

## **Three Year Comparisons First Year Teacher Survey Data**

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### First Year Teacher Survey Comparison of UCM Principal and State of Missouri Principal

Scale:

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

Missouri Teacher Standard	Indicator	2018-2019		2019-2020		2020-2021	
		UCM Principal Mean	Missouri Principal Mean	UCM Principal Mean	Missouri Principal Mean	UCM Principal Mean	Missouri Principal Mean
<b>Standard 1 Content Knowledge</b>	The teacher was prepared to incorporate interdisciplinary instruction.	3.99	3.95	4.08	4.02	4.10	4.02
	The teacher was prepared in the content area.	4.23	4.19	4.23	4.24	4.32	4.24
	The teacher was prepared to engage students in the content area.	4.20	4.11	4.28	4.14	4.21	4.18
	The teacher was prepared to make my content meaningful to students.	4.19	4.10	4.27	4.16	4.24	4.18
<b>Standard 2 Learning, Growth, and Development</b>	The teacher was prepared to design lessons that include differentiated instruction.	3.84	3.86	3.99	3.94	4.05	3.95
	The teacher was prepared to implement instruction based on a student's IEP.	3.75	3.81	3.98	3.85	4.0	3.88
	The teacher was prepared to modify instruction for English language learners.	3.48	3.52	3.66	3.62	3.71	3.60
	The teacher was prepared to modify instruction for gifted learners.	3.67	3.64	3.68	3.69	3.77	3.66
	The teacher was prepared to create lesson plans to engage all learners.	4.00	3.96	4.12	4.0	4.12	4.02
<b>Standard 3 Curriculum Implementation</b>	The teacher was prepared to deliver lessons based on curriculum standards.	4.13	4.12	4.23	4.15	4.17	4.15
	The teacher was prepared to deliver lessons for diverse learners.	3.89	3.88	4.04	3.94	3.96	3.95
<b>Standard 4 Critical Thinking</b>	The teacher was prepared to implement a variety of instructional strategies.	3.99	3.96	4.02	4.03	4.10	4.04
	The teacher was prepared to engage students in critical thinking.	3.99	3.87	4.00	3.95	3.99	3.95
	The teacher was prepared to model critical	3.97	3.89	3.98	3.97	4.03	3.95

	thinking and problem solving.						
<b>Technology</b>	The teacher was prepared to use technology to enhance student learning.	4.12	4.05	4.17	4.13	4.18	4.19
<b>Standard 5 Positive Classroom Environment</b>	The teacher was prepared to create a classroom environment that encourages student engagement.	4.18	4.03	4.25	4.09	4.12	4.13
	The teacher was prepared to use a variety of classroom management strategies.	3.95	3.83	3.92	3.85	3.92	3.93
	The teacher was prepared to manage a variety of discipline issues.	3.82	3.73	3.78	3.76	3.87	3.85
	The teacher was prepared to motivate students to learn.	4.13	4.03	4.23	4.06	4.16	4.11
	The teacher was prepared to keep students on task.	4.00	3.93	4.08	3.96	4.07	4.04
	The teacher was prepared to foster positive student relationships.	4.29	4.26	4.41	4.34	4.36	4.38
	The teacher was prepared to facilitate smooth transitions for students.	4.10	4.03	4.19	4.06	4.13	4.13
<b>Standard 6 Effective Communication</b>	The teacher was prepared to use effective communication strategies to foster learning.	4.15	4.08	4.23	4.12	4.18	4.17
	The teacher was prepared to effectively communicate with parents.	4.00	3.96	4.08	4.06	4.07	4.07
	The teacher was prepared to effectively communicate with all staff.	4.15	4.07	4.20	4.15	4.15	4.12
	The teacher was prepared to promote respect for diverse cultures, genders, and intellectual/physical abilities.	4.05	4.09	4.30	4.19	4.19	4.18
	The teacher was prepared to use technology as a communication tool.	4.23	4.17	4.30	4.25	4.30	4.28
	The teacher was prepared to enhance students' skills in using technology as a communication tool.	4.10	4.04	4.14	4.12	4.19	4.18
<b>Standard 7 Student Assessment and Data Analysis</b>	The teacher was prepared to use assessments to evaluate learning.	4.04	3.99	4.18	4.06	4.14	4.06
	The teacher was prepared to develop assessments to evaluate learning.	3.90	3.87	4.08	3.94	3.95	3.90
	The teacher was prepared to analyze assessment data to improve instruction.	3.88	3.85	3.98	3.92	3.94	3.89
	The teacher was prepared to help students set learning goals based on assessment results.	3.78	3.80	3.95	3.90	3.89	3.86
	The teacher was prepared to work with colleagues to set learning goals using assessment results.	3.97	3.94	4.08	4.02	4.0	3.96

<b>Standard 8 Professionalism</b>	The teacher was prepared to analyze data to reflect on areas for professional growth.	3.92	3.88	4.01	3.97	3.94	3.92
	The teacher was prepared to reflect on practices for professional growth.	4.11	4.02	4.22	4.11	4.16	4.10
<b>Standard 9 Professional Collaboration</b>	The teacher was prepared to collaborate with colleagues to support students' learning.	4.19	4.11	4.31	4.18	4.20	4.17
	The teacher was prepared to collaborate with parents to support student learning.	3.97	3.93	4.06	4.05	4.12	4.02
	The teacher was prepared to participate in professional organizations.	4.08	3.97	4.13	4.05	4.06	4.01

Which best reflects your perspective about the overall quality of the professional education program your teacher completed?							
		Very poor 1	Poor 2	Fair 3	Good 4	Very Good 5	Mean
2018-2019	UCM Principal	2%	5%	7%	48%	38%	4.16
	Missouri Principal	2%	4%	13%	45%	36%	4.09
2019-2020	UCM Principal	0%	1%	10%	55%	35%	4.23
	Missouri Principal	1%	4%	14%	45%	36%	4.12
2020-2021	UCM Principal	1%	1%	9%	56%	34%	4.22
	Missouri Principal	1%	3%	12%	50%	34%	4.14

### First Year Teacher Survey Comparison of UCM Completer and Principal

Scale:

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

**NOTE:** Items on Principal Survey are reworded to reflect role. For example, “I was prepared to incorporate interdisciplinary instruction” on the teacher survey is worded as “The teacher was prepared to incorporate interdisciplinary instruction”.

Missouri Teacher Standard	Indicator	2018-2019		2019-2020		2020-2021	
		UCM Completer Mean	UCM Principal Mean	UCM Completer Mean	UCM Principal Mean	UCM Completer Mean	UCM Principal Mean
<b>Standard 1 Content Knowledge</b>	I was prepared to incorporate interdisciplinary instruction.	4.01	3.99	4.10	4.08	4.11	4.10
	I was prepared in my content area.	4.31	4.23	4.35	4.23	4.26	4.32
	I was prepared to engage students in my content area.	4.34	4.20	4.37	4.28	4.32	4.21
	I was prepared to make my content meaningful to my students.	4.28	4.19	4.32	4.27	4.25	4.24
<b>Standard 2 Learning, Growth, and Development</b>	I was prepared to design lessons that include differentiated instruction.	4.27	3.84	4.20	3.99	4.14	4.05
	I was prepared to implement instruction based on a student’s IEP.	3.70	3.75	3.77	3.98	3.58	4.0
	I was prepared to modify instruction for English language learners.	3.46	3.48	3.48	3.66	3.42	3.71
	I was prepared to modify instruction for gifted learners.	3.86	3.67	3.79	3.68	3.59	3.77
	I was prepared to create lesson plans to engage all learners.	4.24	4.00	4.26	4.12	4.19	4.12
<b>Standard 3 Curriculum Implementation</b>	I was prepared to deliver lessons based on curriculum standards.	4.35	4.13	4.33	4.23	4.36	4.17
	I was prepared to deliver lessons for diverse learners.	4.10	3.89	4.19	4.04	4.08	3.96
<b>Standard 4 Critical Thinking</b>	I was prepared to implement a variety of instructional strategies.	4.35	3.99	4.42	4.02	4.27	4.10

	I was prepared to engage students in critical thinking.	4.26	3.99	4.27	4.00	4.23	3.99
	I was prepared to model critical thinking and problem solving.	4.22	3.97	4.23	3.98	4.21	4.03
<b>Technology</b>	I was prepared to use technology to enhance student learning.	4.20	4.12	4.18	4.17	4.06	4.18
<b>Standard 5 Positive Classroom Environment</b>	I was prepared to create a classroom environment that encourages student engagement.	4.36	4.18	4.38	4.25	4.32	4.12
	I was prepared to use a variety of classroom management strategies.	4.20	3.95	4.27	3.92	4.26	3.92
	I was prepared to manage a variety of discipline issues.	3.64	3.82	3.78	3.78	3.79	3.87
	I was prepared to motivate my students to learn.	4.17	4.13	4.20	4.23	4.13	4.16
	I was prepared to keep my students on task.	4.08	4.00	4.19	4.08	4.17	4.07
	I was prepared to foster positive student relationships.	4.51	4.29	4.58	4.41	4.46	4.36
	I was prepared to facilitate smooth transitions for my students.	4.20	4.10	4.26	4.19	4.27	4.13
<b>Standard 6 Effective Communication</b>	I was prepared to use effective communication strategies to foster learning.	4.28	4.15	4.32	4.23	4.30	4.18
	I was prepared to effectively communicate with parents.	3.76	4.00	3.74	4.08	3.58	4.07
	I was prepared to effectively communicate with all staff.	4.21	4.15	4.10	4.20	4.02	4.15
	I was prepared to promote respect for diverse cultures, genders, and intellectual/physical abilities.	4.44	4.05	4.37	4.30	4.36	4.19
	I was prepared to use technology as a communication tool.	4.25	4.23	4.23	4.30	4.18	4.30
	I was prepared to enhance students' skills in using technology as a communication tool.	4.11	4.10	4.13	4.14	3.98	4.19
<b>Standard 7 Student Assessment and Data Analysis</b>	I was prepared to use assessments to evaluate learning.	4.38	4.04	4.32	4.18	4.28	4.14
	I was prepared to develop assessments to evaluate learning.	4.12	3.90	4.17	4.08	4.05	3.95
	I was prepared to analyze assessment data to improve instruction.	4.18	3.88	4.08	3.98	4.06	3.94
	I was prepared to help students set learning goals based on assessment results.	4.01	3.78	3.96	3.95	3.95	3.89
	I was prepared to work with colleagues to set	4.06	3.97	4.16	4.08	3.96	4.0

	learning goals using assessment results.						
<b>Standard 8 Professionalism</b>	I was prepared to analyze data to reflect on areas for professional growth.	4.06	3.92	4.13	4.01	4.07	3.94
	I was prepared to reflect on my practices for professional growth.	4.27	4.11	4.33	4.22	4.18	4.16
<b>Standard 9 Professional Collaboration</b>	I was prepared to collaborate with colleagues to support students' learning.	4.31	3.99	4.36	4.31	4.17	4.20
	I was prepared to collaborate with parents to support student learning.	3.80	4.23	3.93	4.06	3.75	4.12
	I was prepared to participate in professional organizations.	4.00	4.20	4.04	4.13	4.0	4.06

**Which best reflects your perspective about the overall quality of the professional education program you completed? (Principal survey is worded, "Which best reflects your perspective about the overall quality of the professional education program your teacher completed?")**

		<b>Very poor 1</b>	<b>Poor 2</b>	<b>Fair 3</b>	<b>Good 4</b>	<b>Very Good 5</b>	<b>Mean</b>
2018-2019	UCM Completer	0%	1%	8%	44%	47%	4.37
	UCM Principal	2%	5%	7%	48%	38%	4.16
2019-2020	UCM Completer	1%	1%	13%	39%	45%	4.30
	UCM Principal	0%	1%	10%	55%	35%	4.23
2020-2021	UCM Completer	1%	0%	8%	44%	47%	4.35
	UCM Principal	1%	1%	9%	56%	34%	4.22

### First Year Teacher Survey Comparison of UCM Completer and Missouri Completer

Scale:

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

**NOTE: Items on Principal Survey are reworded to reflect role. For example, “I was prepared to incorporate interdisciplinary instruction” on the teacher survey is worded as “The teacher was prepared to incorporate interdisciplinary instruction”.**

Missouri Teacher Standard	Indicator	2018-2019		2019-2020		2020-2021	
		UCM Completer Mean	Missouri Completer Mean	UCM Completer Mean	Missouri Completer Mean	UCM Completer Mean	Missouri Completer Mean
<b>Standard 1 Content Knowledge</b>	I was prepared to incorporate interdisciplinary instruction.	4.01	4.01	4.10	4.06	4.11	4.01
	I was prepared in my content area.	4.31	4.23	4.35	4.26	4.26	4.23
	I was prepared to engage students in my content area.	4.34	4.26	4.37	4.26	4.32	4.28
	I was prepared to make my content meaningful to my students.	4.28	4.21	4.32	4.24	4.25	4.21
<b>Standard 2 Learning, Growth, and Development</b>	I was prepared to design lessons that include differentiated instruction.	4.27	4.17	4.20	4.18	4.14	4.12
	I was prepared to implement instruction based on a student’s IEP.	3.70	3.71	3.77	3.71	3.58	3.61
	I was prepared to modify instruction for English language learners.	3.46	3.44	3.48	3.44	3.42	3.41
	I was prepared to modify instruction for gifted learners.	3.86	3.62	3.79	3.62	3.59	3.57
	I was prepared to create lesson plans to engage all learners.	4.24	4.15	4.26	4.18	4.19	4.14
<b>Standard 3 Curriculum Implementation</b>	I was prepared to deliver lessons based on curriculum standards.	4.35	4.28	4.33	4.28	4.36	4.28
	I was prepared to deliver lessons for diverse learners.	4.10	4.08	4.19	4.10	4.08	4.05
<b>Standard 4 Critical Thinking</b>	I was prepared to implement a variety of instructional strategies.	4.35	4.27	4.42	4.31	4.27	4.23



	I was prepared to engage students in critical thinking.	4.26	4.15	4.27	4.18	4.23	4.16
	I was prepared to model critical thinking and problem solving.	4.22	4.14	4.23	4.18	4.21	4.17
<b>Technology</b>	I was prepared to use technology to enhance student learning.	4.20	4.12	4.18	4.12	4.06	4.14
<b>Standard 5 Positive Classroom Environment</b>	I was prepared to create a classroom environment that encourages student engagement.	4.36	4.29	4.38	4.33	4.32	4.33
	I was prepared to use a variety of classroom management strategies.	4.20	4.03	4.27	4.11	4.26	4.09
	I was prepared to manage a variety of discipline issues.	3.64	3.61	3.78	3.70	3.79	3.65
	I was prepared to motivate my students to learn.	4.17	4.12	4.20	4.15	4.13	4.12
	I was prepared to keep my students on task.	4.08	4.02	4.19	4.09	4.17	4.05
	I was prepared to foster positive student relationships.	4.51	4.47	4.58	4.50	4.46	4.50
	I was prepared to facilitate smooth transitions for my students.	4.20	4.12	4.26	4.14	4.27	4.16
<b>Standard 6 Effective Communication</b>	I was prepared to use effective communication strategies to foster learning.	4.28	4.25	4.32	4.27	4.30	4.27
	I was prepared to effectively communicate with parents.	3.76	3.85	3.74	3.87	3.58	3.74
	I was prepared to effectively communicate with all staff.	4.21	4.15	4.10	4.16	4.02	4.07
	I was prepared to promote respect for diverse cultures, genders, and intellectual/physical abilities.	4.44	4.37	4.37	4.39	4.36	4.37
	I was prepared to use technology as a communication tool.	4.25	4.22	4.23	4.23	4.18	4.24
	I was prepared to enhance students' skills in using technology as a communication tool.	4.11	4.07	4.13	4.06	3.98	4.07
<b>Standard 7 Student Assessment and Data Analysis</b>	I was prepared to use assessments to evaluate learning.	4.38	4.25	4.32	4.24	4.28	4.23
	I was prepared to develop assessments to evaluate learning.	4.12	4.05	4.17	4.06	4.05	4.02
	I was prepared to analyze assessment data to improve instruction.	4.18	4.07	4.08	4.06	4.06	3.99
	I was prepared to help students set learning goals based on assessment results.	4.01	3.92	3.96	3.93	3.95	3.89
	I was prepared to work with colleagues to set	4.06	3.99	4.16	4.04	3.96	3.95

	learning goals using assessment results.						
<b>Standard 8 Professionalism</b>	I was prepared to analyze data to reflect on areas for professional growth.	4.06	4.04	4.13	4.07	4.07	4.02
	I was prepared to reflect on my practices for professional growth.	4.27	4.24	4.33	4.28	4.18	4.23
<b>Standard 9 Professional Collaboration</b>	I was prepared to collaborate with colleagues to support students' learning.	4.31	4.26	4.36	4.28	4.17	4.20
	I was prepared to collaborate with parents to support student learning.	3.80	3.90	3.93	3.93	3.75	3.83
	I was prepared to participate in professional organizations.	4.00	4.00	4.04	4.02	4.0	3.95

**Which best reflects your perspective about the overall quality of the professional education program you completed? (Principal survey is worded, "Which best reflects your perspective about the overall quality of the professional education program your teacher completed?")**

		<b>Very poor 1</b>	<b>Poor 2</b>	<b>Fair 3</b>	<b>Good 4</b>	<b>Very Good 5</b>	<b>Mean</b>
2018-2019	UCM Completer	0%	1%	8%	44%	47%	4.37
	Missouri Completer	1%	2%	13%	43%	41%	4.22
2019-2020	UCM Completer	1%	1%	13%	39%	45%	4.30
	Missouri Completer	1%	2%	12%	42%	43%	4.24
2020-2021	UCM Completer	1%	0%	8%	44%	47%	4.35
	Missouri Completer	1%	3%	15%	42%	39%	4.17