

**Missouri Department of Elementary and Secondary Education
Survey of the Supervisors of First Year Administrators
2019 - 2022**

Indicator	Supervisor of UCM Completer	Supervisor of Missouri Completer
Standard 1 - Visionary Leadership - Overall Mean	4.62	4.35
The principal was prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders.	4.68	4.38
The principal was prepared to lead the development of vision, mission, and goals that promote the success of all students.	4.63	4.34
The principal was prepared to implement strategies to engage his/her school community in the school's vision, mission, and goals.	4.55	4.33
Standard 2 - Instructional Leadership - Overall Mean	4.57	4.31
The principal was prepared to establish a culture that promotes high levels of student learning.	4.66	4.42
The principal was prepared to implement effective processes to identify unique strengths and needs of students.	4.63	4.36
The principal was prepared to facilitate effective processes for identifying gaps between current outcomes and goals.	4.53	4.27
The principal was prepared to use data and research to facilitate learning for all students.	4.57	4.28
The principal was prepared to work with personnel to develop professional growth plans for improvement of student learning.	4.49	4.20
The principal was prepared to guide the effective use of resources to support student learning.	4.58	4.34
Standard 3 - Managerial Leadership - Overall Mean	4.61	4.37
The principal was prepared to maintain a safe learning environment for the school community.	4.71	4.54
The principal was prepared to facilitate effective evaluation processes.	4.54	4.23
Standard 4 - Relational Leadership - Overall Mean	4.59	4.41
The principal was prepared to establish a culture that nurtures positive relationships.	4.71	4.51
The principal was prepared to offer positive and constructive feedback to personnel.	4.62	4.37
The principal was prepared to support positive relationships with families.	4.70	4.52

The principal was prepared to support positive relationships with community members.	4.73	4.49
The principal was prepared to collaborate with families to enhance the culture of learning.	4.61	4.43
The principal was prepared to build partnerships with community members.	4.55	4.31
The principal was prepared to identify key stakeholders in his/her community.	4.39	4.25
The principal was prepared to facilitate community support networks to impact student learning.	4.42	4.20
The principal was prepared to model personal and professional ethical behavior.	4.76	4.61
Standard 5 - Innovative Leadership - Overall Mean	4.67	4.38
The principal was prepared to use research and best practice to guide his/her professional growth.	4.66	4.42
The principal was prepared to use research and best practice to guide my professional growth for personnel.	4.68	4.36
What overall rating would you give the quality of the administrator preparation program your principal completed?	4.66	4.50
Based upon the performance based evaluation of this first year principal, how would you rate his/her impact upon students, teachers, and school community?	3.63	3.51

Open ended questions

N=31 supervisors

What are some strengths of the Educational Leadership program that your principal completed?	
Strength	Percent of Supervisors*
Data based decision-making	25.8%
Developing and maintaining relationships	22.6%
Instructional leadership	19.4%
Ability to communicate effectively	19.4%
Collaboration	16.1%
Understanding of leadership	16.1%
Critical thinking and problem solving for long-term solutions	9.7%
Developing and implementing a vision	6.5%
Networking	6.5%

*Supervisors may list as many as they wish.

What are some areas for improvement of the Educational Leadership program that your principal completed?	
Area for Improvement	Percent of Supervisors*
No suggestions	25.8%
Teacher evaluation and coaching	16.1%
Engaging parents and communities	12.9%
Organization and processes	6.5%
Time management	6.5%
Understanding process of special education	6.5%
Building teams	6.5%

***Supervisors may list as many as they wish.**