

Missouri's First Year Educator Survey

University of Missouri-Kansas City Report

Survey:

- ☐ Teacher
 ☒ [Principal's Supervisor](#)
- ☐ Principal
 ☐ Counselor's Supervisor
- ☐ Counselor
 ☐ Superintendent
- ☐ Teacher's Principal

Beginning school year:

2016

Ending school year:

2020

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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☒ [Include Open-Ended Questions](#)

* Rows are displayed if there is a minimum of 15 respondents. However, actual counts are not displayed.

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 1 - Visionary Leadership						4.28	0.62
1. The principal was prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders.	0%	0%	6%	39%	56%	4.5	0.60
2. The principal was prepared to lead the development of vision, mission, and goals that promote the success of all students.	0%	6%	0%	61%	33%	4.22	0.71
3. The principal was prepared to implement strategies to engage the school community in the school's vision, mission, and goals.	0%	6%	6%	61%	28%	4.11	0.74
Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 2 - Instructional Leadership						4.16	0.53
4. The principal was prepared to establish a culture that promotes high levels of student learning.	0%	0%	6%	61%	33%	4.28	0.56
7. The principal was prepared to implement effective processes to identify unique strengths and needs of students.	0%	6%	0%	56%	39%	4.28	0.73
8. The principal was prepared to facilitate effective processes for	0%	6%	17%	61%	17%	3.89	0.74

identifying gaps between current outcomes and goals.

9. The principal was prepared to use data and research to facilitate learning for all students.	0%	11%	6%	56%	28%	4	0.88
10. The principal was prepared to work with personnel to develop professional growth plans for improvement of student learning.	0%	6%	6%	56%	33%	4.17	0.76
13. The principal was prepared to guide the effective use of resources to support student learning.	0%	0%	6%	56%	39%	4.33	0.58

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 3 - Managerial Leadership						4.30	0.37

5. The principal was prepared to maintain a safe learning environment for the school community.	0%	0%	6%	61%	33%	4.28	0.56
11. The principal was prepared to facilitate effective evaluation processes.	0%	0%	0%	72%	28%	4.28	0.45

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 4 - Relational Leadership						4.30	0.55

6. The principal was prepared to establish a culture that nurtures positive relationships.	0%	0%	6%	39%	56%	4.5	0.60
12. The principal was prepared to offer positive and constructive feedback to personnel.	0%	0%	0%	44%	56%	4.56	0.50
14. The principal was prepared to support positive relationships with families.	0%	0%	0%	50%	50%	4.5	0.5
15. The principal was prepared to support positive relationships with community members.	0%	0%	17%	39%	44%	4.28	0.73
16. The principal was prepared to collaborate with families to enhance the culture of learning.	0%	0%	0%	67%	33%	4.33	0.47
17. The principal was prepared to build partnerships with community members.	0%	6%	11%	39%	44%	4.22	0.85
18. The principal was prepared to identify key stakeholders in the community.	0%	6%	11%	50%	33%	4.11	0.81
19. The principal was prepared to facilitate community support networks to impact student learning.	0%	6%	17%	56%	22%	3.94	0.78
20. The principal was prepared to model personal and professional ethical behavior.	0%	0%	0%	56%	44%	4.44	0.50

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 5 - Innovative Leadership						4.33	0.58
21. The principal was prepared to use research and best practice to guide his or her professional growth.	0%	0%	6%	50%	44%	4.39	0.59
22. The principal was prepared to use research and best practice to guide professional growth for personnel.	0%	0%	11%	50%	39%	4.28	0.65
Question / Standard	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	Mean	StdDev
23. What overall rating would you give the quality of the administrator preparation program your principal completed?	0%	0%	6%	50%	44%	4.39	0.59
Question / Standard	Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)	Mean	StdDev	
23b. Based upon the performance based evaluation of this first year principal, how would you rate his/her impact upon students, teachers, and school community?	0%	0%	65%	35%	3.35	0.48	
Essay Text					School Year	Response ID	
24. What are some strengths of the Educational Leadership program that your principal completed?							
problem solving; interpersonal relationship building					2016	4679	
Well researched and organized					2017	9167	
Internal processes and collaborative conversation					2018	13428	
Organized, solid communicator, loyal and prideful in their work					2018	13453	
certification					2019	18627	
Relevant coursework, research-based strategies that can be implemented immediately...					2019	18689	
certification					2019	18745	
well rounded					2019	18848	
Teacher instructional feedback					2019	18858	
well rounded					2019	24323	
Teacher instructional feedback					2019	24333	
Professional Development					2020	29600	
The principal is able to build relationships and provide professional development.					2020	29656	
There clearly was an emphasis on quality leadership and organizational change. This was a truly evident in this leader's practices.					2020	29685	
I feel this principal demonstrates exceptional skills in his ability to take perspective, build relationships and support instruction.					2020	29723	
Organization of information, data, curriculum for access and review. Coaching					2020	29779	
Essay Text					School Year	Response ID	

25. What are some areas for improvement for the Educational Leadership program that your principal completed?

Understanding of cultural relevance and the impact on urban education.	2017	9167
External connections with other districts	2018	13428
District budget knowledge would help them understand staffing, etc....	2018	13453
focus on student achievement	2019	18627
Opportunities to observe area schools/school districts...	2019	18689
reality check for time and effort would sow more than most suspect	2019	18745
more hands on	2019	18848
Using research, problem solving through collaborative conversations, strategic planning to improve areas of concern	2019	18858
more hands on	2019	24323
Using research, problem solving through collaborative conversations, strategic planning to improve areas of concern	2019	24333
No suggestions.	2020	29600
Having crucial conversations is need to support the principal.	2020	29656
More exposure to the operational aspect of the position would be helpful.	2020	29685
I think during the first few years as a building leader, you are so focused on supporting students/staff and families at this level that it can be difficult to navigate and leverage community partnerships.	2020	29723
How to support all types of learners. Balancing teacher perspectives	2020	29779

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IPP Tech Support
Institute of Public Policy
University of Missouri - Columbia
ipp@missouri.edu

