

# Missouri's First Year Educator Survey

## Missouri Report

**Survey:**

- Teacher
- Teacher's Principal
- Principal
- Principal's Supervisor
- Counselor
- Counselor's Supervisor

**Beginning school year:**

2022

**Ending school year:**

2023

When running the report, the "beginning school year" should be the calendar year of that spring. (For example, if the first year of teaching/counseling/leadership was Fall 2020 and Spring 2021, then the "beginning school year" for that report would be 2021. If you are running the report for that year of first-year teachers/counselors/principals only, choose the "ending school year" as 2021 as well.)

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Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Total	Mean	StdDev
<b>Standard 1 - Student Development</b>						202	4.33	0.70
1. The counselor was prepared to apply knowledge of human development in their work with his or her students.	0%	3%	3%	46%	48%	202	4.37	0.73
2. The counselor was prepared to apply knowledge of counseling theories, techniques, and strategies through individual and/or group counseling.	1%	3%	4%	44%	48%	202	4.35	0.78
3. The counselor was prepared to use helping skills to develop healthy relationships with students through the implementation of the comprehensive school counseling program.	1%	2%	4%	41%	51%	202	4.40	0.75
4. The counselor was prepared to address social and cultural diversity issues in all areas of the comprehensive school counseling program.	0%	2%	6%	45%	46%	202	4.33	0.75
5. The counselor was prepared to apply knowledge of culturally appropriate, valid, and reliable assessments relevant to the comprehensive school counseling program.	1%	2%	10%	47%	40%	201	4.22	0.79

6. The counselor was prepared to apply knowledge of career development and planning through all areas of the comprehensive school counseling program including specific grade level expectations.	1%	2%	9%	42%	46%	202	4.30	0.79
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<b>Standard 2 - Program Implementation</b>						202	4.23	0.77
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7. The counselor was prepared to implement structural components (philosophy, definition, faculties, advisory council, resources, budget, and staffing patterns) of the district's comprehensive school counseling program.	1%	4%	14%	47%	34%	202	4.08	0.88
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8. The counselor was prepared to provide students with developmentally appropriate knowledge and skills defined by grade level expectations.	1%	2%	6%	43%	47%	201	4.32	0.80
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9. The counselor was prepared to integrate and utilize technology for the delivery and management of the comprehensive school counseling program.	1%	2%	6%	44%	47%	202	4.32	0.80
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10. The counselor uses results-based evaluation procedures to promote, plan, design, implement, evaluate, and enhance a comprehensive school counseling program.	1%	3%	10%	44%	42%	202	4.20	0.86
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<b>Standard 3 - Professional Relationships</b>						202	4.36	0.80
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11. The counselor uses interpersonal skills that enhance a positive school climate.	2%	2%	3%	33%	59%	202	4.45	0.84
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12. The counselor uses effective collaboration skills to develop professional relationships.	2%	3%	6%	31%	58%	202	4.40	0.88
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13. The counselor was prepared to use consultation skills to promote professional relationships.	2%	4%	5%	40%	50%	202	4.31	0.89
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14. The counselor was prepared to access and contribute to community resources.	1%	3%	7%	44%	46%	202	4.30	0.80
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<b>Standard 4 - Leadership Advocacy</b>						202	4.31	0.74
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15. The counselor applies techniques of self-care and uses supervision and consultation with others to support well-being.	1%	2%	6%	42%	49%	202	4.36	0.77
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16. The counselor uses reflection and feedback to develop a professional development plan to	1%	4%	3%	45%	46%	201	4.30	0.83
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support personal, professional, and program improvement.

17. The counselor was prepared to identify factors that impact student development and to apply advocacy procedures. 1% 2% 6% 45% 46% 202 4.33 0.77

18. The counselor uses leadership and advocacy strategies for program management, evaluation, and enhancement. 1% 2% 8% 45% 43% 202 4.26 0.82

19. The counselor was prepared to use the comprehensive school counseling program to contribute to the development of a positive and safe school climate and culture. 1% 3% 6% 44% 47% 200 4.34 0.78

**Standard 5 - Ethical Professional Conduct** 201 4.49 0.64

20. The counselor practices in accordance with professional ethical standards, seeks consultation for ethical decision-making, and communicates with administrators about the ethical standards of the school counseling profession. 0% 1% 3% 37% 58% 201 4.51 0.66

21. The counselor practices in accordance with school counseling standards, participates in a school counselor mentoring program, and seeks consultation to guide practice. 1% 0% 4% 37% 57% 201 4.49 0.70

22. The counselor practices in accordance with local school policies and procedures. 1% 1% 3% 36% 58% 201 4.49 0.73

23. The counselor practices in accordance with local, state, and federal statutory requirements and is able to demonstrate familiarity with legal resources. 1% 1% 3% 41% 55% 200 4.49 0.67

Question / Standard	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	Total	Mean	StdDev
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24. What overall rating would you give the quality of the preparation program your counselor completed? 1% 3% 7% 35% 54% 202 4.38 0.82

Question / Standard	Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)	Total	Mean	StdDev
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24b. Based upon the performance based evaluation of this first year counselor, how would you rate the 0% 7% 38% 54% 202 3.46 0.65

impact the counselor had upon  
students, teachers, and school  
community?

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