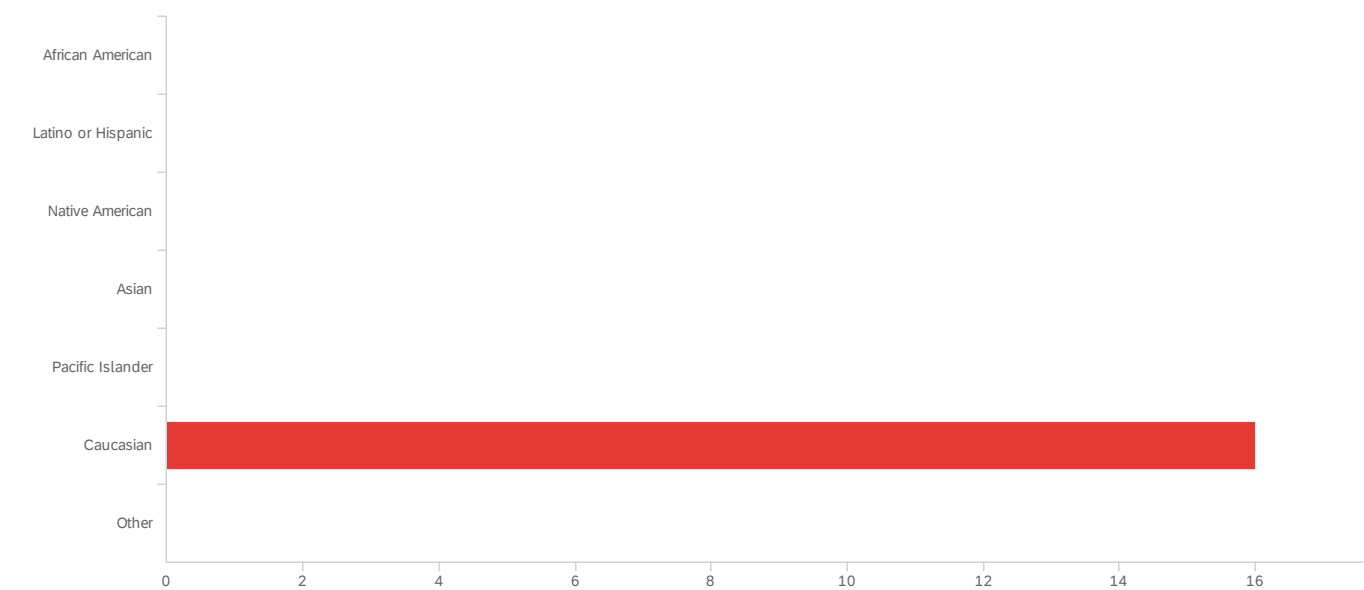
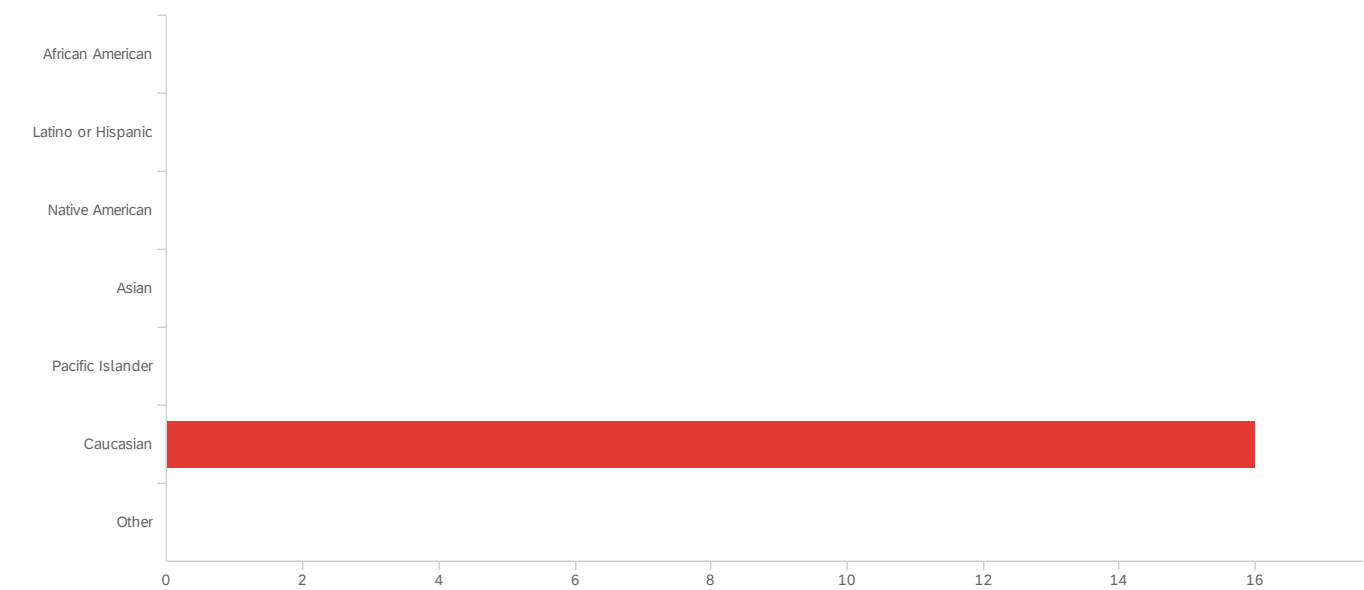


# What New Teachers Want

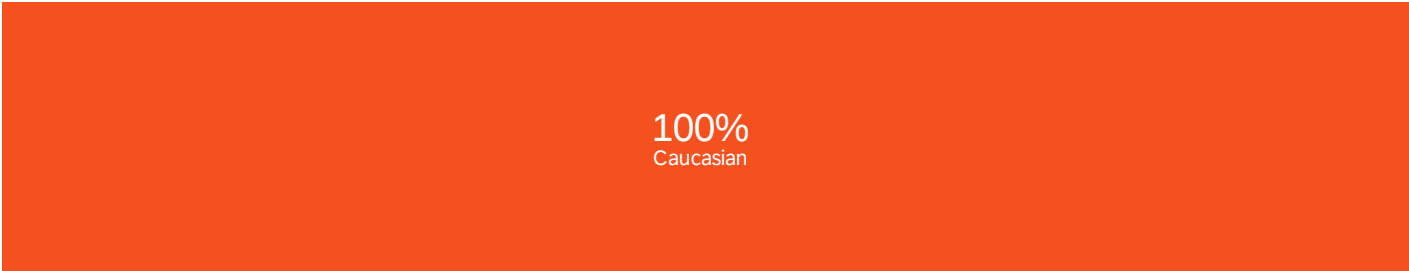
NTA: Program Evaluation Mentee 2023

February 21, 2023 11:02 AM CST

## New Custom Page



Q25 - What is your ethnicity?



African American Latino or Hispanic Native American Asian Pacific Islander Caucasian Other

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
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1	What is your ethnicity?	6.00	6.00	6.00	0.00	0.00	16
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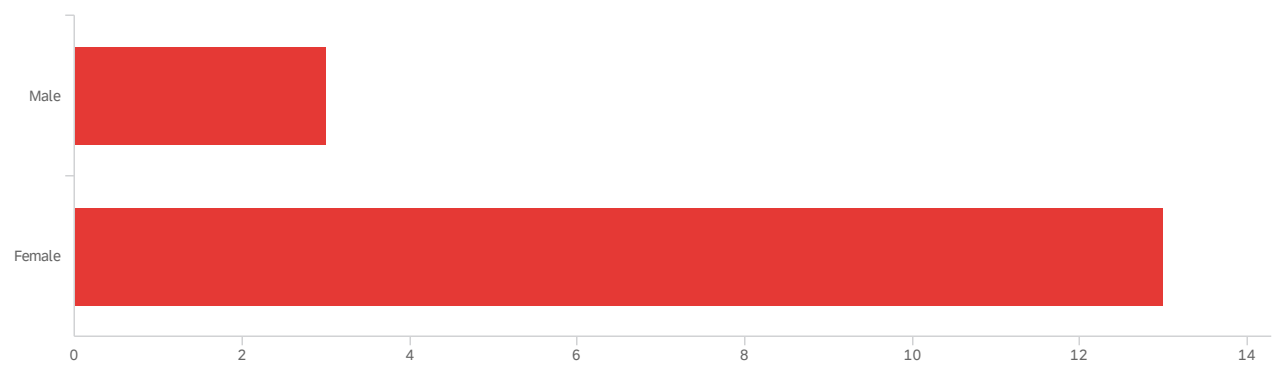
#	Field	Choice	Count
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1	African American	0.00%	0
2	Latino or Hispanic	0.00%	0
3	Native American	0.00%	0
4	Asian	0.00%	0
5	Pacific Islander	0.00%	0
6	Caucasian	100.00%	16
7	Other	0.00%	0

			16
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Showing rows 1 - 8 of 8

Q1 - What is your gender?

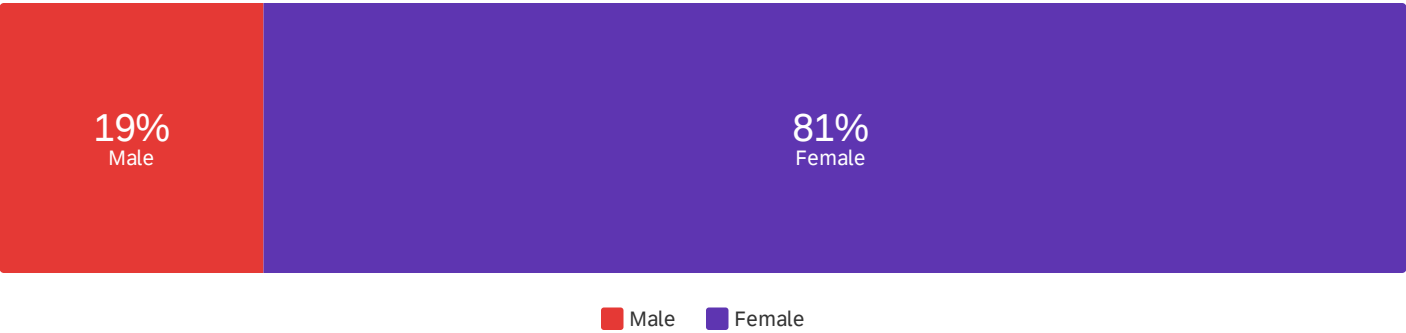


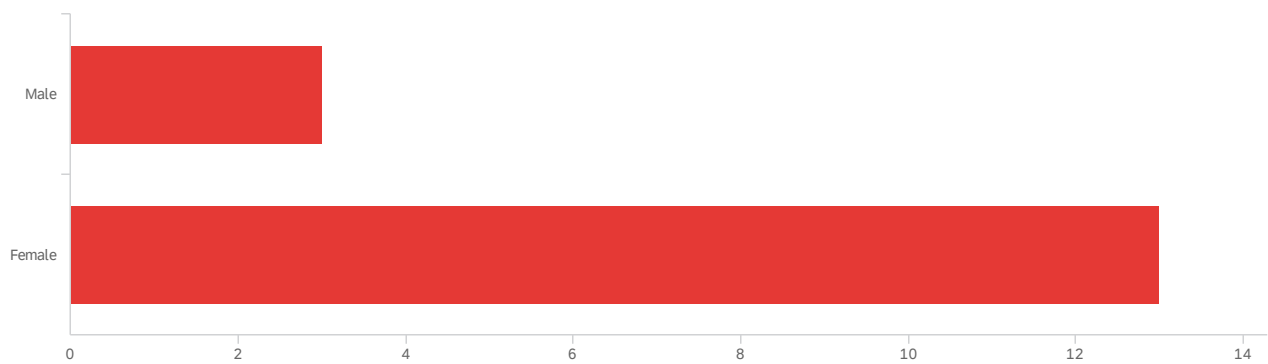
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your gender?	1.00	2.00	1.81	0.39	0.15	16

#	Field	Choice Count
1	Male	18.75% 3
2	Female	81.25% 13

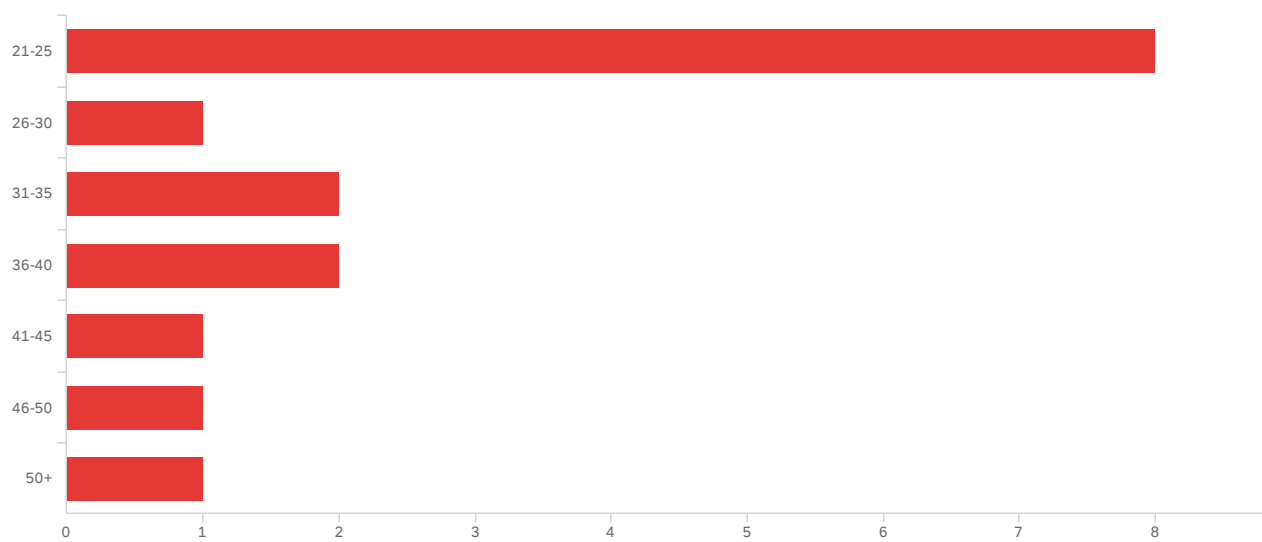
16

Showing rows 1 - 3 of 3





Q2 - What is your age range?



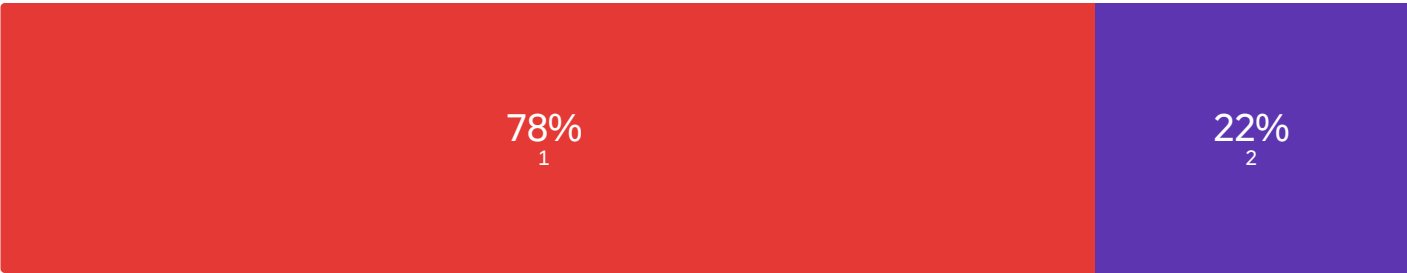
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your age range?	1.00	7.00	2.63	1.96	3.86	16

#	Field	Choice Count
1	21-25	50.00% 8
2	26-30	6.25% 1
3	31-35	12.50% 2
4	36-40	12.50% 2
5	41-45	6.25% 1
6	46-50	6.25% 1
7	50+	6.25% 1
		16

Showing rows 1 - 8 of 8

# Q21 - Rank order the topics that you think are most important to address in the New Teacher Academy

Q21\_1 - Implementing classroom management strategies



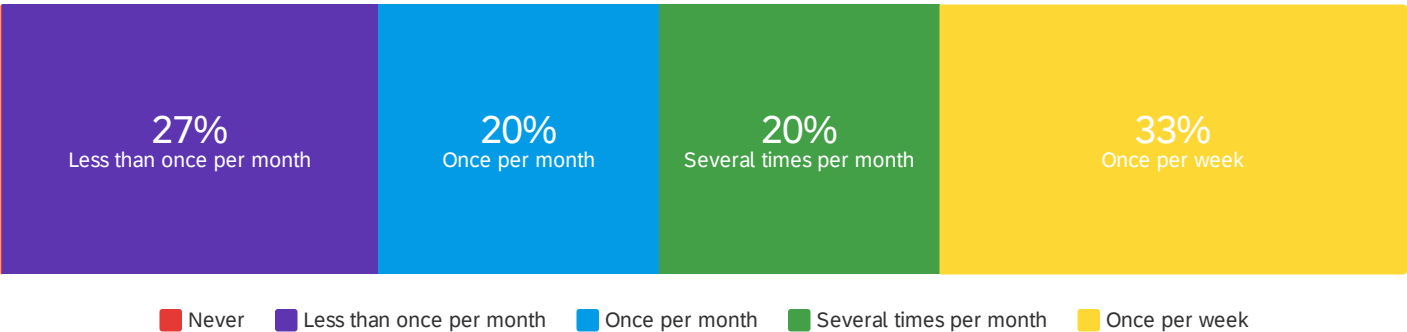
1 2 3 4 5

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Implementing classroom management strategies	1.00	2.00	1.22	0.42	0.17	9
2	Utilizing instructional strategies to increase student engagement	1.00	3.00	2.00	0.67	0.44	9
3	Developing student assessments	3.00	4.00	3.33	0.47	0.22	9
4	Interacting with parents and families	5.00	5.00	5.00	0.00	0.00	9
5	Differentiating instruction for specific groups of learners (ELL, special needs, advanced)	2.00	4.00	3.44	0.83	0.69	9

#	Field	1		2		3		4		5		Total
1	Implementing classroom management strategies	77.78%	7	22.22%	2	0.00%	0	0.00%	0	0.00%	0	9
2	Utilizing instructional strategies to increase student engagement	22.22%	2	55.56%	5	22.22%	2	0.00%	0	0.00%	0	9
3	Developing student assessments	0.00%	0	0.00%	0	66.67%	6	33.33%	3	0.00%	0	9
4	Interacting with parents and families	0.00%	0	0.00%	0	0.00%	0	0.00%	0	100.00%	9	9
5	Differentiating instruction for specific groups of learners (ELL, special needs, advanced)	0.00%	0	22.22%	2	11.11%	1	66.67%	6	0.00%	0	9

Showing rows 1 - 5 of 5

Q12 - On average, how often did you engage in each of the following activities with your mentor?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Developing lesson plans	2.00	5.00	3.60	1.20	1.44	15
2	Being observed teaching by my mentor	2.00	4.00	2.86	0.74	0.55	14
3	Observed my mentor's teaching	2.00	5.00	3.00	0.89	0.80	15
4	Developing assessments	1.00	5.00	3.00	1.15	1.33	15
5	Reviewing results of students' assessments	1.00	5.00	3.00	1.20	1.43	14
6	Addressing student or classroom behavior	2.00	5.00	3.73	0.85	0.73	15
7	Reflecting on the effectiveness of my teaching with my mentor	2.00	5.00	3.50	0.82	0.68	14
8	Discussing parent communication and engagement	1.00	5.00	2.71	1.03	1.06	14

#	Field	Never		Less than once per month		Once per month		Several times per month		Once per week		Total
1	Developing lesson plans	0.00%	0	26.67%	4	20.00%	3	20.00%	3	33.33%	5	15
2	Being observed teaching by my mentor	0.00%	0	35.71%	5	42.86%	6	21.43%	3	0.00%	0	14
3	Observed my mentor's teaching	0.00%	0	33.33%	5	40.00%	6	20.00%	3	6.67%	1	15
4	Developing assessments	6.67%	1	40.00%	6	6.67%	1	40.00%	6	6.67%	1	15
5	Reviewing results of students' assessments	14.29%	2	21.43%	3	21.43%	3	35.71%	5	7.14%	1	14
6	Addressing student or classroom behavior	0.00%	0	6.67%	1	33.33%	5	40.00%	6	20.00%	3	15

#	Field	Never		Less than once per month		Once per month		Several times per month		Once per week		Total
7	Reflecting on the effectiveness of my teaching with my mentor	0.00%	0	14.29%	2	28.57%	4	50.00%	7	7.14%	1	14
8	Discussing parent communication and engagement	7.14%	1	42.86%	6	28.57%	4	14.29%	2	7.14%	1	14

Showing rows 1 - 8 of 8



Q13 - How much did the support you received from your mentor influence your practice in the following areas?



None Almost Never Occasionally Significant Support

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Developing lesson plans	2.00	3.00	2.40	0.49	0.24	15
2	Developing assessments	0.00	3.00	2.36	0.81	0.66	14
3	Reviewing results of students' assessments	0.00	3.00	2.00	0.89	0.80	15
4	Addressing student or classroom behavior	1.00	3.00	2.47	0.72	0.52	15
5	Reflecting on the effectiveness of my teaching	2.00	3.00	2.60	0.49	0.24	15
6	Discussing parent communication and engagement	0.00	3.00	1.93	1.00	1.00	15

#	Field	None		Almost Never		Occasionally		Significant Support		Total
1	Developing lesson plans	0.00%	0	0.00%	0	60.00%	9	40.00%	6	15
2	Developing assessments	7.14%	1	0.00%	0	42.86%	6	50.00%	7	14
3	Reviewing results of students' assessments	6.67%	1	20.00%	3	40.00%	6	33.33%	5	15
4	Addressing student or classroom behavior	0.00%	0	13.33%	2	26.67%	4	60.00%	9	15
5	Reflecting on the effectiveness of my teaching	0.00%	0	0.00%	0	40.00%	6	60.00%	9	15
6	Discussing parent communication and engagement	13.33%	2	13.33%	2	40.00%	6	33.33%	5	15

Showing rows 1 - 6 of 6

Q14 - To what extent did you feel supported during your first year of teaching?



Not Supported Minimally Supported Somewhat Supported Mostly Supported Fully Supported

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	To what extent did you feel supported during your first year of teaching?	2.00	5.00	4.00	0.82	0.67	15

#	Field	Choice Count
1	Not Supported	0.00% 0
2	Minimally Supported	6.67% 1
3	Somewhat Supported	13.33% 2
4	Mostly Supported	53.33% 8
5	Fully Supported	26.67% 4
		15

Showing rows 1 - 6 of 6

Q67 - How much of an impact did the New Teacher Academy have on your feelings of being supported?



No Impact Minimal Impact Moderate Impact Significant Impact Highly Significant Impact

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How much of an impact did the New Teacher Academy have on your feelings of being supported?	2.00	5.00	3.87	1.02	1.05	15

#	Field	Choice Count
1	No Impact	0.00% 0
2	Minimal Impact	13.33% 2
3	Moderate Impact	20.00% 3
4	Significant Impact	33.33% 5
5	Highly Significant Impact	33.33% 5
		15

Showing rows 1 - 6 of 6

Q17 - To what extent are you satisfied with the New Teacher Academy?



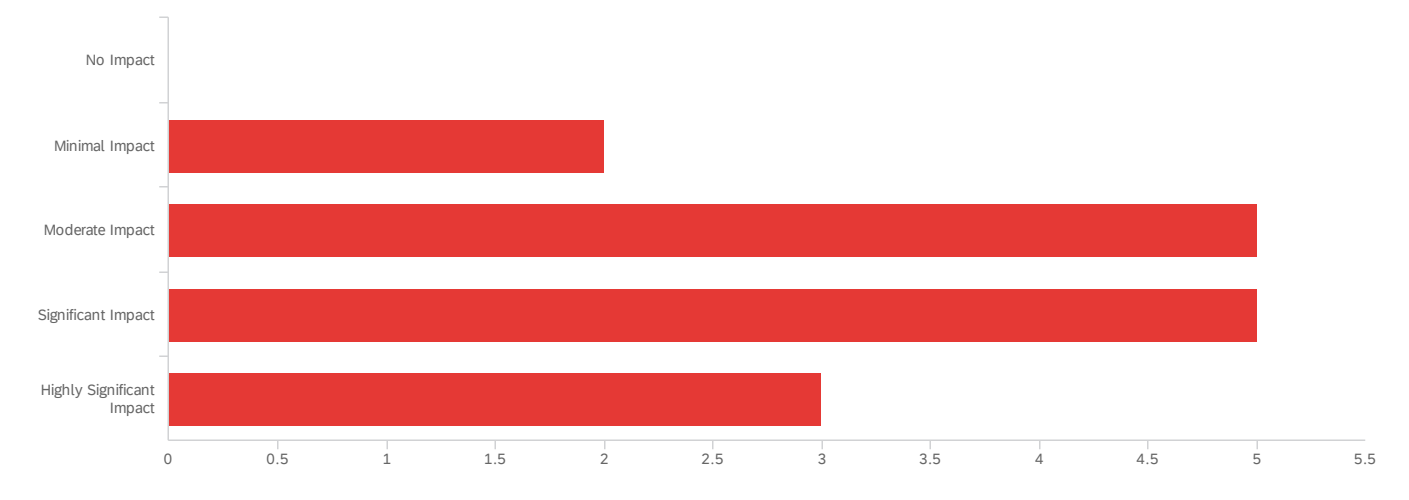
Very Dissatisfied Dissatisfied Neutral Satisfied Very Satisfied

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	To what extent are you satisfied with the New Teacher Academy?	2.00	5.00	3.93	0.85	0.73	15

#	Field	Choice Count
1	Very Dissatisfied	0.00% 0
2	Dissatisfied	6.67% 1
3	Neutral	20.00% 3
4	Satisfied	46.67% 7
5	Very Satisfied	26.67% 4
		15

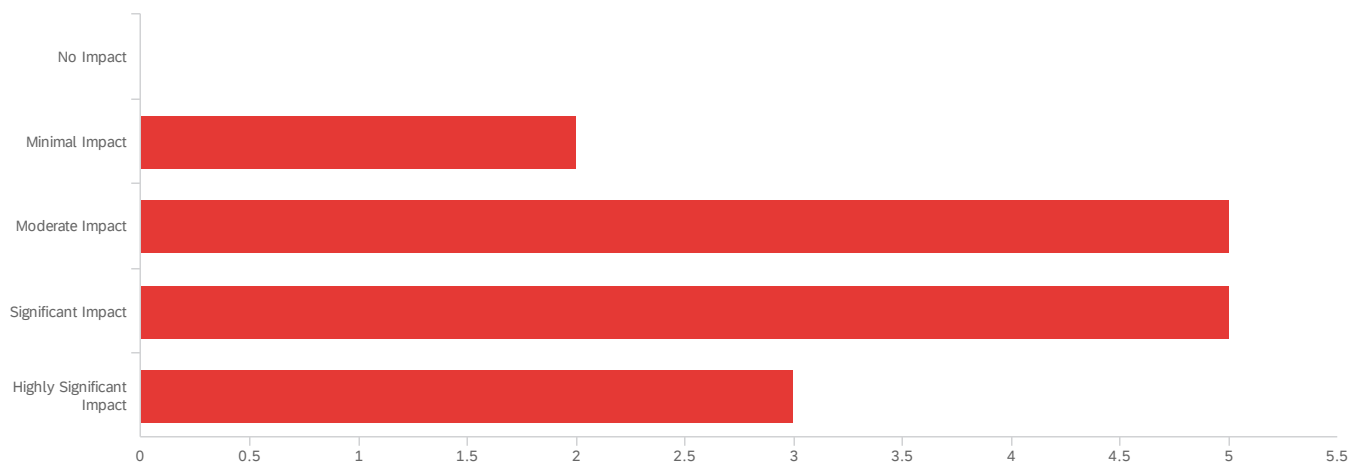
Showing rows 1 - 6 of 6

Q18 - How much of an impact did the New Teacher Academy have on your feelings of satisfaction with your job?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How much of an impact did the New Teacher Academy have on your feelings of satisfaction with your job?	2.00	5.00	3.60	0.95	0.91	15

#	Field	Choice Count
1	No Impact	0.00% 0
2	Minimal Impact	13.33% 2
3	Moderate Impact	33.33% 5
4	Significant Impact	33.33% 5
5	Highly Significant Impact	20.00% 3
		15



Q72 - To what extent do you feel confident in providing instruction that results in high levels of student achievement?



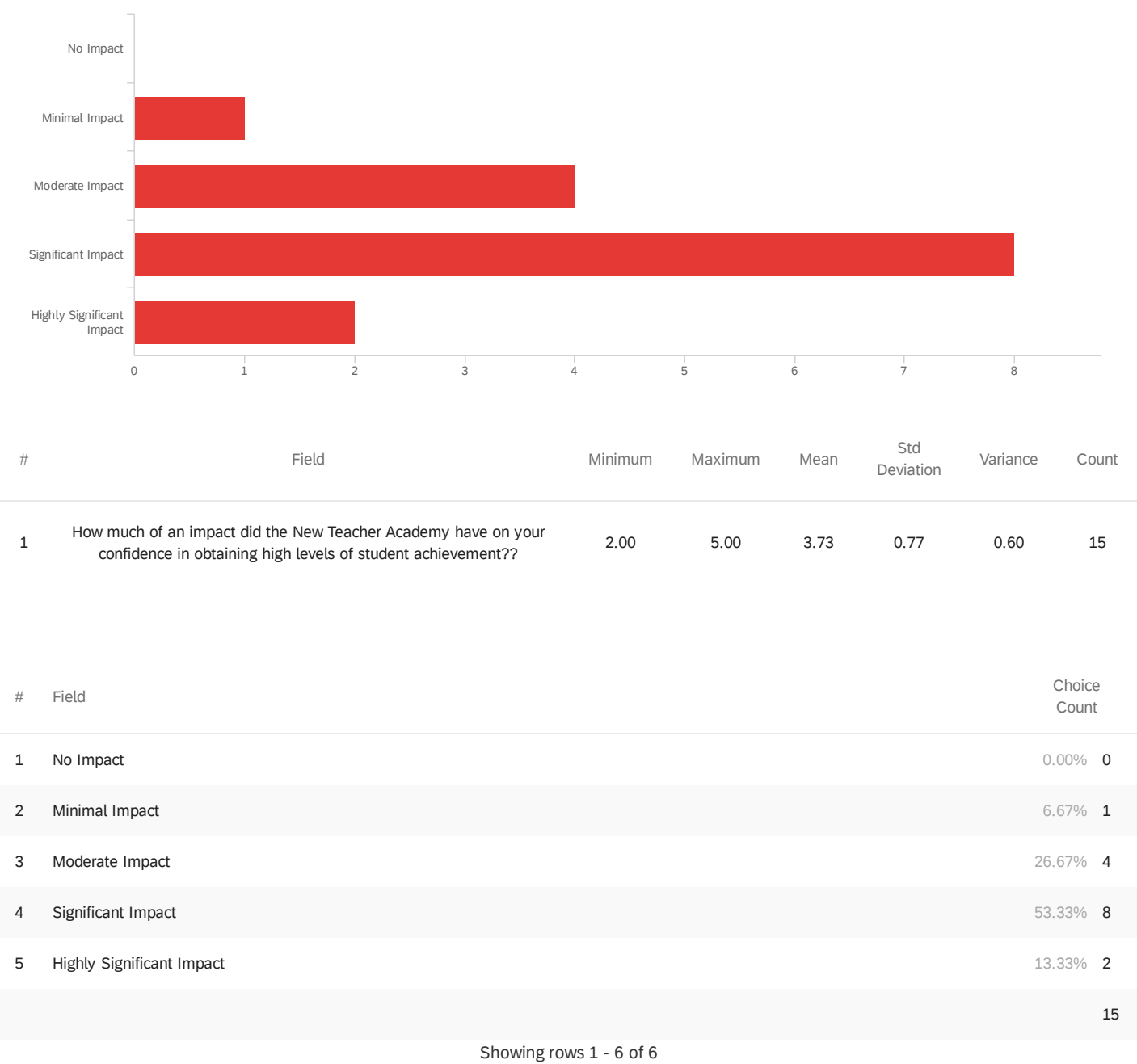
Not at all confident    Hardly Confident    Neutral    Confident    Very Confident

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	To what extent do you feel confident in providing instruction that results in high levels of student achievement?	3.00	5.00	3.87	0.62	0.38	15

#	Field	Choice Count
1	Not at all confident	0.00% 0
2	Hardly Confident	0.00% 0
3	Neutral	26.67% 4
4	Confident	60.00% 9
5	Very Confident	13.33% 2
		15

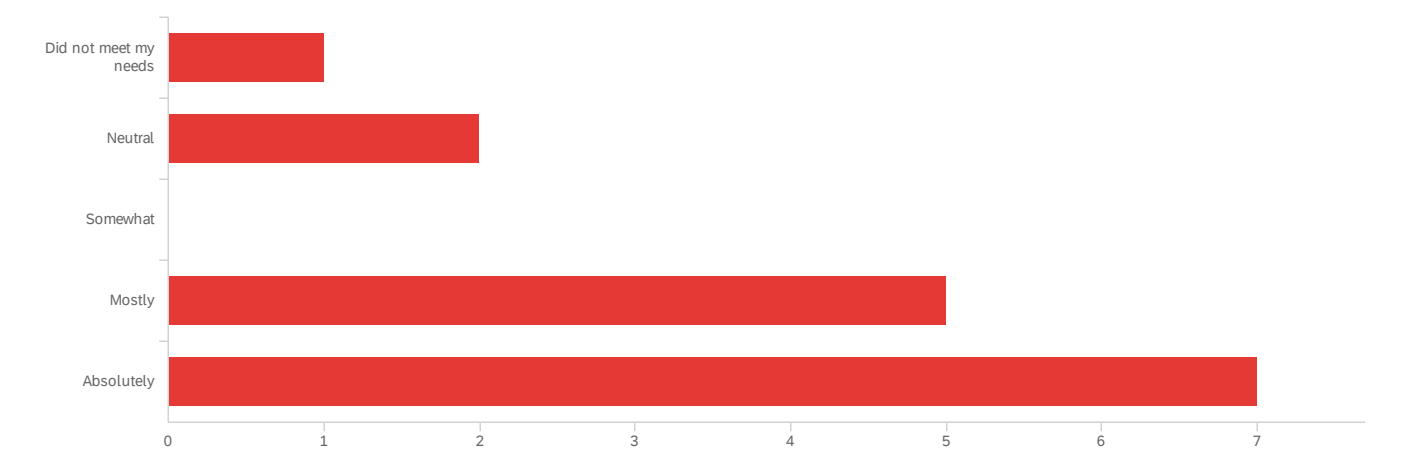
Showing rows 1 - 6 of 6

Q20 - How much of an impact did the New Teacher Academy have on your confidence in obtaining high levels of student achievement??





Q21 - Did the program structure meet your needs (e.g., five professional development sessions, take action items)?

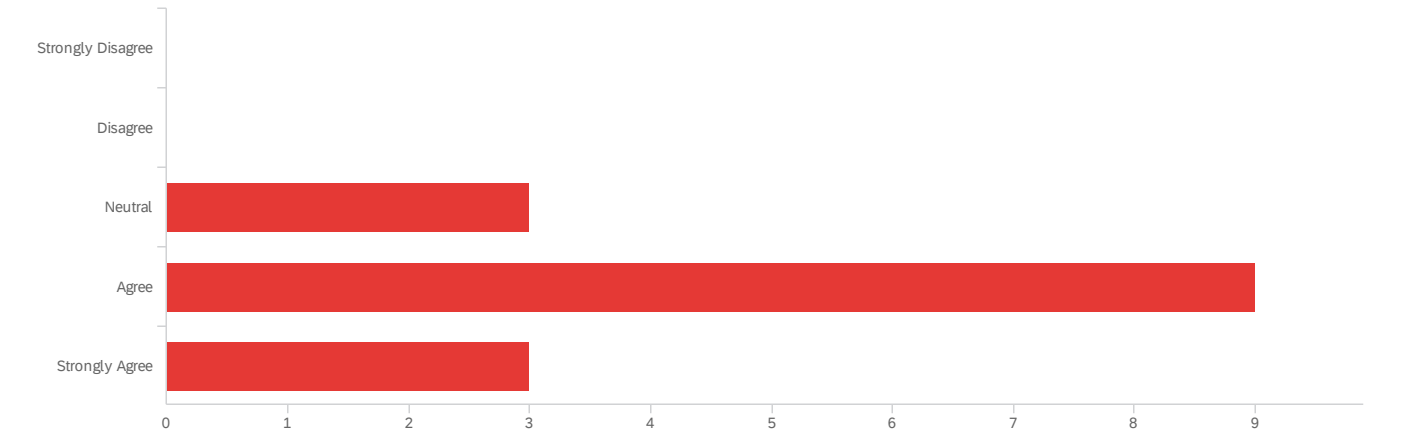


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Did the program structure meet your needs (e.g., five professional development sessions, take action items)?	1.00	5.00	4.00	1.26	1.60	15

#	Field	Choice Count
1	Did not meet my needs	6.67% 1
2	Neutral	13.33% 2
3	Somewhat	0.00% 0
4	Mostly	33.33% 5
5	Absolutely	46.67% 7
		15

Showing rows 1 - 6 of 6

Q22 - Overall, the additional support I received as a new teacher improved my instructional practice.

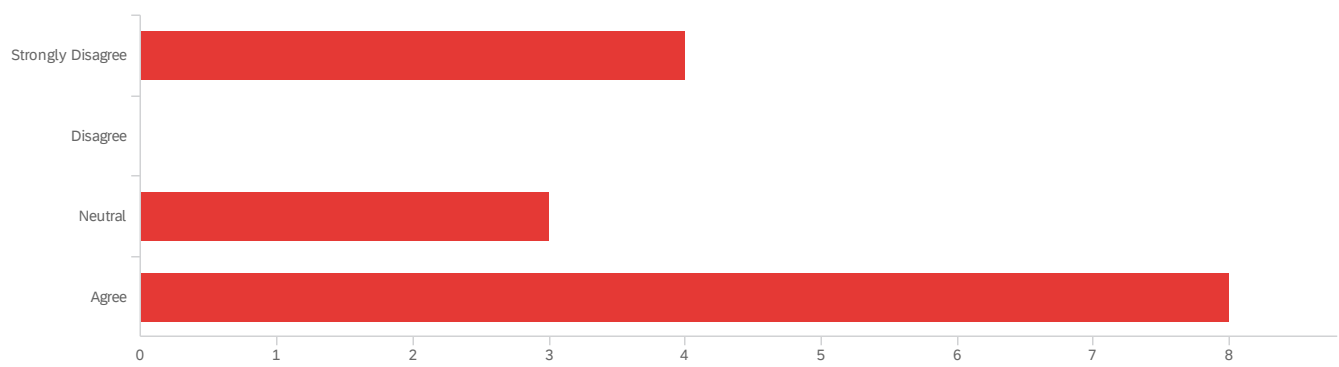


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, the additional support I received as a new teacher improved my instructional practice.	3.00	5.00	4.00	0.63	0.40	15

#	Field	Choice Count
1	Strongly Disagree	0.00% 0
2	Disagree	0.00% 0
3	Neutral	20.00% 3
4	Agree	60.00% 9
5	Strongly Agree	20.00% 3
		15

Showing rows 1 - 6 of 6

Q23 - Overall, the additional support through the New Teacher Academy has helped me to impact my students' learning.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, the additional support through the New Teacher Academy has helped me to impact my students' learning.	1.00	4.00	3.00	1.26	1.60	15

#	Field	Choice Count
1	Strongly Disagree	26.67% 4
2	Disagree	0.00% 0
3	Neutral	20.00% 3
4	Agree	53.33% 8

15

Showing rows 1 - 5 of 5

## Q24 - What aspects of the induction and mentoring program should the district continue to provide to new teachers?

What aspects of the induction and mentoring program should the district con...

Monthly meetings to collaborate and discuss different aspects of the teaching profession. I really enjoyed getting to know other new teachers in the district and having a chance to bounce ideas together.

All is helpful to new teachers. The main help would be classroom management strategies to decrease negative student behaviors.

I enjoyed the many resources such as ideas for higher level practices.

Continue the teacher mentor program. Working with a more experienced mentor teacher is invaluable.

I think new teachers having a mentor is good and one that they are comfortable with is very important.

I felt like the class was beneficial.

The agendas each meeting that allow teachers to critically think about what they are doing in the classroom and how to improve.

Engagement and Classroom Management

I think it all was wonderful! I thoroughly enjoyed it.

I think that all of the covered areas should be continued to be provided. They all offered valuable information.

Continue to provide updated and new strategies that are supported by data.

I think providing more direct connection between mentor and mentee would be helpful (ensuring common planning). The mentoring aspect as difficult to achieve as mentor teachers had different schedules than their mentee thus minimizing the relationship between the two.

The strategies and the knowledge of different tools to use in the classroom.

Proving new teachers with a mentor. My mentor was incredibly helpful and supportive.

All of it worked pretty well for me, so I guess if it isn't broken, there's no need to shake it up.

## Q25 - What suggestions do you have for improving the induction and mentoring program?

What suggestions do you have for improving the induction and mentoring prog...

Less take action items. The topics were relevent and the tasks were simple but the amount of time it required to complete was more than my mentor teacher and I had available. As one of the option 6 teachers, I am like many others, learning to juggle a new position, classes (I took 9 hours this semester) & those observation hours, and my family. The take action items did not help me to feel supported or even influence me to want to this or the other. They were added stress. This was something that my mentor and I shared. It was something else that we had to get done. I spoke with my mentor often and I was comfortable going to her with any questions or concerns that I had but we just didn't have time to sit down and record everything that we were talking about. The credit that is associatated with this class also will not transfer to University of the Cumberland.

More questions relatable to special education would be helpful.

I really enjoyed having a mentor and the information in the sessions. One draw back as a new teacher is the amount of work and time these sessions take. Many days I am already at school late but then additionally I have to work around sessions and find times to observe, answer, and discuss the action items when other things are more pressing. Many teachers have plenty to do at school along but also furthering their education like myself when it has become difficult to balance being a new teacher and also keeping up with teaching, doing a masters program, and being there for your students.

Overall satisfied with the program.

I did feel like some of the session actions were repetitive and also somewhat time consuming, however, if you were receiving college credit, I think it was good.

I really enjoyed the meeting at the beginning. I like to be live, not online. I learn better in person.

Everything went smoothly.

More focus on assessments and differentiation.

Overall, I think that it was a really good program. I think that I would have liked it better if it was broken down in to age grades like the break out rooms.

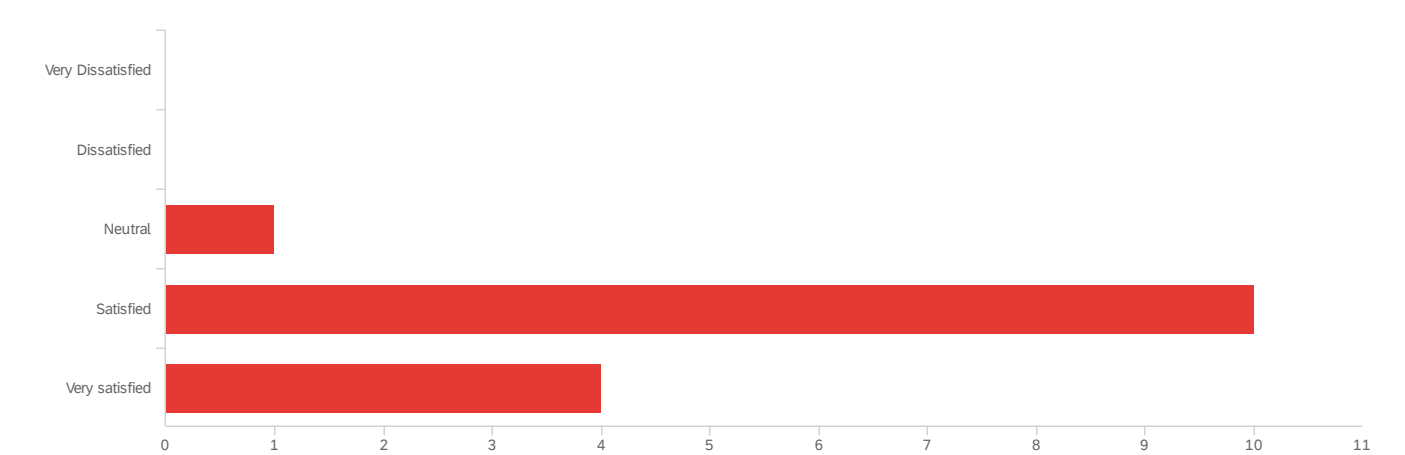
Broaden your audience. Allow all teachers to participate if interested rather than just those that are new to teaching.

I would like to see the induction cadre spilt in half; one elementary session vs. one secondary session. This would provide a more individualistic approach to the classroom rather than a wholistic approach by fitting square pegs into round holes.

It would be better if all of the sessions could be in-person.

I just struggled with some things and how they were explained. I had moments where I felt a little dumb because I was confused about how things are worded, mostly because I am still wildly unfamiliar with some of the teaching lingo. It's something I haven't received a lot of help with at school but I'm trying to understand it more.

Q16 - To what extent are you satisfied with your job?

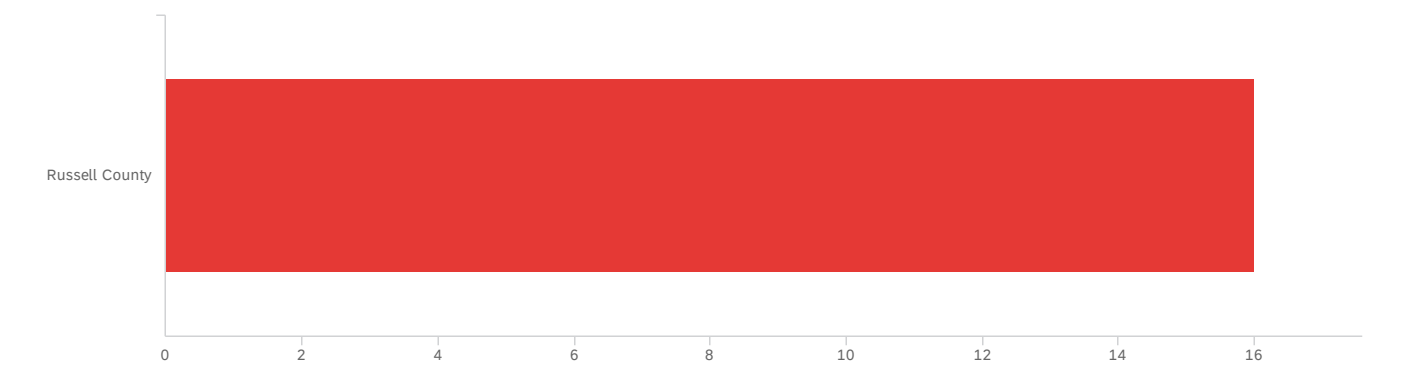


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	To what extent are you satisfied with your job?	3.00	5.00	4.20	0.54	0.29	15

#	Field	Choice Count
1	Very Dissatisfied	0.00% 0
2	Dissatisfied	0.00% 0
3	Neutral	6.67% 1
4	Satisfied	66.67% 10
5	Very satisfied	26.67% 4
		15

Showing rows 1 - 6 of 6

Q2 - Where are you employed?

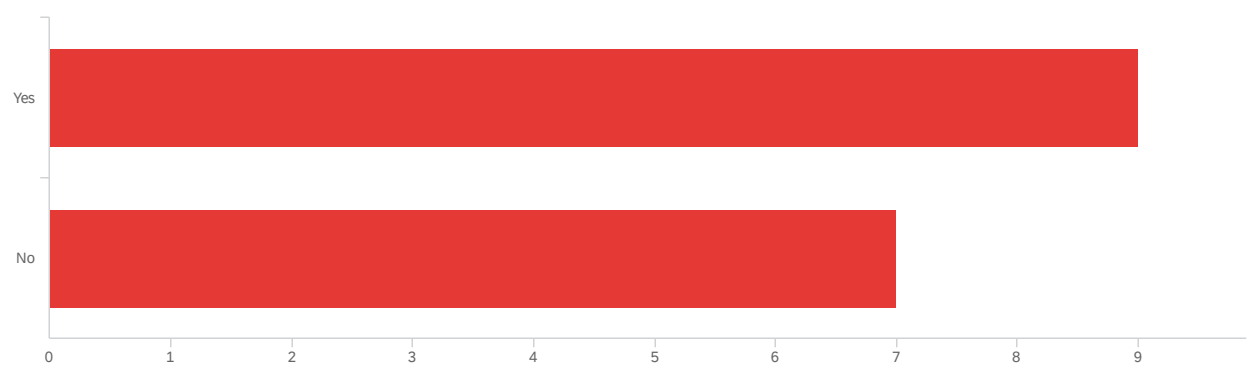


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Where are you employed?	2.00	2.00	2.00	0.00	0.00	16

#	Field	Choice Count
2	Russell County	100.00% 16

Showing rows 1 - 1 of 1

Q3 - Were you a fully certified teacher at the beginning of this school year?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Were you a fully certified teacher at the beginning of this school year?	1.00	2.00	1.44	0.50	0.25	16

#	Field	Choice Count
1	Yes	56.25% 9
2	No	43.75% 7

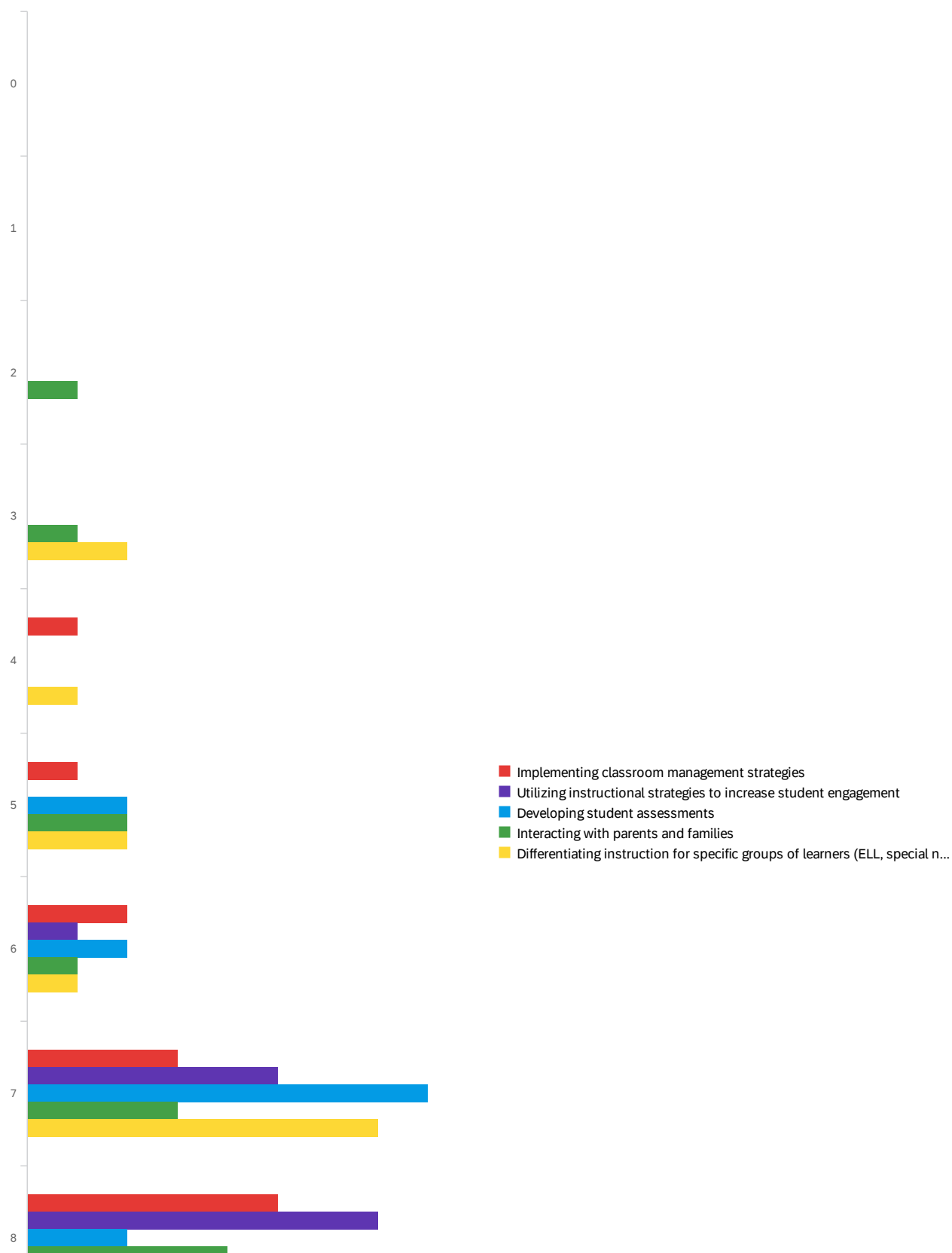
16

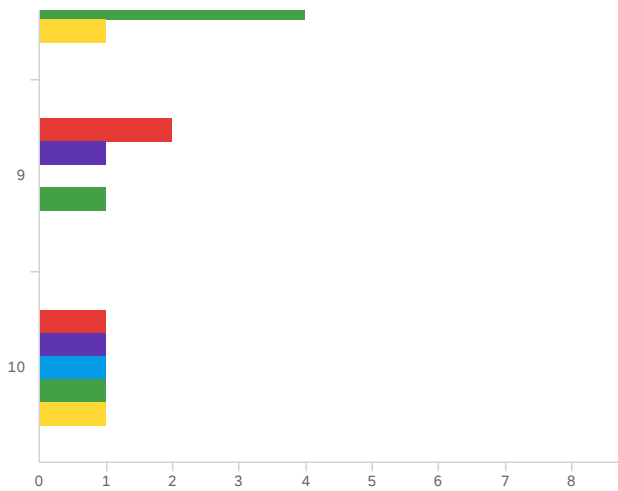
Showing rows 1 - 3 of 3



Q11 - Please rate how confident you are at demonstrating the following skills on a scale

0 to 10 (0=Not Confident At All; 10=Extremely Confident):





#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Implementing classroom management strategies	4.00	10.00	7.33	1.53	2.36	15
2	Utilizing instructional strategies to increase student engagement	6.00	10.00	7.73	0.93	0.86	15
3	Developing student assessments	5.00	10.00	6.93	1.18	1.40	15
4	Interacting with parents and families	2.00	10.00	6.64	2.16	4.66	14
5	Differentiating instruction for specific groups of learners (ELL, special needs, advanced)	3.00	10.00	6.20	1.83	3.36	15

#	Field	0	1	2	3	4	5	6	7
1	Implementing classroom management strategies	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.67% 1	6.67% 1	13.33% 2	20.00%
2	Utilizing instructional strategies to increase student engagement	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.67% 1	33.33%
3	Developing student assessments	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13.33% 2	13.33% 2	53.33%
4	Interacting with parents and families	0.00% 0	0.00% 0	7.14% 1	7.14% 1	0.00% 0	14.29% 2	7.14% 1	21.43%
5	Differentiating instruction for specific groups of learners (ELL, special needs, advanced)	0.00% 0	0.00% 0	0.00% 0	13.33% 2	6.67% 1	13.33% 2	6.67% 1	46.67%

Showing rows 1 - 5 of 5

End of Report

