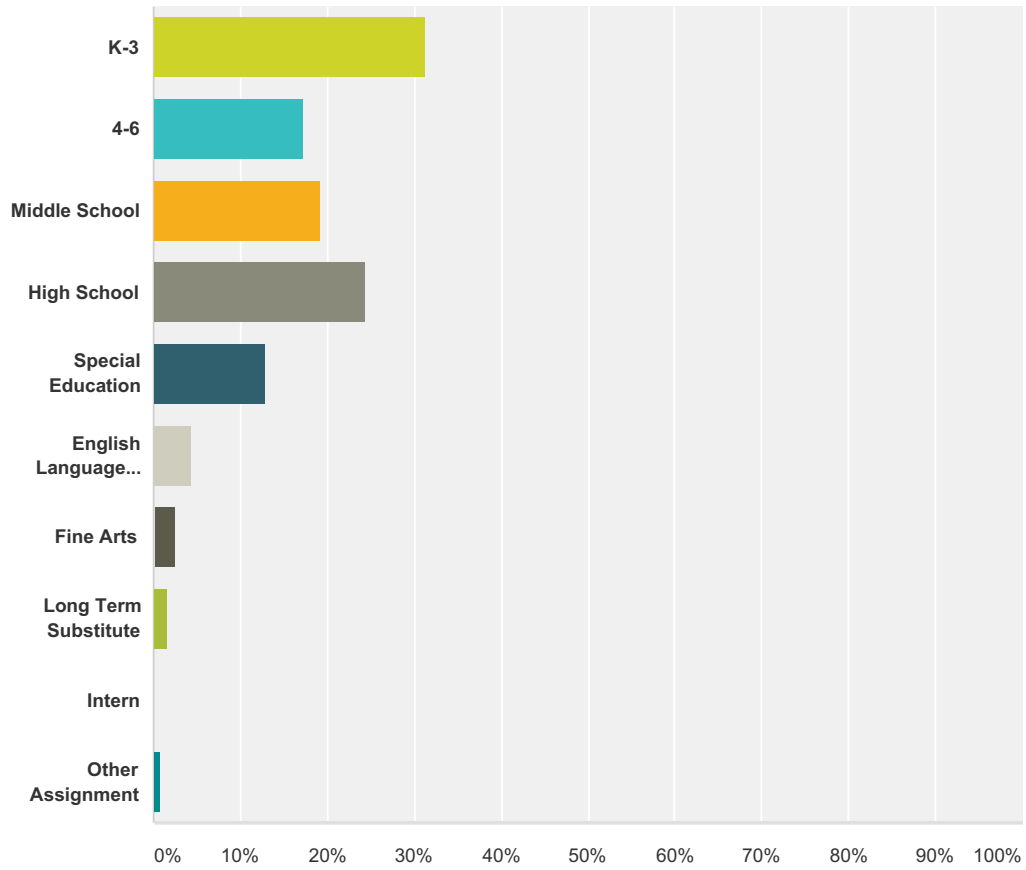


APPENDIX IV – 53

Q1 What is your current teaching position? Mark all that apply.

Answered: 115 Skipped: 0



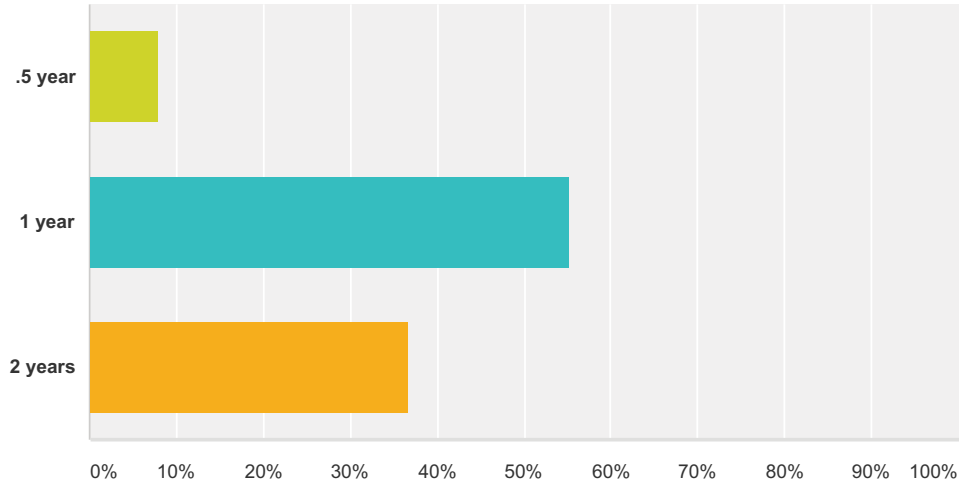
Answer Choices	Responses
K-3	31.30% 36
4-6	17.39% 20
Middle School	19.13% 22
High School	24.35% 28
Special Education	13.04% 15
English Language Development	4.35% 5
Fine Arts	2.61% 3
Long Term Substitute	1.74% 2
Intern	0.00% 0
Other Assignment	0.87% 1
Total Respondents: 115	

#	Other Assignment	Date
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1	Middle School 6th Grade Science	4/14/2016 9:25 AM
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Q2 How many years have you been a contracted teacher?If you started at the beginning of 2015 school year, please mark 1. If you started after December 18, 2016, please mark .5.

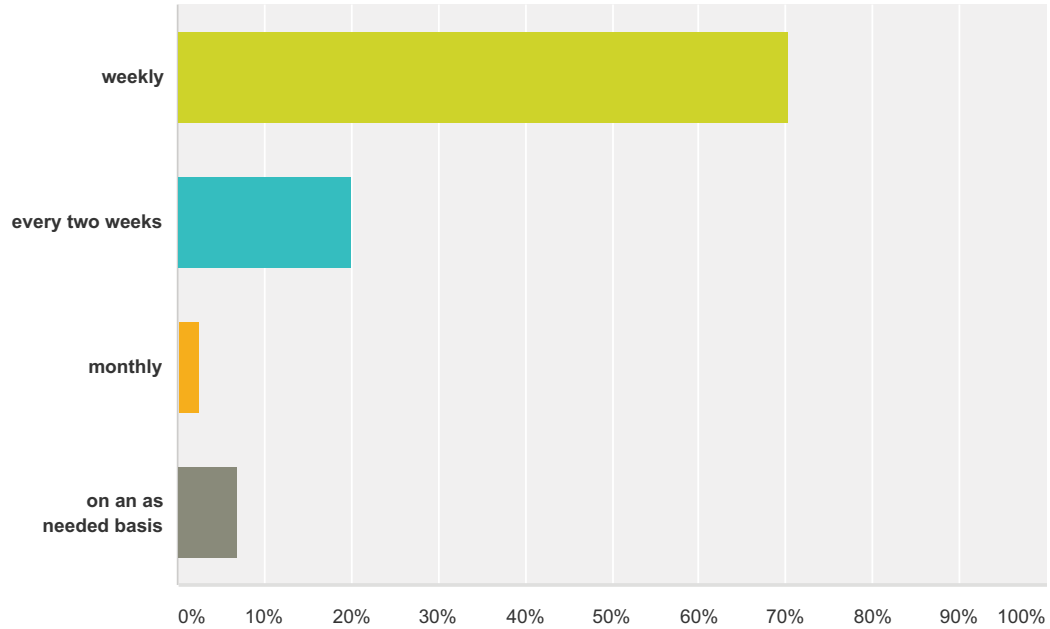
Answered: 114 Skipped: 1



Answer Choices	Responses
.5 year	7.89% 9
1 year	55.26% 63
2 years	36.84% 42
Total	114

Q3 My mentor and I meet (including observations, planning, co-teaching, modeling and collaborations):

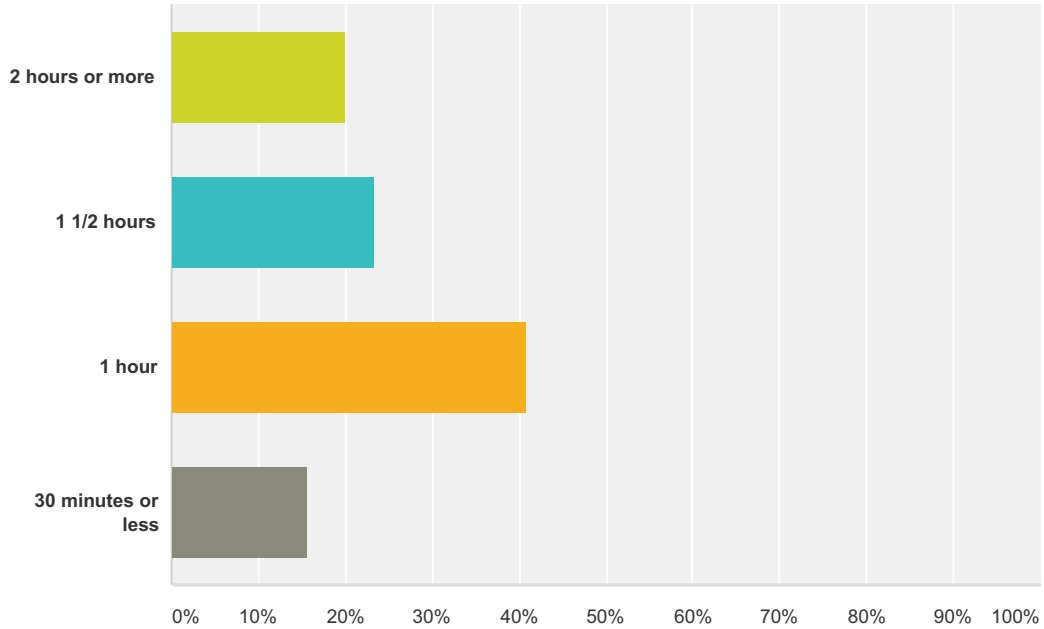
Answered: 115 Skipped: 0



Answer Choices	Responses	Count
weekly	70.43%	81
every two weeks	20.00%	23
monthly	2.61%	3
on an as needed basis	6.96%	8
Total		115

Q4 My mentor and I see one another for an average of ___ per week (including observations, planning, co-teaching, modeling and collaborations).

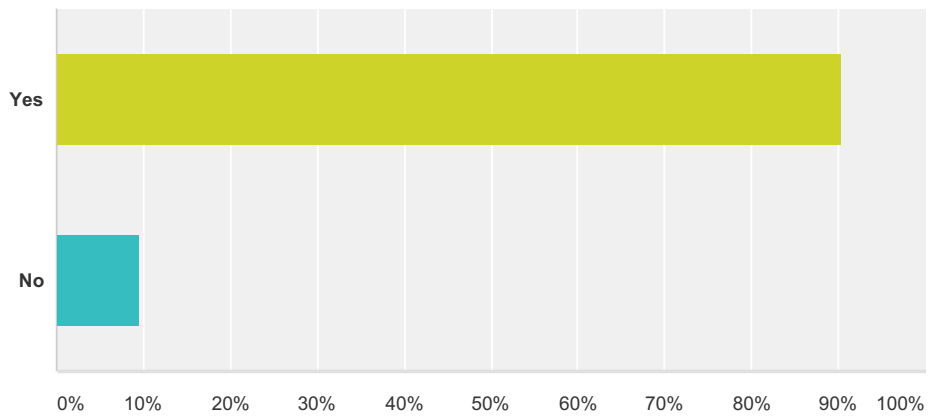
Answered: 115 Skipped: 0



Answer Choices	Responses	Count
2 hours or more	20.00%	23
1 1/2 hours	23.48%	27
1 hour	40.87%	47
30 minutes or less	15.65%	18
Total		115

Q5 My mentor assists me in developing a repertoire of teaching strategies

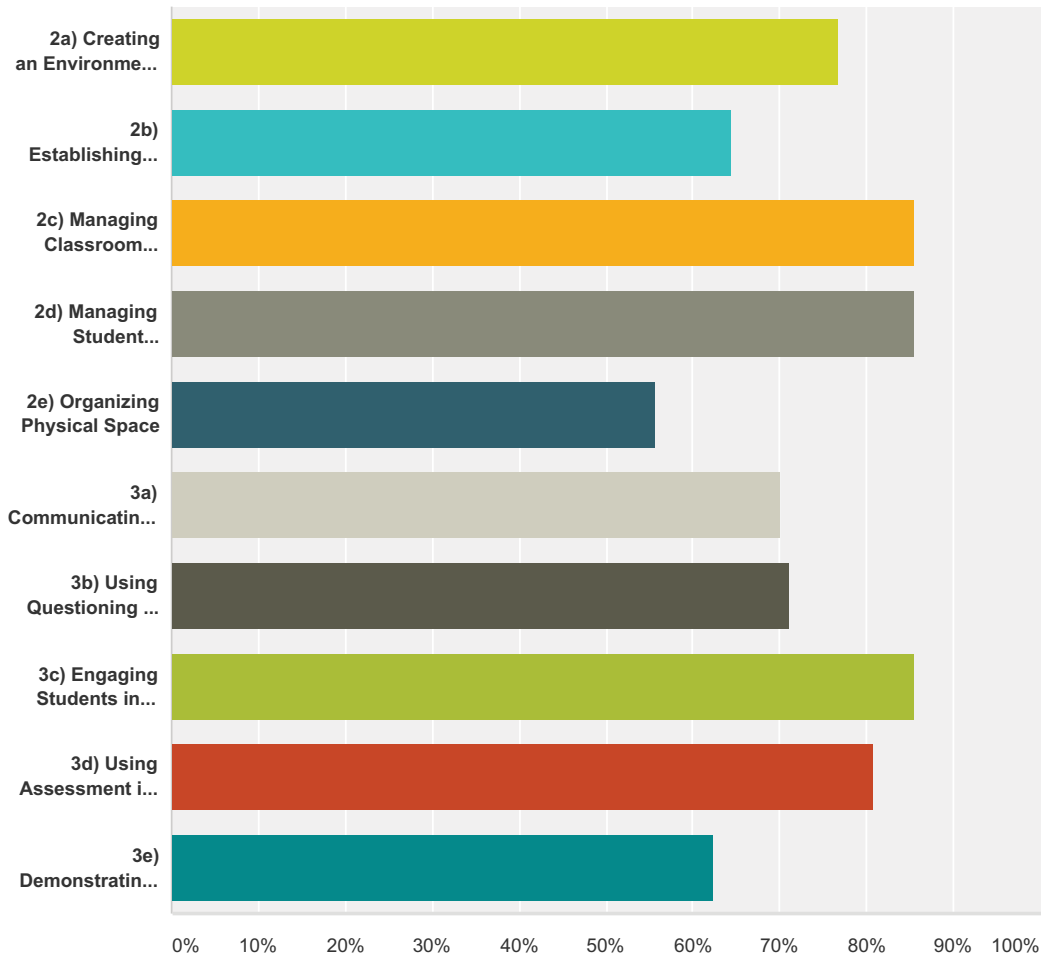
Answered: 115 Skipped: 0



Answer Choices	Responses
Yes	90.43% 104
No	9.57% 11
Total	115

Q6 If YES, which ones. Please mark all that apply.

Answered: 104 Skipped: 11

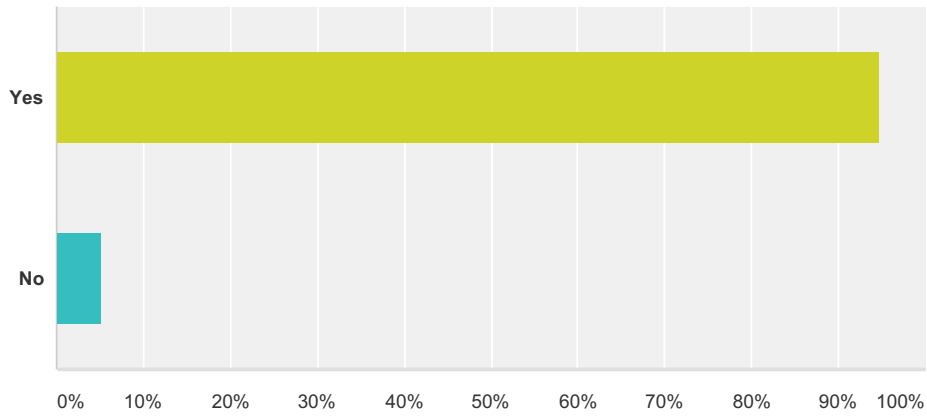


Answer Choices	Responses	Count
2a) Creating an Environment of Respect and Rapport	76.92%	80
2b) Establishing a Culture for Learning	64.42%	67
2c) Managing Classroom Procedures	85.58%	89
2d) Managing Student Behavior	85.58%	89
2e) Organizing Physical Space	55.77%	58
3a) Communicating With Students	70.19%	73
3b) Using Questioning and Discussion Techniques	71.15%	74
3c) Engaging Students in Learning	85.58%	89
3d) Using Assessment in Instruction	80.77%	84
3e) Demonstrating Flexibility and Responsiveness	62.50%	65

Total Respondents: 104

Q7 My mentor observes my teaching and discusses it with me.

Answered: 115 Skipped: 0

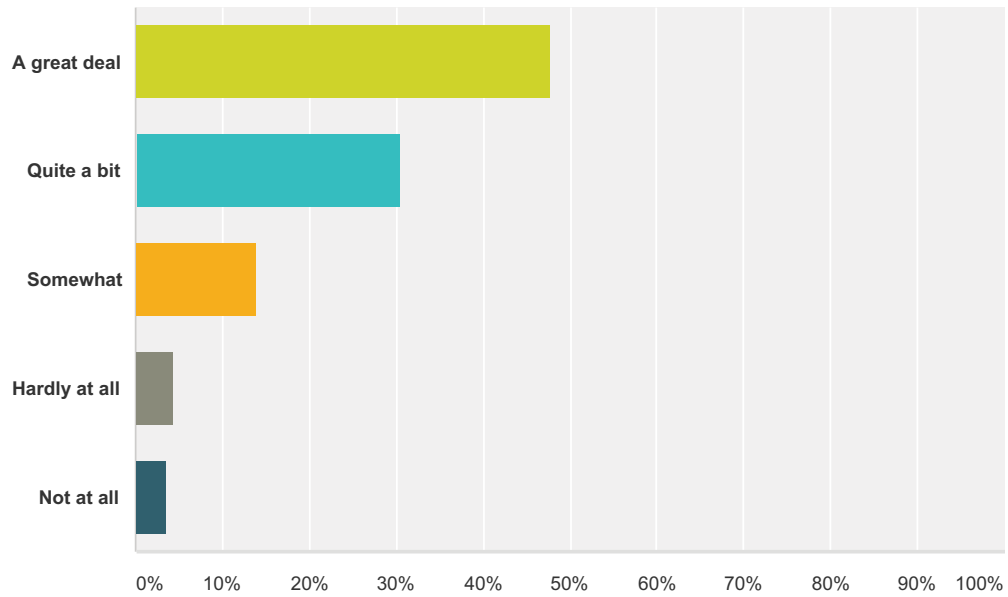


Answer Choices	Responses
Yes	94.78% 109
No	5.22% 6
Total	115

#	If NO, please explain.	Date
1	I'm not entirely certain who my mentor is.	4/22/2016 12:24 PM
2	However due to my mentor's full schedule of new teachers and mandatory school meetings I have not been able to meet with my mentor every week and fully discuss things I want to discuss. She is willing to do this but between her schedule and my required professional development it has not been satisfactory.	4/22/2016 12:42 AM
3	She came in once to my 2nd period around Halloween 2015 for about 15 minutes. We never discussed it. She has not observed a class since.	4/21/2016 1:52 PM
4	I am an ISI Teacher	4/14/2016 10:19 AM
5	My mentor has not had an opportunity to observe yet.	4/14/2016 9:32 AM
6	Observed one time, never came back to discuss the t	4/14/2016 8:47 AM

Q8 The observations, discussions, and collaborations influence my teaching practice

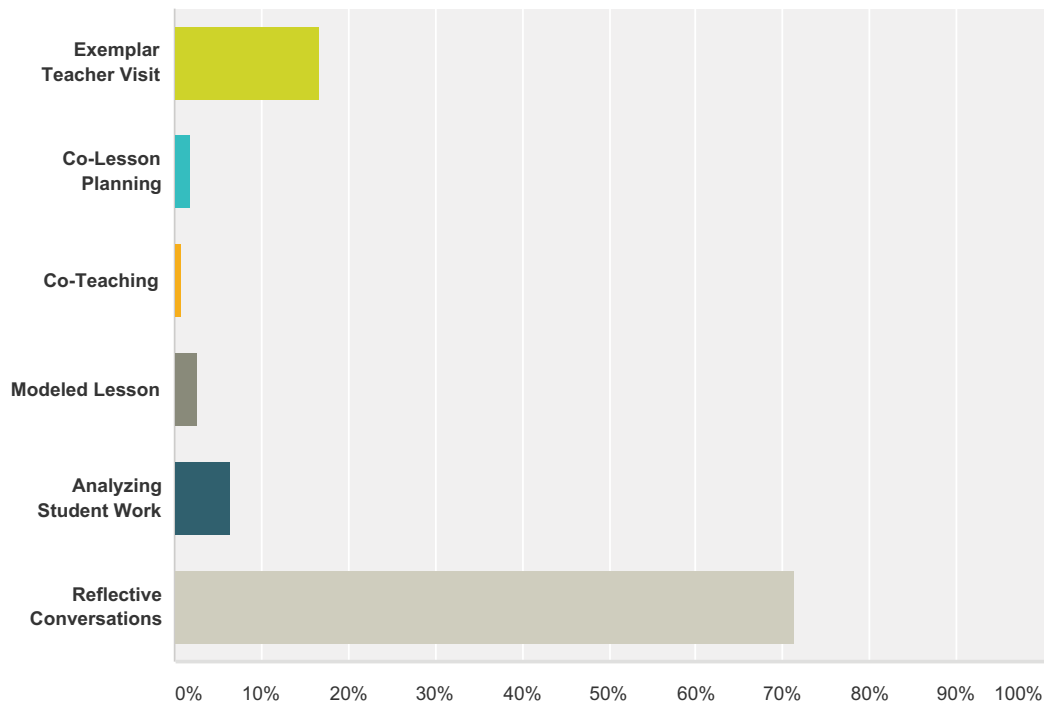
Answered: 115 Skipped: 0



Answer Choices	Responses
A great deal	47.83% 55
Quite a bit	30.43% 35
Somewhat	13.91% 16
Hardly at all	4.35% 5
Not at all	3.48% 4
Total	115

Q9 What was the most valuable and impactful time you had with your mentor.

Answered: 108 Skipped: 7

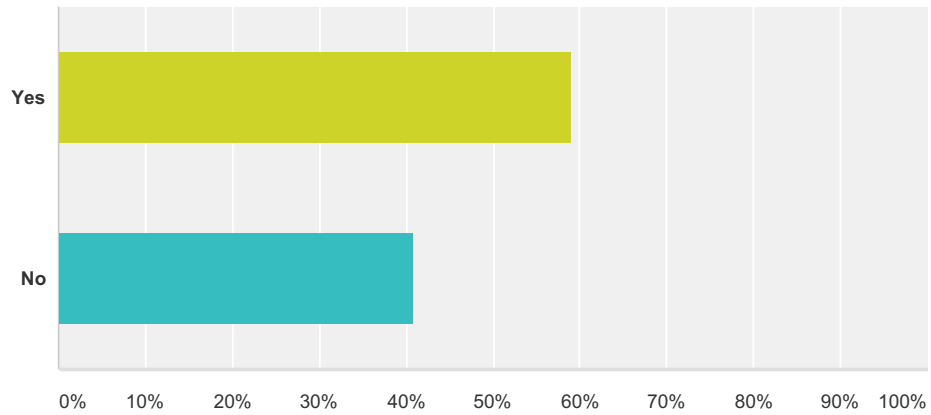


Answer Choices	Responses
Exemplar Teacher Visit	16.67% 18
Co-Lesson Planning	1.85% 2
Co-Teaching	0.93% 1
Modeled Lesson	2.78% 3
Analyzing Student Work	6.48% 7
Reflective Conversations	71.30% 77
Total	108

#	Other (please specify)	Date
1	None. It was a waste of time every week.	4/26/2016 10:35 AM
2	Nothing. This was a complete waste of my time. It might have been useful last year when I was a brand new teacher, but this year it was useless.	4/21/2016 1:52 PM
3	field trips and managing software issues such as Making The Grade	4/15/2016 5:52 PM
4	IEP creation and scheduling	4/14/2016 9:29 AM
5	n/a	4/14/2016 8:47 AM
6	Observation of other teachers	4/13/2016 5:26 PM
7	While I loved my mentor I felt it was yet another stressful requirement to fulfill throughout the weeks	4/13/2016 4:57 PM

Q10 Did you attend a seminar this year?

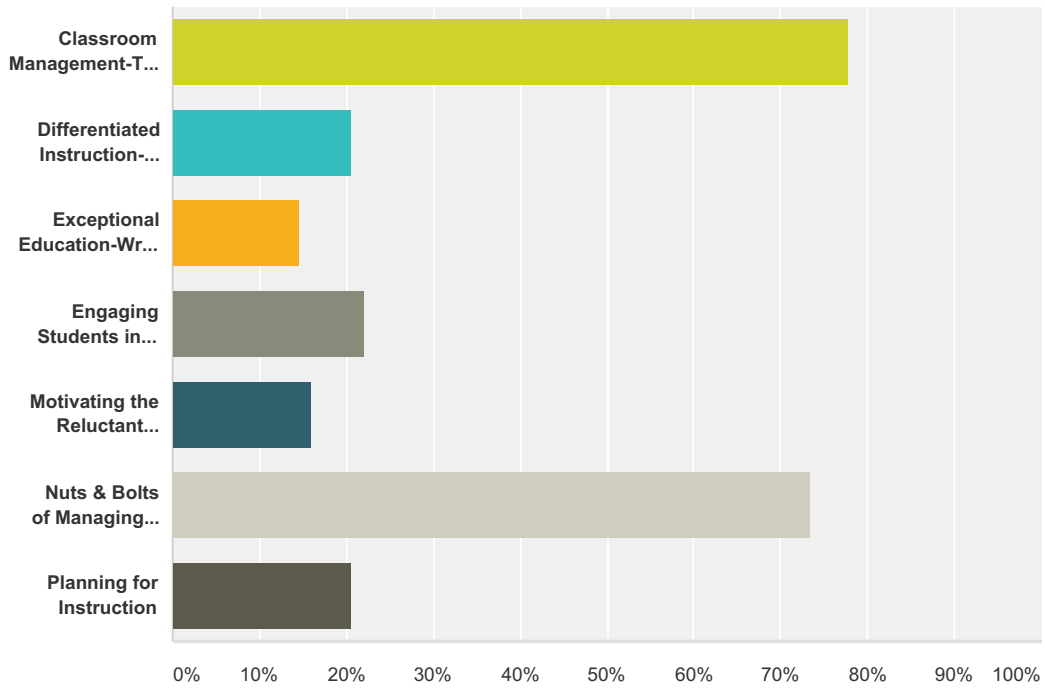
Answered: 115 Skipped: 0



Answer Choices	Responses	Count
Yes	59.13%	68
No	40.87%	47
Total		115

Q11 If YES, please mark which one(s) you attended.

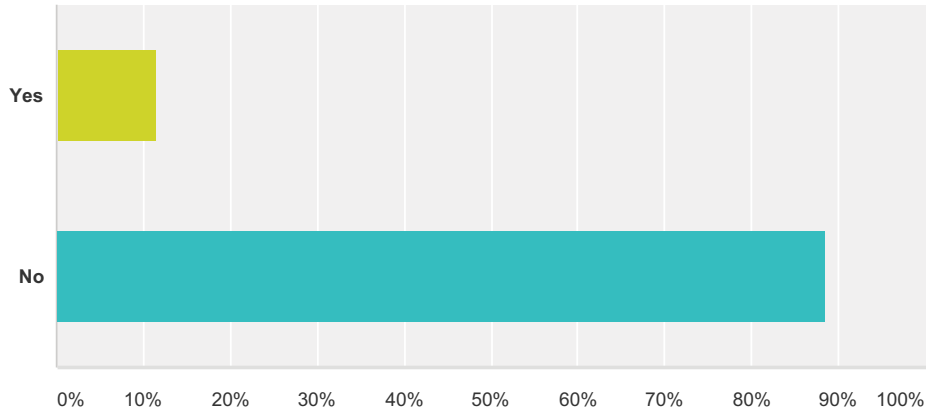
Answered: 68 Skipped: 47



Answer Choices	Responses
Classroom Management-Teacher's Toolbox	77.94% 53
Differentiated Instruction-Reaching All Learners	20.59% 14
Exceptional Education-Writing IEPs & Incorporating Accommodations/Modifications for Students	14.71% 10
Engaging Students in Learning	22.06% 15
Motivating the Reluctant Learner	16.18% 11
Nuts & Bolts of Managing Classroom Procedures	73.53% 50
Planning for Instruction	20.59% 14
Total Respondents: 68	

Q12 Did you participate in a study group?

Answered: 113 Skipped: 2

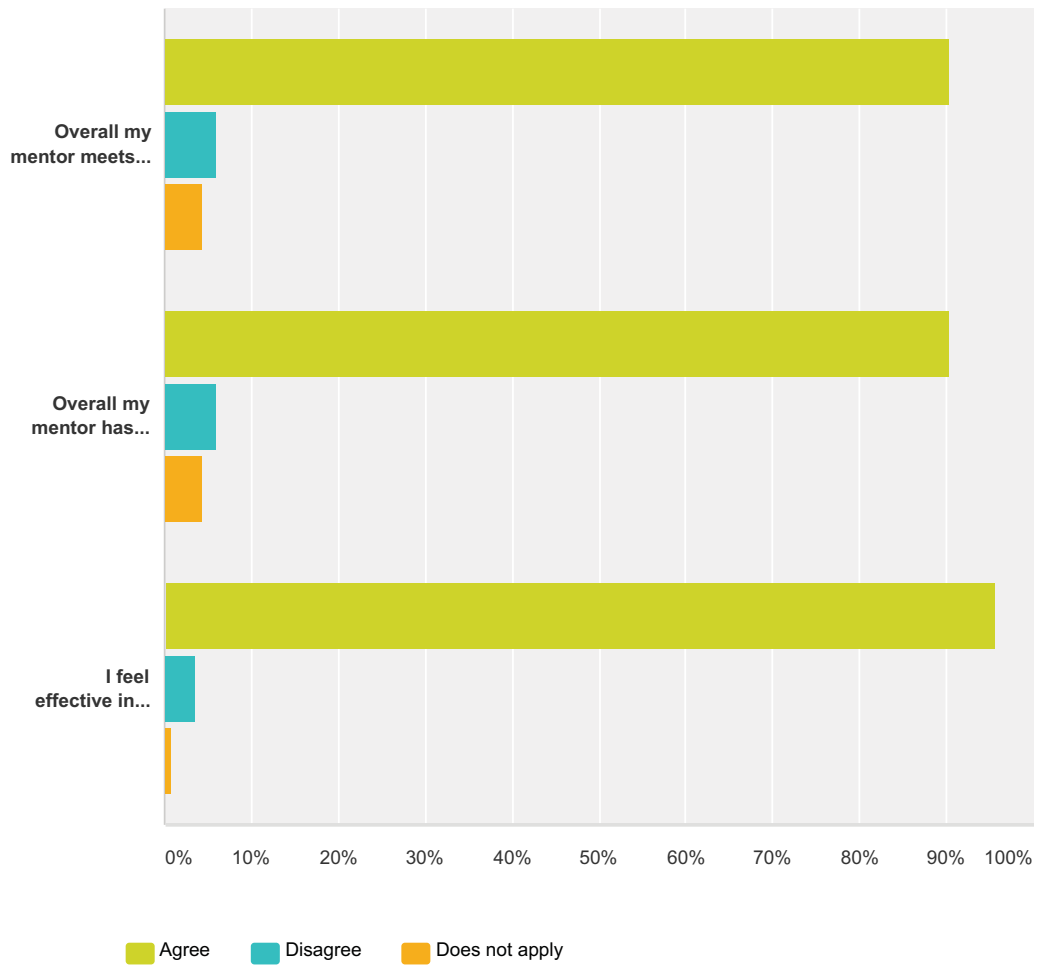


Answer Choices	Responses
Yes	11.50% 13
No	88.50% 100
Total	113

#	If YES, please list which one.	Date
1	TRE study group	4/25/2016 10:33 AM
2	Daily Five	4/22/2016 4:48 PM
3	Guided reading instruction	4/22/2016 12:42 AM
4	Multicultural Literature	4/21/2016 5:28 PM
5	ExEd Study Group	4/21/2016 3:25 PM
6	Getting to Know Math	4/15/2016 4:56 PM
7	Math study group	4/14/2016 3:05 PM
8	Exceptional Education	4/14/2016 10:53 AM
9	Culturally Relevant and Responsive Teaching	4/14/2016 9:22 AM
10	ex ed study group	4/13/2016 9:14 PM
11	PLCs	4/13/2016 8:22 PM
12	Teaching Reading Effectively study group	4/13/2016 7:43 PM

Q13 Do you agree or disagree with the following statements?

Answered: 115 Skipped: 0



	Agree	Disagree	Does not apply	Total Respondents
Overall my mentor meets my needs as a growing professional.	90.43% 104	6.09% 7	4.35% 5	115
Overall my mentor has helped me to be an effective teacher.	90.43% 104	6.09% 7	4.35% 5	115
I feel effective in my classroom.	95.65% 110	3.48% 4	0.87% 1	115

Q14 How has the mentor supported your work as a teacher?

Answered: 115 Skipped: 0

#	Responses	Date
1	My mentor has encouraged and supported me throughout the year, with regard to my teaching practices across the board.	5/2/2016 10:44 AM
2	She has assisted in lesson planning, time management, classroom management, parent contact ideas, and has shown me how veteran teacher can truly help a new teacher become so much better!	4/28/2016 11:35 AM
3	She listened to the needs I had at the beginning of the year and we worked together to solve problems as they came up.	4/28/2016 9:57 AM
4	Having discussion about improvement and areas of growth.	4/27/2016 3:45 PM
5	My mentor teacher is amazing! I absolutely adore her. She has helped me out so much and I consider myself very lucky to have her as my mentor. She is very supportive and has helped me find outside resources as well as provided me with critical feedback in a manner where I actually want to better myself. She's amazing, she never once made me feel like I was an incapable teacher.	4/26/2016 4:52 PM
6	I feel that the mentor I was assigned was neither effective nor supportive.	4/26/2016 10:35 AM
7	Helped manage classroom behavior via classroom meeting/counseling session.	4/25/2016 4:26 PM
8	She has given me great ideas on ways to connect with some reluctant students.	4/25/2016 11:44 AM
9	My mentor has supported my work as a teacher but supplying me with helpful behavioral resources and instructional resources that I can access at anytime.	4/25/2016 10:33 AM
10	Listening and offering advice	4/25/2016 8:12 AM
11	She has helped me focus on the basics that must first be met toward becoming more effective in the classroom and has saved me a significant amount of search time by providing links to information and resources I need.	4/24/2016 5:51 PM
12	Listens to my concerns and provides feedback.	4/22/2016 4:48 PM
13	She gives my advice and encourages me to try new things. She listens and helps me teacher better and manage my classroom	4/22/2016 4:40 PM
14	My mentor helps me think of ways to control classroom management as well as how to teach math content. She gives me different ideas on how I can teach my students.	4/22/2016 4:12 PM
15	She answered questions, provided resources, and prompted me to analyze data.	4/22/2016 1:54 PM
16	I am not certain who my mentor is.	4/22/2016 12:24 PM
17	Sharing strategies.	4/22/2016 9:04 AM
18	She is wonderful! She has helped me have a smoother daily 5 in the afternoon and helped me in all areas of teaching.	4/22/2016 8:46 AM
19	She has provided me with ideas for behavior management and positive reinforcement on my progress. She has given me a lot of resources and tools to use for my teaching that I have saved and will use again and again.	4/22/2016 12:42 AM
20	My mentor assists me by taking notes of my teaching practices, monitoring student behavior during instruction, and asking me questions that force me to think about the purpose and effectiveness of the practices I currently use. She also goes out of her way to send me resources and research related to the areas of refinement we discuss each week.	4/21/2016 10:30 PM
21	My mentor has allowed me to discuss and reflect what is happening in my classroom. My mentor also helped me complete different coursework assignments that required assistance of an experienced teacher.	4/21/2016 9:57 PM
22	suggested teaching strategies and procedures, ways to engage every learner, listened to my doubts and guided me through some difficult times	4/21/2016 9:37 PM
23	Observed same class of 5 preps. Input on that class but not others.	4/21/2016 9:27 PM
24	Answered questions, provided feedback and ideas	4/21/2016 7:31 PM

25	She has guided me through the reflection process, helping me to process through options for instruction, and correction of problems with behavior.	4/21/2016 6:00 PM
26	Given feedback, a great source for brainstorming ideas, a valuable resource of information, and a joy to work with.	4/21/2016 5:32 PM
27	Karen has helped me to assess student work, learn NSGRA protocol, reflect on my teaching, and give me useful techniques and skills to try.	4/21/2016 5:28 PM
28	She has come into my class willing to support me in a positive and motivational attitude! Not just to criticize my work.	4/21/2016 5:10 PM
29	By providing feedback and helping with reflection, suggesting new ideas and improvements, and consistently checking in.	4/21/2016 5:07 PM
30	She discussed how I was doing and observed a few lessons. She would have helped with other things. However, what I needed most was time. I have four preps and I needed my planning periods to stay caught up.	4/21/2016 4:58 PM
31	She was a good resource when I was stressed and needed someone to talk too.	4/21/2016 4:37 PM
32	My mentor supports my work as a teacher by observing my teaching in the classroom while taking notes of my specific strengths and weaknesses. The notes are later reviewed after school and that is when I feel supported the most because I receive amazing feedback.	4/21/2016 4:12 PM
33	My mentor has supported me by consistently helping me and checking in on me. She is attentive and always helps me with anything that I need and is very fast and getting me what I need when I need it. She has also helped me in planning many lessons and given me a lot of room to grow. I am thankful for her and it always feels like we need more time for our ideas. We compliment each other very well.	4/21/2016 4:05 PM
34	My mentor has helped me evaluate student work and determine where it might fit on the FAME scale. My mentor also supports my attempts to make my classroom more engaging and hands on.	4/21/2016 3:49 PM
35	She listened to my concerns and gave good advice.	4/21/2016 3:49 PM
36	She is always concerned about me and tries to help and listen to me as much as she can.	4/21/2016 3:43 PM
37	She's given me so many resources and been there as a support system when I needed her. She's made sure if I have any questions or need anything to complement my teaching that she is available.	4/21/2016 3:39 PM
38	We analyze student work together and she gives me tips on how to be a more effective teacher	4/21/2016 3:28 PM
39	Has provided ideas and material that I can apply in my teaching (instructive/class management)	4/21/2016 3:27 PM
40	My mentor supported me in making classroom management decisions as well as helpful advice for teaching strategies.	4/21/2016 3:25 PM
41	She is always here to help and supports me when needed. The weekly visits help me make plans for my class to improve.	4/21/2016 3:23 PM
42	Limiting the number of required meetings.	4/21/2016 3:10 PM
43	Going over issues.	4/21/2016 3:09 PM
44	She hasn't.	4/21/2016 1:52 PM
45	She gives positive and constructive feedback in a supportive manner.	4/21/2016 11:34 AM
46	Modeling lessons, implementing writing programs that my entire grade-level team adopted, helping me solve behavior and management issues, helping me organize and prepare for MTSS meetings	4/20/2016 6:59 PM
47	She has provided me with many resources including other teacher's work to help me learn and grow. She has also helped me to evaluate my skills and teaching style to help me reflect on what I do well and how to improve my many faults.	4/19/2016 4:09 PM
48	It has been very little this year, but I think as next year begins we will start to meet more often and complete more of the parts of the mentor program.	4/19/2016 9:03 AM
49	Becky is flexible and always available to assist with questions or concerns about issues that come up and need to be discussed.	4/18/2016 8:03 PM
50	She has observed my instruction and helped me reflect on both strengths and weaknesses. She has encouraged me in a manner that has greatly improved my confidence. When I expressed that I was unsure of how to approach a subject or behavioral issue she tried her best to provide resources or give examples of materials or strategies that might be beneficial. She is receptive to my students and assisted me in my classroom management while I worked in small group or addressed an individual student's needs.	4/17/2016 9:08 PM
51	She has helped me shape my lessons, model, teach, and even analyze the work and teaching strategies after my lessons. This is a great reflection and growing opportunity for me and this was a wonderful opportunity!	4/16/2016 7:20 PM

52	Looked into student work	4/16/2016 8:52 AM
53	Navigating the various software we use in TUSD, time management, behavior policies, testing how to's, and various other organizational issues.	4/15/2016 5:52 PM
54	Jessica is AMAZING!! I couldn't have made it this year without her! She has listened to me vent, she has helped lifted me up when I felt discouraged, and she has been a great mentor and friend! She had modeled instruction and grading. She has helped me navigate the different programs on the computer that TUSD use.	4/15/2016 4:56 PM
55	Whatever I've needed, she has been able to help with. She is a really great lady and a good mentor, I just didn't really need one. The other faculty in my department acted as my mentors.	4/15/2016 3:19 PM
56	It has been nice to have another perspective on my teaching.	4/15/2016 8:58 AM
57	She seems to understand my style of teaching and has not asked me to drastically change in any way. She has given me advice and guidance that makes sense to me. I felt comfortable trying her suggestions and she seemed to appreciate my work ethic and willingness to learn more.	4/14/2016 6:20 PM
58	We did a lot of working together on managing my time efficiently, talked about MTSS and how that works. We discussed situations that have happened this year and how I should handle them or what if situations. We have talked about interventions and how I can use them in my classroom. How to work and organize things efficiently. She supported me a lot when grades needed to get done and where to find certain things on TUSD website.	4/14/2016 4:11 PM
59	Reassurance that I am moving in the right direction and that the problems I have are difficult even for veteran teachers.	4/14/2016 3:58 PM
60	Supportive and helpful, has good ideas	4/14/2016 3:45 PM
61	My mentor has always listened and supported me in every area. When I was struggling, she put me in touch with other second grade teachers.	4/14/2016 3:32 PM
62	Andrea Hudson has always been there to talk or go over something that I can change or do better.	4/14/2016 3:05 PM
63	She is a great sounding board for me to run off ideas that may work in my classroom.	4/14/2016 2:32 PM
64	She helps me to look at my classroom approaches with fresh eyes and consider other ways to do things.	4/14/2016 1:22 PM
65	In everything. she gives advice, finds resources, and helps me plan	4/14/2016 1:04 PM
66	Roni has really helped me grow and helped me analyze where I want to have my students to go by the end of this year. Roni has assisted me to better myself in the areas that received a score of basic on my teacher evaluation.	4/14/2016 12:41 PM
67	Observes and talks with me about things I may not notice as I am teaching. Gives me support and ideas when I need them or suggestions for refinement.	4/14/2016 12:35 PM
68	Norma has been great. She makes it very clear that she cares about how I am doing as a teacher and works with me to help me improve.	4/14/2016 12:20 PM
69	Helping create effective lesson plans. Helping to expand on ideas.	4/14/2016 12:09 PM
70	My mentor Karen is a great resource, she is full of ideas and is willing to help and listen all at the same time.	4/14/2016 10:54 AM
71	She has helped developed IEP's, she has provided many resources to use with instruction, has provided possible ideas during reflections, checked over IEP's, offers observations and all sorts of supports.	4/14/2016 10:53 AM
72	She gave me constructive criticism and helped expand my knowledge of resources. She was very helpful at finding lessons in which I was having trouble teaching. She also gave me ideas for creating more engaging lessons.	4/14/2016 10:39 AM
73	My mentor provides valuable feedback and helps me to truly reflect on my teacher. She is someone I can talk to and she helps me to figure out how to be a better teacher.	4/14/2016 10:30 AM
74	She has helped me reflect and grow in areas where I struggle. She has observed my teaching and given me constructive criticisms. She's very supportive when it comes to the overall stress of the job.	4/14/2016 10:23 AM
75	She was helpful talking to me about different ways to teach in an ISI setting.	4/14/2016 10:19 AM
76	Margaret has answered my questions, calmed my concerns, and help me navigate my first year teaching in a way no other professional has. She has supported me to grow when I have faced these experiences for the first time.	4/14/2016 10:16 AM
77	She is objective and helpful.	4/14/2016 10:02 AM
78	Student work analysis	4/14/2016 9:37 AM
79	My mentor has shown me how to make effective parent contact and strategies for increasing engagement. She has provided me wit opportunities to reflect on my practice and how I can improve for next year.	4/14/2016 9:32 AM

80	Brainstorming ideas to be more effective in an inclusion setting.	4/14/2016 9:29 AM
81	She has shown me what my strengths are in teaching and how I can approve upon them. She is positive and gives constructive criticism.	4/14/2016 9:27 AM
82	Provides resources and discussion on students who are challenging to reach.	4/14/2016 9:25 AM
83	My mentor is constantly offering to help with research on certain areas of being a teacher (how to organize student data, which assessments should we prepare for, what curriculum to use, how to apply learning techniques, how to handle difficult parents/students, how to reach all students).	4/14/2016 9:22 AM
84	Reflective conversations, video-taped lessons, offers a variety of strategies for improvement, answers questions about district	4/14/2016 9:17 AM
85	She has given me a wide variety of ideas and methods to use in my teaching.	4/14/2016 8:59 AM
86	Kathy has been a TREMENDOUS support for me! She is extremely engaging and knowledgeable and has helped me sort out a host of challenges in my instruction.	4/14/2016 8:54 AM
87	Kristy was very nice and helpful during the times she did come to talk to me however, I feel like she really didn't have time for me. She was constantly canceling our meetings for other responsibilities. While I actually preferred this because my planning period is extremely valuable time, I feel like I was constantly playing a guessing game for when she was going to actually show up.	4/14/2016 8:47 AM
88	Sarah has answered all of my teaching questions with thoughtfulness and she has always come prepared with lots of strategies to help me reach my goal!	4/14/2016 8:36 AM
89	She has provided ideas as to how to manage a behavior plan on a daily basis.	4/14/2016 8:35 AM
90	My mentor has emotionally and physically supported my work as a teacher by being an amazing sounding board after her observations and our reflective talks in developing solutions to tricky situations involving resources, behavior management, and lesson planning (amongst many other topics).	4/14/2016 8:03 AM
91	Reflective conversations about what is working in the classroom and new strategies to try. Particularly project based ones.	4/14/2016 7:38 AM
92	Frequency of visits allows for greater communication and discussion	4/14/2016 1:24 AM
93	Weekly meetings, suggestions, recommendations, access to materials to help with organization, and providing verbal support.	4/13/2016 11:27 PM
94	She works around building my strengths and helps me find where I need to focus.	4/13/2016 11:22 PM
95	My mentor is so encouraging! She does a great job of balancing compliments and criticisms. She is always so careful not to overstep any boundaries, and offers realistic, easy to implement ideas for adjusting and adding to my teaching.	4/13/2016 10:54 PM
96	She has given me great insights into how to better instruct my students.	4/13/2016 9:14 PM
97	Reflective discussion	4/13/2016 8:45 PM
98	She listens to me even when I cry. She is AWESOME and just provides me with a lot of support in whatever I need.	4/13/2016 8:22 PM
99	She has supportive me through the best days and the tough days! Everyday was a day of growth and my mentor was there through it all.	4/13/2016 7:53 PM
100	My mentor helps shape my classroom environment, teaching strategies, student work sample review.	4/13/2016 7:43 PM
101	Providing an objective viewpoint and a detached professional to confide in.	4/13/2016 7:26 PM
102	With both supportive and objective observation notes following her classroom visits.	4/13/2016 7:07 PM
103	Whenever I have a concern, I email, text, or call my mentor, she responds immediately. She attends my classes, offers feedback, lets me vent. She does everything in her power to encourage me, and is extremely helpful!	4/13/2016 6:44 PM
104	Collaboration, observations, feedback	4/13/2016 6:24 PM
105	My mentor teacher has helped me create curriculum, behavior plans, and organize space and materials in my classroom. I would not have made it this far feeling successful wth out her help.	4/13/2016 6:23 PM
106	Just being there to listen.	4/13/2016 6:04 PM
107	My mentor has offered expanded and enriched professional support which has guided my teaching. She has also helped me find success and gratification in my work.	4/13/2016 5:37 PM

108	My mentor has supported my work as a teacher in many ways. My mentor discusses the validity of student work, the positive classroom management system in place in my room, and encourages me to remember all the wonderful things that transpire in the classroom on a daily basis.	4/13/2016 5:27 PM
109	She has observed me and given valuable feedback when requested. She has taken me to observe other teachers and inquire about inclusion programs. She has shared a fair amount of resources with me that I have useful. She has helped me discover some strengths and weaknesses in my teaching.	4/13/2016 5:26 PM
110	Diane is always positive, and has concrete examples to help me. She always answers my questions quickly. She helps me stay positive about being a teacher.	4/13/2016 5:15 PM
111	Assisted me in developing planning techniques that promote differentiated learning.	4/13/2016 5:03 PM
112	She's sweet but doesn't seem to help much. It's just distracting.	4/13/2016 4:57 PM
113	Reinforces and provides developmental feedback that is realistic and truthful, while also delivering messages that help me get better.	4/13/2016 4:54 PM
114	It's difficult to say. Whenever she comes in, all she usually says is that I'm doing a good job and she doesn't need to be in very often, which I totally understand. This is my second year, I'm super comfortable with my content, my classroom management is pretty effective, and I'm very comfortable with my role as teacher.	4/13/2016 4:48 PM
115	She has helped me get new ideas, she helped me with areas where I struggled (classroom management) find resources that I didn't previously know about, and helped me build on my strengths.	4/13/2016 4:48 PM

Q15 What are the strengths of this year's Mentoring Program.

Answered: 89 Skipped: 26

#	Responses	Date
1	My mentor's ability to assist without being overwhelming. She challenged me, but was there to support me in becoming a better teacher	5/2/2016 10:44 AM
2	My mentor was always available for communication.	4/28/2016 11:35 AM
3	The amount of time we get with our mentor is more than enough. We get individual feedback and support.	4/28/2016 9:57 AM
4	Having someone to vent with.	4/27/2016 3:45 PM
5	Having someone outside of the school to talk to. With my mentor teacher I was able to say and discuss things that I couldn't with my principal, and the fact that she had experience in special ed was amazing! She made herself very available and was always open to anything I would suggest.	4/26/2016 4:52 PM
6	Not having to do it on a weekly basis next year.	4/26/2016 10:35 AM
7	Just having someone to offer advice and to let me talk through things will. Great support.	4/25/2016 11:44 AM
8	The strengths of this year's Mentoring Program is that it allows new teachers to confide in someone they feel comfortable with and have access to support all year long.	4/25/2016 10:33 AM
9	Some one to listen	4/25/2016 8:12 AM
10	Flexibility in the meeting schedule and topics discussed; a comfortable, trusting relationship with my mentor; feeling she is there to support my growth and not judge me.	4/24/2016 5:51 PM
11	Support from an experienced teacher.	4/22/2016 4:48 PM
12	Classroom Management, behavior techniques (to help decrease the behavior).	4/22/2016 4:40 PM
13	I think the feedback from my mentor teacher and the discussions of how I can improve my teaching.	4/22/2016 4:12 PM
14	Providing a friendly and helpful person.	4/22/2016 1:54 PM
15	I am not sure what the program is.	4/22/2016 12:24 PM
16	Helpful mentors.	4/22/2016 9:04 AM
17	She is sweet and extremely helpful if I have questions. She is also very flexible!	4/22/2016 8:46 AM
18	I was able to observe a different school at my grade level, I was able to discuss confidentially with my mentor. She was able to get back to me quickly to answer questions I had.	4/22/2016 12:42 AM
19	My mentor was awesome!	4/21/2016 7:31 PM
20	My classroom has been a better behaved and more productive environment.	4/21/2016 6:00 PM
21	I feel that I have had someone support someone who is new in the teaching program.	4/21/2016 5:32 PM
22	Toward the beginning of the year when I was adjusting to my job, my mentor helped me organize and understand how to manage my time.	4/21/2016 5:28 PM
23	assessing my students academic and social growth	4/21/2016 5:10 PM
24	Was flexible to fit my schedule.	4/21/2016 4:58 PM
25	Good people.	4/21/2016 4:37 PM
26	I think the strongest aspect has been the consistency of meetings but simultaneously giving me room to grow and do my own thing. Stepping when needed and also knowing to step away.	4/21/2016 4:05 PM
27	Wonderful mentor. Professional and very reliable.	4/21/2016 3:49 PM
28	I would say it has been nice being able to look forward to a time and day to see her and ask her anything or even just talk to about teaching if something isn't going well.	4/21/2016 3:43 PM

29	Meeting with someone who had experience in all aspects of teaching was very beneficial. She was also available to me at any time via email or phone.	4/21/2016 3:39 PM
30	My mentor is awesome!	4/21/2016 3:28 PM
31	The strengths were that my mentor teacher was always available for me and she brought many insights into my teaching.	4/21/2016 3:25 PM
32	Trying to improve my teaching	4/21/2016 3:09 PM
33	There are none.	4/21/2016 1:52 PM
34	Catherine is very friendly and knowledgeable and boosts my confidence with her feedback.	4/21/2016 11:34 AM
35	I feel supported and I feel my mentor allows me to ask questions. Meetings with her are always productive and leave me feeling more positive about my job. This was essential at the beginning of the year, when the stress of my first year of teaching felt very intense. She helped my confidence and supported me so much. I know she has helped me grow as a teacher and I am so grateful!	4/20/2016 6:59 PM
36	Being able to visit other classrooms. Being able to talk with my mentor about any and everything - which helps me to improve as a teacher.	4/19/2016 4:09 PM
37	Onat my location who helped me through issues e strength is having qualified staff in these positions. Last year was my first year and I had no mentor , however I was lucky enough to find a person at my location to help me with issues that were new to me.	4/18/2016 8:03 PM
38	My mentor is very open and honest about the work we do. She understands my struggles and listens to the issues I am experiencing at my site and with the profession as a whole. She does her best to take these issues and assist me in any way possible. I feel I can trust her and there is no discomfort when she is in my room. Last year was my first year. I struggled to find someone that would take the time to simply debrief with me and reflect on practices, which I believe was extremely detrimental to my development as an educator. I feel significantly less isolated.	4/17/2016 9:08 PM
39	I loved that my mentor has a very organized schedule and she stops by every week to check up on me.	4/16/2016 7:20 PM
40	Being able to observe other teachers for a day	4/16/2016 8:52 AM
41	My mentor is very knowledgeable about all aspects of teaching.	4/15/2016 5:52 PM
42	The classes and the study groups that were offered were very beneficial. Following up with the teachers and being proactive in coming to our classrooms.	4/15/2016 4:56 PM
43	There seems to be a lot of opportunities to participate in groups that focus on improving teaching.	4/15/2016 8:58 AM
44	Positivity. Good communication.	4/14/2016 6:20 PM
45	I liked having a mentor teacher to go to who has experience in the field. I wish I did have a little more time and met more towards the end of the year.	4/14/2016 4:11 PM
46	It exists. I like having someone to talk to.	4/14/2016 3:58 PM
47	?	4/14/2016 3:45 PM
48	Collaboration	4/14/2016 3:05 PM
49	It is nice to have someone to talk with that will listen to all of my needs and problems and will give me great advice on what to do next.	4/14/2016 2:32 PM
50	Andrea Hudson was a delight to work with. Her feedback and guidance was invaluable.	4/14/2016 1:22 PM
51	Being able to have someone to go to with any help I need	4/14/2016 1:04 PM
52	Collaborations.	4/14/2016 12:35 PM
53	Norma is definitely a strength. She is supportive and very helpful.	4/14/2016 12:20 PM
54	Weekly contact	4/14/2016 12:09 PM
55	I enjoyed and loved Ms. Karen taking me to visit another classroom, and helping me map out my curriculum schedule for my self contained class. I don't know how to thank her for that. The principal was really pushing us to aligning our teaching to the academic calendar and I was at a loss until Ms. Karen helped me.	4/14/2016 10:54 AM
56	Support and flexibility	4/14/2016 10:53 AM
57	It allows me to get assistance from an experienced educator without taking up a ton of my time.	4/14/2016 10:23 AM

58	This mentoring program has been highly effective and I believe that it is crucial for first year teachers to have access to. This program provides a safe relationship to work through the difficult issues teachers have to encounter in the profession. It feels good to have a person who is on my side.	4/14/2016 10:16 AM
59	Mentor is readily available.	4/14/2016 10:02 AM
60	A great mentor	4/14/2016 9:37 AM
61	Being able to visit other classrooms with my mentor has been extremely valuable.	4/14/2016 9:32 AM
62	I had a mentor because I was new to exceptional education. This helped me a lot.	4/14/2016 9:29 AM
63	Educated staff	4/14/2016 9:27 AM
64	Having a mentor who can help answer questions that others might not know how to help me with.	4/14/2016 9:22 AM
65	I really enjoy having someone to talk to and get advice from that has been in my shoes at one point in life.	4/14/2016 8:59 AM
66	n/a	4/14/2016 8:47 AM
67	I really enjoyed the day where my mentor took me to see exemplar teachers at other schools. I took away many great ideas from them!	4/14/2016 8:36 AM
68	The frequency of the visits and the types of visits planned were the biggest help of this year's Mentoring Program.	4/14/2016 8:03 AM
69	Consistent site visits, training on specific procedures.	4/14/2016 7:38 AM
70	Frequency of visits and number/quality of PDs	4/14/2016 1:24 AM
71	Great mentors.	4/13/2016 11:22 PM
72	My mentor was a tremendous help to me in getting me started in my new position, as well as helping me to learn to navigate TIENET.	4/13/2016 9:14 PM
73	My mentor is very supportive and responsive	4/13/2016 8:45 PM
74	I have an awesome mentor. She is awesome.	4/13/2016 8:22 PM
75	My mentor helped me see that I am capable of being a very effective teacher. She provided me with the tools to reach that effective level.	4/13/2016 7:53 PM
76	My mentor is flexible and non-judgemental.	4/13/2016 7:43 PM
77	Constructive meetings and giving me information from her years of being a teacher herself.	4/13/2016 7:07 PM
78	Without a doubt, my mentor is the biggest asset. She is smart, supportive, helpful, approachable, available. She is the only one in the entire school district who has guided me this year.	4/13/2016 6:44 PM
79	Sharing ideas in order to improve	4/13/2016 6:24 PM
80	My mentor teacher this year has always been available and this has been key to helping me feel supported all year. Even though I am not returning it is not because of my mentor, she is the reason why I have stayed the entire year. Without her support I would not have finished the year.	4/13/2016 6:23 PM
81	Availability and mentors personality.	4/13/2016 6:04 PM
82	Consistency	4/13/2016 5:37 PM
83	I am grateful to have someone come into my class, observe, and make comments that inspire me to take chances and have fun with my students.	4/13/2016 5:27 PM
84	It's existence and the thoughtfulness that my mentor has put into her guidance.	4/13/2016 5:26 PM
85	The vast experience of the mentor with whom I worked was evident. Familiarity with the population.	4/13/2016 5:03 PM
86	Great individuals.	4/13/2016 4:57 PM
87	Jessica is just amazing.	4/13/2016 4:54 PM
88	She's so so nice! She's always patient and positive and energetic!	4/13/2016 4:48 PM
89	I like that mentors can help new teachers by having time to watch lessons and give us feedback. It's also nice to have someone who can share ideas and resources that may help us, especially when in a more specialized area.	4/13/2016 4:48 PM

Q16 How might TUSD's Mentoring Program be improved?

Answered: 71 Skipped: 44

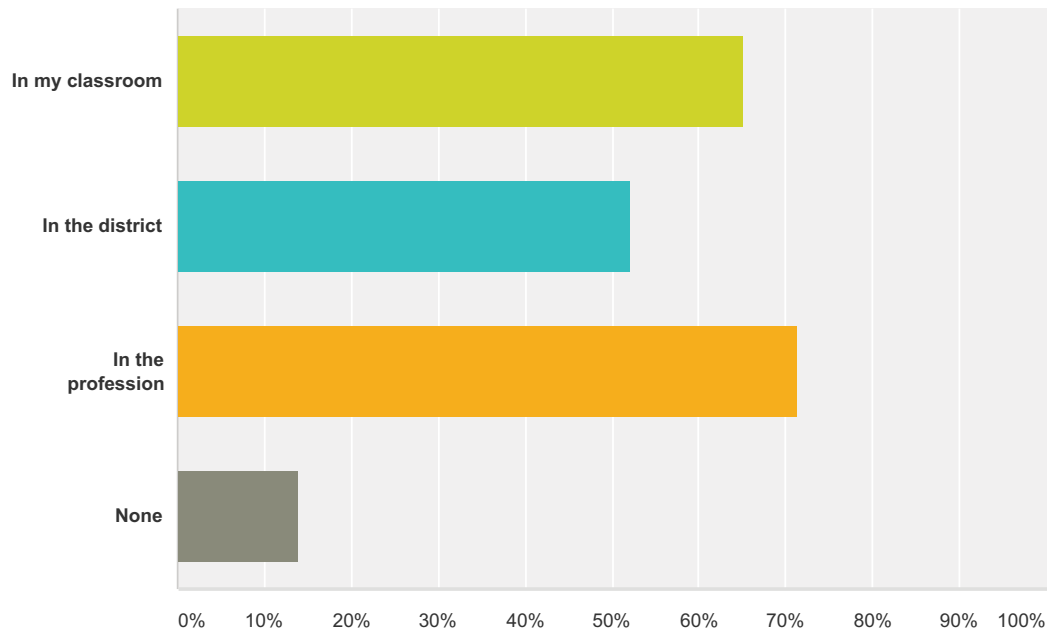
#	Responses	Date
1	Less frequent meeting during the school day. Preferred to have afterschool meetings, as this will not impede on my planning period time.	5/2/2016 10:44 AM
2	n/a	4/28/2016 11:35 AM
3	more structure.	4/27/2016 3:45 PM
4	Allow new teachers and mentors to meet before being assigned to each other.	4/26/2016 10:35 AM
5	The TUSD's mentoring program might be improved through more communication.	4/25/2016 10:33 AM
6	Go over more technical aspects of the job such as subfinder, pay, sick days, etc.	4/25/2016 8:12 AM
7	While extremely helpful, the time required to meet with the mentor is sometimes problematic, but I don't know what a solution to that would be.	4/24/2016 5:51 PM
8	Also having a teacher mentor within the same grade level and/or program.	4/22/2016 4:48 PM
9	I think by having more times to meet throughout the school year.	4/22/2016 4:12 PM
10	Less observations and meetings! Losing my planning period as a first year teacher was difficult.	4/22/2016 1:54 PM
11	Inform those that have mentors who they are and what they can do to assist.	4/22/2016 12:24 PM
12	Less time commitment. I already had to go through all of this in teacher school and student teaching.	4/22/2016 9:04 AM
13	I like it a lot!	4/22/2016 8:46 AM
14	The mentor's need to have less teacher to mentor ratio's so that they can meet for the entire 50 minutes every week and if something comes up then the time that was missed should be made up some way.	4/22/2016 12:42 AM
15	it'll be great to have a same subject matter mentor so that we can co-teach a few lessons	4/21/2016 9:37 PM
16	More focus on lesson planning and standards based collaboration	4/21/2016 9:27 PM
17	I'm not sure.	4/21/2016 6:00 PM
18	Keep teachers like the one I had.	4/21/2016 5:32 PM
19	There are a lot of blanket expectations for mentors. I felt that my mentor recognized my needs as an individual, and if we didn't have to jump through extra hoops, it would have been an even better experience.	4/21/2016 5:28 PM
20	Find more good mentors like mine!	4/21/2016 4:05 PM
21	I would say, it needs to be longer. I am a little scared that I wont have someone like her next year because it is my third year. And I don't feel a 100% ready for that yet.	4/21/2016 3:43 PM
22	I would have felt more confident if I had received a mentor when I had started teaching in January 2015. I also feel like having a mentor for more than one year would be beneficial. I also feel like learning opportunities (classes, PD, etc) should be provided for both mentee and mentor.	4/21/2016 3:39 PM
23	I'm a second year teacher, and I would have much rather had this program last year as a first year teacher.	4/21/2016 3:28 PM
24	I believe mentor teachers should be given to all teachers under 5 years experience.	4/21/2016 3:25 PM
25	Stop taking planning time.	4/21/2016 3:10 PM
26	Give it only to brand new teachers during their 1st year teaching. Hire better mentors. Don't make it mandatory. Decrease the meeting requirements.	4/21/2016 1:52 PM
27	I am lucky to have benefited greatly. I cannot think of any specific improvements at this time.	4/20/2016 6:59 PM
28	I like having more of a conversation about things instead of needing to fill in forms. The paperwork isn't the important part, learning is.	4/19/2016 4:09 PM

29	I would provide more training's. I went to the IEP one that 2 of the mentors hosted , and I found it quite helpful. There are a lot of unusual things that come up and having someone to contact to help a teacher through some of these crisis is very helpful.	4/18/2016 8:03 PM
30	I would like for our mentors to provide us with hard copy strategies for us to have or a way in which we can create a curriculum binder. For example, behavior strategies, room arrangement, etc. A working portfolio that we can later reference and use. I would also like to be taught more about what TUSD wants to see from teachers. For example, looking closely at the Danielson Framework.	4/16/2016 7:20 PM
31	Having an additional mentor when the usual mentor cannot make it to the classroom due to their meetings.	4/15/2016 5:52 PM
32	For Mentors to have fewer mentees. Or maybe have all of their mentees in the same building. It seems like a lot of time is lost in traveling.	4/15/2016 4:56 PM
33	It would just be nice to have more planning time. It would also be awesome to have release time to go observe other teachers.	4/15/2016 8:58 AM
34	The seminars and the mentor meeting she had to attend sometimes go in the way of our meetings and it was difficult to reschedule. So hopefully for next year the seminars would be more spread out that way I have some time to meet more with her towards the end of the year.	4/14/2016 4:11 PM
35	More of a coaching attitude. Even top athletes can improve something.	4/14/2016 3:58 PM
36	?	4/14/2016 3:45 PM
37	More in class visits by mentors.	4/14/2016 3:05 PM
38	To have meeting hours that will meet the needs of the teacher.	4/14/2016 2:32 PM
39	Unsure.	4/14/2016 1:22 PM
40	Get more mentors like Jessie Jaeger.	4/14/2016 1:04 PM
41	Better induction program. It's too broad and not really worth time for the trainings because it's tailored to all grade levels which does not work. More mentors so they have more time with fewer people.	4/14/2016 12:35 PM
42	I would have liked for Ms. Karen I and I to have created class units and lesson plans together more closely.	4/14/2016 10:54 AM
43	Share what is often overlooked at first and go over the most important pieces of IEP writing and meeting details.	4/14/2016 10:53 AM
44	Allow mentors and teachers to meet before the start of school to learn curriculum, set up their classrooms, and begin lesson plans.	4/14/2016 10:39 AM
45	It would be nice to have a mentor who has taught the same subject as me. My mentor is definitely helpful, but she doesn't have specific strategies for teaching a math class.	4/14/2016 10:23 AM
46	If mentors were actually teachers at the same site.	4/14/2016 10:02 AM
47	Longer mentoring program, extended through the third year.	4/14/2016 9:37 AM
48	I think it is a helpful program and important for new teachers.	4/14/2016 9:29 AM
49	I really could have used this last year but a month in my mentor was reassigned. After not having any support in my first year it felt very strange to have a mentor show up in my second year.	4/14/2016 9:25 AM
50	Give the mentors less mentees so they can spend more time with each teacher.	4/14/2016 8:59 AM
51	Don't give mentors so many other responsibilities that they cannot help their own mentees. I think that this should also be an optional program. I felt extremely prepared to teach from the program I just graduated from (Teach AZ) and I also have an extremely supportive department, so having a TUSD mentor just felt like a chore and ate up valuable time during the day.	4/14/2016 8:47 AM
52	My Mentor, Sarah Hann is amazing and a wonderful resource. However, my first semester teaching in TUSD the mentor I had rarely collaborated or met with me. There was a difference in quality of mentor.	4/14/2016 8:36 AM
53	The TUSD's Mentoring Program may be improved if the district is better at including the mentors in communications about changes in policies and procedures happening in real time. For example, they were not included in initial communications about trainings for Synergy when it would be invaluable to new incoming teachers to have mentors who were as well-versed as possible with the software.	4/14/2016 8:03 AM
54	More meetings with other mentees and mentors in groups around specific topics where we can discuss what is working and what they are doing. Inn grade level teams.	4/14/2016 7:38 AM
55	PDs be repeated throughout the year to make it easier to attend	4/14/2016 1:24 AM

56	It isn't needed for everyone.	4/13/2016 11:22 PM
57	It needs to make sure to give a mentor to all new "make the move" teachers to allow them to be effective in their new role.	4/13/2016 9:14 PM
58	I did not have a mentor until this year and my mentor is often in training so I have only met with her a few times. She is wonderful, but the program has not been effective in terms of what I was expecting (not by the fault of my mentor, but by her other responsibilities as given by her superiors)	4/13/2016 8:45 PM
59	I am not sure because I feel very satisfied with my teacher mentor and how the program works but I am not sure how everyone else feels.	4/13/2016 8:22 PM
60	Have an onsite mentor.	4/13/2016 7:53 PM
61	I would like more support in finding resources such as online, classroom materials, using technology and communication with parent materials.	4/13/2016 7:43 PM
62	Hire more people like her to help support new teachers or ones that struggle with new changing technology.	4/13/2016 7:07 PM
63	I hope I keep the same mentor for a couple years.	4/13/2016 6:44 PM
64	More mentors so we can meet them more than once a week.	4/13/2016 6:23 PM
65	Good as is.	4/13/2016 5:37 PM
66	Some teachers may require more than one year within the program.	4/13/2016 5:27 PM
67	My experience has been very good. However, I think it would benefit more first year teachers to have a more frequent presence in their classrooms.	4/13/2016 5:26 PM
68	Expectations changed throughout. better consistency would help.	4/13/2016 5:03 PM
69	Allow part time teachers to begin the program when they start. I've been at my school for one month short of two years but the first whole year didn't count.	4/13/2016 4:57 PM
70	Allow us more time in the classroom and refine and focus more detail and activities real time.	4/13/2016 4:54 PM
71	It's great!	4/13/2016 4:48 PM

Q17 My mentor has impacted my decision to remain (Mark all that apply):

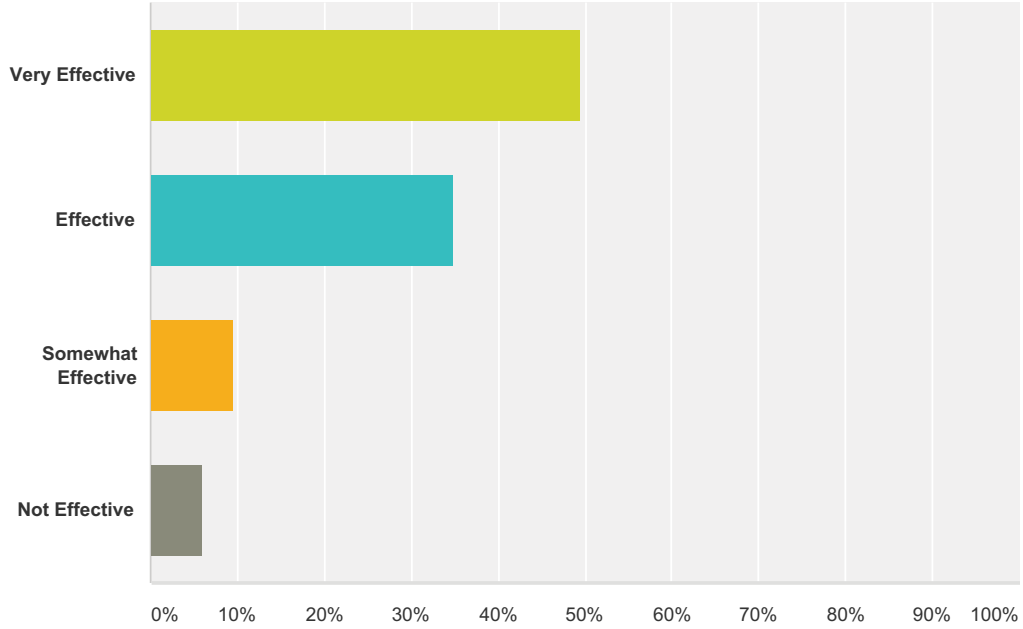
Answered: 115 Skipped: 0



Answer Choices	Responses
In my classroom	65.22% 75
In the district	52.17% 60
In the profession	71.30% 82
None	13.91% 16
Total Respondents: 115	

Q18 Overall, the TUSD Mentoring Program, for me has been ___ in supporting my growth as a teacher.

Answered: 115 Skipped: 0



Answer Choices	Responses
Very Effective	49.57% 57
Effective	34.78% 40
Somewhat Effective	9.57% 11
Not Effective	6.09% 7
Total	115

Q19 Provide Name of Mentor

Answered: 115 Skipped: 0

#	Responses	Date
1	Sarah Hann	5/2/2016 10:44 AM
2	Kristy Esquerra	4/28/2016 11:35 AM
3	Sarah Hann	4/28/2016 9:57 AM
4	Kathy	4/27/2016 3:45 PM
5	Karen Paquette	4/26/2016 4:52 PM
6	Louise Till	4/26/2016 10:35 AM
7	Diane Chapin	4/25/2016 4:26 PM
8	Margaret Bieberstein	4/25/2016 11:44 AM
9	Karen Paquette	4/25/2016 10:33 AM
10	Andrea Hudson	4/25/2016 8:12 AM
11	Karen Paquette	4/24/2016 5:51 PM
12	Louise Till	4/22/2016 4:48 PM
13	Diane Chapin	4/22/2016 4:40 PM
14	Diane Chapin	4/22/2016 4:12 PM
15	Sarah Hann	4/22/2016 1:54 PM
16	I'm not sure who my mentor is.	4/22/2016 12:24 PM
17	Kathy Van Loan	4/22/2016 9:04 AM
18	Connie Ross	4/22/2016 8:46 AM
19	Louise Thill	4/22/2016 12:42 AM
20	Kathy Van Loan	4/21/2016 10:30 PM
21	Kristy Esquerda	4/21/2016 9:57 PM
22	Lorinda Pierce	4/21/2016 9:37 PM
23	Diane Chapin	4/21/2016 9:27 PM
24	Jacqueline Kreig	4/21/2016 7:31 PM
25	Cathrine Zbonack	4/21/2016 6:00 PM
26	Andrea Hudson	4/21/2016 5:32 PM
27	Karen Paquette	4/21/2016 5:28 PM
28	Karen Paquette	4/21/2016 5:10 PM
29	Roni Altamirano	4/21/2016 5:07 PM
30	Kristy E.	4/21/2016 4:58 PM
31	Esquerra, Kristy	4/21/2016 4:37 PM
32	Diane Chapin	4/21/2016 4:12 PM
33	Connie Ross	4/21/2016 4:05 PM
34	Lorinda Pierce	4/21/2016 3:49 PM
35	Sarah Hann	4/21/2016 3:49 PM

36	Jacqueline Krieg	4/21/2016 3:43 PM
37	Kathy Van Loan	4/21/2016 3:39 PM
38	Sarah Hann	4/21/2016 3:28 PM
39	Lorinda Pierce	4/21/2016 3:27 PM
40	Becky Long	4/21/2016 3:25 PM
41	Roni Altamirano	4/21/2016 3:23 PM
42	Roni Altamirano	4/21/2016 3:10 PM
43	Diane Chaplin	4/21/2016 3:09 PM
44	Lorinda Pierce	4/21/2016 1:52 PM
45	Catherine Zbonack	4/21/2016 11:34 AM
46	Connie Ross	4/20/2016 6:59 PM
47	Sarah Hann	4/19/2016 4:09 PM
48	Margaret	4/19/2016 9:03 AM
49	Becky Long	4/18/2016 8:03 PM
50	Jessica Jaeger	4/17/2016 9:08 PM
51	Diane Chapin	4/16/2016 7:20 PM
52	Sarah Hann	4/16/2016 8:52 AM
53	Jessica Jaeger	4/15/2016 5:52 PM
54	Jessica Jaeger	4/15/2016 4:56 PM
55	Katherin Van Loan	4/15/2016 3:19 PM
56	Norma Gonzales	4/15/2016 8:58 AM
57	Roni Altamirano	4/14/2016 6:20 PM
58	Roni Altamirano	4/14/2016 4:11 PM
59	Diane Chapin	4/14/2016 3:58 PM
60	Norma Gonzalez	4/14/2016 3:45 PM
61	Sarah Hann	4/14/2016 3:32 PM
62	Andrea Hudson	4/14/2016 3:05 PM
63	Louise Till	4/14/2016 2:32 PM
64	Andrea Hudson	4/14/2016 1:22 PM
65	Jessie Jaeger	4/14/2016 1:04 PM
66	Roni	4/14/2016 12:41 PM
67	Sarah Hann	4/14/2016 12:35 PM
68	Norma Gonzalez	4/14/2016 12:20 PM
69	Lorinda Pierce	4/14/2016 12:09 PM
70	Karen Paquette	4/14/2016 10:54 AM
71	Becky Long	4/14/2016 10:53 AM
72	Jessica Jaeger	4/14/2016 10:39 AM
73	Margaret Bieberstein	4/14/2016 10:30 AM
74	Jacqueline Krieg	4/14/2016 10:23 AM
75	Cathrine Zbonack	4/14/2016 10:19 AM
76	Margaret Bieberstein	4/14/2016 10:16 AM

77	Karen Paquette	4/14/2016 10:02 AM
78	Louise Till	4/14/2016 9:37 AM
79	Lorinda Pierce	4/14/2016 9:32 AM
80	Becky Long	4/14/2016 9:29 AM
81	Margaret Beiberstein	4/14/2016 9:27 AM
82	Norma Gonzales	4/14/2016 9:25 AM
83	Norma Gonzalez	4/14/2016 9:22 AM
84	Norma	4/14/2016 9:17 AM
85	Diane Chapin	4/14/2016 8:59 AM
86	Kathy Van Loan	4/14/2016 8:54 AM
87	Kristy Esquerra	4/14/2016 8:47 AM
88	Sarah Hann	4/14/2016 8:36 AM
89	Margaret Bieberstein	4/14/2016 8:35 AM
90	Rebecca Long	4/14/2016 8:03 AM
91	Jessica Jaeger	4/14/2016 7:38 AM
92	Lorinda Pierce	4/14/2016 1:24 AM
93	Roni Altamirano	4/13/2016 11:27 PM
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95	Diane Chapin	4/13/2016 10:54 PM
96	Becky Long	4/13/2016 9:14 PM
97	Kristy Esquerra	4/13/2016 8:45 PM
98	Margaret Beiberstein	4/13/2016 8:22 PM
99	Margaret Bieberstein	4/13/2016 7:53 PM
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101	Jaqueline Kreig	4/13/2016 7:26 PM
102	Jacqueline Krieg	4/13/2016 7:07 PM
103	Jessica Jaegar	4/13/2016 6:44 PM
104	Andrea Hudson	4/13/2016 6:24 PM
105	Becky Long.	4/13/2016 6:23 PM
106	Andrea Hudson	4/13/2016 6:04 PM
107	Connie Ross	4/13/2016 5:37 PM
108	Andrea Hudson	4/13/2016 5:27 PM
109	Katherine Van Loan	4/13/2016 5:26 PM
110	Diane Chapin	4/13/2016 5:15 PM
111	Karen Paquet	4/13/2016 5:03 PM
112	Norma Gonzales	4/13/2016 4:57 PM
113	Jessica Jaeger	4/13/2016 4:54 PM
114	Margaret Bieberstein	4/13/2016 4:48 PM
115	Connie Ross	4/13/2016 4:48 PM