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	Indicator	2018	-2019	2019	-2020	2020-2021	
Teacher Standard		UCM Principal Mean	Missouri Principal Mean	UCM Principal Mean	Missouri Principal Mean	UCM Principal Mean	Missouri Principal Mean
Standard 1 Content	The teacher was prepared to incorporate interdisciplinary instruction.	3.99	3.95	4.08	4.02	4.10	4.02
Knowledge	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
Standard 2 Learning, Growth, and	The teacher was prepared to design lessons that include differentiated instruction.	3.84	3.86	3.99	3.94	4.05	3.95
Growth, and Development	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
Standard 3 Curriculum	The teacher was prepared to deliver lessons based on curriculum standards.	4.13	4.12	4.23	4.15	4.17	4.15
Implementation	The teacher was prepared to deliver lessons for diverse learners.	3.89	3.88	4.04	3.94	3.96	3.95
Standard 4 Critical Thinking	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

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	thinking and problem solving.						
Technology	The teacher was prepared to use technology to enhance student learning.	4.12	4.05	4.17	4.13	4.18	4.19
Standard 5 Positive Classroom	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
Environment	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
Standard 6 Effective	The teacher was prepared to use effective communication strategies to foster learning.	4.15	4.08	4.23	4.12	4.18	4.17
Communication	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
Standard 7 Student	The teacher was prepared to use assessments to evaluate learning.	4.04	3.99	4.18	4.06	4.14	4.06
Assessment and Data Analysis	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

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Standard 8 Professionalism	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
Standard 9 Professional	The teacher was prepared to collaborate with colleagues to support students' learning.	4.19	4.11	4.31	4.18	4.20	4.17
Collaboration	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 yo	ur perspective about the	e overall quality	of the profess	ional education	program your	teacher compl	eted?
		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

Missouri	Indicator	2018-	2019	2019-	2020	2020-2021	
Teacher Standard		UCM Completer Mean	UCM Principal Mean	UCM Completer Mean	UCM Principal Mean	UCM Completer Mean	UCM Principal Mean
Standard 1 Content Knowledge	I was prepared to incorporate interdisciplinary instruction.	4.01	3.99	4.10	4.08	4.11	4.10
Kilowiedge	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
Standard 2 Learning, Growth, and	I was prepared to design lessons that include differentiated instruction.	4.27	3.84	4.20	3.99	4.14	4.05
Development	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
Standard 3 Curriculum	I was prepared to deliver lessons based on curriculum standards.	4.35	4.13	4.33	4.23	4.36	4.17
Implementation	I was prepared to deliver lessons for diverse learners.	4.10	3.89	4.19	4.04	4.08	3.96
Standard 4 Critical Thinking	I was prepared to implement a variety of instructional strategies.	4.35	3.99	4.42	4.02	4.27	4.10

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".

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	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
Technology	I was prepared to use technology to enhance student learning.	4.20	4.12	4.18	4.17	4.06	4.18
Standard 5 Positive Classroom	I was prepared to create a classroom environment that encourages student engagement.	4.36	4.18	4.38	4.25	4.32	4.12
Environment	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
Standard 6 Effective	I was prepared to use effective communication strategies to foster learning.	4.28	4.15	4.32	4.23	4.30	4.18
Communication	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
Standard 7 Student Assessment and	I was prepared to use assessments to evaluate learning.	4.38	4.04	4.32	4.18	4.28	4.14
Assessment and Data Analysis	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.						
Standard 8 Professionalism	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
Standard 9 Professional	I was prepared to collaborate with colleagues to support students' learning.	4.31	3.99	4.36	4.31	4.17	4.20
Collaboration	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?"

		Very poor 1	Poor 2	Fair 3	Good 4	Very Good 5	Mean
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	Indicator	2018	-2019	2019	-2020	2020	-2021
Teacher Standard		UCM Completer Mean	Missouri Completer Mean	UCM Completer Mean	Missouri Completer Mean	UCM Completer Mean	Missouri Completer Mean
Standard 1 Content	I was prepared to incorporate interdisciplinary instruction.	4.01	4.01	4.10	4.06	4.11	4.01
Knowledge	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
Standard 2 Learning, Growth, and	I was prepared to design lessons that include differentiated instruction.	4.27	4.17	4.20	4.18	4.14	4.12
Development	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
Standard 3 Curriculum	I was prepared to deliver lessons based on curriculum standards.	4.35	4.28	4.33	4.28	4.36	4.28
Implementation	I was prepared to deliver lessons for diverse learners.	4.10	4.08	4.19	4.10	4.08	4.05
Standard 4 Critical Thinking	I was prepared to implement a variety of instructional strategies.	4.35	4.27	4.42	4.31	4.27	4.23

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problem solving.Image: Constraint of the solution of			4.26	4.15	4.27	4.18	4.23	4.16
student learning.Image: Constraint of the state of the sta			4.22	4.14	4.23	4.18	4.21	4.17
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learn.learn			3.64	3.61	3.78	3.70	3.79	3.65
I was prepared to foster positive student4.514.474.584.504.464.50I was prepared to facilitate smooth transitions4.204.124.264.144.274.16I was prepared to facilitate smooth transitions4.204.124.264.144.274.16Standard 6 Effective CommunicationI was prepared to use effective communication strategies to foster learning.4.284.254.324.274.304.27I was prepared to effectively communicate 			4.17	4.12	4.20	4.15	4.13	4.12
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for my students.intermintermintermintermintermStandard 6 Effective Communicatio Communicatioinvas prepared to use effective communication intrategies to foster learning.interminterinterminterminterm <td></td> <td></td> <td>4.51</td> <td>4.47</td> <td>4.58</td> <td>4.50</td> <td>4.46</td> <td>4.50</td>			4.51	4.47	4.58	4.50	4.46	4.50
Effective Communicationstrategies to foster learning.Image with parents.Image with parents. <td></td> <td></td> <td>4.20</td> <td>4.12</td> <td>4.26</td> <td>4.14</td> <td>4.27</td> <td>4.16</td>			4.20	4.12	4.26	4.14	4.27	4.16
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with all staff.Image: construction of the section of the	Communication		3.76	3.85	3.74	3.87	3.58	3.74
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Standard 7 Student Assessment and Data AnalysisI was prepared to use assessments to evaluate learning.4.384.254.324.244.284.23I was prepared to develop assessments to evaluate learning.4.124.054.174.064.054.02I was prepared to davelop assessment and Data AnalysisI was prepared to davelop assessment to evaluate learning.4.124.054.174.064.054.02I was prepared to analyze assessment data to improve instruction.4.184.074.084.064.063.99I was prepared to help students set learning goals based on assessment results.4.013.923.963.933.953.89			4.25	4.22	4.23	4.23	4.18	4.24
Student Assessment and Data Analysis learning. I			4.11	4.07	4.13	4.06	3.98	4.07
Data Analysis 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	Student		4.38	4.25	4.32	4.24	4.28	4.23
improve instruction.Improve instruction.Improve instruction.Improve instruction.Improve instruction.I was prepared to help students set learning goals based on assessment results.4.013.923.963.933.953.89			4.12	4.05	4.17	4.06	4.05	4.02
goals based on assessment results.			4.18	4.07	4.08	4.06	4.06	3.99
I was prepared to work with colleagues to set 4.06 3.99 4.16 4.04 3.96 3.95			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.						
Standard 8 Professionalism	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
Standard 9 Professional	I was prepared to collaborate with colleagues to support students' learning.	4.31	4.26	4.36	4.28	4.17	4.20
Collaboration	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?"

		Very poor 1	Poor 2	Fair 3	Good 4	Very Good 5	Mean
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