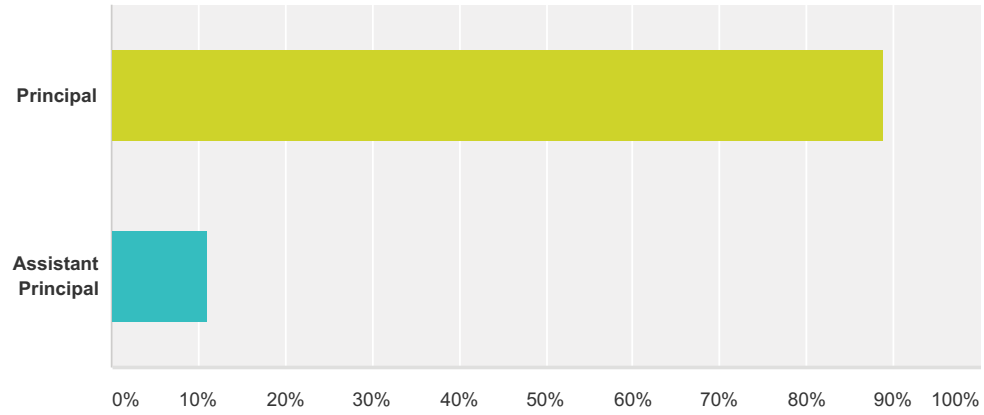


APPENDIX IV – 54

Q1 I am

Answered: 72 Skipped: 0



Answer Choices	Responses	Count
Principal	88.89%	64
Assistant Principal	11.11%	8
Total		72

Q2 The name of my school is

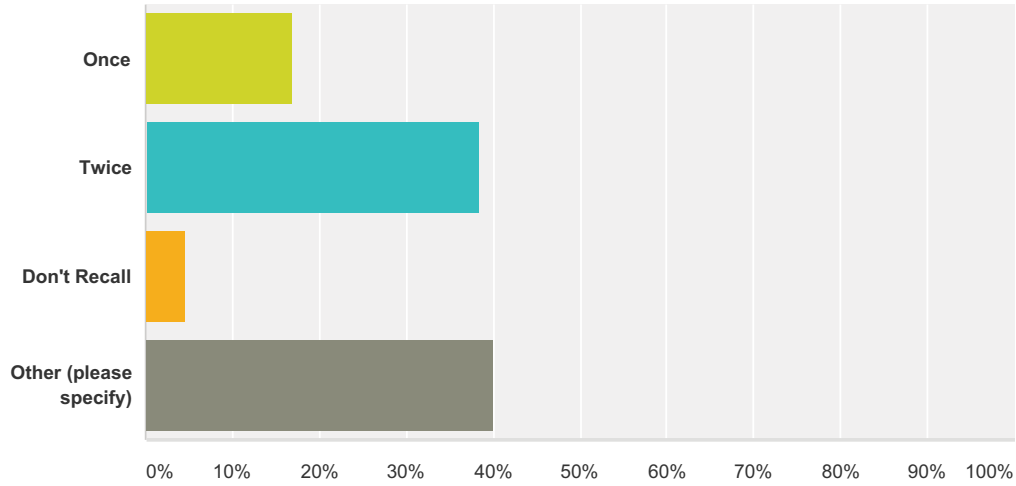
Answered: 72 Skipped: 0

#	Responses	Date
1	Miller	4/25/2016 10:43 AM
2	Holladay	4/23/2016 5:48 AM
3	Wheeler Elementary School	4/22/2016 8:07 PM
4	Lisa	4/22/2016 6:40 PM
5	Hollinger	4/22/2016 5:44 PM
6	Anna Henry	4/22/2016 9:10 AM
7	John B. Wright	4/22/2016 9:02 AM
8	Lineweaver Elementary School	4/22/2016 7:34 AM
9	Oyama	4/21/2016 7:59 PM
10	Lynn Urquides	4/21/2016 5:03 PM
11	Maldonado Elementary	4/21/2016 4:44 PM
12	Vesey	4/21/2016 4:02 PM
13	Mary Belle McCorkle Academy of Excellence	4/21/2016 3:23 PM
14	Ochoa ES	4/21/2016 3:08 PM
15	Blenman	4/21/2016 3:00 PM
16	Gridley	4/21/2016 2:58 PM
17	Wheeler Elementary School	4/21/2016 2:57 PM
18	Lawrence 3-8	4/21/2016 2:48 PM
19	Pueblo	4/21/2016 2:47 PM
20	John E. White	4/21/2016 2:46 PM
21	Sahauro High School	4/21/2016 2:46 PM
22	Cragin	4/20/2016 12:01 PM
23	Pistor	4/19/2016 9:11 PM
24	Mary Meredith K-12	4/19/2016 6:01 PM
25	Hollinger K-8	4/19/2016 2:04 PM
26	Marybelle McCorkle	4/18/2016 6:02 PM
27	Kellond	4/18/2016 11:26 AM
28	Robins K-8	4/18/2016 9:32 AM
29	Utterback Magnet Middle School	4/18/2016 8:36 AM
30	Whitmore Elementary	4/16/2016 1:23 PM
31	Maldonado	4/15/2016 4:49 PM
32	Warren	4/15/2016 3:31 PM
33	Cholla HMS	4/15/2016 10:18 AM
34	Utterback Magnet Middle School	4/15/2016 9:12 AM
35	Pueblo Gardens PK-8	4/15/2016 8:48 AM

36	THMS	4/14/2016 5:49 PM
37	Cholla High Magnet School	4/14/2016 5:21 PM
38	Peter Howell Elementary School	4/14/2016 5:01 PM
39	Tucson High Magnet School	4/14/2016 3:53 PM
40	Doolen	4/14/2016 3:39 PM
41	Mansfeld	4/14/2016 11:03 AM
42	Miller Elementary	4/14/2016 10:54 AM
43	Ford Elementary School	4/14/2016 10:29 AM
44	Davidson Elementary	4/14/2016 10:10 AM
45	Catalina High School	4/14/2016 10:09 AM
46	Drachman K-8 Montessori Magnet	4/14/2016 9:53 AM
47	gridley	4/14/2016 9:29 AM
48	Marshall	4/14/2016 9:03 AM
49	Van Buskirk	4/14/2016 8:49 AM
50	Ochoa ES	4/14/2016 8:48 AM
51	Magee Middle School	4/14/2016 8:31 AM
52	Cavett	4/14/2016 8:22 AM
53	Erickson	4/14/2016 8:14 AM
54	Tolson	4/14/2016 8:09 AM
55	Tully Elementary	4/14/2016 7:40 AM
56	Roberts Naylor K-8	4/13/2016 9:06 PM
57	Borman	4/13/2016 8:22 PM
58	Rincon High School	4/13/2016 7:32 PM
59	Robison Magnet Elementary	4/13/2016 6:37 PM
60	Mary Belle McCorkle Academy of Excellence K-8	4/13/2016 6:29 PM
61	University high school	4/13/2016 6:24 PM
62	Mission View	4/13/2016 6:03 PM
63	Vesey Elementary	4/13/2016 5:43 PM
64	Borton Magnet	4/13/2016 5:40 PM
65	Bloom	4/13/2016 5:32 PM
66	Steele	4/13/2016 5:28 PM
67	Grijalva Elementary School	4/13/2016 5:27 PM
68	Hudlow	4/13/2016 5:21 PM
69	Sabino High School	4/13/2016 5:17 PM
70	C. E. Rose K - 8	4/13/2016 5:16 PM
71	Fruchthendler	4/13/2016 5:12 PM
72	BoothFickett	4/13/2016 5:12 PM

Q3 How many times did the mentor(s) attempt to meet with you during the school year to discuss your school goals.

Answered: 65 Skipped: 7



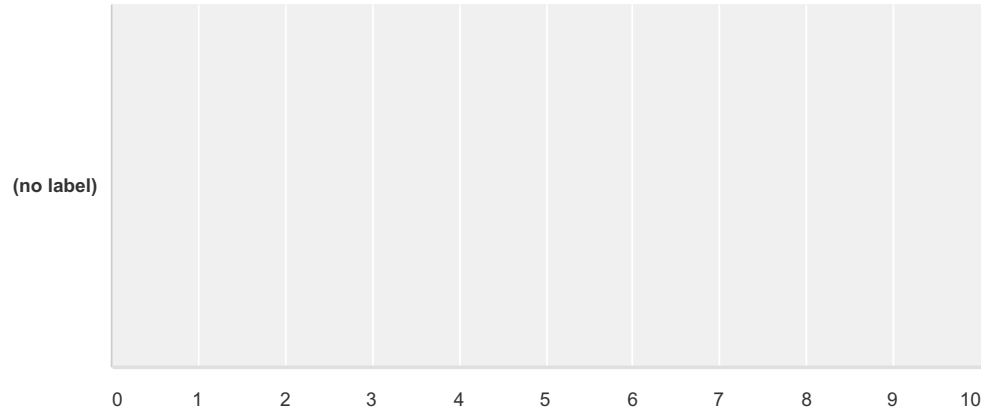
Answer Choices	Responses	Count
Once	16.92%	11
Twice	38.46%	25
Don't Recall	4.62%	3
Other (please specify)	40.00%	26
Total		65

#	Other (please specify)	Date
1	Met with her at the beginning and then receive her updates by email	4/25/2016 10:45 AM
2	She would touch base with me weekly to discuss goals and her work with the teachers.	4/22/2016 7:37 AM
3	We met 10 to 15 times over the year.	4/21/2016 8:01 PM
4	At least weekly	4/21/2016 4:44 PM
5	I met with Mrs. Jaeger on a regular weekly basis.	4/21/2016 4:03 PM
6	she checks in regularly to ask if there is anything that I would like for her to support the new teachers with.	4/21/2016 3:02 PM
7	3	4/21/2016 2:58 PM
8	Many times	4/21/2016 2:50 PM
9	4	4/21/2016 2:47 PM
10	at least twice	4/20/2016 12:02 PM
11	As necessary...	4/19/2016 6:02 PM
12	Principal and I meet with mentor weekly/bi weekly	4/19/2016 2:09 PM
13	5 times	4/18/2016 11:28 AM
14	4-5	4/18/2016 8:39 AM

15	We tried meeting on a weekly basis- even for a short talk	4/15/2016 4:50 PM
16	None. We asked them to come to an adm. meeting	4/14/2016 3:56 PM
17	More than twice, several times	4/14/2016 10:31 AM
18	Two mentors met approximately 5-6 times this year.	4/14/2016 10:11 AM
19	4	4/14/2016 9:31 AM
20	Three	4/14/2016 8:49 AM
21	At least one a month	4/13/2016 9:08 PM
22	Sarah Hann met with me many times to discuss support of our "new teacher."	4/13/2016 8:32 PM
23	We met 4 times; once each quarter.	4/13/2016 7:35 PM
24	The Mentor met with with me all the time.	4/13/2016 5:45 PM
25	2-3	4/13/2016 5:34 PM
26	5 to 6 times	4/13/2016 5:19 PM

Q4 Do you feel that you were provided with adequate information about the mentoring program?

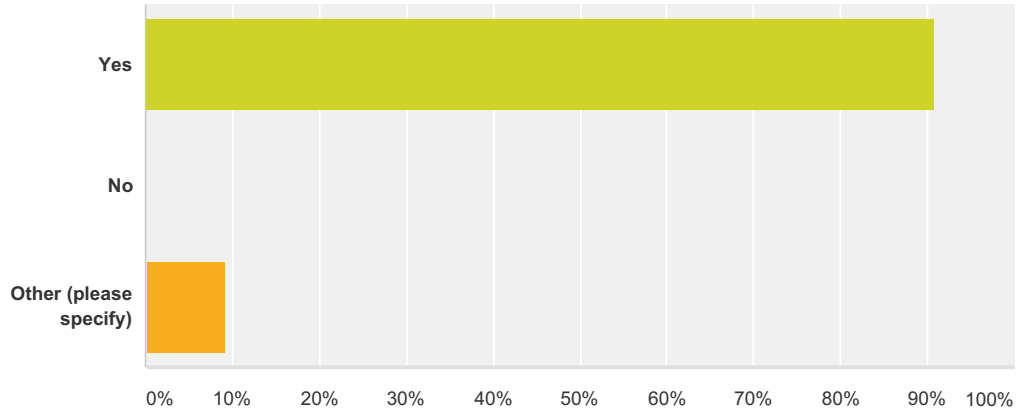
Answered: 65 Skipped: 7



	Yes	No	Total	Weighted Average
(no label)	83.08% 54	16.92% 11	65	0.00

Q5 Does the mentor(s) exhibit professionalism while on your campus. Please provide examples.

Answered: 65 Skipped: 7

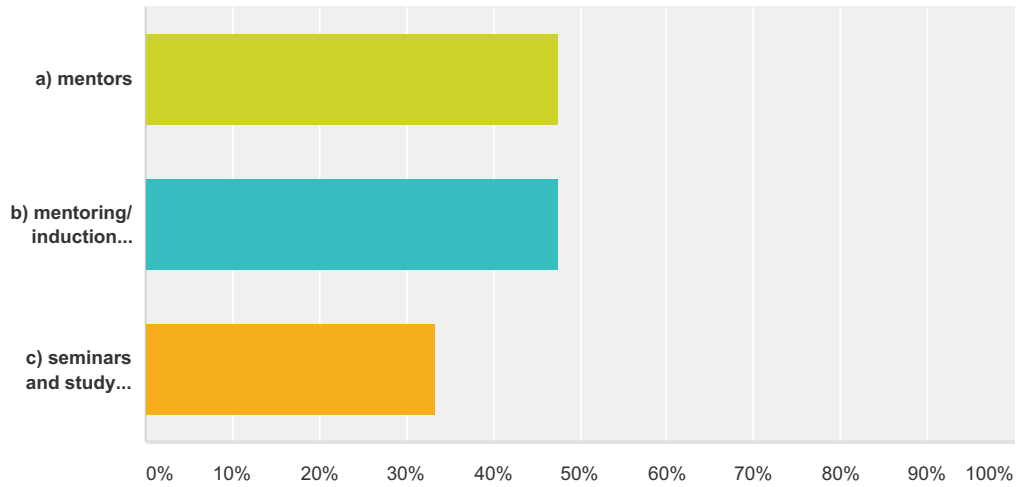


Answer Choices	Responses
Yes	90.77% 59
No	0.00% 0
Other (please specify)	9.23% 6
Total	65

#	Other (please specify)	Date
1	We do not have a mentor	4/22/2016 6:46 PM
2	Very much so, is prompt, receptive and open to meeting with the teachers. She has excellent rapport skills.	4/21/2016 3:02 PM
3	Is very professional at every meeting and works to support staff. She offers suggestions and support for teacher growth	4/19/2016 2:09 PM
4	Mentors always were professional with the teachers, admin, and staff. She is very kind and supportive.	4/15/2016 4:50 PM
5	Their focus needs to be our site when their here	4/15/2016 11:37 AM
6	They slip in and out and we never see them.	4/14/2016 3:56 PM

Q6 Do you have any concerns pertaining to:

Answered: 42 Skipped: 30



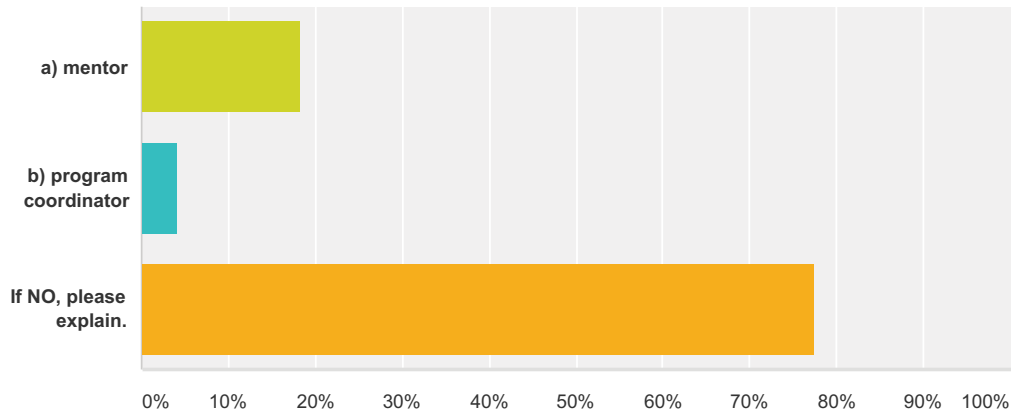
Answer Choices	Responses
a) mentors	47.62% 20
b) mentoring/ induction program	47.62% 20
c) seminars and study groups	33.33% 14
Total Respondents: 42	

#	If YES, please explain.	Date
1	I didn't see implementation of EEL from the teachers being mentored.	4/23/2016 5:52 AM
2	No	4/22/2016 7:37 AM
3	No	4/21/2016 8:01 PM
4	I have not concerns	4/21/2016 2:58 PM
5	During the beginning of the year induction, it was reported to me by a new ELA middle school teacher that the presenters argued about what they were presenting. It was not a good experience.	4/21/2016 2:50 PM
6	Some disconnect with mentor and administrator	4/21/2016 2:49 PM
7	No.	4/21/2016 2:47 PM
8	No, I don't have any concerns, I think it is a great program and wish I could have been afforded that as a teacher when I started	4/18/2016 11:28 AM
9	N/A	4/18/2016 9:37 AM
10	Lack of consistency with school supports, 1 mentor for the over 10 staff would have been more appropriate and aligned. Little to no progress observed.	4/18/2016 8:39 AM
11	need to increase contact with teachers and program's goals need to be aligned to specific site needs.	4/15/2016 11:37 AM
12	There is a lack of information about the overall induction program.	4/15/2016 9:37 AM
13	Disconnect - no contact, no updates	4/14/2016 5:51 PM
14	Needs to be in collaboration with PLC goals for instruction at our site and in collaboration with administrators	4/14/2016 5:23 PM
15	No!	4/14/2016 5:03 PM

16	The administrators know nothing about the program. We don't know what they do, we have no opportunity to provide feedback on things new teachers need. New teachers have been left off the list.	4/14/2016 3:56 PM
17	no	4/14/2016 3:41 PM
18	My mentor has been on campus throughout the year, I am requesting more of a Feedback loop. I want to be able to sit with the mentor and discuss teacher progression. What are they seeing as compared to what I am seeing through observations.	4/14/2016 11:08 AM
19	I have no concerns at this time.	4/14/2016 10:56 AM
20	No concerns	4/14/2016 10:31 AM
21	None	4/14/2016 10:11 AM
22	No Concerns	4/14/2016 9:57 AM
23	I have no concerns, but had to put an answer here to complete the survey.	4/14/2016 9:34 AM
24	No	4/14/2016 9:31 AM
25	No concerns	4/14/2016 9:04 AM
26	Just more information	4/14/2016 8:50 AM
27	NO	4/14/2016 8:49 AM
28	I have no concerns	4/14/2016 8:25 AM
29	No concerns, but #6 required I supply a check	4/14/2016 8:16 AM
30	no	4/14/2016 8:11 AM
31	I am not certain if new teacher attend a regularly scheduled PD to support their work, but it would be a good idea to make this a component of new, year1-3, teachers.	4/14/2016 7:43 AM
32	I do not have any concerns; but survey will not let you go on...	4/13/2016 9:08 PM
33	I don't have any concerns. The mentor box is marked because the survey would not let me go to the next page without a check.	4/13/2016 8:32 PM
34	I don't have any concern but the survey won't let me go on unless I pick an answer.	4/13/2016 7:35 PM
35	I think it is better to have a coach assigned to our site to support new teachers. They aren't able to be here enough.	4/13/2016 6:39 PM
36	None	4/13/2016 6:25 PM
37	I would like to see it continue. My concern is that it goes away. The only other concern would be the frequency of meetings with teachers. They really need weekly support, but I am not aware of how often they communicate or how they communicate. I actually didn't see her when she came onto campus except for a few times. I'm sure she was here, but I didn't get schedule or overview of the work.	4/13/2016 6:06 PM
38	NO	4/13/2016 5:45 PM
39	No concerns. The survey wouldn't let me move on without checking a box.	4/13/2016 5:42 PM
40	No concerns.	4/13/2016 5:36 PM
41	We had two different mentors, it would have been helpful to have one at our site. I feel that one was more successful than the other.	4/13/2016 5:34 PM
42	Teachers felt that seminars were not interesting or useful. Program excluded teachers returning to the profession after years away. These teaches often need support to bridge the gap left by the years away.	4/13/2016 5:32 PM
43	No concerns but I'm not aware of these and it won't allow me to move on without checking one.	4/13/2016 5:27 PM
44	I don't have any concerns; however, I think it would be helpful to meet once every grading period with the mentor and new teacher.	4/13/2016 5:20 PM
45	no concerns	4/13/2016 5:19 PM

Q7 Have you shared your concerns with

Answered: 49 Skipped: 23



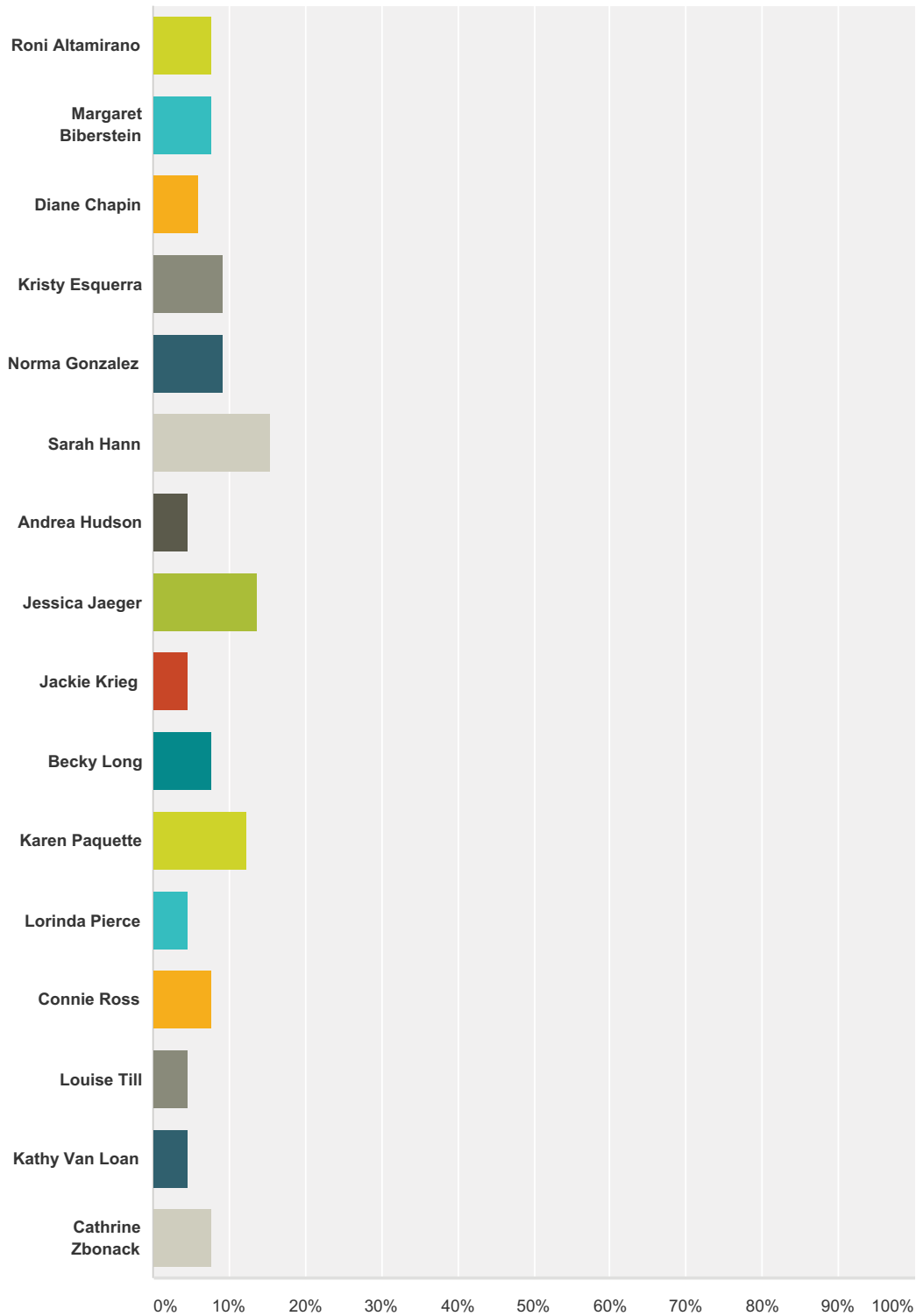
Answer Choices	Responses	Count
a) mentor	18.37%	9
b) program coordinator	4.08%	2
If NO, please explain.	77.55%	38
Total		49

#	If NO, please explain.	Date
1	No concerns	4/25/2016 10:45 AM
2	I don't know enough about the program to have accurate expectations.	4/23/2016 5:52 AM
3	I did not see the mentor often. She would check in and go to the classroom.	4/22/2016 6:46 PM
4	N/a	4/21/2016 8:01 PM
5	I have no concerns	4/21/2016 2:58 PM
6	don't have any concerns	4/18/2016 11:28 AM
7	Richard Foster	4/18/2016 8:39 AM
8	alignment and increased contact	4/15/2016 11:37 AM
9	I was unsure who to address my questions to being new to the district as well.	4/15/2016 9:37 AM
10	who is it	4/14/2016 5:51 PM
11	Don't even recall all of their names...	4/14/2016 5:23 PM
12	No concerns!	4/14/2016 5:03 PM
13	Never been asked until this survey monkey.	4/14/2016 3:56 PM
14	no concerns	4/14/2016 3:41 PM
15	I never know when the mentor is on campus, I know she comes but not a set schedule.	4/14/2016 11:08 AM
16	I don't have concerns, but it won't go to the next page without putting something in the box. Maybe a box that says no concerns.	4/14/2016 10:56 AM
17	NA	4/14/2016 10:11 AM
18	No Concerns	4/14/2016 9:57 AM
19	I have no concerns, but had to put an answer here to complete the survey.	4/14/2016 9:34 AM

20	I dont have any problems	4/14/2016 9:31 AM
21	none	4/14/2016 9:04 AM
22	Just want information, not a concern	4/14/2016 8:50 AM
23	NA	4/14/2016 8:49 AM
24	I have no concerns	4/14/2016 8:25 AM
25	No concerns	4/14/2016 8:16 AM
26	no concerns	4/14/2016 8:11 AM
27	n/a	4/13/2016 9:08 PM
28	N/A	4/13/2016 7:35 PM
29	Not something I think mentor or coordinator have control over.	4/13/2016 6:39 PM
30	None	4/13/2016 6:25 PM
31	The mentor was great, just don't want the supports to disappear. See above comments about frequency of support and communication to admin.	4/13/2016 6:06 PM
32	No concerns	4/13/2016 5:45 PM
33	No concerns	4/13/2016 5:42 PM
34	N/A	4/13/2016 5:36 PM
35	I don't have any concerns	4/13/2016 5:34 PM
36	No Concern	4/13/2016 5:27 PM
37	I haven't had the opportunity meet with Kathy regarding this aforementioned idea.	4/13/2016 5:20 PM
38	no concerns	4/13/2016 5:19 PM

Q8 The mentors at my site are: (Mark all that apply)

Answered: 65 Skipped: 7

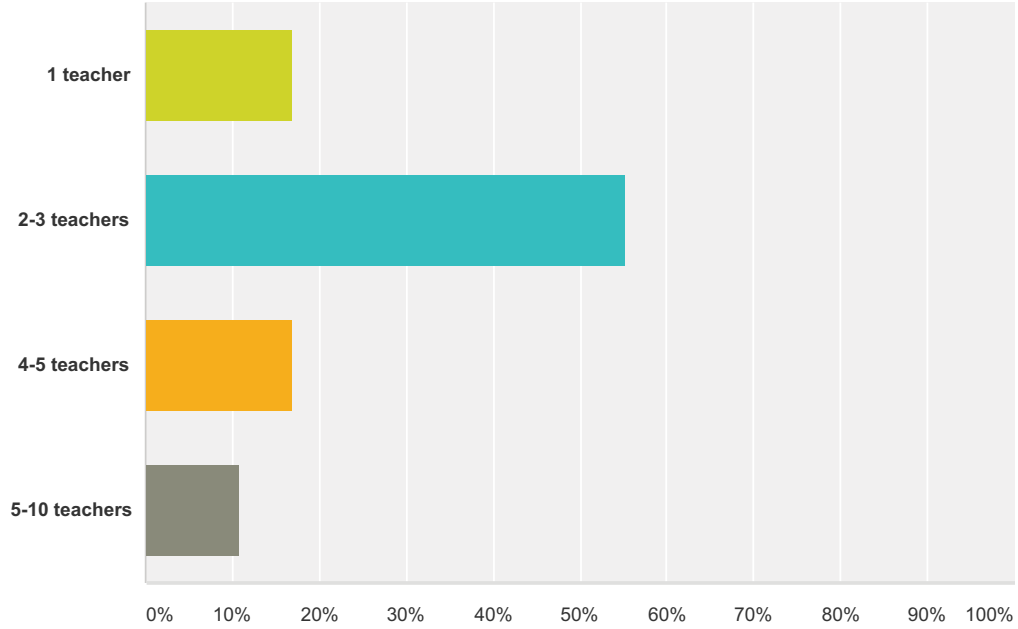


Answer Choices	Responses
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Roni Altamirano	7.69%	5
Margaret Biberstein	7.69%	5
Diane Chapin	6.15%	4
Kristy Esquerro	9.23%	6
Norma Gonzalez	9.23%	6
Sarah Hann	15.38%	10
Andrea Hudson	4.62%	3
Jessica Jaeger	13.85%	9
Jackie Krieg	4.62%	3
Becky Long	7.69%	5
Karen Paquette	12.31%	8
Lorinda Pierce	4.62%	3
Connie Ross	7.69%	5
Louise Till	4.62%	3
Kathy Van Loan	4.62%	3
Cathrine Zbonack	7.69%	5
Total Respondents: 65		

Q9 I have _____ teachers being served by the TUSD Induction/Mentoring Program.

Answered: 65 Skipped: 7

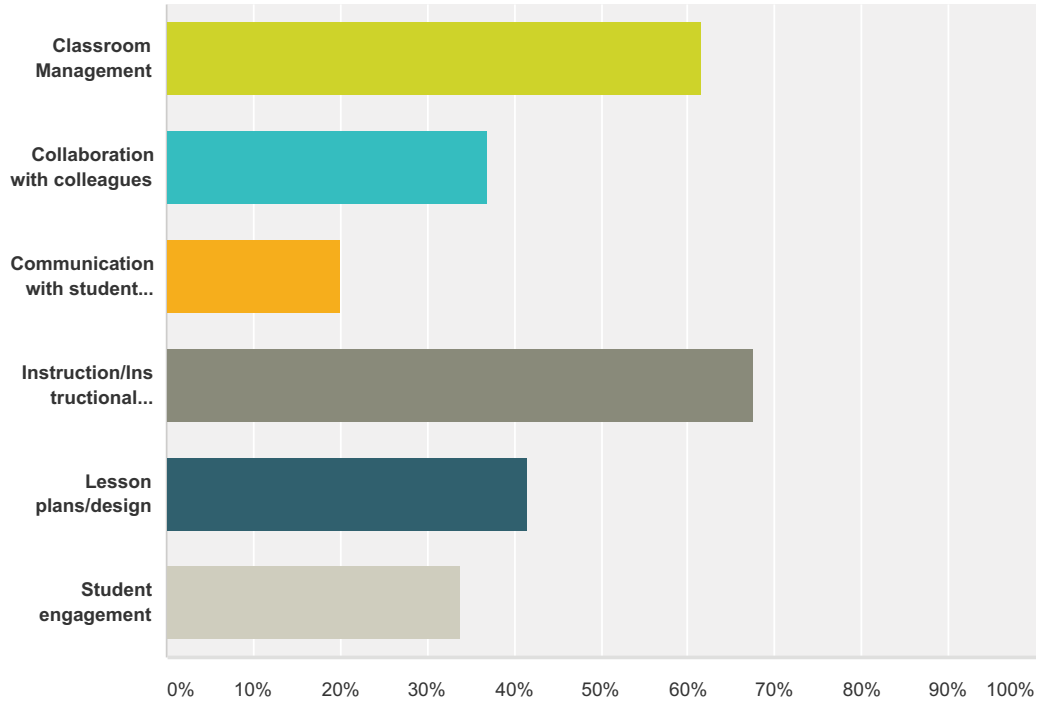


Answer Choices	Responses
1 teacher	16.92% 11
2-3 teachers	55.38% 36
4-5 teachers	16.92% 11
5-10 teachers	10.77% 7
Total	65

#	Other (please specify)	Date
1	14	4/18/2016 8:40 AM
2	14	4/15/2016 9:39 AM
3	I don't know. I also don't know who the mentors are at THMS except for Norma.	4/14/2016 3:57 PM

Q10 Based upon your observations, class walk-through, and interactions with teachers being served by a mentor, I have noticed an improvement in (Mark all that apply)

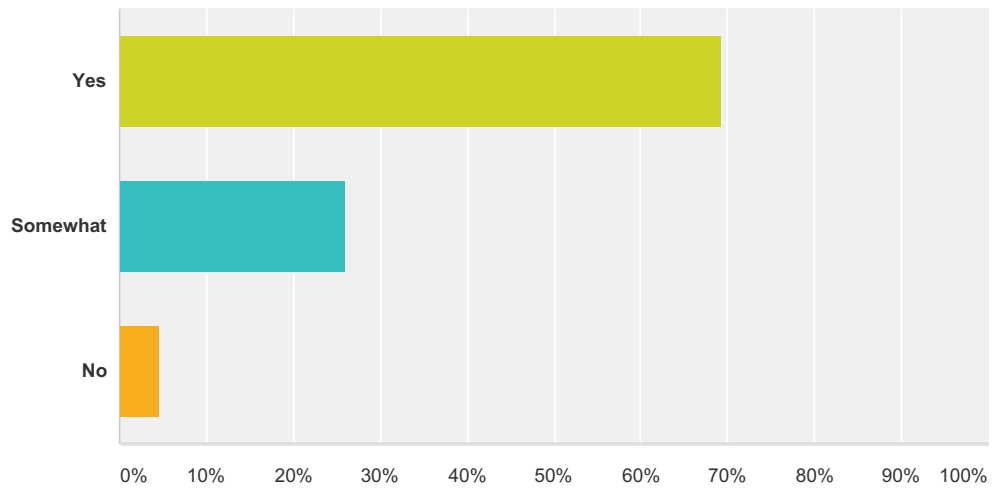
Answered: 65 Skipped: 7



Answer Choices	Responses
Classroom Management	61.54% 40
Collaboration with colleagues	36.92% 24
Communication with students, parents, colleagues	20.00% 13
Instruction/Instructional Strategies	67.69% 44
Lesson plans/design	41.54% 27
Student engagement	33.85% 22
Total Respondents: 65	

Q11 Overall, the mentor has had an impact with the teachers at my site?

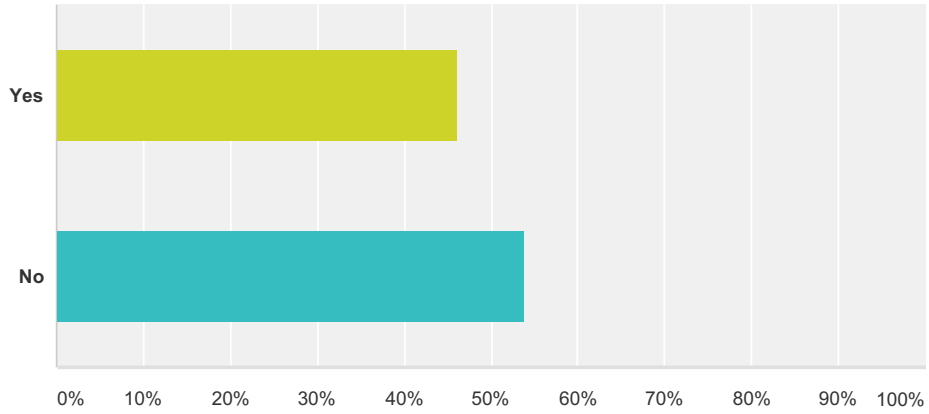
Answered: 65 Skipped: 7



Answer Choices	Responses	Count
Yes	69.23%	45
Somewhat	26.15%	17
No	4.62%	3
Total		65

Q12 Were you aware of the seminars that were offered through the TUSD Induction/Mentoring Program?

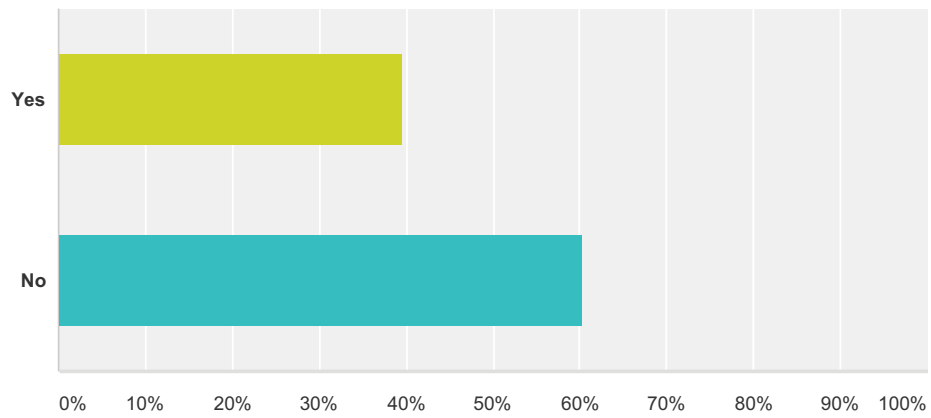
Answered: 65 Skipped: 7



Answer Choices	Responses
Yes	46.15% 30
No	53.85% 35
Total	65

Q13 Did you recommend the seminars to your teachers?

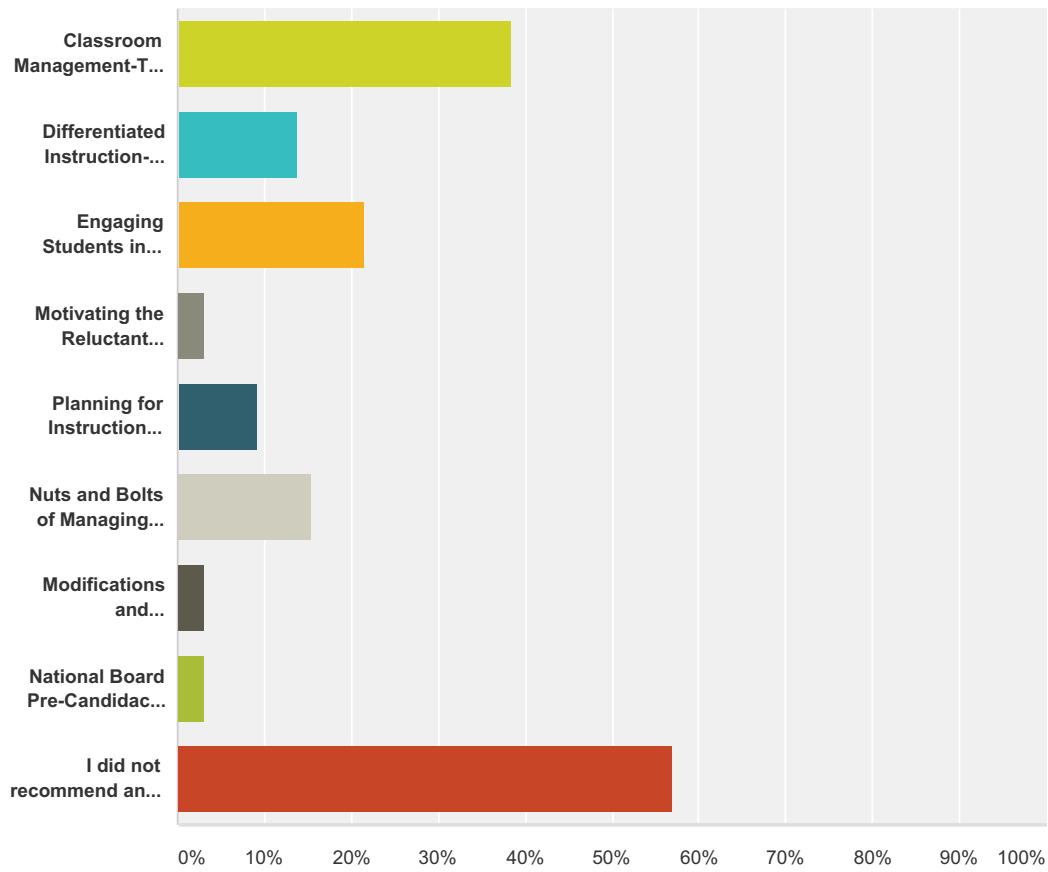
Answered: 63 Skipped: 9



Answer Choices	Responses
Yes	39.68% 25
No	60.32% 38
Total	63

Q14 If YES, which seminars did you recommend? (Mark all the apply)

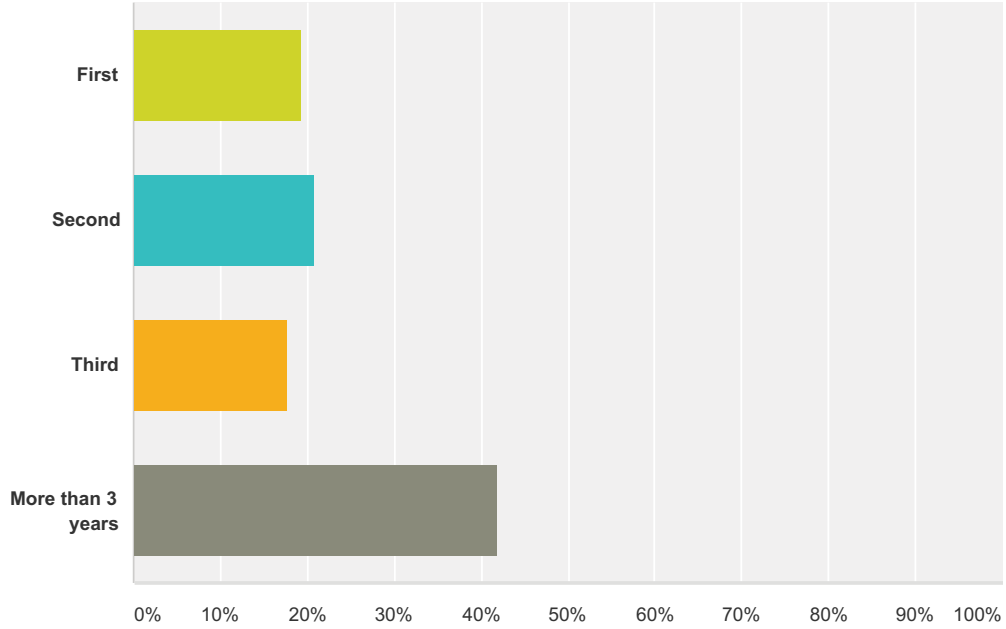
Answered: 65 Skipped: 7



Answer Choices	Responses
Classroom Management-Teacher's Toolbox (course #11429)	38.46% 25
Differentiated Instruction-Reaching All Learners (course #12436)	13.85% 9
Engaging Students in Learning (course #11413)	21.54% 14
Motivating the Reluctant Learner (course #12390)	3.08% 2
Planning for Instruction (course #12415)	9.23% 6
Nuts and Bolts of Managing Classroom Procedures (course #11412)	15.38% 10
Modifications and Accommodations for Students with Special Needs (course #12387)	3.08% 2
National Board Pre-Candidacy (course #1013)	3.08% 2
I did not recommend any seminars	56.92% 37
Total Respondents: 65	

Q15 This is my _____ year(s) having teachers served by the TUSD Induction/Mentoring Program.

Answered: 62 Skipped: 10



Answer Choices	Responses
First	19.35% 12
Second	20.97% 13
Third	17.74% 11
More than 3 years	41.94% 26
Total	62

Q16 What do you see as strengths of the TUSD Induction/Mentoring Program?

Answered: 62 Skipped: 10

#	Responses	Date
1	Helps new teachers with lesson planning, classroom management program, organization, and allowed teachers to visit other sites to see strategies.	4/25/2016 10:48 AM
2	Teachers having a resource available to them.	4/23/2016 5:54 AM
3	They offer great strategies to implement.	4/22/2016 8:12 PM
4	I did not participate	4/22/2016 6:47 PM
5	Someone from outside the school that can provide support to teacher	4/22/2016 5:47 PM
6	The support given to the new teachers and being able to meet with them to help plan a path towards success.	4/22/2016 9:17 AM
7	quality instructional feedback for teachers.	4/22/2016 9:04 AM
8	Support for new teachers, someone they can call and talk with, someone who has expertise and can teach the teachers more effective strategies to use	4/22/2016 7:40 AM
9	New teachers get support and attention with feedback that isn't evaluative in nature.	4/21/2016 8:04 PM
10	Mentors are very supportive and professional.	4/21/2016 4:46 PM
11	The approachability of the mentor to the new teacher is essential towards success.	4/21/2016 4:05 PM
12	Wonderful support for new teachers to have. The mentor gave advice and was a great listener for new teachers to voice their concerns. The mentor took the teachers to other classrooms to observe management and lessons.	4/21/2016 3:06 PM
13	working with new teachers	4/21/2016 3:00 PM
14	Competent teachers working with our teachers.	4/21/2016 2:53 PM
15	Jessica was an effective coach and communicator.	4/21/2016 2:51 PM
16	Helps teachers to navigate the school and district systems (e.g. Teachscape), improve classroom management and improves engagement.	4/21/2016 2:50 PM
17	Feedback given to teachers, mostly in classroom management.	4/21/2016 2:50 PM
18	It is nice to have mentor support.	4/19/2016 9:16 PM
19	They are a critical support for new teachers.	4/19/2016 6:03 PM
20	The mentor supports teachers with instruction and classroom management. She attends parent teacher meetings/conferences to support both students and teachers. She provides valuable information for new teachers.	4/19/2016 2:13 PM
21	I think that the mentoring program helped to really to ensure that new teachers have a sounding board and have opportunities to discuss problems in a risk free environment.	4/18/2016 11:42 AM
22	Colleague collaboration	4/18/2016 9:39 AM
23	Few strong mentors	4/18/2016 8:43 AM
24	A colleague that can provide objective and confidential feedback and ideas.	4/16/2016 1:28 PM
25	Teachers are supported by peers that have had the connection to the classroom and the resourcefulness.	4/15/2016 4:58 PM
26	The Teacher Mentors are very knowledgeable and are willing to help and support in any given area.	4/15/2016 3:35 PM
27	additional support for teachers	4/15/2016 11:39 AM
28	One more person for new teachers to connect with and to use as a resource.	4/15/2016 9:42 AM
29	The need to support new teachers	4/14/2016 5:54 PM
30	Seems that the program is getting stronger and more consistent	4/14/2016 5:26 PM
31	extra support for new teachers	4/14/2016 5:08 PM

32	Again, I'm putting answers to questions that I don't have answers to because it won't let me go to the next step without putting an answer in.	4/14/2016 3:58 PM
33	I think that when effectively used they are an asset to classroom management	4/14/2016 3:42 PM
34	Glad teachers have access to the program. I am worried about teachers who are in their second or third year. I know I have a third year teacher not receiving any services and needs them more than some first year teachers.	4/14/2016 11:14 AM
35	Teachers need a resource that they can share concerns and know that the mentor can help them with what they need whether it's in the classroom for instruction or help navigating through TUSD resources.	4/14/2016 11:02 AM
36	Teachers are able to communicate with mentor and receive feedback in a non-threatening way.	4/14/2016 10:34 AM
37	Observation, feedback, and trust established by mentor and mentee.	4/14/2016 10:14 AM
38	The valuable support and coaching	4/14/2016 10:13 AM
39	1:1 attention for teachers eager to be effective teachers	4/14/2016 9:58 AM
40	I think it is a great way to build our new teachers into master teachers.	4/14/2016 9:35 AM
41	Mentoring new teachers	4/14/2016 9:32 AM
42	Teachers new to the profession have a helpful, knowledgeable friend to work side by side them and to provide the modeling, support, and encouragement needed to be successful. Truthfully, we don't learn how to be effective teachers in teacher school, but rather we learn on the job. And, we learn most effectively when someone who knows what good teaching looks like helps us with real-time feedback.	4/14/2016 9:18 AM
43	Frequent visits	4/14/2016 9:05 AM
44	New teacher does have additional support outside of that provided by the school.	4/14/2016 8:52 AM
45	Coming on site to support	4/14/2016 8:51 AM
46	All of it!	4/14/2016 8:26 AM
47	Support	4/14/2016 8:17 AM
48	guidance, support	4/14/2016 8:13 AM
49	Mentoring services are established and consistent.	4/14/2016 7:45 AM
50	The opportunity to create close relationships with new teachers.	4/13/2016 9:10 PM
51	Sarah Hann is a very strong mentor for new teachers. She worked extremely hard to support our new teacher. As a result, I saw marked improvement in many areas, especially classroom management and instruction.	4/13/2016 8:36 PM
52	The program provides valuable support for new teachers.	4/13/2016 7:39 PM
53	New teachers have another person to ask questions	4/13/2016 6:40 PM
54	Assisting with techniques to check for understanding	4/13/2016 6:27 PM
55	The program can be a great support but it greatly depends on the mentor. I've seen amazing mentors and some not so great ones. We have a Curriculum Service Provider on staff who is here daily to support teachers. We have 90 minute embedded PLC's with all teachers weekly guided by the CSP. I think a lot of the growth in the new teacher is more attributed to these supports rather than the mentor, only because of the frequency of visits.	4/13/2016 6:12 PM
56	Support for new teachers	4/13/2016 5:43 PM
57	Regular in class support for new teachers.	4/13/2016 5:38 PM
58	I really don't see an impact on the mentor coming in every now and then to meet with teachers. I would rather see a site teacher be paid to mentor a teacher in same building.	4/13/2016 5:37 PM
59	Providing detailed support to new teachers.	4/13/2016 5:36 PM
60	Great mentor!	4/13/2016 5:28 PM
61	This is a safe outlet for new teachers to express concerns, develop ideas, seek input and meet with non-campus staff who can share ideas they have seen at other TUSD campuses.	4/13/2016 5:22 PM
62	Always depends on the mentor	4/13/2016 5:21 PM

Q17 How might the TUSD Induction/Mentoring Program be improved?

Answered: 62 Skipped: 10

#	Responses	Date
1	Continue induction program with new teachers to district even if they have some experience elsewhere.	4/25/2016 10:48 AM
2	Unsure.	4/23/2016 5:54 AM
3	Provide a library of videos on different areas for improvement.	4/22/2016 8:12 PM
4	Provide a mentor for teachers that need one.	4/22/2016 6:47 PM
5	Provide a smaller caseload so mentors can get more time with mentees	4/22/2016 5:47 PM
6	Works great as it is.	4/22/2016 9:17 AM
7	more frequent check in with principal	4/22/2016 9:04 AM
8	My teacher/mentor is fabulous. She met weekly and more at times with my new teachers. If everyone works as hard as Andrea then nothing needs to be improved.	4/22/2016 7:40 AM
9	Keep providing it.	4/21/2016 8:04 PM
10	Have more mentors for teachers that are struggling, not just new teachers.	4/21/2016 4:46 PM
11	More access to new teachers.	4/21/2016 4:05 PM
12	Louise has a lot of knowledge about curriculum and instruction and supports new teachers in a non threatening way.	4/21/2016 3:06 PM
13	working with teachers that need improvement	4/21/2016 3:00 PM
14	Stronger approach with teachers who are in need of more support.	4/21/2016 2:53 PM
15	In the beginning of the year, the presenters need some guidance in presenting the scope and sequence. They should at least be on the same page.	4/21/2016 2:51 PM
16	No reponse	4/21/2016 2:50 PM
17	More meetings with administration to discuss plans	4/21/2016 2:50 PM
18	Increased substitutes available so teachers can attend seminars/work with mentors, visit model classrooms.	4/19/2016 9:16 PM
19	n/a	4/19/2016 6:03 PM
20	Allow mentors to spend more time at individual sites and in the classrooms to provide additional modeling.	4/19/2016 2:13 PM
21	I think that having more opportunities to visit other classrooms is great and dialogue with other new teachers.	4/18/2016 11:42 AM
22	more frequent principal/mentor/teacher communication	4/18/2016 9:39 AM
23	More strong mentors, assign one mentor to schools with large numbers new teachers. Insure mentoring suggestions and supports are aligned to school goals and programming.	4/18/2016 8:43 AM
24	More communication with administrator that can be used to support teacher's alignment of instruction/practices to site goals and procedures.	4/16/2016 1:28 PM
25	Offer more time in the classroom.	4/15/2016 4:58 PM
26	N/A	4/15/2016 3:35 PM
27	increase contact with teachers and alignment of instructional focus	4/15/2016 11:39 AM
28	A single mentor on our site to work with the 14 new teachers would have allowed us to align our work and remain consistent and focused on the same issues. (Admin, CSP, site PD, mentor)	4/15/2016 9:42 AM
29	communication with evaluators so they can be on the same page for improvement	4/14/2016 5:54 PM
30	There is a big separation between the mentoring program and what is actually going on at the site (in terms of communication and goals)	4/14/2016 5:26 PM
31	more time for teachers to spend with mentors	4/14/2016 5:08 PM

32	Get administration involved so they can be the conduit to new teacher improvement.	4/14/2016 3:58 PM
33	I think there should be monthly rookie meetings for new teachers	4/14/2016 3:42 PM
34	ILA meeting for administrators, the Program should be presented so that all administrators are aware of Program details and also can provide feedback regarding their experiences with the program.	4/14/2016 11:14 AM
35	I don't have any improvements at this time.	4/14/2016 11:02 AM
36	I think this is a great program for our new teachers.	4/14/2016 10:34 AM
37	At the elementary level, having a unified and strong focus on classroom management, managing problem behaviors, and establishing strong literacy practices are key for first year teachers.	4/14/2016 10:14 AM
38	I don't know.	4/14/2016 10:13 AM
39	Somehow working with long-term subs too.	4/14/2016 9:58 AM
40	As always, we can use more, but budgets are what they are.	4/14/2016 9:35 AM
41	IDK	4/14/2016 9:32 AM
42	More mentors, more coaching, more time.	4/14/2016 9:18 AM
43	More frequency; assigned to a site?	4/14/2016 9:05 AM
44	Information shared specific to the areas of concentration/improvement for the site teacher.	4/14/2016 8:52 AM
45	Continue to provide information about the program.	4/14/2016 8:51 AM
46	Continuing contact for the first 5 years; it's when we them.	4/14/2016 8:26 AM
47	I am not sure	4/14/2016 8:17 AM
48	increased frequency, modeling and "field trips" for observation	4/14/2016 8:13 AM
49	Required training and more communication with the site leadership.	4/14/2016 7:45 AM
50	Continue to work with new teachers in classroom management and all other new initiatives that are introduce through the District.	4/13/2016 9:10 PM
51	Provide a mentor who remains on site at least one full school day each week.	4/13/2016 8:36 PM
52	Please include teachers who were hired in August and September or even later in the year. Teachers hired mid-year need more support than most. New teachers need more instruction in the management systems (Synergy, Outlook, Teacher Evaluation, etc. during the Pre-Service Days.) I would save the bulk of EEI for later seminars.	4/13/2016 7:39 PM
53	Visiting a teacher once or twice a week is not enough. They need to be on site available daily.	4/13/2016 6:40 PM
54	In the past mentors spent a great deal of time helping new teachers deal with being new teachers and managing grading and balancing personal time with professional time. I would like to see more mentoring in this capacity again.	4/13/2016 6:27 PM
55	I would like to see more communication between mentors and CSP's so we aren't duplicating efforts or perhaps in schools where there is a CSP, maybe there isn't a mentor assigned so messages don't contradict. I would suggest more frequency in meetings and perhaps agendas of things to cover. Perhaps this exists, but it wasn't really communicated so I don't know how the support is going and many new teachers won't complain or know to complain if they aren't supported. I think asking the mentee to evaluate their mentor would also be important so they can share what they found valuable and what could be improved upon.	4/13/2016 6:12 PM
56	By supporting teachers new to TUSD, but not necessarily new teachers.	4/13/2016 5:43 PM
57	Expand coaching to include coplanning and modeling by the mentor and new teacher observation with specific instructional feedback. Expand services to anyone who is new, recently returned, or changing levels. Assign mentors to schools with multiple teachers for full days to allow for support across curricular areas and reduce time spent traveling.	4/13/2016 5:38 PM
58	Each site have a site mentor who is a teacher who can be there daily to support the new teachers.	4/13/2016 5:37 PM
59	New teachers feel pretty overwhelmed by the out of class time. An improvement would be for an observation followed by having a sub cover during the school day for a conference or debrief.	4/13/2016 5:36 PM
60	More and longer classroom visits/co-teaching lessons in the beginning to help establish good habits.	4/13/2016 5:28 PM
61	I think a once a month or once a grading term meeting with the mentor and new teacher would be very beneficial.	4/13/2016 5:22 PM
62	this year no complaints	4/13/2016 5:21 PM