

Missouri's First Year Educator Survey: Principal 2016-2019 n=26

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 1 - Vision, Mission, and Goals						3.94	0.43
4. I was prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders.	0%	4%	8%	77%	12%	3.96	0.59
5. I was prepared to lead the development of vision, mission, and goals that promote the success of all students.	0%	0%	8%	85%	8%	4	0.39
6. I was prepared to implement strategies to engage my school community in the school's vision, mission, and goals.	0%	0%	23%	69%	8%	3.85	0.53
Standard 2 - Teaching and Learning						3.91	0.46
7. I was prepared to establish a culture that promotes high levels of student learning.	0%	8%	8%	77%	8%	3.85	0.66
8. I was prepared to maintain a safe learning environment for the school community.	0%	0%	8%	69%	23%	4.15	0.53

9. I was prepared to establish a culture that nurtures positive relationships.	0%	0%	8%	65%	27%	4.19	0.56
10. I was prepared to implement effective processes to identify unique strengths and needs of students.	0%	0%	8%	81%	12%	4.04	0.44
11. I was prepared to facilitate effective processes for identifying gaps between current outcomes and goals.	0%	12%	12%	65%	12%	3.77	0.80
12. I was prepared to use data and research to facilitate learning for all students.	4%	4%	15%	54%	23%	3.88	0.93
13. I was prepared to work with personnel to develop professional growth plans for improvement of student learning.	4%	15%	15%	58%	8%	3.5	0.97
Standard 3 - Management of Organizational Systems						3.79	0.61
14. I was prepared to facilitate effective evaluation processes.	0%	8%	28%	52%	12%	3.68	0.79
15. I was prepared to offer positive and constructive feedback to personnel.	8%	4%	19%	54%	15%	3.65	1.04

16. I was prepared to guide the effective use of resources to support student learning.	0%	0%	8%	77%	15%	4.08	0.47
Standard 4 - Collaboration with Families and Stakeholders						4.04	0.53
17. I was prepared to support positive relationships with families.	0%	0%	4%	77%	19%	4.15	0.46
18. I was prepared to support positive relationships with community members.	0%	0%	8%	72%	20%	4.12	0.52
19. I was prepared to collaborate with families to enhance the culture of learning.	0%	4%	15%	62%	19%	3.96	0.71
20. I was prepared to build partnerships with community members.	0%	0%	19%	54%	27%	4.08	0.67
21. I was prepared to identify key stakeholders in my community.	0%	0%	19%	58%	23%	4.04	0.65
22. I was prepared to facilitate community support networks to impact student learning.	0%	0%	23%	62%	15%	3.92	0.62
Standard - N/A							
23. I was prepared to model personal and professional ethical behavior.	0%	0%	4%	62%	35%	4.31	0.54

Standard 6 - Professional Development						3.92	0.62
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24. I was prepared to use research and best practice to guide my professional growth.	0%	4%	15%	62%	19%	3.96	0.71
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25. I was prepared to use research and best practice to guide professional growth for personnel.	0%	4%	15%	69%	12%	3.88	0.64
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Question / Standard	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	Mean	StdDev
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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%	15%	62%	23%	4.08	0.62
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Question / Standard	No Mentorship Experience (1)	Missouri AMP Mentor Assigned (2)	District Provided Peer Mentor (3)	My Immediate Supervisor / Evaluator was My Mentor (4)
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27. Did you have a mentor this year?	16%	24%	20%	40%
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Question / Standard	Never (10)	Once or twice (11)	three to five times (12)	Six or more times (13)
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28. How often did you meet with your mentor this school year (either formally or informally)?	0%	0%	29%	71%
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Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
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29. The mentoring process is non-evaluative.	0%	5%	18%	36%	41%	4.14	0.87
30. The support I received from my mentor has helped me improve my practice.	0%	0%	5%	45%	50%	4.45	0.58
31. My mentor provided me with the resources I needed to improve my practice.	0%	0%	5%	50%	45%	4.41	0.58
32. My mentor provided me with effective support.	0%	0%	0%	50%	50%	4.5	0.5
33. I was prepared to reflect on feedback from my mentor.	0%	0%	0%	64%	36%	4.36	0.48

Essay Text	School Year	Response ID
34. What are some strengths of the Educational Leadership program?		
Professors	2016	4432
Emphasis on relationships	2016	4478
The connections you make with peers in order to provide you with support and advice	2016	4537
The action research was helpful as right now I am currently working on disertation and I feel like I have a leg up on many of the principals in my cohort as they have done absolutely no professional research.	2016	4548

Creating a culture is a big part of what I have experienced this first year. I believe that what Missouri State taught prepared me to have a hand in creating a better culture at my school	2016	4587
I completed my Ed leadership program in 2003. It was a great program to build a foundation for me to learn about the job through additional on the job experiences.	2017	9032
Very organized. I felt supported throughout the entire experience.	2017	9059
Lots of emphasis on the principal as instructional leader and change agent, and what that process looks like.	2017	9115
It provided my with an internship and opportunities to network with area professionals	2017	9141
Casework studies were helpful to learn more about the importance of community organizations	2018	13371
Great preparation for career. Continued investment and follow up with program leaders.	2018	13375
The emphasis of professional scenarios that lead to good discussion of possible outcomes.	2019	18397
"The strengths I experienced were certain teachers / administrators who made the class ""targeted"" towards real life leadership and examples. Projects were job embedded and relevant."	2019	18475
Missouri State & The National Institute of Leadership was a great partnership to be a part of	2019	18601
Gives you an additional resource when you have questions.	2019	23963
Essay Text	School Year	Response ID
35. What are some areas for improvement for the Educational Leadership program?		
Leadership conversation development	2016	4432

This is difficult. The obvious answer is more on the job training/real world application type situations, but those are difficult to execute within the program. I also think increasing the amount of time spent with split family situations/custodial situations and laws that surround parents rights would be very beneficial. Anything that provides an opportunity to actually execute a plan after it is constructed would also be highly beneficial. So much time is spent facilitating adult relationships and promoting collaboration. Situations that require practice with difficult conversations in response to different situations as well as increased amounts of conflict resolution training.	2016	4447
Hands on learning seminars and experiences.	2016	4465
Student Learning Objectives...use of data	2016	4478
The overarching mission, vision, goals, and benchmarking were helpful however most of my data knowledge and strategies came from district supports	2016	4537
I would require more specific interning, not just interning but some guidance to discuss finance, discipline, scheduling, supervision, etc	2016	4548
Less article reading and more studies on teacher growth guildes	2016	4551
There are some lacking areas of more hands on experience like the main daily tasks that sometimes get missed. One would be a basic checklist of first year prep	2016	4587
If I was to go back to school or to do over my degree, the best professors are the ones who are still in the field communication and collaborating on current issues...things we deal with every day.	2017	9032
Internship experience needs to be more focused and	2017	9115
Honestly, it was spring 2009 when I graduated. I don't remember	2017	9141
I would suggest more role play and field observation opportunities.	2019	18397

"More ""on the job"" shadowing - more ""real life"" projects that can impact the school community."	2019	18475
The classroom setting could be altered to better serve future administrators with more hands on learning	2019	18601
There needs to be more focus on teacher evaluation and feedback. This is the most important job of a principal and there isn't anywhere near enough time spent on it.	2019	23991
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?		
My transition has went smoothly	2016	4478
It was good however I learned most from the NISL/MOLEAD program and job related, the single MSU classes provided me only new contacts	2016	4537
There really should be a class about diffusing conflict either student, teacher, parent, this is something that I have had to learn on my own or through help from my counselor.	2016	4548
I did my mentorship many years ago in Colorado. If I were to do it again in Missouri, it would be time wasted on the mentor. I have utilized my superintendent, the other administrator in the district and then other principals I have met as resources.	2017	9032
11years in the classroom, Mentoring and peer networking, and PD have been critical to my leadership development.	2017	9141
I had a great mentor, a great support through MAESP and MLDS, and a wonderful principal!	2019	18475
No suggestions.	2019	18601



If you have any problems, questions, or comments about this website, please direct your concerns to:

SEDA Tech Support

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