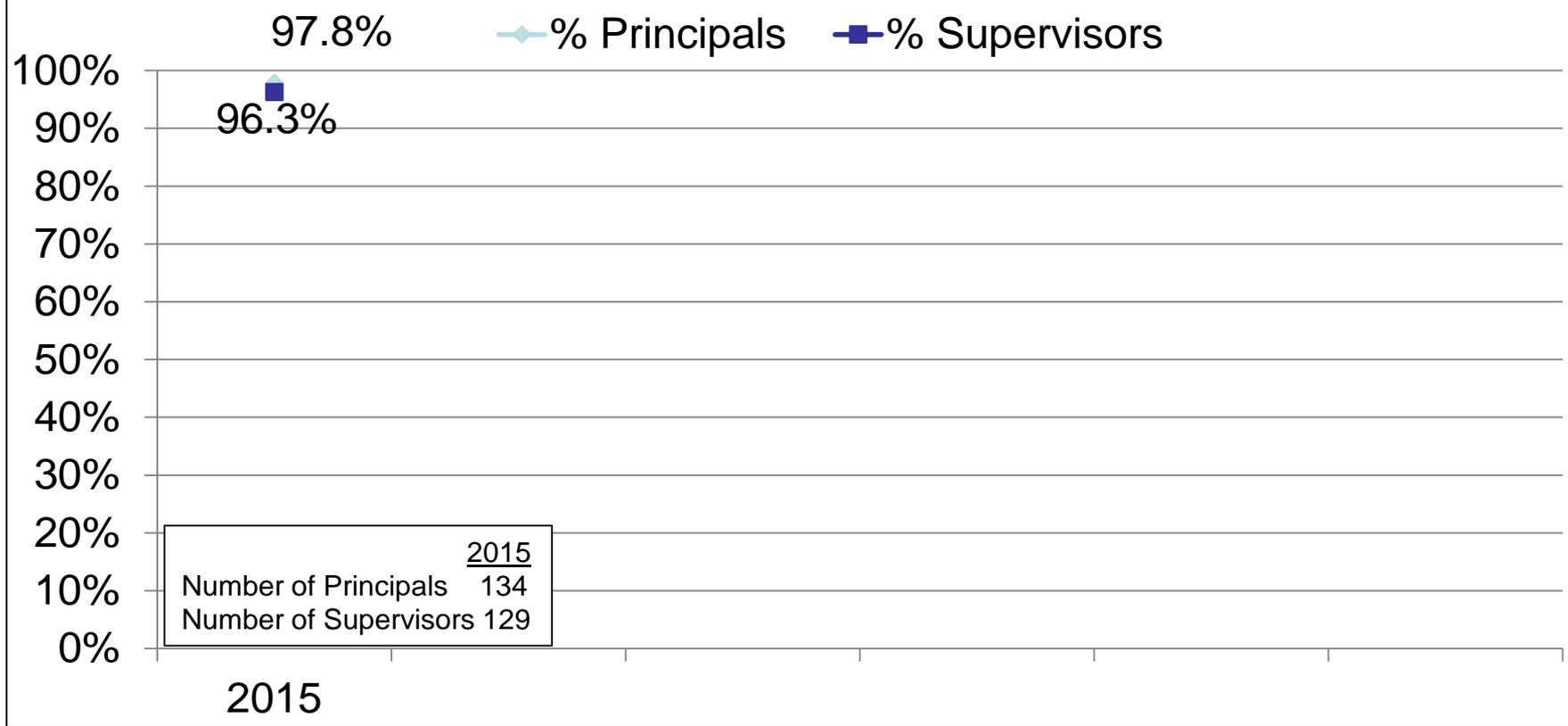


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

Prepared to model personal and professional ethical behavior

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

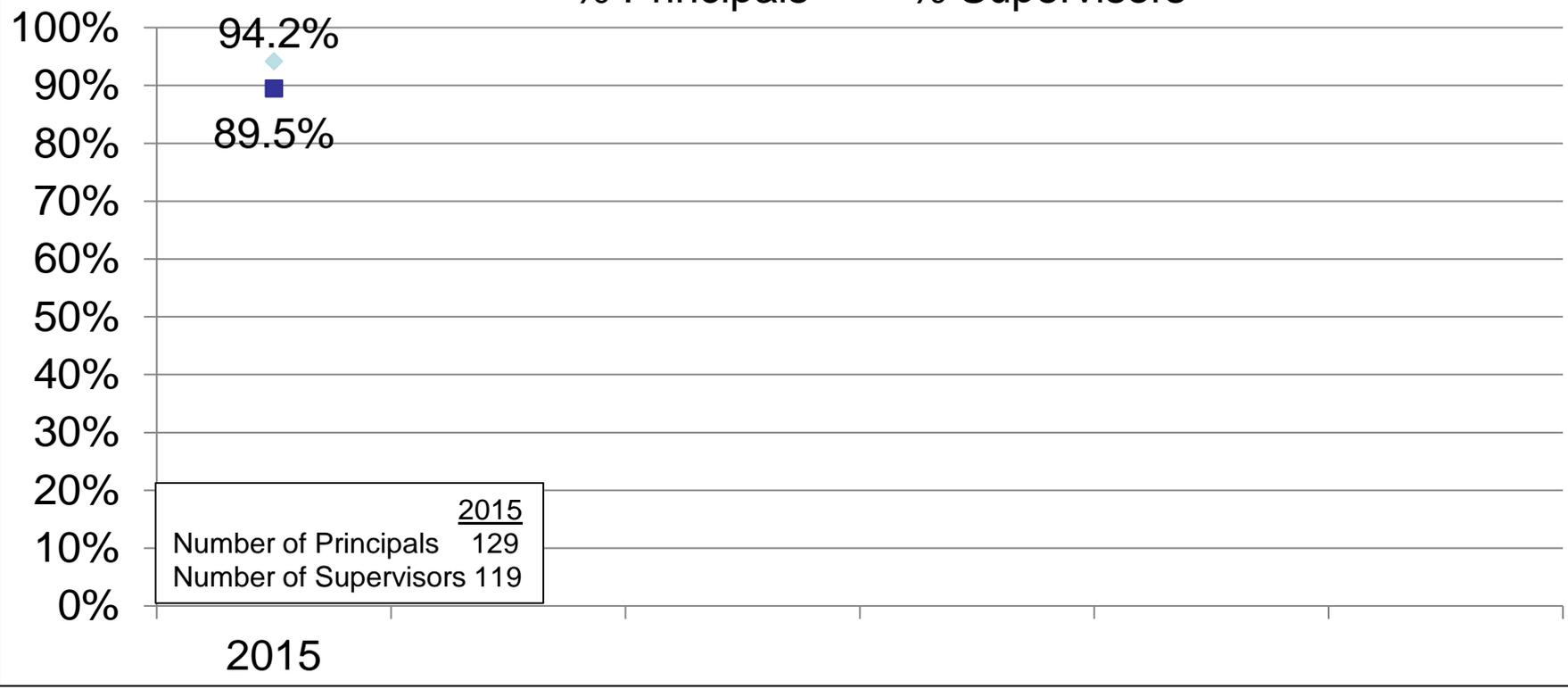


Missouri First Year Principal Survey 2015

By Item & Type of Respondent

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

◆ % Principals ■ % Supervisors



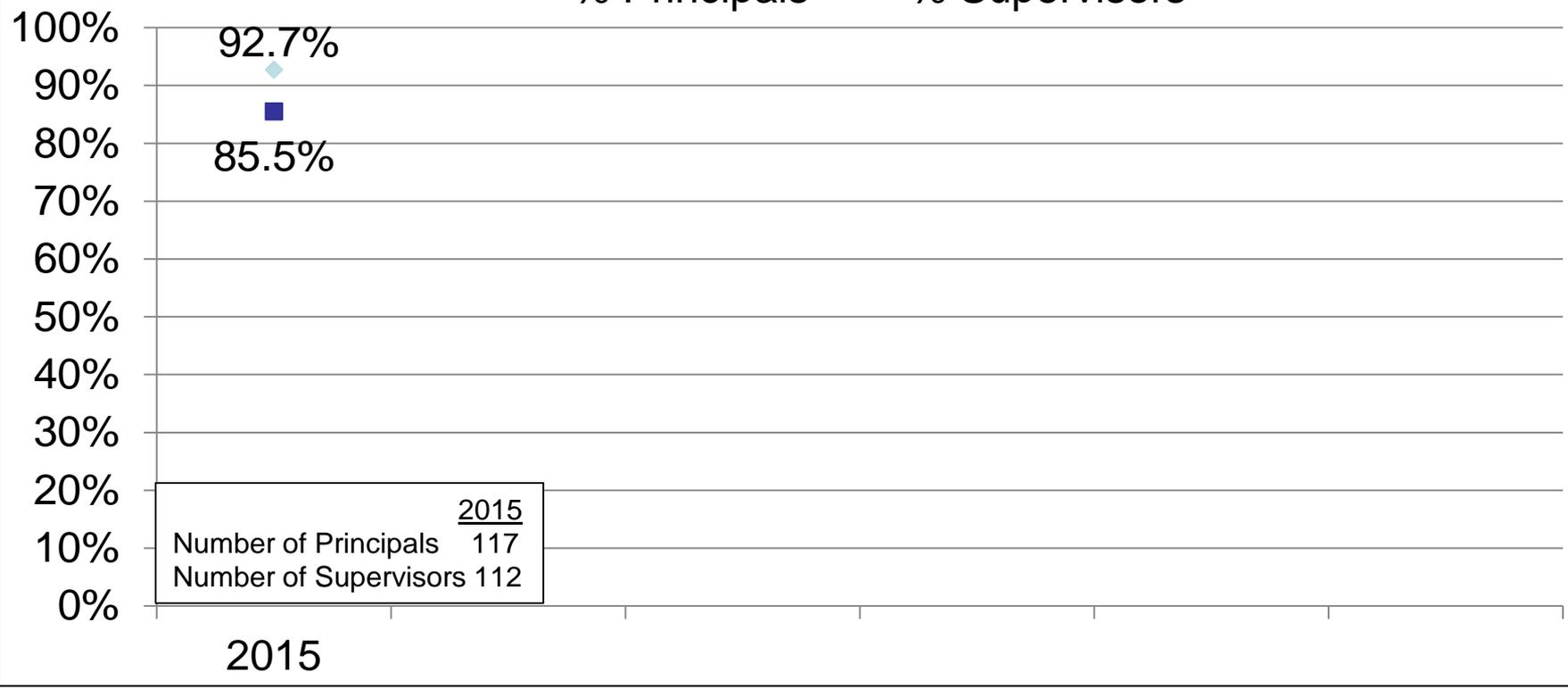
2015
Number of Principals 129
Number of Supervisors 119

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

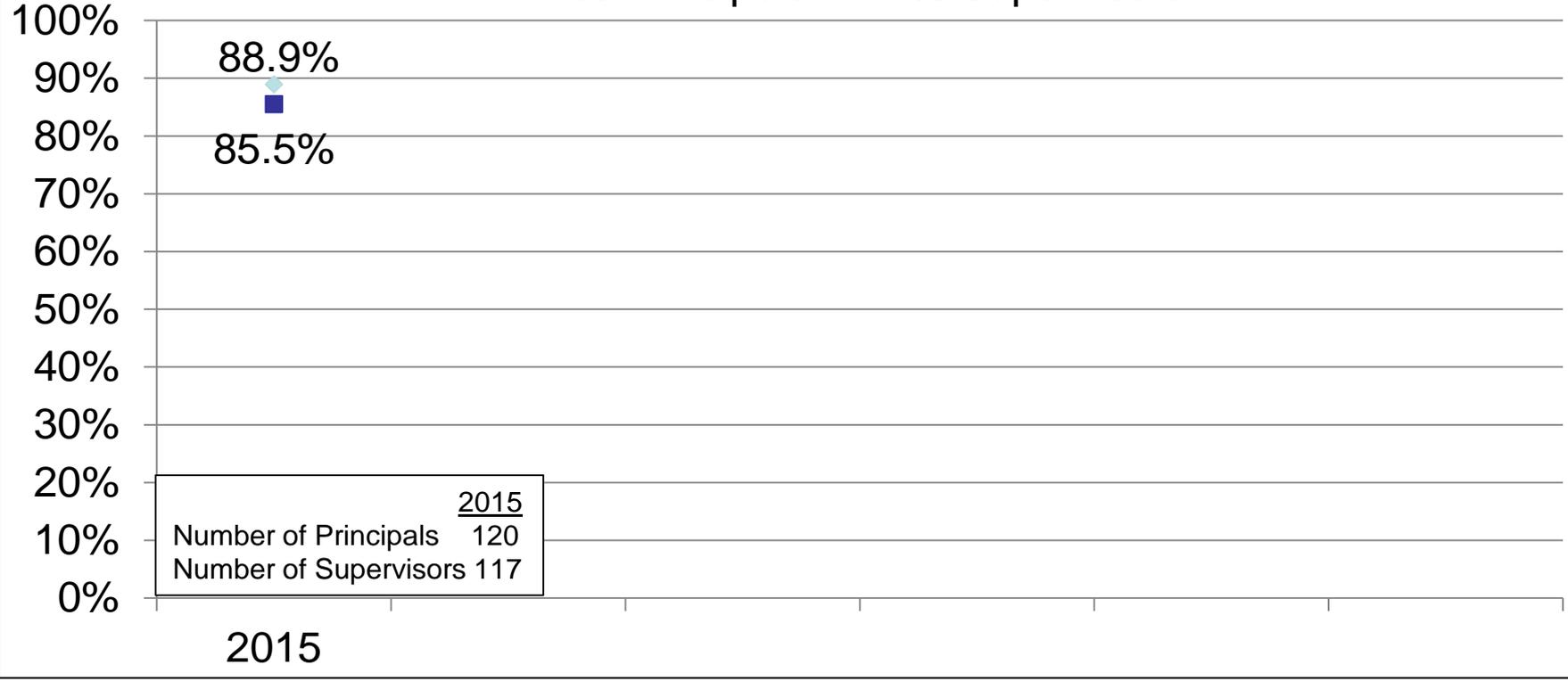


Missouri First Year Principal Survey 2015

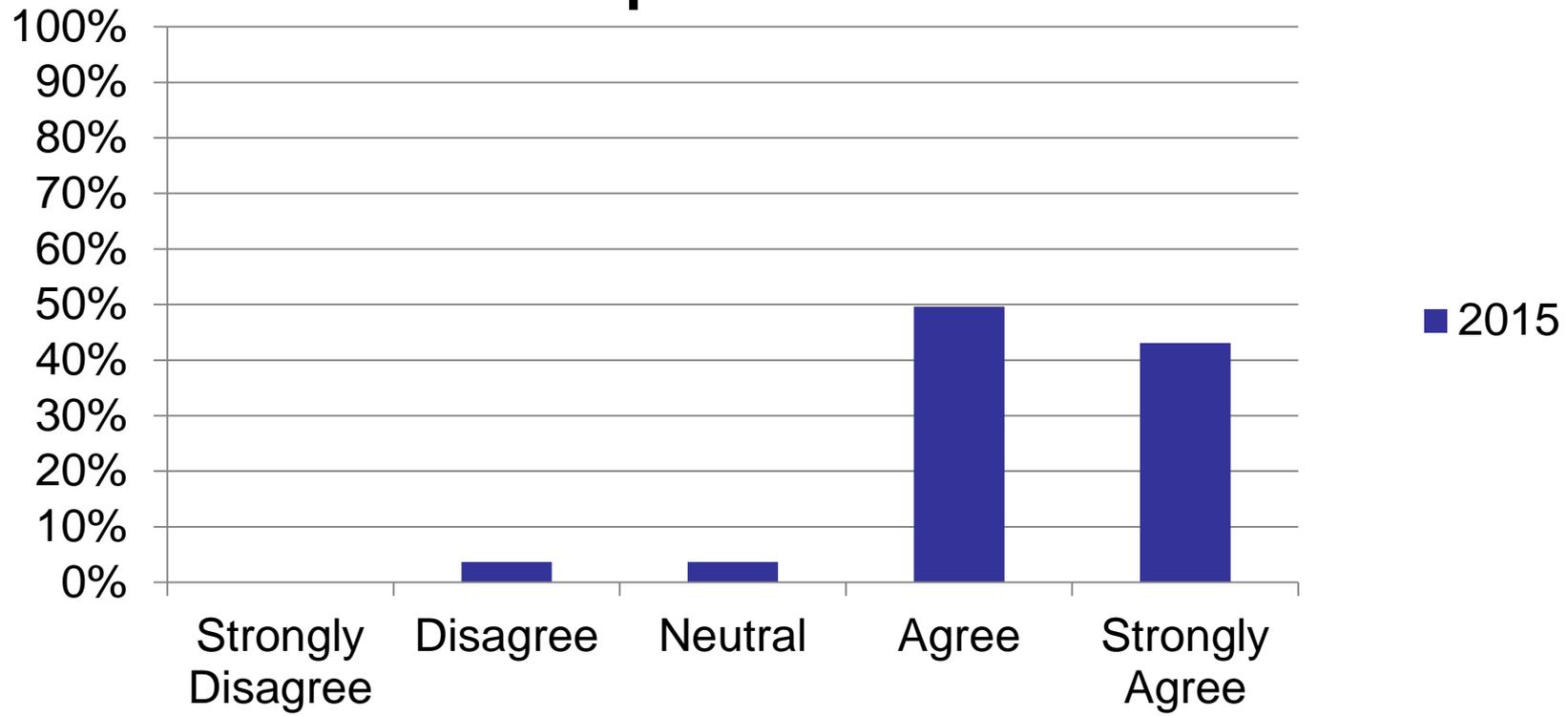
By Item & Type of Respondent

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

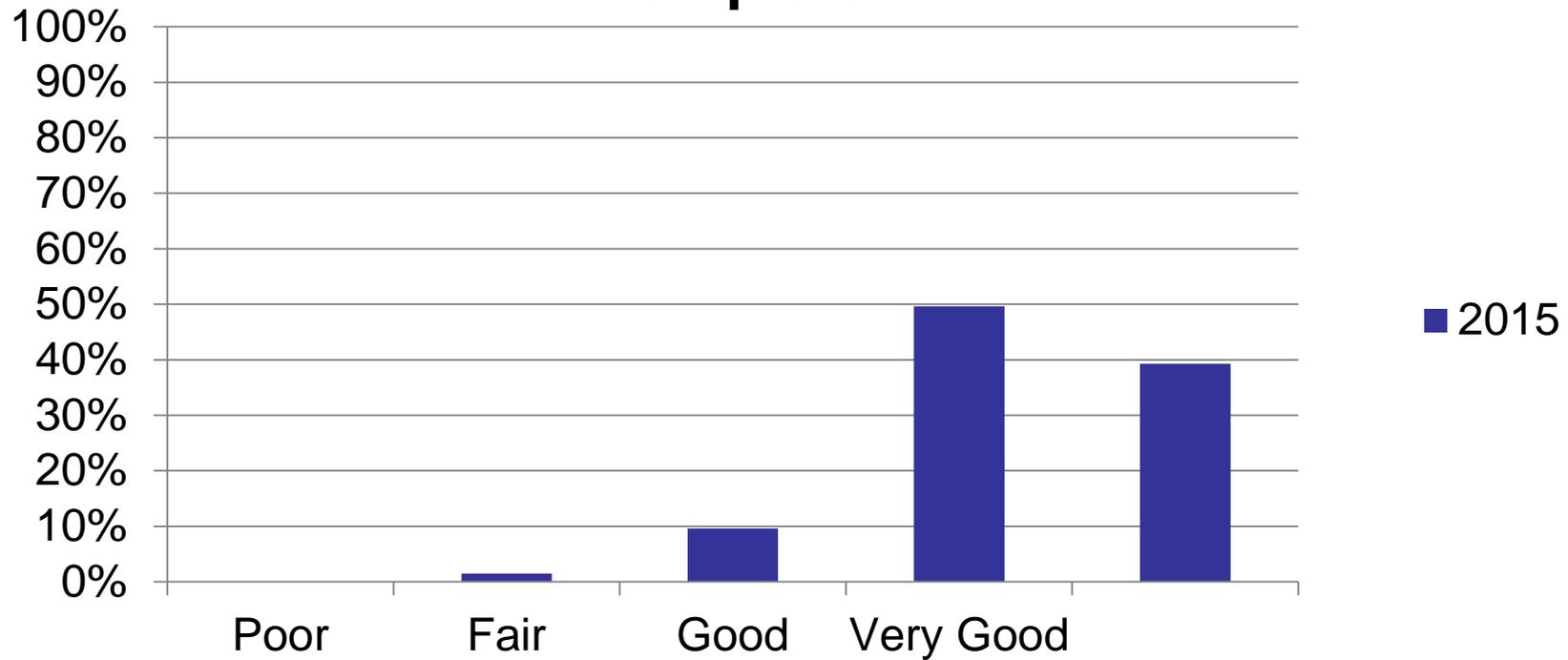
◆ % Principals ■ % Supervisors



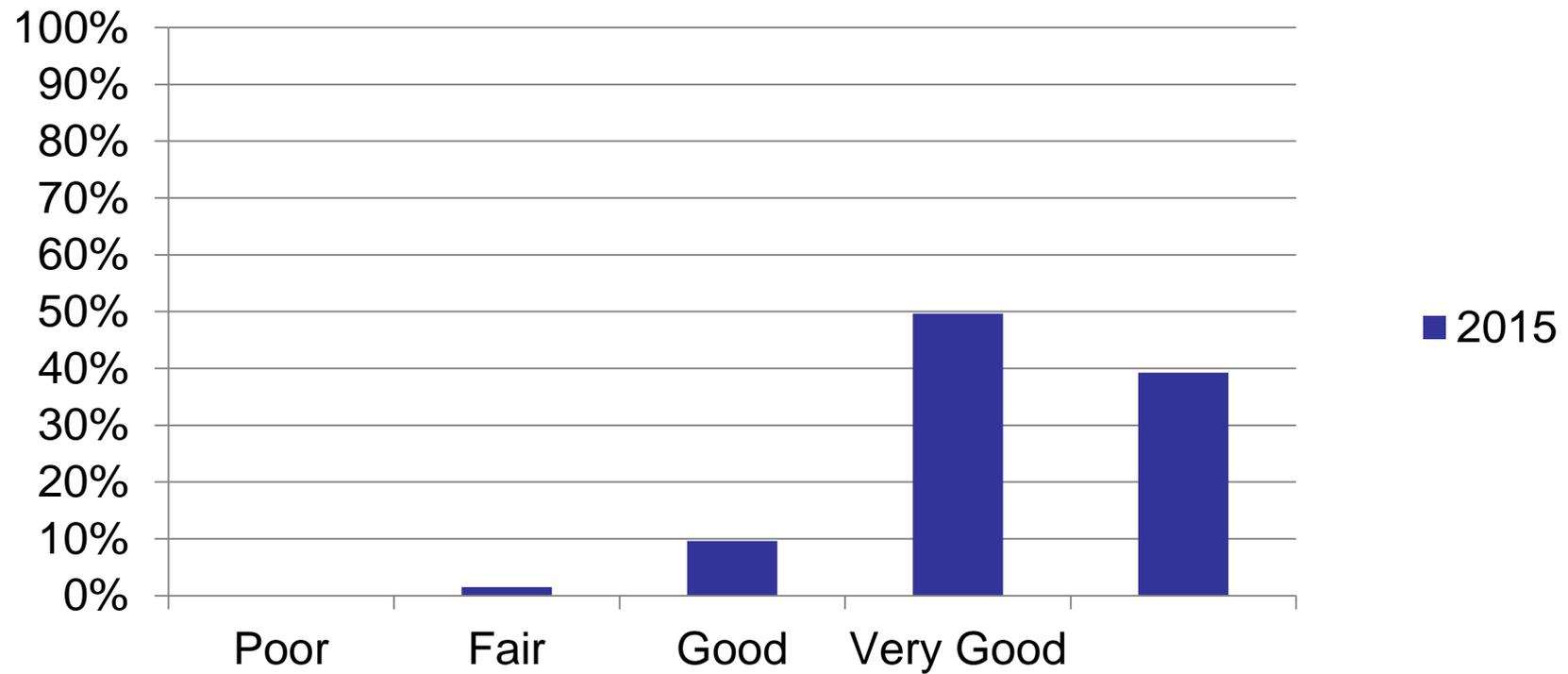
I was prepared to use research and best practice to guide professional growth for personnel



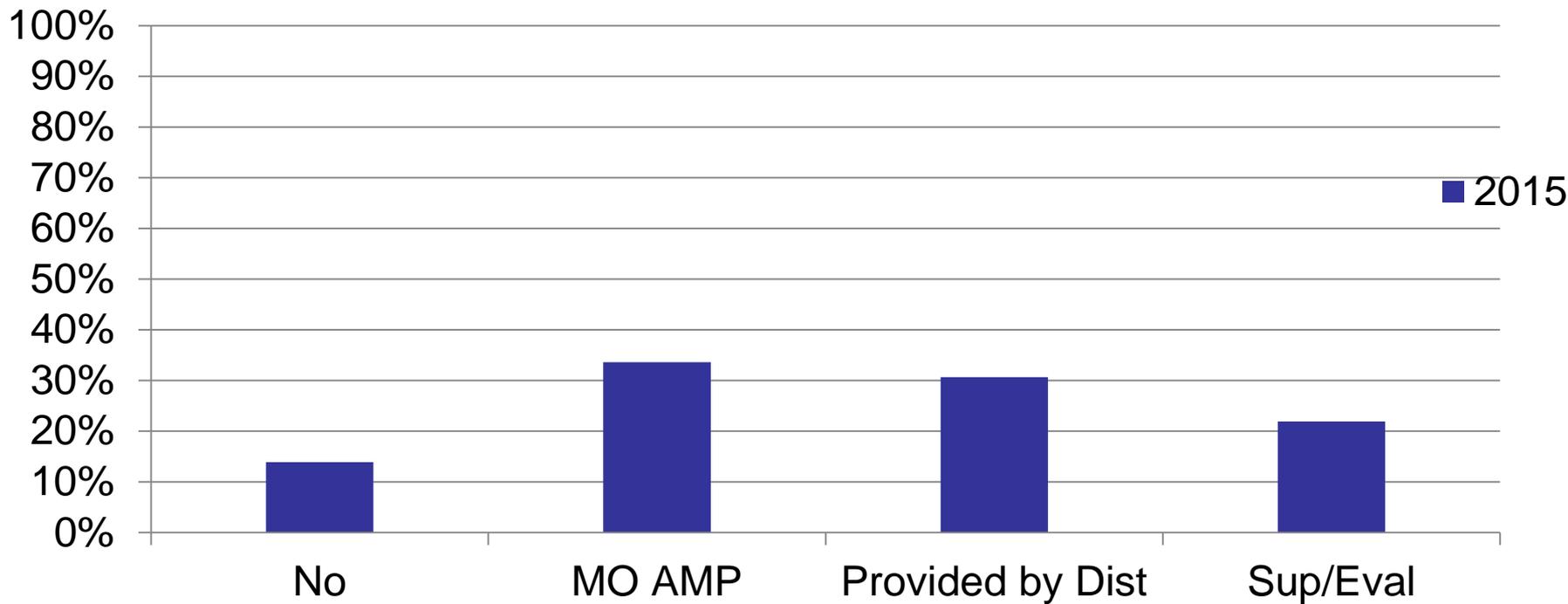
What overall rating would you give the quality of the administrator preparation program you completed?



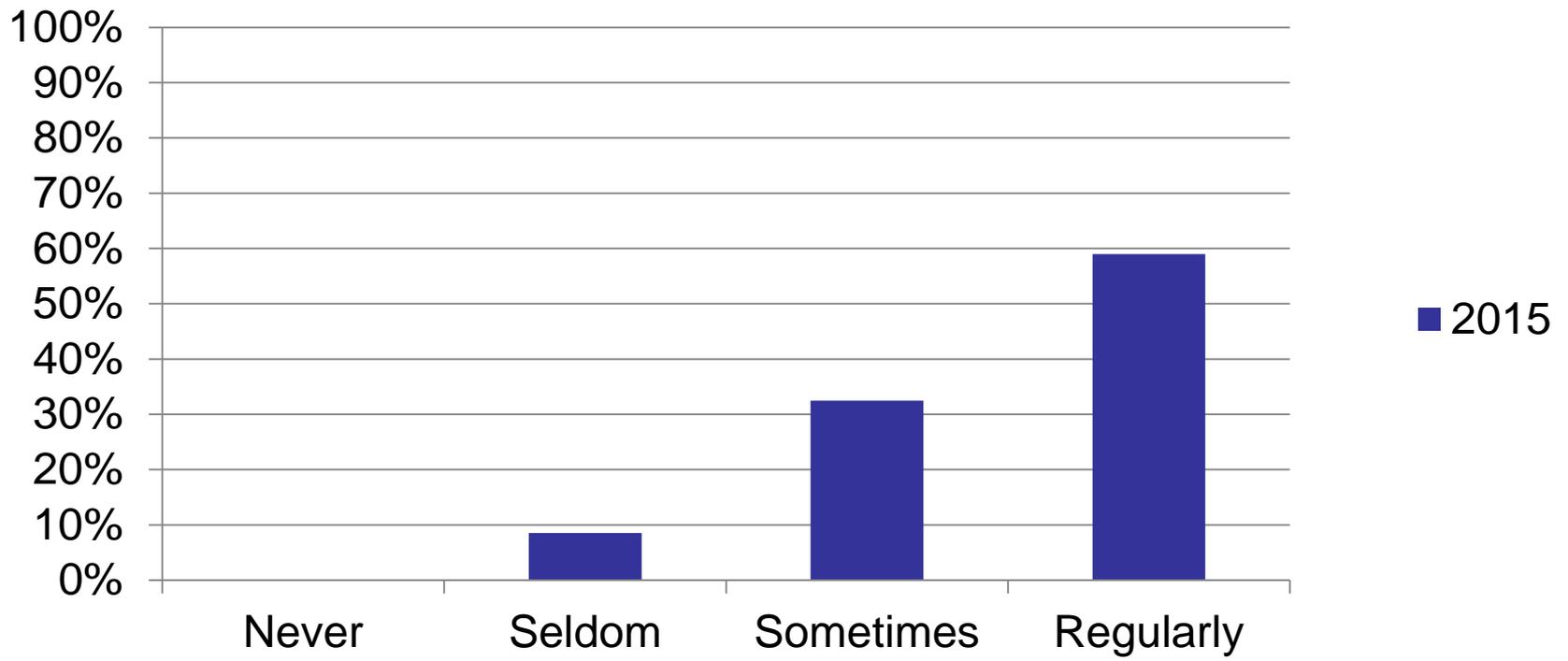
What overall rating would you give the quality of the administrator preparation program you completed?

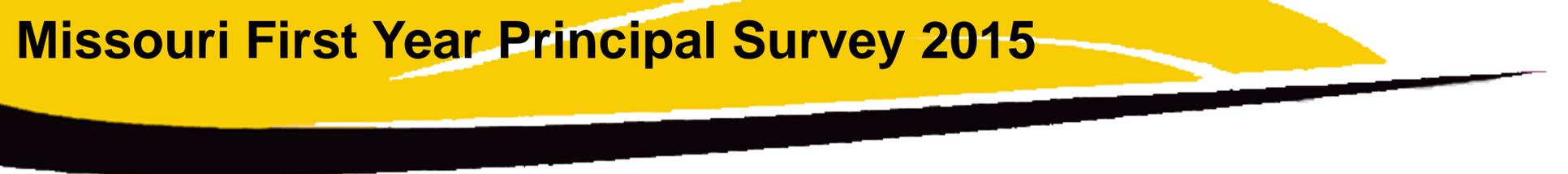


Were you assigned mentor this year?



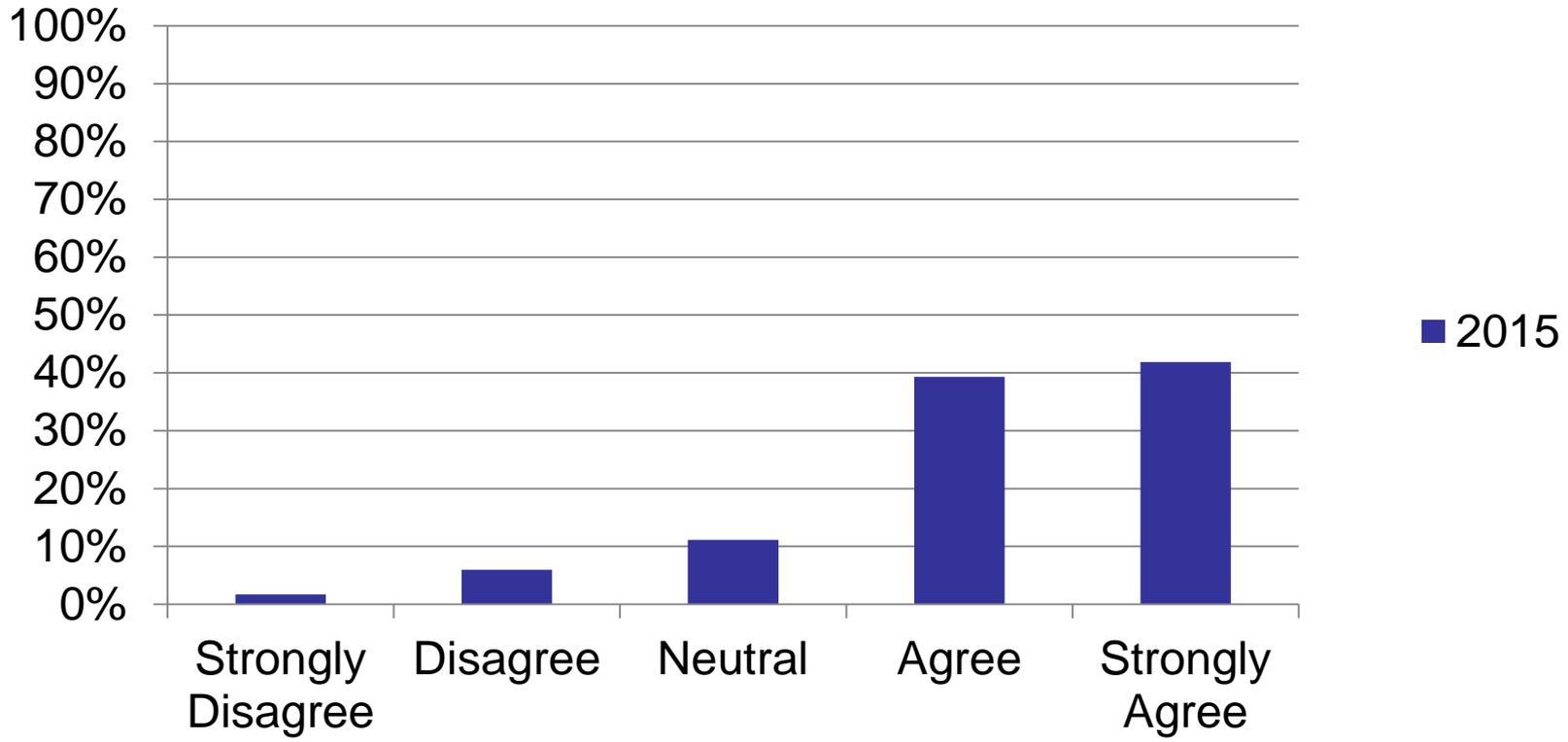
How often did you meet with your mentor this school year(either formally or informally)?



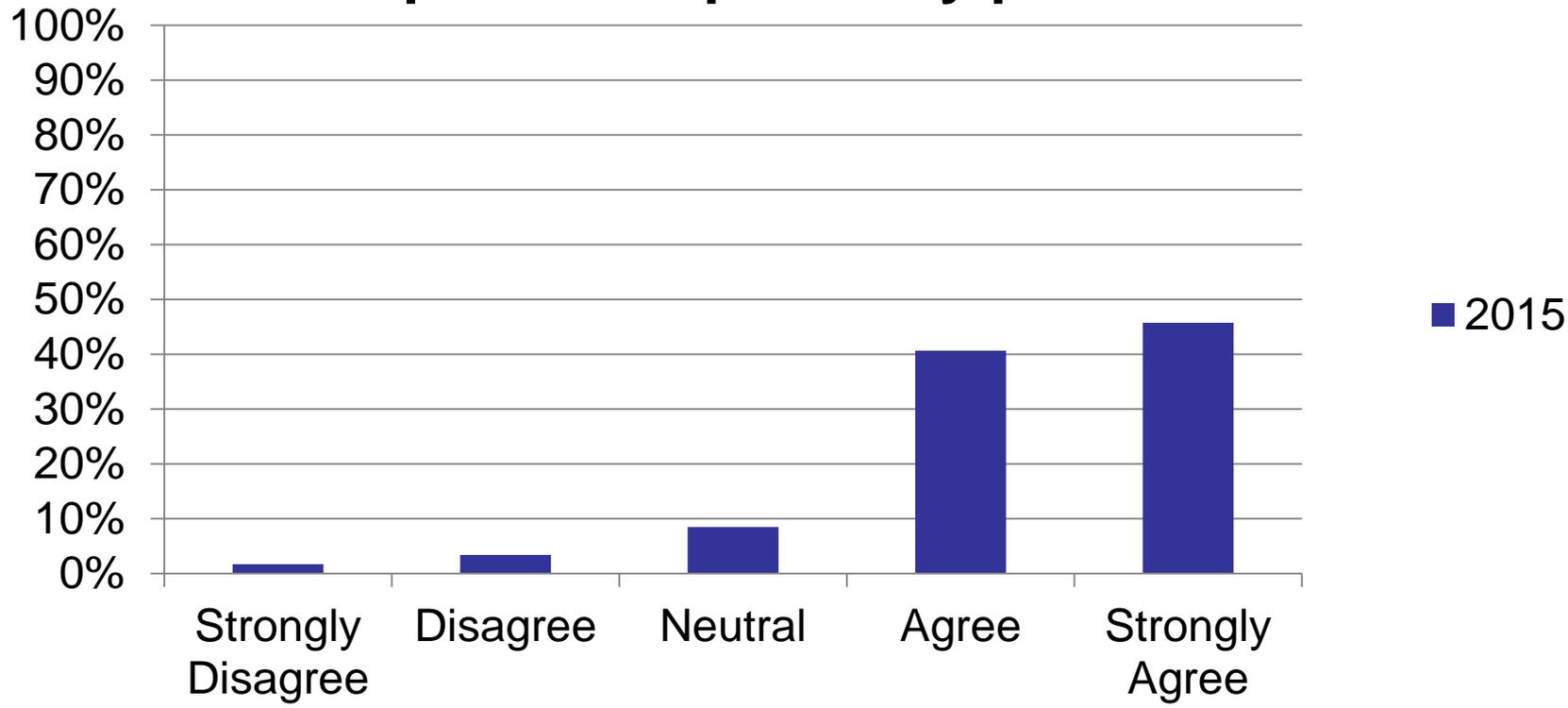


Missouri First Year Principal Survey 2015

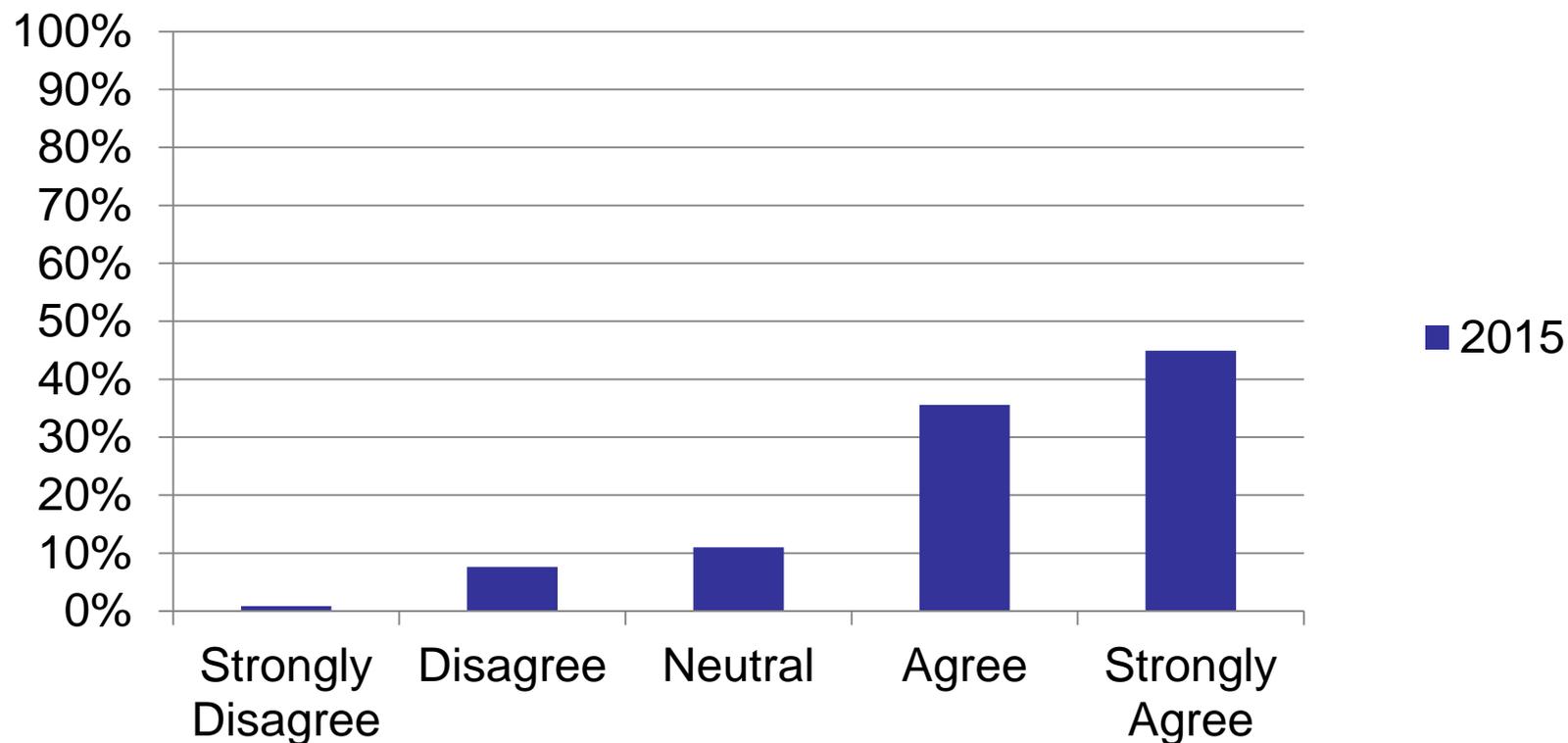
The mentoring process is non-evaluative



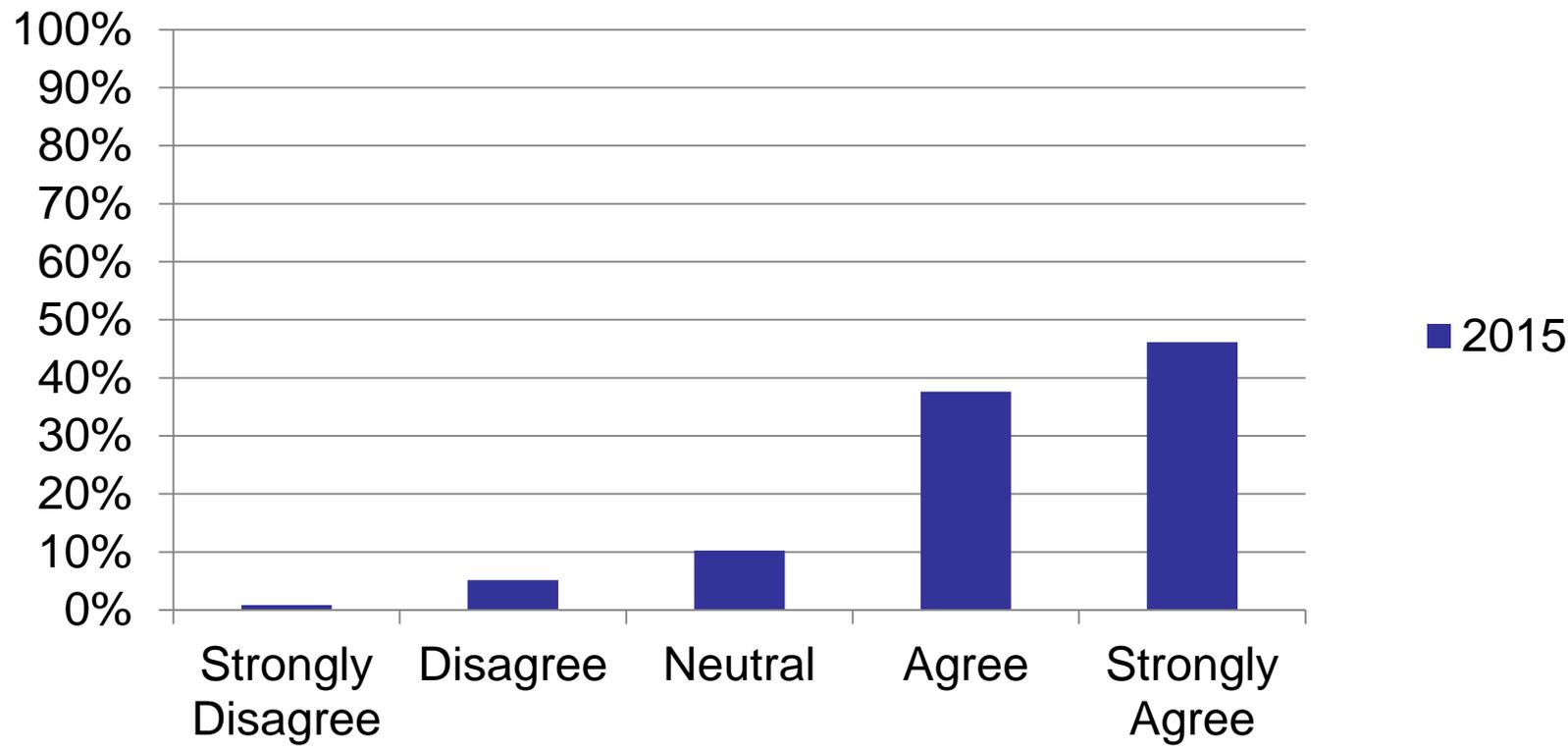
The support I received from my mentor has helped me improve my practice



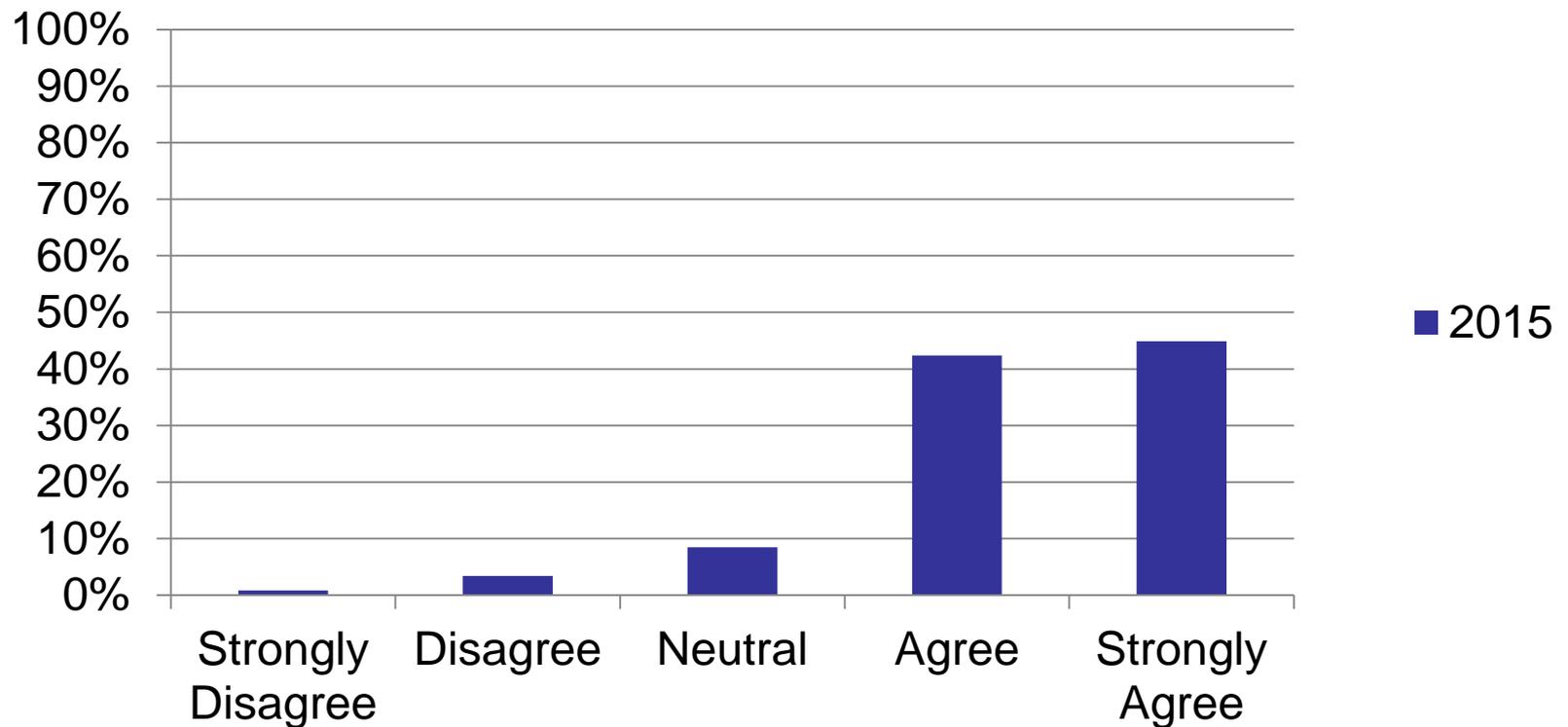
My mentor provided me with the resources I needed to improve my practice



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**
 - **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



The Office of Educator Quality

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