

Survey of Principals of First-Year Teachers

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 1 - Content Knowledge						3.88	0.82
1. The teacher was prepared to incorporate interdisciplinary instruction.	4%	4%	21%	57%	14%	3.75	0.87
2. The teacher was prepared in his or her content area	4%	0%	21%	46%	29%	3.96	0.91
3. The teacher was prepared to engage students in his or her content area.	4%	4%	18%	50%	25%	3.89	0.94
4. The teacher was prepared to make content meaningful to students.	4%	0%	18%	57%	21%	3.93	0.84
Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 2 - Learning, Growth, and Development						3.62	0.78
5. The teacher was prepared to design lessons that include differentiated instruction.	4%	4%	21%	61%	11%	3.71	0.84
6. The teacher was prepared to implement instruction based on a student's IEP.	4%	7%	18%	61%	11%	3.68	0.89

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7. The teacher was prepared to modify instruction for English language learners.	4%	7%	43%	43%	4%	3.36	0.81
8. The teacher was prepared to modify instruction for gifted learners.	4%	7%	25%	57%	7%	3.57	0.86
9. The teacher was prepared to create lesson plans to engage all learners.	4%	7%	21%	43%	25%	3.79	1.01
Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 3 - Curriculum Implementation						3.79	0.89
10. The teacher was prepared to deliver lessons based on curriculum standards.	4%	4%	21%	46%	25%	3.86	0.95
11. The teacher was prepared to deliver lessons for diverse learners.	4%	4%	25%	54%	14%	3.71	
Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 4 - Critical Thinking						3.69	0.96
12. The teacher was prepared to implement a variety of instructional strategies.	4%	7%	22%	44%	22%	3.74	1.00

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13. The teacher was prepared to engage students in critical thinking.	4%	14%	18%	46%	18%	3.61	1.05
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14. The teacher was prepared to model critical thinking and problem solving.	4%	7%	18%	54%	18%	3.75	0.95
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Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard - N/A							

15. The teacher was prepared to use technology to enhance student learning.	4%	0%	18%	54%	25%	3.96	0.87
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Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 5 - Positive Classroom Environment						3.93	0.87

16. The teacher was prepared to create a classroom environment that encourages student engagement.	4%	7%	14%	43%	32%	3.93	1.03
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17. The teacher was prepared to use a variety of classroom management strategies.	4%	11%	14%	39%	32%	3.86	1.09
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18. The teacher was prepared to manage a variety of discipline issues.	4%	11%	18%	46%	21%	3.71	1.03
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19. The teacher was prepared to motivate his or her students to learn.	4%	4%	18%	54%	21%	3.86	0.91
20. The teacher was prepared to keep his or her students on task.	4%	4%	18%	50%	25%	3.89	0.94
21. The teacher was prepared to foster positive student relationships.	0%	0%	11%	39%	50%	4.39	0.67
22. The teacher was prepared to facilitate smooth transitions for his or her students.	4%	4%	21%	43%	29%	3.89	0.98
Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 6 - Effective Communication						3.96	0.80
23. The teacher was prepared to use effective communication strategies to foster learning.	4%	0%	21%	43%	32%	4	0.93
24. The teacher was prepared to effectively communicate with parents.	4%	4%	14%	57%	21%	3.89	0.90
25. The teacher was prepared to effectively communicate with all staff.	4%	4%	18%	39%	36%	4	1

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26. The teacher was prepared to promote respect for diverse cultures, genders, and intellectual / physical abilities.	4%	0%	11%	64%	21%	4	0.80
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27. The teacher was prepared to use technology as a communication tool.	4%	0%	14%	54%	29%	4.04	0.87
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28. The teacher was prepared to enhance students' skills in using technology as a communication tool.	4%	4%	14%	61%	18%	3.86	0.87
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Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 7 - Student Assessment and Data Analysis						3.83	0.82
29. The teacher was prepared to use assessments to evaluate learning.	4%	4%	14%	54%	25%	3.93	0.92
30. The teacher was prepared to develop assessments to evaluate learning.	4%	4%	29%	54%	11%	3.64	0.85
31. The teacher was prepared to analyze assessment data to improve instruction.	4%	4%	25%	50%	18%	3.75	0.91

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32. The teacher was prepared to help students set learning goals based on assessment results.	4%	4%	11%	64%	18%	3.89	0.86
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33. The teacher was prepared to work with colleagues to set learning goals using assessment results.	4%	0%	18%	57%	21%	3.93	0.84
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Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 8 - Professionalism						3.84	0.86
34. The teacher was prepared to analyze data to reflect on areas for professional growth.	4%	0%	25%	57%	14%	3.79	0.82
35. The teacher was prepared to reflect on his or her practices for professional growth.	4%	4%	21%	43%	29%	3.89	0.98
Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 9 - Professional Collaboration						3.89	0.78
36. The teacher was prepared to collaborate with colleagues to support student learning.	4%	0%	14%	54%	29%	4.04	0.87

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37. The teacher was prepared to collaborate with parents to support student learning.	4%	0%	21%	54%	21%	3.89	0.86
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38. The teacher was prepared to participate in professional organizations.	4%	0%	25%	61%	11%	3.75	0.78
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Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
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38a. The teacher was prepared to use knowledge of phonemic awareness, phonics, and fluency to effectively teach reading.	11%	4%	46%	25%	14%	3.29	1.10
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38b. The teacher was prepared to use knowledge of vocabulary and comprehension to effectively teach reading.	11%	4%	36%	36%	14%	3.39	1.11
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38c. The teacher was prepared to differentiate reading instruction for a child who is struggling to learn to read.	11%	4%	36%	39%	11%	3.36	1.08
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Question / Standard	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	Mean	StdDev
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39. Please click on the response that best reflects your perspective about the overall quality of the professional	4%	4%	14%	50%	29%	3.96	0.94
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education program your teacher completed.

Question / Standard	Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)	Mean	StdDev
39b. Based upon the performance based evaluation of this first year teacher, how would you rate his/her impact upon students?	4%	18%	54%	25%	3	0.76

Question / Standard	No (1)	Yes (2)
39c. Was the teacher currently teaching in the subject area in which he/she was certified?	0%	100%

Question / Standard	Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)	Mean	StdDev
39d. Based upon the performance based evaluation of this first year teacher, how would you rate his/her ability to achieve the expected level of student growth?	4%	15%	54%	27%	3.04	0.76

Question / Standard	No, this teacher was not assigned a mentor (1)	The teacher was assigned a mentor who had not instructed students in the same subject area(s) as the teacher (2)	Yes, the teacher was assigned a mentor who had instructed students in the same subject area(s) as the teacher (3)
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40a. Was this teacher assigned a mentor who had instructed students in the same subject area(s) as the teacher?

0%

14%

86%

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
40b. The first-year teacher's mentor contributed to the teacher's effectiveness during the current school year.	4%	4%	7%	57%	29%	4.04	0.91

Question / Standard	The teacher did not attend BTAP activities (1)	I don't know what organization conducted the BTAP activities (2)	A regional professional development center (3)	The school district or school (4)	An education association (e.g. MNEA, MSTA) (5)
41a. During the current school year, what type of organization conducted the Beginning Teacher Assistance Program (BTAP) activities that the first-year teacher attended?	4%	4%	18%	75%	0%

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
41b. The Beginning Teacher Assistance Program (BTAP) activities contributed to the	4%	4%	19%	58%	15%	3.77	0.89

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teacher's effectiveness during the current school year.

Essay Text	School Year	Response ID
42. What has been the most difficult classroom challenge your teacher faced when striving to meet the needs of students?		
targeted and differentiated instruction	2024	53043
This teacher has a student with severe behavioral needs and she has handled these situations flawlessly.	2024	53092
Managing classroom behaviors - specifically students with IEPs.	2024	53158
lack of social cues and appropriate social interactions with staff; lacks experience and maturity that will come in time	2024	53390
As is often the case with new teachers, it takes time to learn how to effectively manage the classroom routines, behaviors, etc. but this teacher has grown a lot in this area in her first year and is doing very well.	2024	53452
Asking for support/help when unsure or dealing with new experiences or situations.	2024	53494
As with any first year special education teacher, for this teacher, it took some time to build the confidence to interject herself into the co-teaching classroom. This teacher had done a great job of building relationships with students and staff and feels more comfortable with the curriculum that she is able to step in and assist and lead as needed.	2024	53510
DI	2024	53657

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Just overall being able to juggle the planning of units. She worked closely within her grade level content PLC and did a great job.	2024	53737
Dealing with multiple behaviors	2024	53795
Classroom management	2024	53817
Navigating working on a team, with a colleague not open to changing practices.	2024	53870
classroom management	2024	54040
Students with challenging Social Emotional Needs	2024	54062
Management has been her greatest struggle. Implementing boundaries and sticking to explicit procedures has been tough for her.	2024	54066
managing sped and gen ed	2024	54174
Familiarizing herself with the content and standards.	2024	54194
The teacher has a student with ADHD (not on correct medicine), Autism, and low IQ. She has worked to support the student, his homeroom teacher, and his parents.	2024	54218
The science classroom demands a greater execution of safe engaging labs while at the same time, working on a long list of state standards. To build content knowledge with students while getting them to be scientific thinkers is not easy for any teacher.	2024	54252
Technology	2024	54265

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CLASSROOM MANAGEMENT AND DIFFERENTIATION.	2024	54278
Engaging students and personalize learning	2024	54314
Balancing the wide range of student needs.	2024	54366
Essay Text	School Year	Response ID
43. What is the single most important area that teacher preparation programs should strengthen?		
classroom management	2024	53043
Time Management, Understanding Teaching Standards, and Effective Parent Communication- however, this teacher was well-equipped in each of these areas as well.	2024	53092
Classroom management strategies with students with IEPs.	2024	53158
effective reading instruction - research based (5 components)	2024	53390
Literacy instruction and classroom management.	2024	53494
For special education teachers, having them co-teach and know general expectations and and how to interject themselves into the lesson to enable a balance of responsibilities between the teachers.	2024	53510
DI	2024	53657
How to handle difficult students and parents.	2024	53737

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Classroom management; effective lesson planning	2024	53817
Classroom management	2024	53870
instruction and assessment aligned to the curriculum classroom management	2024	54040
Meeting SEL needs of students, trauma informed training	2024	54062
I don't think this is related to her preparation program. She was an interventionist for about 9 years before coming to us so her undergrad experience was a decade ago.	2024	54066
mangement	2024	54174
Social/emotional and trauma supports.	2024	54194
No suggestions.	2024	54218
We all teach litearcy!	2024	54252
Technology	2024	54265
CLASSROOM MANAGEMENT AND DIFFERENTIATION.	2024	54278
engaging students and personalizing learning	2024	54314