Missouri's First Year Educator Survey

University of Missouri-Kansas City Report

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						4.20	0.41
4. I was prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders.	0%	0%	3%	74%	24%	4.21	0.47
5. I was prepared to lead the development of vision, mission, and goals that promote the success of all students.	0%	0%	0%	76%	24%	4.24	0.43
6. I was prepared to implement strategies to engage my school community in the school's vision, mission, and goals.	0%	0%	3%	79%	18%	4.16	0.43

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 2 - Instructional Leadership						4.11	0.51
7. I was prepared to establish a culture that promotes high levels of student learning.	0%	3%	3%	63%	32%	4.24	0.63
10. I was prepared to implement effective processes to identify unique strengths and needs of students.	0%	3%	8%	65%	24%	4.11	0.65
11. I was prepared to facilitate effective processes for identifying	0%	0%	11%	63%	26%	4.16	0.59

gaps between current outcomes and goals.

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
12. I was prepared to use data and research to facilitate learning for all students.	0%	3%	8%	58%	32%	4.18	0.68
13. I was prepared to work with personnel to develop professional growth plans for improvement of student learning.	3%	8%	21%	45%	24%	3.79	0.98
16. I was prepared to guide the effective use of resources to support student learning.	0%	0%	3%	74%	24%	4.21	0.47

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 3 - Managerial Leadership						3.96	0.68
8. I was prepared to maintain a safe learning environment for the school community.	0%	3%	5%	61%	32%	4.21	0.66
14. I was prepared to facilitate effective evaluation processes.	0%	18%	11%	53%	18%	3.71	0.97

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 4 - Relational Leadership						4.22	0.57
9. I was prepared to establish a culture that nurtures positive relationships.	0%	0%	3%	53%	45%	4.42	0.54
15. I was prepared to offer positive and constructive feedback to personnel.	0%	0%	3%	68%	29%	4.26	0.50
17. I was prepared to support positive relationships with families.	0%	3%	0%	66%	32%	4.26	0.59
18. I was prepared to support positive relationships with community members.	0%	3%	0%	68%	29%	4.24	0.58
19. I was prepared to collaborate with families to enhance the culture of learning.	0%	3%	11%	55%	32%	4.16	0.71
20. I was prepared to build partnerships with community members.	0%	5%	13%	53%	29%	4.05	0.79
21. I was prepared to identify key stakeholders in my community.	0%	8%	5%	58%	29%	4.08	0.81
22. I was prepared to facilitate community support networks to impact student learning.	0%	5%	13%	53%	29%	4.05	0.79
23. I was prepared to model personal and professional ethical behavior.	0%	0%	0%	55%	45%	4.45	0.50

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 5 - Innovative Leadership						4.49	0.49

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
24. I was prepared to use research and best practice to guide my professional growth.	0%	0%	0%	50%	50%	4.5	0.5
25. I was prepared to use research and best practice to guide professional growth for personnel.	0%	0%	0%	53%	47%	4.47	0.50

Question / Standard	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	Mean	StdDev
26. Now that you have nearly completed your first year as a school principal, what overall rating would you give the quality of the administrator preparation program you completed?	0%	0%	5%	63%	32%	4.26	0.55

Question / Standard	No Mentorship Experience (1)	Missouri AMP Mentor Assigned (2)	District Provided Peer Mentor (3)	My Immediate Supervisor / Evaluator was My Mentor (4)
27. Did you have a mentor this year?	11%	18%	26%	45%

Question / Standard	Never (10)	Once or twice (11)	three to five times (12)	Six or more times (13)
28. How often did you meet with your mentor this school year (either formally or informally)?	0%	3%	12%	85%

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
29. The mentoring process is non-evaluative.	0%	6%	9%	41%	44%	4.24	0.84
30. The support I received from my mentor has helped me improve my practice.	0%	0%	12%	35%	53%	4.41	0.69
31. My mentor provided me with the resources I needed to improve my practice.	0%	3%	15%	41%	41%	4.21	0.80
32. My mentor provided me with effective support.	0%	3%	9%	38%	50%	4.35	0.76
33. I was prepared to reflect on feedback from my mentor.	0%	0%	9%	38%	53%	4.44	0.65

Essay Text	School Year	Response ID
34. What are some strengths of the Educational Leadership program?		
Working in a cohort on case studies, readings, projects and assignments.	2020	29314
Cohort design allows for critical friends and feedback	2020	29346
It is paired with the learning I received during my residency at NEHS.	2020	29403
It was discussion and problem solving based.	2020	29434
An opportunity to speak with people implementing the work.	2020	29471
School Culture, Development of Vision and Mission, Instructional Leadership	2021	34433
The cohorts we were placed in led to opportunities for networking in the community and growth among colleagues.	2021	34460

Essay Text	School Year	Response ID
Stressed the importance of building a community of learners - involving ALL stakeholders	2021	34570
The opportunity to practice real-life scenarios; the collaboration between myself and my colleagues; strong facilitation from my professors and coaches; the program was tailored for urban education , so everything felt applicable	2022	39194
It covered a variety of topics and gave me familiarity with all standards needed to be an effective administrator.	2022	39204
Preparation and collaboration for working with a team.	2022	39278
It covered a lot of different areas of leadership	2022	39308
My Ed Leadership program was in conjunction with KCPLUS, and because of that, I think I was much more prepared to be an admin than most.	2022	39319
The opportunity to collaborate with other educational professionals was extremely impactful. The various discussions and book studies about cultural diversity were so beneficial to my position.	2022	39392
It targets all aspects of a great leader: visionary, instructional, managerial, relational, and innovative.	2023	44395
No suggestions.	2023	44403
Focus on fostering high expectations for all learners and providing instructional leadership.	2023	44424
My PhD program was in-depth, robust, and rich in resources. I got a varied education there from a diverse faculty.	2023	44459
On the job training	2023	44566
The cohort model	2023	44584
One of the strengths of the program is the focus on DEI and how it can be directly embedded within a school system.	2023	44625
No suggestions.	2023	44626
The mentorship is a strength. Because of the program I attended, I also believe I had more practical experience after my graduate program, as opposed to other administrators who went through a traditional graduate program.	2024	50636
Pace; Topics	2024	50640
Networking and learning from other district leaders to get a bigger perspective than what you are surrounded with in your district.	2024	50666
Having a coach assigned to me that gave me feedback on the spot; COmpletingn my program in a cohort model.	2024	50737
Applicable, relevant and manageable work load for working adults	2024	50874
I enjoyed the cohort approach- it allowed for us to collaborate and get perspectives of others which is what working with an admin/leadership team is all about.	2024	50919

Essay Text	School Year	Response ID
35. What are some areas for improvement for the Educational Leadership program?		
More emphasis on teacher/staff evaluation and strategies to retain staff/teachers.	2020	29314
Work around budget and practical experience rather than just theory.	2020	29343
leadership is important - but managerial skills (budgeting and finance) should also be addressed.	2020	29346
Making sure that aspiring principals are working in schools WHILE they earn their degree - you learn much more on the job!	2020	29403
There was very little preparation for the budgeting process.	2020	29434
More and more opportunities for real world learning with examples from people doing the work in real life.	2020	29471

Essay Text	School Year	Response ID
The School Law course needs to be more relevant: The course on School Improvement Plans needs to align with what a school improvement plan will actually entail, There needs to be a course on basic building requirements (attendance, truancy, operations, court documents)	2021	34433
I felt there was very little training for budgets, title budgets, etc. (monetary aspect of leadership)	2021	34570
"More school-site visits between cohort members so as to learn from their environments as well; I would have liked to spend the summer prior to this year talking with my cohort members specifically about what would make coming back from a pandemic different than a ""typical"" year. I think this year took a lot of us by surprise, and so as much as the professional development we received around academic rigor, observation feedback, setting growth goals, etc. was helpful, it would have been even more helpful to think about the start of this year through the lens of what just happened these last two years for students - what does that make us think about how we want to start the first week, two weeks, six weeks of school"	2022	39194
An increased focus on addressing student behavior, parent behavior, mental health needs in the school and in the students, serving as an LEA for special education, understanding special education laws	2022	39204
Help with networking and job search and interviewing.	2022	39278
Definitely need more time in educational law.	2022	39319
I did not have a course on budget and finance, and that would have been very helpful.	2022	39392
Cohorts are large, hence somewhat impersonal	2023	44395
I think we need to focus more on legal aspects of education	2023	44424
I could've benefitted more from more discipline process training, more board policy training, and more residency procedure training.	2023	44459
The frequency, documentation, & coaching conversations	2023	44566
The quality of professors- some of the newer professors had us doing busy work or didn't know how to use tech to teach the class.	2023	44584
I would say that I needed training on how to adequately conduct evaluations.	2023	44625
No suggestions.	2023	44626
I do not believe the classes I took prepared me for being an administrator (for example, curriculum theory and statistical methods were completely unnecessary). It was the the program training, mentorship, support from my supervisors, and hands-on experience that helped prepare me the most.	2024	50636
Focus on Data a bit more	2024	50640
More policy/law	2024	50666
Law class needs more	2024	50737
No suggestions.	2024	50874
More classes/info around school law- real life cases	2024	50919

Essay Text	School Year	Response ID
36. What additional comments would you like to make with regard to your mentorship experiences and your transition into school administration?		
No suggestions.	2020	29314
No suggestions.	2020	29346
There was not formal introduction set up so we just had a hard time connecting due to time constraints.	2020	29434
I would prefer a more involved mentorship. However, I fully recognize the fact that mentors are often very busy which makes it hard to make the time available.	2020	29471
Fort Osage School District does a wonderful job with supporting their novice principals.	2021	34433

Having a strong supervisor/mentor makes the difference. I have felt empowered, yet supported.	2021	34570
No suggestions.	2022	39194
I am learning so much from my mentor, and I love that she is a wealth of knowledge.	2022	39278
Mentorship should come from outside of the school; if the school leader is not strong, you're only going to develop more weak leaders.	2022	39319
"I really enjoyed the ""conferencing with teachers"" training I had. I have felt very prepared to conference with teachers after evaluations. I also appreciated the preparation for talking with upset parents and community members."	2022	39392
This is my second year as an administrator, not my first. I was not assigned a mentor. I am working as an assistant principal and the principal at my school has taken that role as I begin my career in school leadership.	2023	44424
I have been fortunate to have both a district mentor and an MLDS mentor from another district. On top of that, meaningful PD was provided for me, which I was strongly supported to attend.	2023	44459
The path needs to be much more clear regarding expectation for the mentorship.	2023	44566
My mentorship was not an official one. I just assumed that my principal was my mentor. I was not even aware of MLDS until February or March. I only found out about it because my principal said, "Hey this is something you may want to attend."	2023	44625
No suggestions.	2023	44626
I believe my mentorship experience has been positive. My mentor is the same person who was my coach for the program I attended.	2024	50636
No suggestions.	2024	50737
I believe the program I attended was restructured a few years after I completed, so I don't think it is structured the same way. I enjoyed having one in person and one online course each semester, and completing the state-required work sample in parts (a little each semester). I loved the cohort model, and I appreciated the down-to-earth professors (but both left the program).	2024	50874
No suggestions.	2024	50919