

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						3.71	1.05
1. The teacher was prepared to incorporate interdisciplinary instruction.	4%	18%	11%	47%	21%	3.65	1.10
2. The teacher was prepared in his or her content area	2%	14%	12%	46%	26%	3.81	1.03
3. The teacher was was prepared to engage students in his or her content area.	4%	18%	11%	44%	25%	3.68	1.13
4. The teacher was prepared to make content meaningful to students.	4%	19%	9%	40%	28%	3.70	1.17
Standard 2 - Learning, Growth, and Development						3.56	1.02
5. The teacher was prepared to design lessons that include differentiated instruction.	4%	26%	12%	33%	25%	3.49	1.22
6. The teacher was prepared to implement instruction based on a student's IEP.	2%	19%	16%	42%	21%	3.61	1.07
7. The teacher was prepared to modify instruction for English language learners.	2%	12%	32%	37%	18%	3.56	0.97

8. The teacher was prepared to modify instruction for gifted learners.	2%	14%	30%	35%	19%	3.56	1.01
9. The teacher was prepared to create lesson plans to engage all learners.	5%	19%	12%	40%	23%	3.56	1.18
Standard 3 - Curriculum Implementation						3.66	1.10
10. The teacher was prepared to deliver lessons based on curriculum standards.	4%	19%	5%	47%	25%	3.70	1.14
11. The teacher was prepared to deliver lessons for diverse learners.	4%	18%	16%	40%	23%	3.61	1.12
Standard 4 - Critical Thinking						3.48	1.17
12. The teacher was prepared to implement a variety of instructional strategies.	7%	21%	7%	46%	19%	3.49	1.22
13. The teacher was prepared to engage students in critical thinking.	7%	20%	16%	38%	20%	3.43	1.21
14. The teacher was prepared to model critical thinking and problem solving.	7%	13%	20%	41%	20%	3.54	1.15
Standard - N/A							
15. The teacher was prepared to use technology to enhance student learning.	4%	14%	11%	46%	26%	3.77	1.09
Standard 5 - Positive Classroom Environment						3.61	1.19

16. The teacher was prepared to create a classroom environment that encourages student engagement.	12%	11%	7%	44%	26%	3.61	1.31
17. The teacher was prepared to use a variety of classroom management strategies.	16%	16%	4%	40%	25%	3.42	1.41
18. The teacher was prepared to manage a variety of discipline issues.	19%	12%	7%	35%	26%	3.37	1.47
19. The teacher was prepared to motivate his or her students to learn.	7%	16%	7%	46%	25%	3.65	1.21
20. The teacher was prepared to keep his or her students on task.	12%	14%	7%	42%	25%	3.53	1.33
21. The teacher was prepared to foster positive student relationships.	5%	4%	5%	50%	36%	4.07	1.02
22. The teacher was prepared to facilitate smooth transitions for his or her students.	7%	16%	13%	38%	27%	3.61	1.23
Standard 6 - Effective Communication						3.90	0.88
23. The teacher was prepared to use effective communication strategies to foster learning.	5%	7%	15%	45%	27%	3.82	1.08
24. The teacher was prepared to effectively communicate with parents.	4%	5%	18%	48%	25%	3.86	0.97
25. The teacher was prepared to effectively communicate with all staff.	5%	7%	4%	57%	27%	3.93	1.03

26. The teacher was prepared to promote respect for diverse cultures, genders, and intellectual / physical abilities.	4%	2%	11%	59%	25%	4	0.87
27. The teacher was prepared to use technology as a communication tool.	4%	4%	9%	57%	27%	4	0.91
28. The teacher was prepared to enhance students' skills in using technology as a communication tool.	4%	9%	14%	52%	21%	3.79	0.99
Standard 7 - Student Assessment and Data Analysis						3.65	1.01
29. The teacher was prepared to use assessments to evaluate learning.	5%	13%	11%	50%	21%	3.70	1.10
30. The teacher was prepared to develop assessments to evaluate learning.	4%	13%	20%	45%	20%	3.64	1.04
31. The teacher was prepared to analyze assessment data to improve instruction.	4%	16%	21%	40%	19%	3.56	1.08
32. The teacher was prepared to help students set learning goals based on assessment results.	5%	14%	16%	44%	21%	3.61	1.12
33. The teacher was prepared to work with colleagues to set learning goals using assessment results.	5%	7%	16%	53%	19%	3.74	1.02
Standard 8 - Professionalism						3.62	1.08

34. The teacher was prepared to analyze data to reflect on areas for professional growth.	5%	14%	20%	39%	21%	3.57	1.13
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35. The teacher was prepared to reflect on his or her practices for professional growth.	5%	12%	9%	54%	19%	3.70	1.08
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Standard 9 - Professional Collaboration						3.87	0.94
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36. The teacher was prepared to collaborate with colleagues to support student learning.	4%	9%	5%	54%	28%	3.95	1.00
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37. The teacher was prepared to collaborate with parents to support student learning.	4%	5%	18%	51%	23%	3.84	0.95
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38. The teacher was prepared to participate in professional organizations.	7%	4%	13%	55%	21%	3.80	1.04
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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 education program your teacher completed.	2%	14%	12%	46%	26%	3.81	1.03
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Question / Standard	Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)	Mean	StdDev
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39b. Based upon the performance based evaluation of this first year teacher, how would you rate his/her impact upon students?	9%	18%	53%	21%	2.86	0.85
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Question / Standard	No (1)	Yes (2)
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39c. Was the teacher currently teaching in the subject area in which he/she was certified?

11%

89%

Question / Standard	Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)	Mean	StdDev
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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?

9%

18%

56%

18%

2.82

0.82

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?

2%

23%

75%

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

2%

0%

23%

46%

29%

4

0.82

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)
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41a. During the current school year, what type of organization conducted the Beginning Teacher Assistance

4%

4%

12%

77%

4%

Program (BTAP) activities that the first-year teacher attended?

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 teacher's effectiveness during the current school year.	4%	2%	18%	60%	16%	3.84	0.85

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?		
Not prepared to manage a classroom. No skills to capture attention and engage in a task.	2023	47729
Despite the multitude of supports provided to her on a daily basis, this teacher was unable to independently organize and complete professional tasks.	2023	47779
He had PE Certification and is teaching fifth grade. He did great, with a lot of support from the staff, but lots of new things to learn and adjust to.	2023	47841
time management...which is typical of a new teacher	2023	47862
ESOL training	2023	47865
Being prepared to deliver effective instruction	2023	47904
The teacher was not prepared to manage the classroom. Without the classroom management teacher can not instruct the classroom. We provided support to the teacher with instructional coaches and the assistant principal. The teacher grew because of the work of the support groups not because of the teacher prep program.	2023	47961

This teacher faced typical first year teacher issues with being overwhelmed, but she had so many times where she went to her mentor and was able to push through any challenges.	2023	48004
classroom management and student relationships and lesson planning	2023	48038
Lesson planning, engaging students, classroom management	2023	48078
Differentiating instruction for multiple learning types	2023	48204
Classroom management strategies, reteaching strategies and scaffolding strategies.	2023	48336
Receiving feedback and collaborating with team members	2023	48379
Classroom management and diverse needs	2023	48510
classroom management/severe student behaviors	2023	48624
lesson design and assesement	2023	48647
This teacher was injured in the fall and missed several weeks of school. He still undergoing physical therapy for the injury which affects him on a daily basis.	2023	48889
Classroom management	2023	48926
This teacher started in her position beginning in January. So she had to come into a pre-established classroom. She's done a great job reestablishing expectations.	2023	48949
She student taught in Kindergarten and was teaching in 3rd grade. Had little experience with students or content at this grade.	2023	48979
Learning specific instruction like for the science of reading. She is currently taking LETRS training and is learning more methods and applying those in the classroom.	2023	48991
Many of the scholars had unidentified needs that the teacher tried to help them with, the families were not supportive in helping the child receive the needs.	2023	49001

No suggestions.	2023	49035
The teacher constantly violated policies and has poor attendance	2023	49073
Classroom management	2023	49136
I would say that the teacher has opportunities to grow with classroom management.	2023	49157
managing the class	2023	49250
Transitions, cognitive engagement, pacing, lesson planning	2023	49704
The teacher has done a great job meeting student needs.	2023	49782
connecting with them, parental engagement	2023	49784
classroom management	2023	49831
Meeting the needs of the range of abilities in the classroom	2023	49842
classroom management	2023	49873
No classroom management skills at all- lost his temper with kids, but had not set structure in class	2023	49923
Classroom Management	2023	49995
The program did not prepare the teacher for classroom management and working with children	2023	50004
As a first year teacher, all expectations and procedures are new. An area of growth is receiving feedback and collaborating with our instructional coach during academic areas.	2023	50049
This teacher faced many challenges acclimating to changing needs of students, parents, and understanding how to cooperate with various groups of stakeholders.	2023	50051

Classroom management	2023	50069
bringing his content area down to 8th grade level instead of high school level	2023	50134
Essay Text	School Year	Response ID
43. What is the single most important area that teacher preparation programs should strengthen?		
The teacher's success and growth have come from the use of our instructional coaches. Teacher candidates have to be around students engaging in how to command the classroom room. It is ok to correct students and they should not be afraid to call parents.	2023	47729
Assessing whether teacher candidates have the executive functioning skills and the emotional stability to meet the expectations of beginning special educators.	2023	47779
Teaching students to plan and know that it takes a lot of work to stay ahead.	2023	47841
mental health awareness	2023	47862
Technology	2023	47865
Building relationships with students	2023	47904
Classroom management - actual practice with students	2023	47961
This teacher gathered so much from her teacher prep program.	2023	48004
classroom management and supporting student behaviors and lesson planning	2023	48038
Classroom management	2023	48078
Above and classroom management	2023	48204
Reteaching strategies.	2023	48336

Teachers have to be able to collaborate and work well with team members. This must be a focus for teacher prep programs.	2023	48379
classroom management and diverse needs	2023	48510
classroom management	2023	48624
assessment implementation and interpretation	2023	48647
Classroom managment	2023	48926
Classroom management.	2023	48949
Classroom Management and transitions.	2023	48979
Science of Reading and the importance of concrete math learning and number sense not just doing the steps to the skill.	2023	48991
The area of classroom management and communicating to families.	2023	49001
No suggestions.	2023	49035
The programs are effective, the teacher is not.	2023	49073
Classroom management and data collection and analyzation	2023	49136
Build in supports for observation of exemplary classrooms and programs.	2023	49157
class management and curriculum scope and sequence	2023	49250
Classroom management & building relationships	2023	49536
lesson planning and delivery	2023	49704

Varying instructional strategies to meet all student needs.	2023	49782
classroom management	2023	49784
engaging students and building relationships	2023	49831
Differentiation strategies	2023	49842
classroom management	2023	49873
Classroom management, structuring your class period to increase engagement	2023	49923
Classroom Management and Data Discussion	2023	49995
How to effectively manage a classroom	2023	50004
Collaboration with all stakeholders, including coordinators, coaches, etc. in a district	2023	50049
Focus on instruction and postivity.	2023	50051
Classroom management and curriculum	2023	50069
Classroom engagement/management	2023	50134