Missouri's First Year Educator Survey

University of Missouri-Kansas City Report

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Survey:

○ Teacher   ⦿ Principal's Supervisor

○ Principal   ○ Counselor's Supervisor

○ Counselor   ○ Superindendent

○ Teacher's Principal

Beginning school year: **Ending school year:**

| 2020 ⌄ | | 2024 ⌄ |

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.)

Show Report   ☑ Include Open-Ended Questions

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* 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						4.25	0.90
1. The principal was prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders.	4%	4%	0%	48%	44%	4.26	0.93
2. The principal was prepared to lead the development of vision, mission, and goals that promote the success of all students.	4%	4%	0%	52%	41%	4.22	0.92
3. The principal was prepared to implement strategies to engage the school community in the school's vision, mission, and goals.	4%	4%	0%	48%	44%	4.26	0.93

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 2 – Instructional Leadership						4.23	0.91
4. The principal was prepared to establish a culture that promotes high levels of student learning.	4%	0%	4%	41%	52%	4.37	0.87
7. The principal was prepared to implement effective processes to identify unique strengths and needs of students.	4%	4%	0%	44%	48%	4.30	0.94
8. The principal was prepared to facilitate effective processes for	4%	4%	4%	48%	41%	4.19	0.94

identifying gaps between current outcomes and goals.

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
9. The principal was prepared to use data and research to facilitate learning for all students.	4%	7%	0%	44%	44%	4.19	1.02
10. The principal was prepared to work with personnel to develop professional growth plans for improvement of student learning.	4%	7%	4%	41%	44%	4.15	1.04
13. The principal was prepared to guide the effective use of resources to support student learning.	4%	7%	0%	41%	48%	4.22	1.03

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 3 - Managerial Leadership						4.22	0.86
5. The principal was prepared to maintain a safe learning environment for the school community.	4%	0%	0%	41%	56%	4.44	0.83
11. The principal was prepared to facilitate effective evaluation processes.	4%	7%	11%	41%	37%	4	1.05

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 4 - Relational Leadership						4.30	0.85
6. The principal was prepared to establish a culture that nurtures positive relationships.	4%	0%	0%	37%	59%	4.48	0.83
12. The principal was prepared to offer positive and constructive feedback to personnel.	4%	4%	4%	31%	58%	4.35	1.00
14. The principal was prepared to support positive relationships with families.	4%	4%	4%	30%	59%	4.37	0.99
15. The principal was prepared to support positive relationships with community members.	4%	4%	0%	41%	52%	4.33	0.94
16. The principal was prepared to collaborate with families to enhance the culture of learning.	4%	0%	7%	33%	56%	4.37	0.91
17. The principal was prepared to build partnerships with community members.	4%	0%	11%	26%	59%	4.37	0.95
18. The principal was prepared to identify key stakeholders in the community.	4%	0%	19%	52%	26%	3.96	0.88
19. The principal was prepared to facilitate community support networks to impact student learning.	4%	4%	11%	52%	30%	4	0.94
20. The principal was prepared to model personal and professional ethical behavior.	4%	0%	4%	33%	59%	4.44	0.87

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 5 - Innovative Leadership						4.24	0.97
21. The principal was prepared to use research and best practice to guide his or her professional growth.	4%	4%	4%	37%	52%	4.30	0.97
22. The principal was prepared to use research and best practice to guide professional growth for personnel.	4%	4%	8%	38%	46%	4.19	1.00

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%	4%	4%	33%	59%	4.48	0.74

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%	4%	42%	54%	3.5	0.57

Essay Text	School Year	Response ID
24. What are some strengths of the Educational Leadership program that your principal completed?		
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
Good knowledge of the RtI process and use of data.	2021	34643
leading PLCs, time management, community outreach	2021	34824
Systems thinking, Communication skills and instructional planning	2022	39460
Seemed to understand the importance of community building	2022	39576
She has clear communication and confident	2022	39648
Curriculum and Instruction, Restorative Practices, Ethics	2023	44786
Professional relations and hiring/recruitment of human capitol	2023	44812
Overall prepartion of this principal was strong. He is a great asset to our building and our students.	2023	44856
Frequently thoughtful about the relationships that are managed	2023	44878
Use of data and communication with her staff.	2023	44930
No suggestions.	2023	45022
It teaches authentic leadership and how to be an instructional leader.	2024	51006

Essay Text	School Year	Response ID
He is a strong leader. It's hard to know how much is attributable to the program, because he seems to have some very natural instincts that make him a strong leader.	2024	51009

Essay Text	School Year	Response ID
25. What are some areas for improvement for the Educational Leadership program that your principal completed?		
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
Culture building and relationships with staff	2021	34643
Behavior supports	2021	34824
Managing student behavior	2022	39460
No suggestions.	2022	39576
Utilizing data a little more	2022	39648
Nothing can quite prepare you for the workload and the demands	2023	44786
Difficult conversations	2023	44812
No suggestions.	2023	44856
Understanding the multifaceted requirements of being a strong administrator	2023	44878
Continue to observe and give feedback	2023	44930
No suggestions.	2023	45022
It needs to touch on budgeting.	2024	51006