

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

Indicator	UCM Completer	Missouri Completer
Standard 1 - Visionary Leadership - Overall Mean	4.43	4.17
I was prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders.	4.60	4.23
I was prepared to lead the development of vision, mission, and goals that promote the success of all students.	4.47	4.17
I was prepared to implement strategies to engage his/her school community in the school's vision, mission, and goals.	4.24	4.11
Standard 2 - Instructional Leadership - Overall Mean	4.35	4.10
I was prepared to establish a culture that promotes high levels of student learning.	4.49	4.25
I was prepared to implement effective processes to identify unique strengths and needs of students.	4.32	4.14
I was prepared to facilitate effective processes for identifying gaps between current outcomes and goals.	4.30	4.04
I was prepared to use data and research to facilitate learning for all students.	4.45	4.10
I was prepared to work with personnel to develop professional growth plans for improvement of student learning.	4.17	3.96
I was prepared to guide the effective use of resources to support student learning.	4.36	4.12
Standard 3 - Managerial Leadership - Overall Mean	4.35	4.11
I was prepared to maintain a safe learning environment for the school community.	4.51	4.31
I was prepared to facilitate effective evaluation processes.	4.19	3.90
Standard 4 - Relational Leadership - Overall Mean	4.40	4.20
I was prepared to establish a culture that nurtures positive relationships.	4.64	4.38
I was prepared to offer positive and constructive feedback to personnel.	4.43	4.11
I was prepared to support positive relationships with families.	4.60	4.33
I was prepared to support positive relationships with community members.	4.45	4.26

I was prepared to collaborate with families to enhance the culture of learning.	4.34	4.12
I was prepared to build partnerships with community members.	4.09	4.05
I was prepared to identify key stakeholders in his/her community.	4.30	4.12
I was prepared to facilitate community support networks to impact student learning.	4.15	3.97
I was prepared to model personal and professional ethical behavior.	4.66	4.50
Standard 5 - Innovative Leadership - Overall Mean	4.54	4.30
I was prepared to use research and best practice to guide his/her professional growth.	4.55	4.33
I was prepared to use research and best practice to guide my professional growth for personnel.	4.53	4.27
What overall rating would you give the quality of the administrator preparation program you completed?	4.57	4.28

Open ended questions

UCM Completers

N = 29 First Year Administrators provided comments

What are some strengths of the Educational Leadership program that you completed?	
Strength	Percent of Principals*
Collaboration/cohort	41.4%
Thorough preparation for role	24.1%
Practical	24.1%
Knowledgeable/experienced professors	17.2%
Networking	17.2%
Supportive	13.8%

***Principals 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 Principals*
No suggestions	20.7%
Handling difficult conversations with parents, students, staff	10.3%

Increased clinical experience	10.3%
More opportunities for networking/collaboration	10.3%
Increased opportunities to react to scenarios, what would you do?	6.7%
Engaging parents and community	6.5%

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