

NTI Feedback Survey

Final Survey Results

May 8, 2019

The NTI Feedback Survey was distributed to 502 teachers who participated in New Teacher Institute (NTI) between 2013 and 2019. These individuals entered the teaching profession directly from industry. Some may have had one, two or more years of classroom experience prior to taking the course. Secondary, postsecondary and teachers in adult programs are included as are instructors at the Department of Corrections and various union groups. DESE took control over NTI in 2013 after many years of contracting the work out to the University of Central Missouri and University of Missouri, Columbia. Prior to 2013, NTI took place over a period of one and up to two weeks.

NTI is currently a four-day boot camp-type of institute. It is intensive, with the goal to prepare teachers for their first day, week and month of teaching. Participants, to the extent possible, work together in job-alike groups and are facilitated by a trained teacher leader. Groups work together throughout the course. Topics covered include assessment, classroom management, learning theory, instructional planning, instructional strategies, course syllabus, special needs students, safety and legal issues as well as other topics. It is important to understand that NTI is the first teacher-training activity the majority of these individuals have experienced.

The survey opened on Tuesday, April 23 and closed Wednesday, May 8, 2019. There were 119 respondents to the survey which is a 24% response rate. The responses are very positive overall with the overwhelming majority (91%) stating that they would recommend NTI to others entering the teaching field directly from industry.

My goals for conducting this survey include answering the following questions:

- Are we covering the correct material during NTI?
- Is that material helpful to new teachers coming into the field directly from industry?
- Why are CTE teachers leaving the field of teaching?

The short answer to the driving questions are yes, we are covering the correct material during NTI. And yes, new teachers find that material helpful. We really don't have enough data with this survey to determine why teachers are leaving the field.

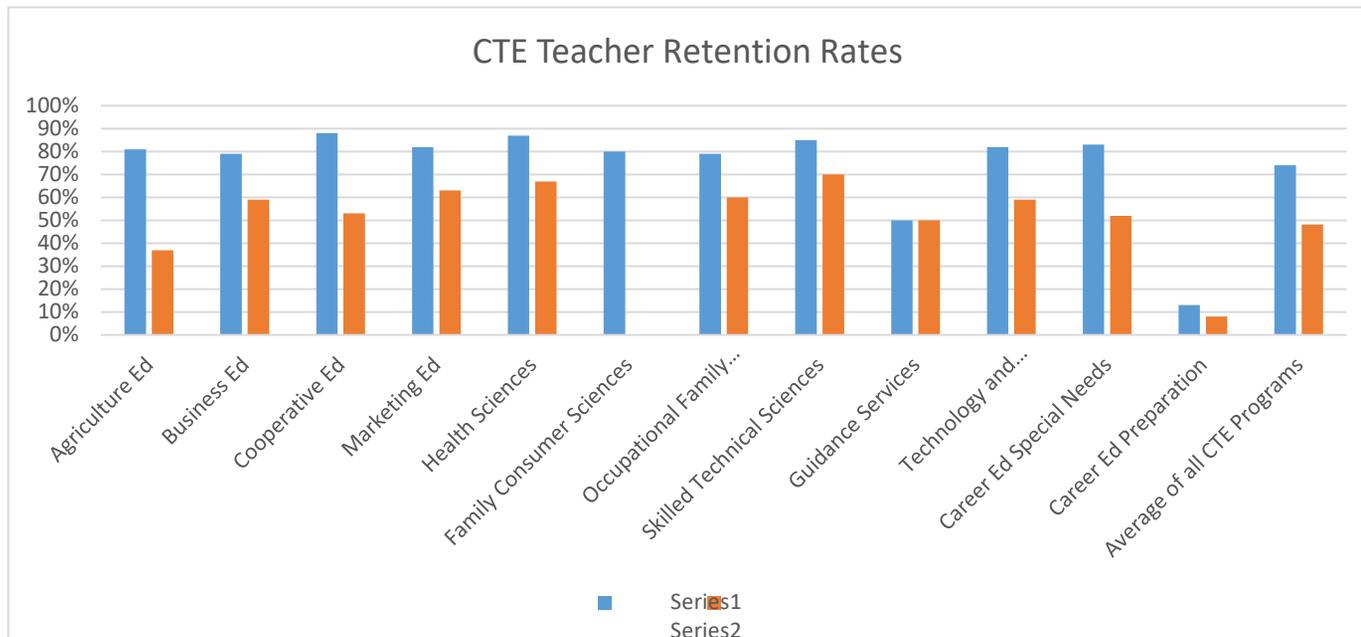
Attached are the preliminary findings of the survey. More digging into this data, particularly sorting out how NTI impacted teachers at particular grade levels on each of the metrics, will be helpful. I will continue to review and analyze results.

Janice Rehak

May 8, 2019

CTE Teacher Retention Rates (data extracted 11.2018)

cteProgType	Description	1 YR Retention	3 YR Retention
104	Agriculture Ed	81%	37%
204	Business Ed	79%	59%
304	Cooperative Ed	88%	53%
404	Marketing Ed	82%	63%
504	Health Sciences	87%	67%
604	Family Consumer Sciences	80%	0.00%
704	Occupational Family Consumer Sciences and Human Services	79%	60%
804	Skilled Technical Sciences	85%	70%
904	Guidance Services	50%	50%
1004	Technology and Engineering Ed	82%	59%
2204	Career Ed Special Needs	83%	52%
2404	Career Ed Preparation	13%	8%
Average of all CTE Programs		74%	48%
604	Moved to code 704 in 2017. No 3 YR retention rate available		



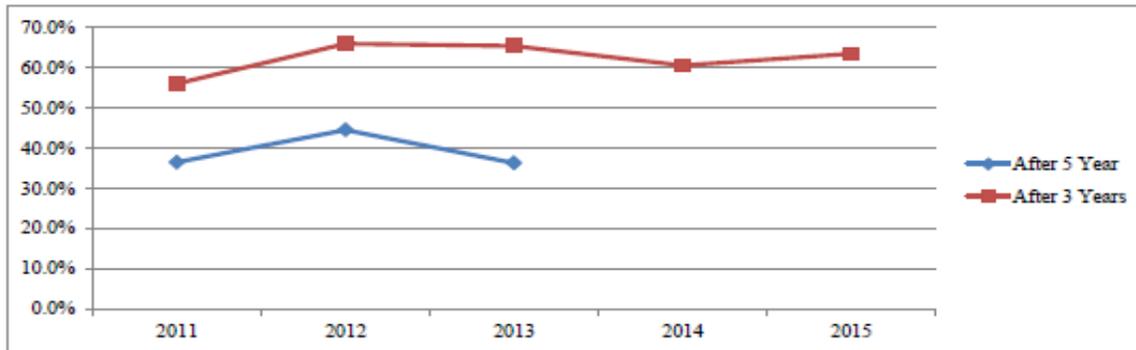
Missouri's Public School Work Force 2011-17

School Year	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17
Total Teachers	68,896	69,025	69,407	69,859	69,683	70,186
First-Year Teachers	4,524	4,352	4,501	4,476	4,273	4,387
% of First-Year Teacher Retention						
After 3 Years²	56.0%	65.9%	65.3%	60.5%	63.4%	N/A
After 5 Years³	36.5%	44.5%	36.3%	N/A	N/A	N/A

**N/A means "data not yet available." For example, for those who were first-year teachers in 2016, the percentage of retention for the first three years will not be known until 2018, when three full years have passed.*

Teacher Retention in Missouri's Public School Work Force 2011-2015

Teacher Retention in Missouri's Public School Work Force 2011-2015

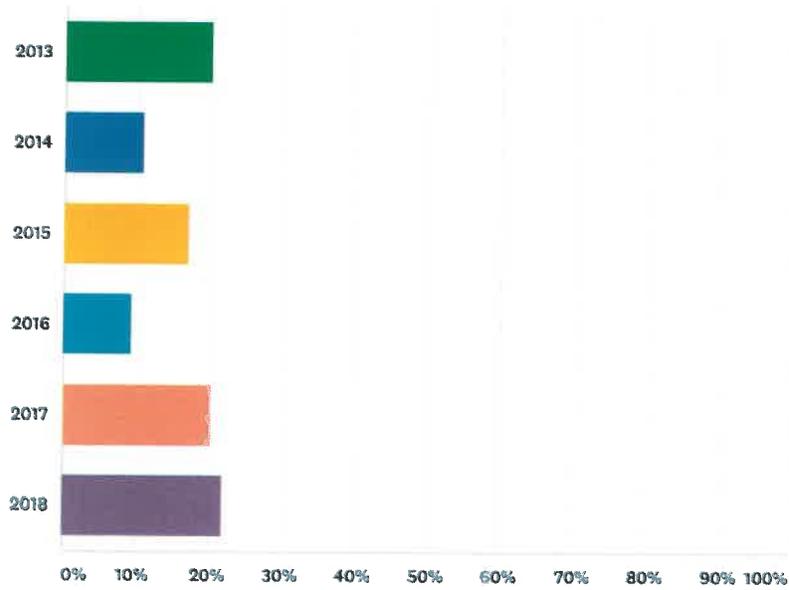


CTE Teachers are retained at a lesser rate than the MO teacher population as a whole.

NTI Feedback Survey

Q1 What year did you participate in NTI?

Answered: 64 Skipped: 0

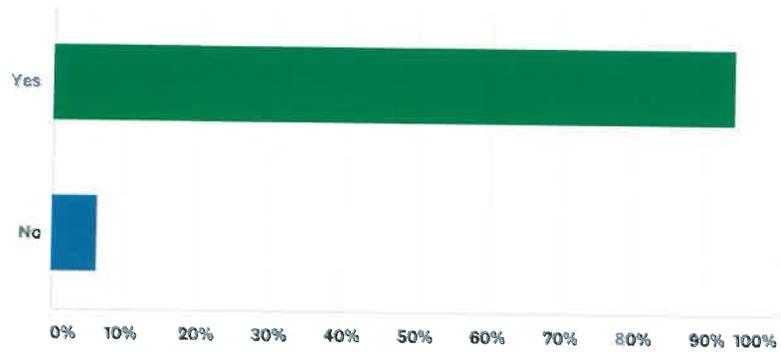


ANSWER CHOICES	RESPONSES	
2013	20.31%	13
2014	10.94%	7
2015	17.19%	11
2016	9.38%	6
2017	20.31%	13
2018	21.88%	14
TOTAL		64

NTI Feedback Survey

Q2 Are you still teaching in Career and Technical Education (CTE)?

Answered: 64 Skipped: 0

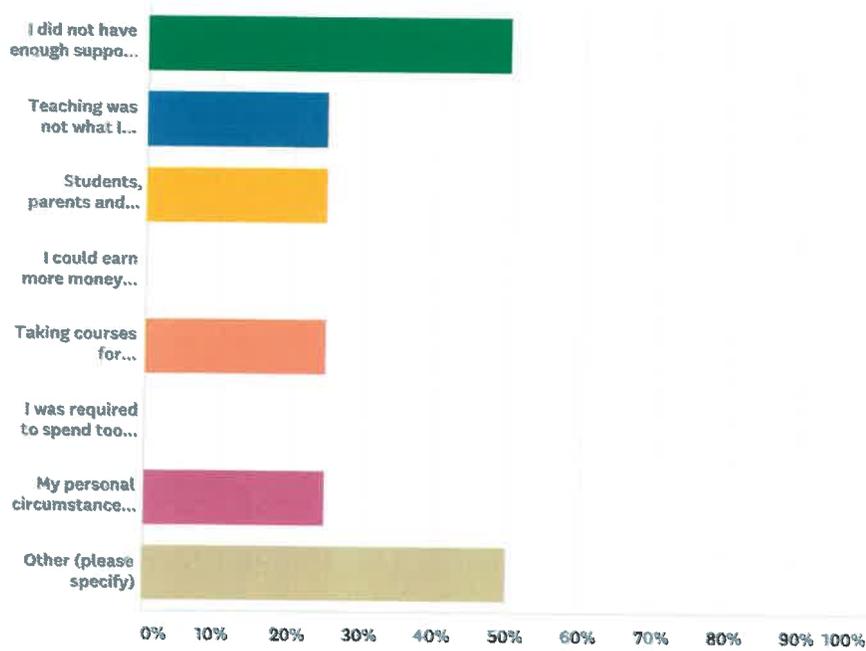


ANSWER CHOICES	RESPONSES	
Yes	93.75%	60
No	6.25%	4
Total Respondents: 64		

NTI Feedback Survey

Q3 Why did you leave teaching? Please check all that apply.

Answered: 4 Skipped: 60

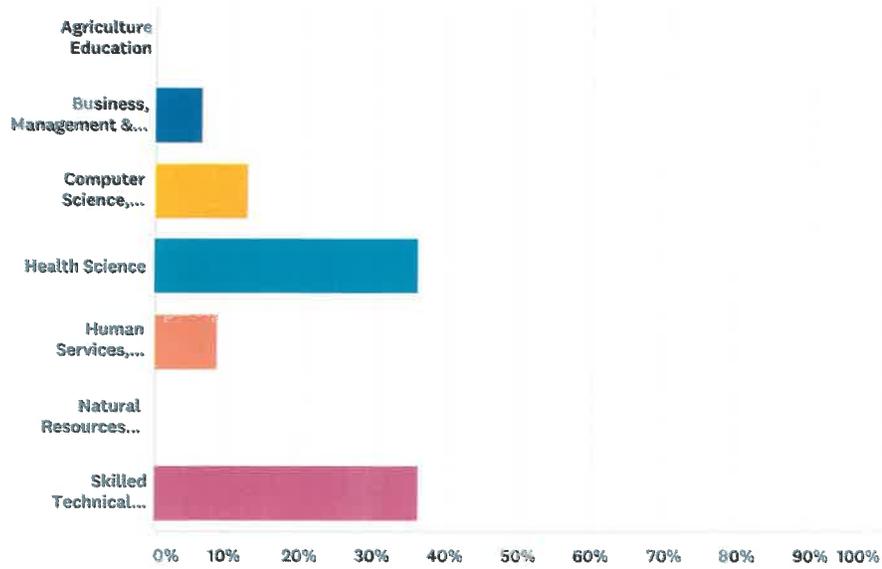


ANSWER CHOICES	RESPONSES	
I did not have enough support at school.	50.00%	2
Teaching was not what I expected it to be.	25.00%	1
Students, parents and community had unreasonable expectations.	25.00%	1
I could earn more money outside of education.	0.00%	0
Taking courses for certification and teaching was difficult during my first year(s) of teaching.	25.00%	1
I was required to spend too much time outside of the school day to do my job (CTSO advisor, coach, advisory committees, etc.).	0.00%	0
My personal circumstances changed.	25.00%	1
Other (please specify)	50.00%	2
Total Respondents: 4		

NTI Feedback Survey

Q4 In what career path do/did you teach?

Answered: 47 Skipped: 17

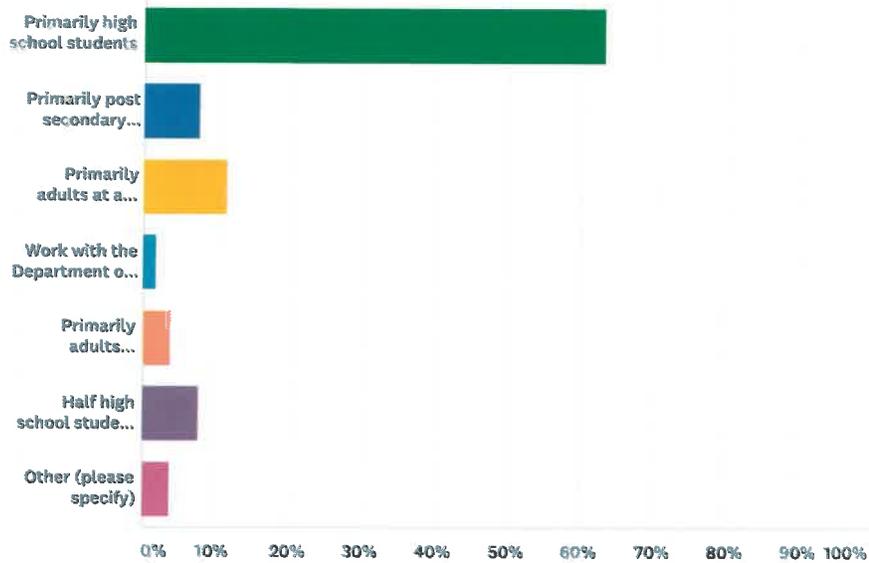


ANSWER CHOICES	RESPONSES	
Agriculture Education	0.00%	0
Business, Management & Technology	6.38%	3
Computer Science, Engineering & Technology	12.77%	6
Health Science	36.17%	17
Human Services, Hospitality and Tourism & Education and Training	8.51%	4
Natural Resources Agriculture	0.00%	0
Skilled Technical Sciences	36.17%	17
TOTAL		47

NTI Feedback Survey

Q5 What level of students do/did you teach?

Answered: 52 Skipped: 12

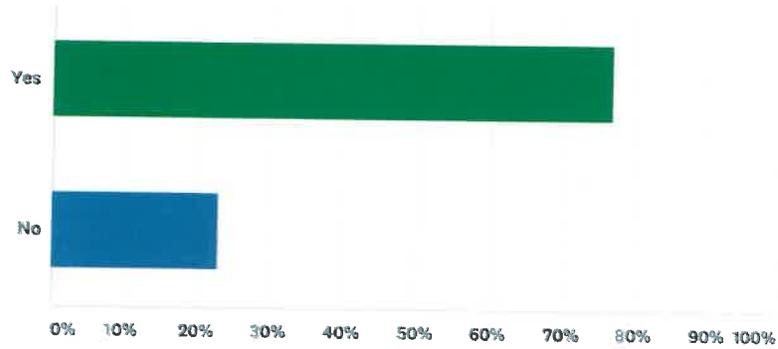


ANSWER CHOICES	RESPONSES	
Primarily high school students	63.46%	33
Primarily post secondary students at a community college	7.69%	4
Primarily adults at a career center	11.54%	6
Work with the Department of Corrections	1.92%	1
Primarily adults affiliated with a union or apprenticeship	3.85%	2
Half high school students and half post-secondary/adult students	7.69%	4
Other (please specify)	3.85%	2
TOTAL		52

NTI Feedback Survey

Q6 Did NTI provide you with enough information for you to be prepared for the first day, week and month of your teaching career?

Answered: 52 Skipped: 12

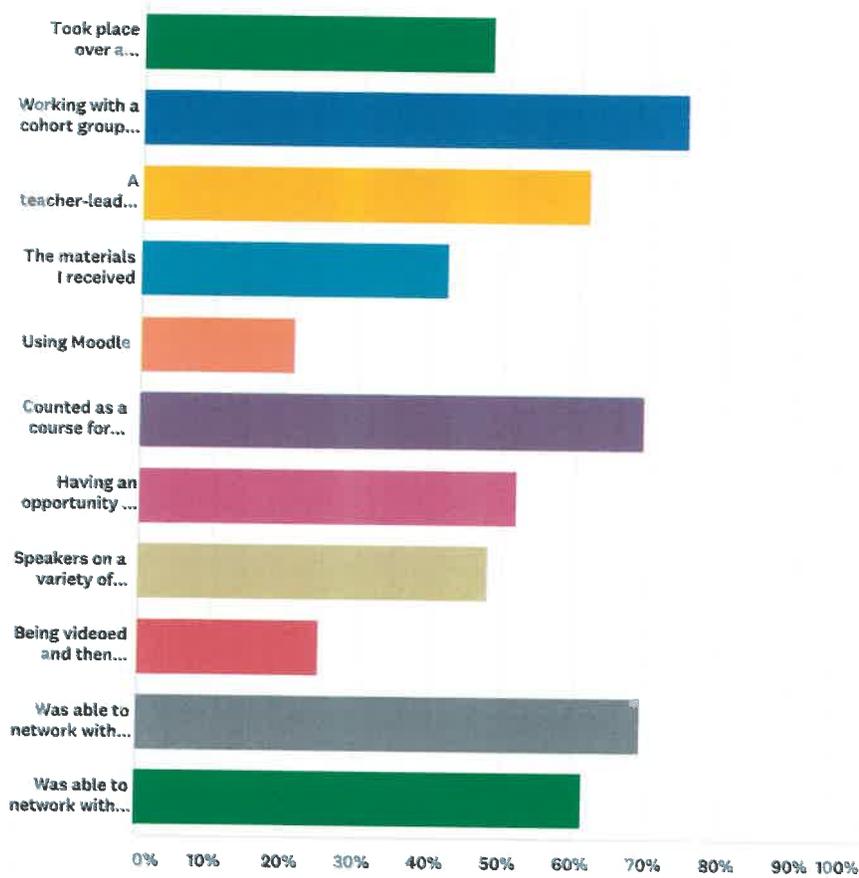


ANSWER CHOICES	RESPONSES	
Yes	76.92%	40
No	23.08%	12
Total Respondents: 52		-

NTI Feedback Survey

Q7 What aspects of NTI did you find helpful? Please check all that apply.

Answered: 52 Skipped: 12

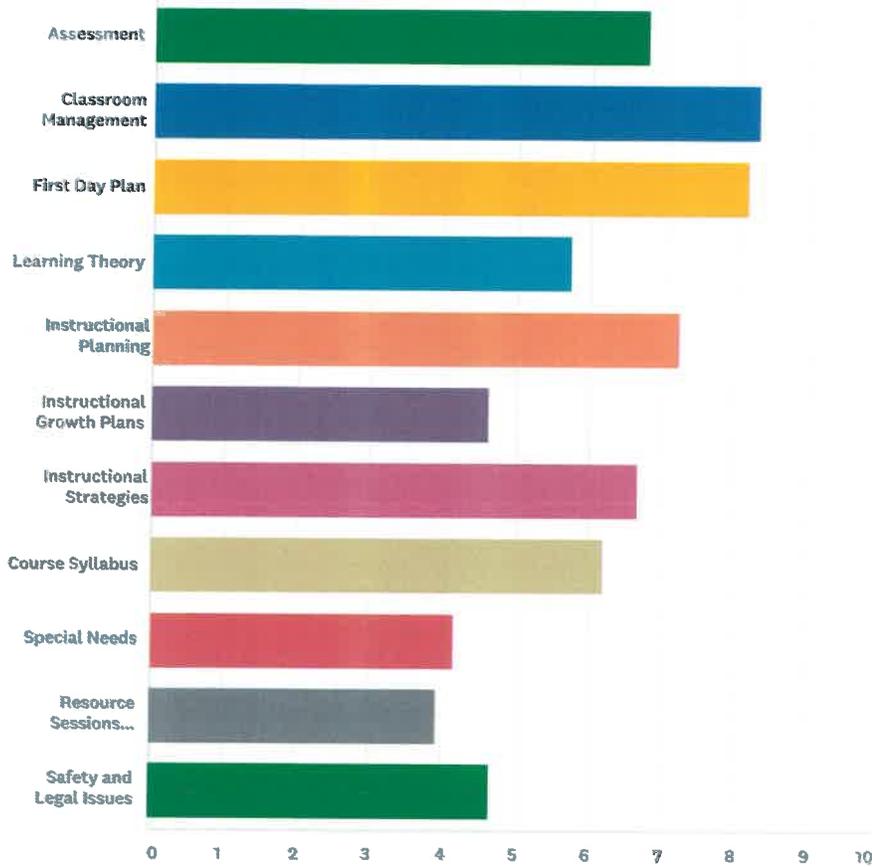


ANSWER CHOICES	RESPONSES	
Took place over a four-day, compressed schedule	48.08%	25
Working with a cohort group and learning from other new teachers	75.00%	39
A teacher-leader who facilitated our group	61.54%	32
The materials I received	42.31%	22
Using Moodle	21.15%	11
Counted as a course for certification	69.23%	36
Having an opportunity to talk to someone about teacher certification	51.92%	27
Speakers on a variety of topics	48.08%	25
Being videoed and then receiving feedback from my group	25.00%	13
Was able to network with other new teachers	69.23%	36
Was able to network with experienced CTE teachers	61.54%	32
Total Respondents: 52		

NTI Feedback Survey

Q8 Please rank the modules that were presented in order of importance to you with 1 being the most important:

Answered: 51 Skipped: 13



	1	2	3	4	5	6	7	8	9	10	11	TOTAL	S
Assessment	16.00% 8	6.00% 3	10.00% 5	4.00% 2	18.00% 9	14.00% 7	10.00% 5	8.00% 4	8.00% 4	0.00% 0	6.00% 3	50	
Classroom Management	28.00% 14	14.00% 7	14.00% 7	12.00% 6	8.00% 4	10.00% 5	2.00% 1	4.00% 2	4.00% 2	4.00% 2	0.00% 0	50	
First Day Plan	28.00% 14	16.00% 8	14.00% 7	8.00% 4	6.00% 3	6.00% 3	8.00% 4	4.00% 2	6.00% 3	4.00% 2	0.00% 0	50	
Learning Theory	4.00% 2	2.00% 1	8.00% 4	20.00% 10	6.00% 3	16.00% 8	16.00% 8	4.00% 2	6.00% 3	10.00% 5	8.00% 4	50	
Instructional Planning	8.00% 4	16.00% 8	24.00% 12	2.00% 1	12.00% 6	8.00% 4	8.00% 4	12.00% 6	6.00% 3	2.00% 1	2.00% 1	50	
Instructional Growth Plans	0.00% 0	0.00% 0	0.00% 0	6.38% 3	12.77% 6	14.89% 7	19.15% 9	12.77% 6	17.02% 8	17.02% 8	0.00% 0	47	
Instructional Strategies	6.00% 3	16.00% 8	6.00% 3	20.00% 10	10.00% 5	8.00% 4	6.00% 3	10.00% 5	8.00% 4	6.00% 3	4.00% 2	50	
Course Syllabus	1.96% 1	15.69% 8	9.80% 5	11.76% 6	13.73% 7	5.88% 3	3.92% 2	15.69% 8	11.76% 6	1.96% 1	7.84% 4	51	
Special Needs	0.00% 0	3.92% 2	5.88% 3	5.88% 3	7.84% 4	9.80% 5	5.88% 3	7.84% 4	15.69% 8	17.65% 9	19.61% 10	51	
Resource Sessions...	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	
Safety and Legal Issues	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	

NTI Feedback Survey

Resource Sessions (Participants rotated through 15 minute session on advisory committees, certification, CTSOs, Mentoring, MoACTE, and UCM Credit)	7.84% 4	1.96% 1	1.96% 1	1.96% 1	0.00% 0	5.88% 3	15.69% 8	13.73% 7	5.88% 3	23.53% 12	21.57% 11	51
Safety and Legal Issues	1.96% 1	9.80% 5	5.88% 3	9.80% 5	7.84% 4	3.92% 2	5.88% 3	7.84% 4	9.80% 5	11.76% 6	25.49% 13	51

NTI Feedback Survey

Q9 What would have made NTI better for you?

Answered: 37 Skipped: 27

#	RESPONSES	DATE
1	Given the book before we arrived to NTI. Giving us a chance to read it and ask questions.	4/25/2019 6:46 PM
2	It was all good.	4/25/2019 2:37 PM
3	I would have liked it to be a week long. The compressed schedule made it seem very rushed.	4/25/2019 10:51 AM
4	don't know	4/24/2019 10:35 AM
5	That it happens before one starts teaching	4/24/2019 9:59 AM
6	Shorter duration	4/24/2019 8:44 AM
7	A year of teaching first.	4/24/2019 8:02 AM
8	Closer to home	4/24/2019 7:55 AM
9	More health science related and more adult education related. A lot seemed geared towards highschool. Also a lot of teaching acronyms were used at NTI and people coming from all different kinds of careers have no idea what education acronyms are so it was a jumbled mess.	4/24/2019 7:26 AM
10	more time on classroom management and planning	4/24/2019 7:17 AM
11	The only problem I really had with it was the lack of preparedness of the hotel and conference center staff i.e; poor or non-existent wifi during presentations, rude food servers, poorly informed hotel staff (had to pay for my room myself because the person at the desk wouldn't use the card that my training center already reserved the room with).	4/24/2019 6:33 AM
12	Being shorter	4/23/2019 4:45 PM
13	I think it was to much to soon. If we had a condensed version for our first year and then a longer version after year Two I think it would be better. We learned so much and without having taught at all previously it was hard to wrap my head around everything. I think if we would have just the basics the first year and then the more in-depth training here two or three I would've understood what I was learning a lot better	4/23/2019 4:28 PM
14	To have already had some college experience. I came from the auto collision industry after 32 years straight into NTI . It was a lot all at once but gave me a really good idea of what I was getting into.	4/23/2019 4:06 PM
15	Working with people from my career field.	4/23/2019 3:38 PM
16	I would have liked more information/training on Special Needs.	4/23/2019 3:11 PM
17	had I gone to NTI during my first year of teaching. I attended this course almost a year after I began my full time teaching position	4/23/2019 3:00 PM
18	If I could have attended earlier	4/23/2019 2:53 PM
19	I really wouldn't have changed anything. It was very beneficial.	4/23/2019 2:27 PM
20	slower pace	4/23/2019 2:27 PM
21	It needed to be longer. Too much info in too short a time. If not for the fact that I had already been teaching for a community college for over a decade, I would have been at a serious disadvantage.	4/23/2019 1:57 PM
22	Location closer to my area.	4/23/2019 1:48 PM
23	Nothing it was a good starting point	4/23/2019 1:45 PM
24	More room to spread out and look at all the materials as they were provided. More question and answer time, everything seemed a bit rushed.	4/23/2019 1:44 PM

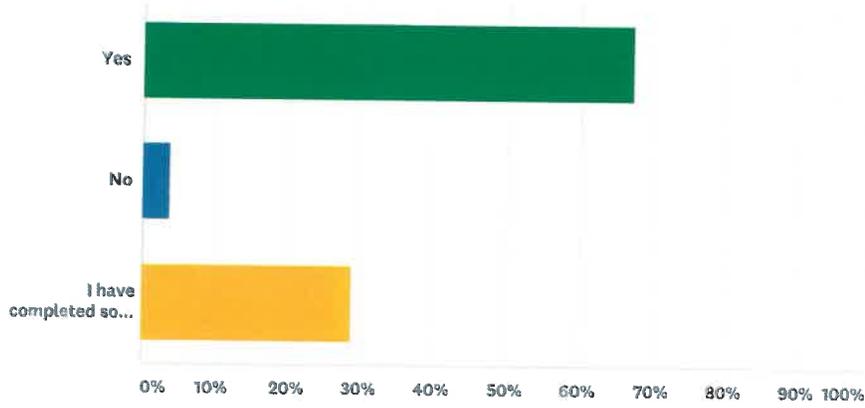
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25	As a professional coming from industry we do not have the opportunity, prior to accepting a position within a CTE program, to truly see what it takes to work with students within the classroom setting all day. Individuals pursuing a degree in education complete student teaching at the end of their education. This would be beneficial for CTE teachers as working within the classroom setting can be extremely different from working within the industry setting.	4/23/2019 1:39 PM
26	more free time with team	4/23/2019 1:32 PM
27	Way too much information in way too short a period of time. I don't remember taking much away from the training.	4/23/2019 1:28 PM
28	It was fantastic	4/23/2019 1:15 PM
29	I feel that NTI was adequate.	4/23/2019 1:02 PM
30	4 days was too long, breaking up that time would be less stressful. More emphasis on lesson planning and how not to be bullied by superiors and students.	4/23/2019 1:00 PM
31	The sessions were long. At the end of the day my mind was fried. I think the days should be shorter. I feel that some of the things covered at NTI can be covered at the school where the teachers will work. If the cohort groups worked more on what they will actually be teaching and how to get it started that will be most helpful. Having the experienced teachers share their experience and materials.	4/23/2019 12:59 PM
32	Increase number of days	4/23/2019 12:51 PM
33	Maybe a session with a veteran teacher who teaches in my discipline.	4/23/2019 12:49 PM
34	I really enjoyed it	4/23/2019 12:48 PM
35	n/a	4/23/2019 12:45 PM
36	More instruction on how to teach your syllabus	4/23/2019 12:39 PM
37	No idea.	4/23/2019 12:35 PM

NTI Feedback Survey

Q10 Did you complete the required courses for certification as a CTE teacher in Missouri?

Answered: 52 Skipped: 12

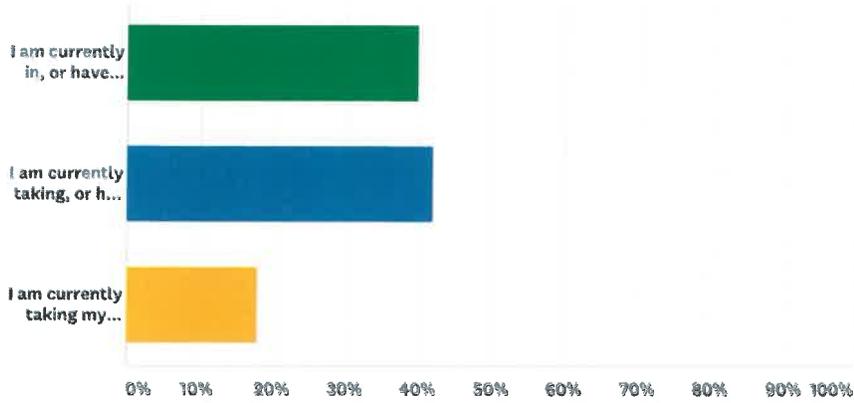


ANSWER CHOICES	RESPONSES	
Yes	67.31%	35
No	3.85%	2
I have completed some but not all the courses	28.85%	16
TOTAL		52

NTI Feedback Survey

Q11 How did you complete the courses?

Answered: 50 Skipped: 14



ANSWER CHOICES	RESPONSES
I am currently in, or have completed, the Teach to Lead cohort courses through the University of Central Missouri (UCM).	40.00% 20
I am currently taking, or have completed, the traditional courses required for certification provided by UCM or other state universities.	42.00% 21
I am currently taking my courses, or have completed the courses, online with an online university such as the University of Phoenix.	18.00% 9
TOTAL	50

NTI Feedback Survey

Q12 What would you consider a strength of NTI?

Answered: 40 Skipped: 24

#	RESPONSES	DATE
1	4 days dedicated to new teachers.	4/25/2019 6:46 PM
2	Materials given	4/25/2019 2:37 PM
3	Gathering information from other new instructors.	4/25/2019 10:51 AM
4	availability of persons to answer certification questions	4/24/2019 5:48 PM
5	experienced CTE teachers	4/24/2019 10:35 AM
6	The networking	4/24/2019 9:59 AM
7	Cohort groups	4/24/2019 9:10 AM
8	Compressed schedule	4/24/2019 8:44 AM
9	Cohort groups and our leader	4/24/2019 7:55 AM
10	Good platform for exposure to the academic process	4/24/2019 7:17 AM
11	The incredibly diverse pool of knowledge afforded by the presenters and cohort leaders.	4/24/2019 6:33 AM
12	Having a teacher leader	4/23/2019 4:45 PM
13	Speakers	4/23/2019 4:28 PM
14	Everything was great!	4/23/2019 4:06 PM
15	Time frame in which it is completed.	4/23/2019 3:38 PM
16	Working with out cohort groups and a Master Teacher was very helpful	4/23/2019 3:11 PM
17	in person networking and learning opportunity	4/23/2019 3:00 PM
18	A group of other instructors to collaborate with	4/23/2019 2:53 PM
19	I was able to meet other new CTE teachers and still stay in contact with them.	4/23/2019 2:27 PM
20	compressed schedule	4/23/2019 2:27 PM
21	the fact that it was taught by teachers	4/23/2019 1:57 PM
22	Cohorts	4/23/2019 1:48 PM
23	You get in and right away get you feet wet	4/23/2019 1:45 PM
24	Gave me a better understanding of the state requirements and available resources.	4/23/2019 1:44 PM
25	Networking with other instructors and resources from those individuals	4/23/2019 1:39 PM
26	Group mentors	4/23/2019 1:28 PM
27	Getting you started with a plan.	4/23/2019 1:26 PM
28	Small Group setting	4/23/2019 1:15 PM
29	Networking	4/23/2019 1:06 PM
30	Interacting with an inspiring teacher leader and earning credit for this for my first CTE certification	4/23/2019 1:02 PM
31	Meeting new teachers and the mentors	4/23/2019 1:00 PM
32	Networking	4/23/2019 12:59 PM
33	Collaboration	4/23/2019 12:51 PM
34	Quality Data in a Compressed Format	4/23/2019 12:49 PM
35	Master Teachers	4/23/2019 12:48 PM

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36	resource for new teachers	4/23/2019 12:45 PM
37	The group cohort with facilitator was a strength	4/23/2019 12:44 PM
38	The teacher who gave instruction at each table	4/23/2019 12:39 PM
39	Too far ago to distinctly recall.	4/23/2019 12:35 PM
40	There are a lot of fellow teachers to get useful ideas from	4/23/2019 12:34 PM

NTI Feedback Survey

Q13 What would you consider a weakness of NTI?

Answered: 38 Skipped: 26

#	RESPONSES	DATE
1	Administrator that can't accept new ideas!	4/25/2019 6:46 PM
2	The room was freezing!	4/25/2019 10:51 AM
3	Information obtuse; a LOT of data in a little time	4/24/2019 5:48 PM
4	n/a	4/24/2019 10:35 AM
5	Not soon enough for some folks	4/24/2019 9:59 AM
6	Still a bit of fluff that could be wrung out	4/24/2019 8:44 AM
7	none	4/24/2019 7:55 AM
8	Location and length of time, could be more condensed and some could be done online. Alot was geared towards highschool instructors	4/24/2019 7:26 AM
9	Large forum, very noisy tough to hear speakers in large groups	4/24/2019 7:17 AM
10	That it is only held once a year in one location.	4/24/2019 6:33 AM
11	Nothing	4/23/2019 4:45 PM
12	To much info or over my head in some areas since I did not have a teaching background	4/23/2019 4:28 PM
13	It was a lot of information all at once for me not having any teaching experience but really taught me a lot.	4/23/2019 4:06 PM
14	The ability to get on the network at the motel.	4/23/2019 3:38 PM
15	More training on Special needs and CTSO's	4/23/2019 3:11 PM
16	timing of attendance/coordination from institutions	4/23/2019 3:00 PM
17	Group size	4/23/2019 2:53 PM
18	I had to drive a distance to attend. I wish they could do more CTE training near Springfield, MO	4/23/2019 2:27 PM
19	too advanced for someone who hasnt taught	4/23/2019 2:27 PM
20	it was too short.	4/23/2019 1:57 PM
21	Distance to travel and DESE Speakers/Topics	4/23/2019 1:48 PM
22	No weakness, it opens your eyes	4/23/2019 1:45 PM
23	A huge "data dump" for someone with absolutely no teaching experience.	4/23/2019 1:44 PM
24	Not a true picture of what the experience in the classroom is truly like	4/23/2019 1:39 PM
25	Way too much information in way too short a period of time	4/23/2019 1:28 PM
26	N/A	4/23/2019 1:15 PM
27	If it had not been for someone at the college here, I would not have know about NTI or the opportunity to knock out my first DESE class. Maybe need something to go out in a new employee packet?	4/23/2019 1:06 PM
28	I am not a fan of Moodle.... I feel that we should use blackboard as that is what we use during our CTE courses at UCM. I also feel that I succeeded over other members of my cohort group as I had been at the tech center for 3 years prior as a clinical supervisor. I had been around the knowledge of how things work. I am not sure I would have been as successful if I came directly from industry.	4/23/2019 1:02 PM
29	Too long, not realistic	4/23/2019 1:00 PM
30	Too much information given at once. Needs to be more broken down into specific groups.	4/23/2019 12:59 PM

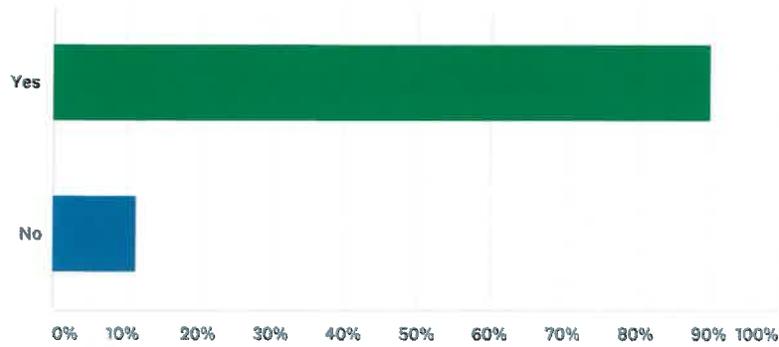
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31	Time limit	4/23/2019 12:51 PM
32	Have more career pathway representation.	4/23/2019 12:49 PM
33	Some of the presentations	4/23/2019 12:48 PM
34	some things weren't very prepared	4/23/2019 12:45 PM
35	Long four days, but it's content packed	4/23/2019 12:44 PM
36	the problems with being able to hook up computers if need to be charged up	4/23/2019 12:39 PM
37	Too far ago to distinctly recall.	4/23/2019 12:35 PM
38	Seems there is a need for more locations for NTI	4/23/2019 12:34 PM

NTI Feedback Survey

Q14 Would you recommend NTI to others entering the teaching field directly from industry?

Answered: 52 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes	90.38%	47
No	11.54%	6
Total Respondents: 52		