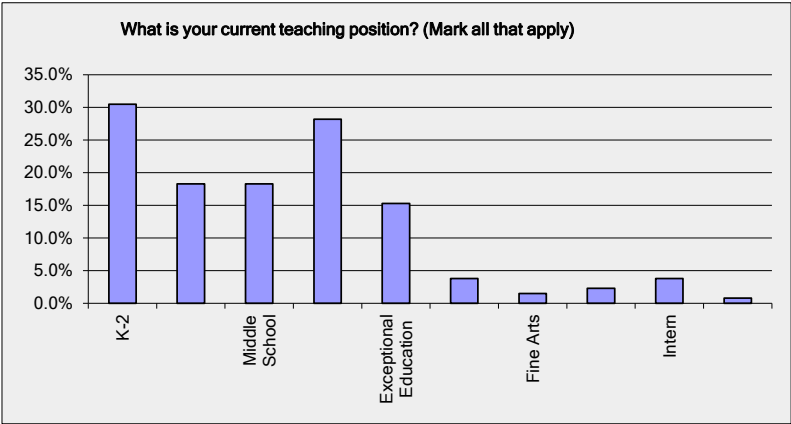


APPENDIX IV – 41

TUSD Mentor Program 2016-17Teachers

| What is your current teaching position? (Mark all that apply) | | |
|---|------------------|----------------|
| Answer Options | Response Percent | Response Count |
| K-2 | 30.5% | 40 |
| 3-5 | 18.3% | 24 |
| Middle School | 18.3% | 24 |
| High School | 28.2% | 37 |
| Exceptional Education | 15.3% | 20 |
| English Language Development (ELD) | 3.8% | 5 |
| Fine Arts | 1.5% | 2 |
| Long Term Substitute | 2.3% | 3 |
| Intern | 3.8% | 5 |
| Other-Please describe: | 0.8% | 1 |
| answered question | | 131 |
| skipped question | | 0 |

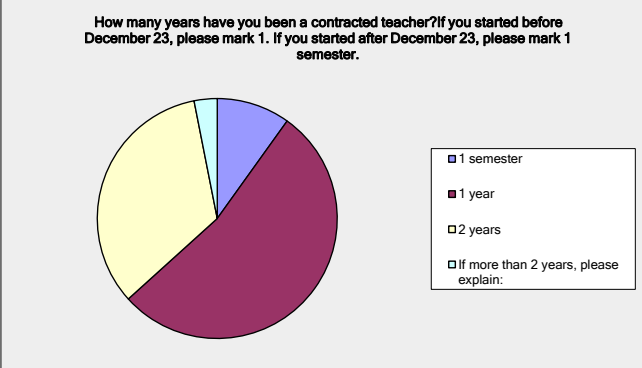


TUSD Mentor Program 2016-17Teachers

How many years have you been a contracted teacher?If you started before December 23, please mark 1. If you started after December 23, please mark 1 semester.

| Answer Options | Response Percent | Response Count |
|---------------------------------------|------------------|----------------|
| 1 semester | 9.9% | 13 |
| 1 year | 53.4% | 70 |
| 2 years | 33.6% | 44 |
| If more than 2 years, please explain: | 3.1% | 4 |
| <i>answered question</i> | | 131 |
| <i>skipped question</i> | | 0 |

| Number | Response Date | If more than 2 years, please explain: |
|--------|-----------------------|--|
| 1 | May 17, 2017 4:03 PM | I taught 15 years as a choir director, high school. 13 years in TUSD, 2 years in AMPHI |
| 2 | Apr 26, 2017 5:03 PM | 3 years in another district |
| 3 | Apr 26, 2017 12:21 AM | I taught reg. ed for TUSD 4 1/2 years, total years 12 in reg. ed. |
| 4 | Apr 25, 2017 3:03 PM | 01/01/2002 |

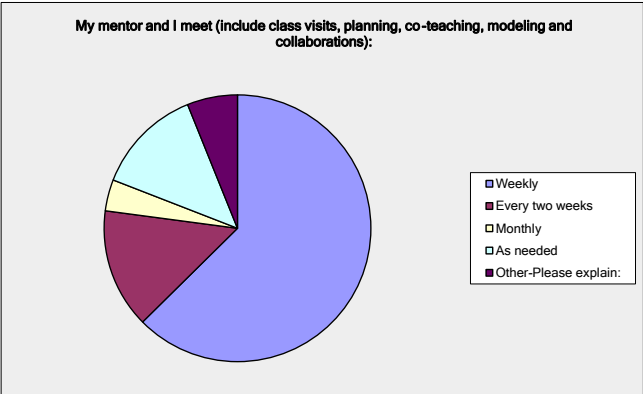


TUSD Mentor Program 2016-17Teachers

My mentor and I meet (include class visits, planning, co-teaching, modeling and collaborations):

| Answer Options | Response Percent | Response Count |
|-----------------------|------------------|------------------------------|
| Weekly | 62.6% | 82 |
| Every two weeks | 14.5% | 19 |
| Monthly | 3.8% | 5 |
| As needed | 13.0% | 17 |
| Other-Please explain: | 6.1% | 8 |
| | | <i>answered question</i> 131 |
| | | <i>skipped question</i> 0 |

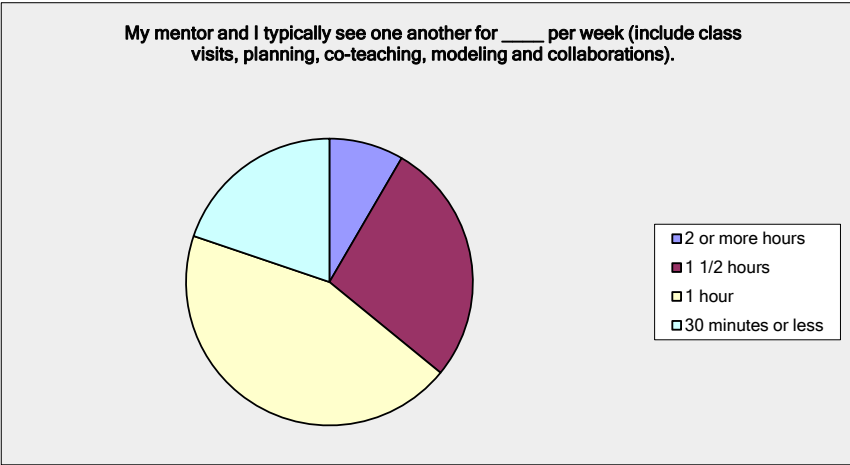
| Number | Response Date | Other-Please explain: |
|--------|----------------------|--|
| 1 | May 17, 2017 4:07 PM | My mentor was changed twice and the third one never came back after our first meeting. |
| 2 | May 17, 2017 3:14 PM | I was only picked up in teh mentor program for the last 2 months, so it happened when she could fit me in. I've had 2 mentors this year--the first never met with me, the second met with me weekly; I will be rating the 2nd mentor |
| 3 | Apr 26, 2017 8:25 PM | |
| 4 | Apr 25, 2017 8:16 PM | My mentor and I meet at least weekly (sometimes more often). |
| 5 | Apr 25, 2017 4:09 PM | We try to do weekly, but it ends up being as needed or every few weeks. |
| 6 | Apr 25, 2017 3:12 PM | At first it was weekly or every 2 weeks. As I progressed it became more as needed |
| 7 | Apr 25, 2017 3:03 PM | we meet weekly and she is available as needed |
| 8 | Apr 25, 2017 2:55 PM | She stops in sometimes once a week, but never at a time that we can talk, discuss or plan. It's always during class time. |



TUSD Mentor Program 2016-17Teachers

My mentor and I typically see one another for ____ per week (include class visits, planning, co-teaching, modeling and collaborations).

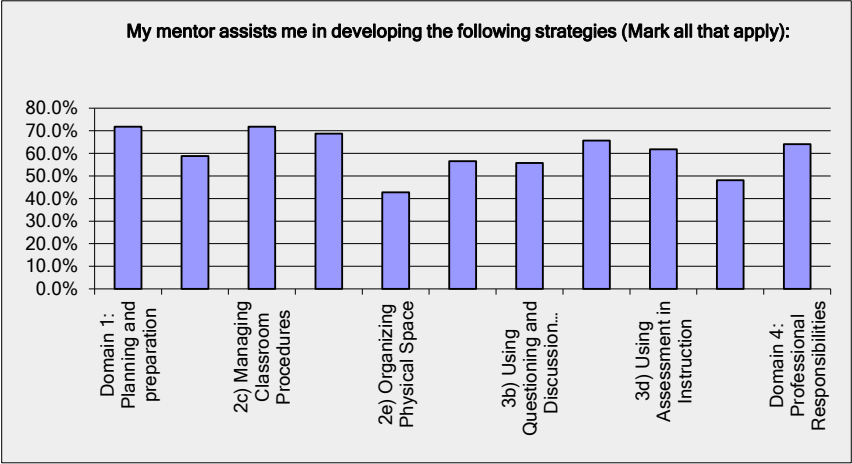
| Answer Options | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| 2 or more hours | 8.4% | 11 |
| 1 1/2 hours | 27.5% | 36 |
| 1 hour | 44.3% | 58 |
| 30 minutes or less | 19.8% | 26 |
| <i>answered question</i> | | 131 |
| <i>skipped question</i> | | 0 |



TUSD Mentor Program 2016-17Teachers

My mentor assists me in developing the following strategies (Mark all that apply):

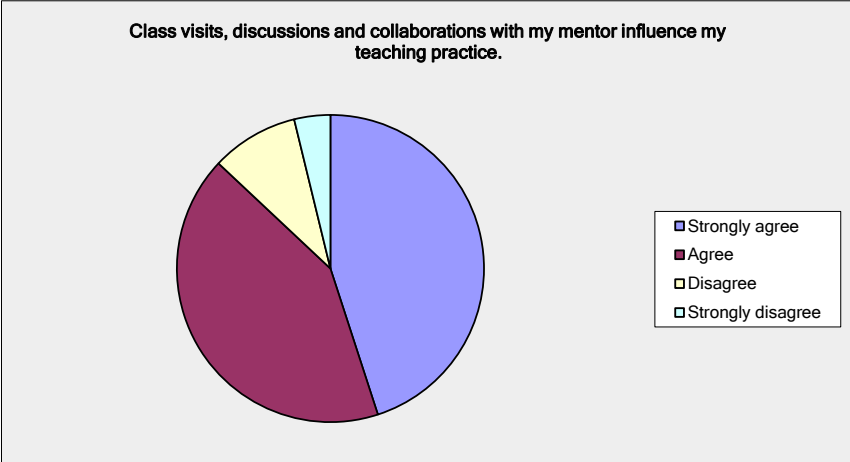
| Answer Options | Response Percent | Response Count |
|--|------------------|----------------|
| Domain 1: Planning and preparation | 71.8% | 94 |
| 2b) Establishing a Culture for Learning | 58.8% | 77 |
| 2c) Managing Classroom Procedures | 71.8% | 94 |
| 2d) Managing Student Behavior | 68.7% | 90 |
| 2e) Organizing Physical Space | 42.7% | 56 |
| 3a) Communicating With Students | 56.5% | 74 |
| 3b) Using Questioning and Discussion Techniques | 55.7% | 73 |
| 3c) Engaging Students in Learning | 65.6% | 86 |
| 3d) Using Assessment in Instruction | 61.8% | 81 |
| 3e) Demonstrating Flexibility and Responsiveness | 48.1% | 63 |
| Domain 4: Professional Responsibilities | 64.1% | 84 |
| answered question | | 131 |
| skipped question | | 0 |



TUSD Mentor Program 2016-17Teachers

Class visits, discussions and collaborations with my mentor influence my teaching practice.

| Answer Options | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| Strongly agree | 45.0% | 59 |
| Agree | 42.0% | 55 |
| Disagree | 9.2% | 12 |
| Strongly disagree | 3.8% | 5 |
| <i>answered question</i> | | 131 |
| <i>skipped question</i> | | 0 |



TUSD Mentor Program 2016-17 Teachers

When working with my mentor, I find the following 4 activities to be the most valuable:

| Answer Options | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| Exemplary teacher visit | 53.4% | 70 |
| Lesson planning | 57.3% | 75 |
| Co-Teaching | 16.8% | 22 |
| Mentor modeling lessons | 29.8% | 39 |
| Analyzing Student Work | 46.6% | 61 |
| Reflective conversations | 90.8% | 119 |
| Video recording | 9.9% | 13 |
| In-class support | 70.2% | 92 |
| Other-Please specify: | 25.2% | 33 |
| answered question | | 131 |
| skipped question | | 0 |

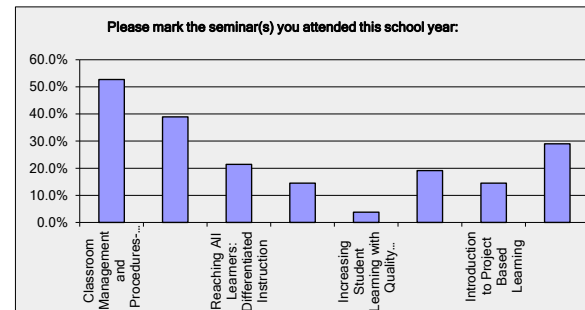
| Number | Response Date | Other-Please specify: |
|--------|-----------------------|---|
| 1 | May 21, 2017 1:15 AM | showing me tools to use in the class room |
| 2 | May 18, 2017 11:59 PM | *Reflective conversations is really the only thing my current mentor and I have done together |
| 3 | May 18, 2017 12:18 AM | How to create reading levels for my students. |
| 4 | May 17, 2017 10:39 PM | advice on classroom management |
| 5 | May 17, 2017 4:07 PM | I didn't work with a mentor because a mentor never came back. |
| 6 | May 17, 2017 4:03 PM | Only In-Class support was used, but I had to put 3 others in order to complete the question. |
| 7 | May 17, 2017 3:14 PM | I WAS ONLY IN THIS FOR 2 MONTHS I DONT HAVE 4 |
| 8 | May 17, 2017 3:04 PM | Having someone to talk to about stupid policies. Also we didn't really lesson plan or teacher visit. I had to check four but honestly we have not done anything but have conversations, which I have not found helpful. |
| 9 | May 11, 2017 6:40 PM | conversations about extension/remediation |
| 10 | May 11, 2017 5:59 PM | She started to help me put together the standards for next year. |
| 11 | May 4, 2017 4:22 PM | school procedures and US high school culture |
| 12 | Apr 28, 2017 5:18 PM | behavior management skills |
| 13 | Apr 27, 2017 2:34 PM | General support and encouragement |
| 14 | Apr 27, 2017 8:54 AM | IEP questions, understanding curriculum and the district |
| 15 | Apr 26, 2017 11:23 PM | behavioral support |
| 16 | Apr 26, 2017 8:25 PM | Bouncing ideas, discussing the day, having someone to talk with the struggles of teaching with. |
| 17 | Apr 26, 2017 7:11 PM | answers questions that I have |
| 18 | Apr 26, 2017 4:23 PM | This question requires 4 answers, however none actually apply. |
| 19 | Apr 26, 2017 3:57 PM | Determining how to use the Scholastic Leveled Readers |
| 20 | Apr 26, 2017 1:11 PM | we did not do anything else. |
| 21 | Apr 26, 2017 12:21 AM | I have not had an exlemplary visit but would like to |
| 22 | Apr 26, 2017 12:20 AM | Data Digs |
| 23 | Apr 25, 2017 11:51 PM | I tell my students that my mentor is the "Deputy Superintendent over Student Behavior". |
| 24 | Apr 25, 2017 4:32 PM | Helping me figure out computer systems, etc. |
| 25 | Apr 25, 2017 4:23 PM | Discussion of class activities |
| 26 | Apr 25, 2017 3:19 PM | She is very helpful when it comes to IEP writing |
| 27 | Apr 25, 2017 3:03 PM | I would like my mentor to help with lesson planning and modeling lessons, but she only has reflective conversations |
| 28 | Apr 25, 2017 3:01 PM | We dont reall do lesson planning or anything else. I just had to choose 4. |
| 29 | Apr 25, 2017 3:00 PM | My mentor hasn't worked with me on any of these options (however it required me to select 4 choices to submit this survey.) |
| 30 | Apr 25, 2017 2:55 PM | Honestly, none apply. I had to pick 4 to move on. |
| 31 | Apr 25, 2017 2:27 PM | Suggestions for moving forward |
| 32 | Apr 25, 2017 2:20 PM | Moral support in dealing the the stresses of working full-time as a teacher and needing to hold another job to meet ends while also trying to pay for my program. She has talked me off the edge of quitting TUSD more than once. |
| 33 | Apr 25, 2017 2:02 PM | |



TUSD Mentor Program 2016-17 Teachers

Please mark the seminar(s) you attended this school year:

| Answer Options | Response Percent | Response Count |
|--|------------------|----------------|
| Classroom Management and Procedures-Part 1 | 52.7% | 69 |
| Classroom Management and Procedures-Part 2 | 38.9% | 51 |
| Reaching All Learners: Differentiated Instruction | 21.4% | 28 |
| Writing IEPs | 14.5% | 19 |
| Increasing Student Learning with Quality Formative | 3.8% | 5 |
| Motivating and Engaging Students | 19.1% | 25 |
| Introduction to Project Based Learning | 14.5% | 19 |
| None-Please explain: | 29.0% | 38 |
| answered question | | 131 |
| skipped question | | 0 |



| Number | Response Date | None-Please explain: |
|--------|-----------------------|---|
| 1 | May 19, 2017 6:51 AM | I attended different training provided by my school. "Bette Lovelace, Teaching Reading Effectively" and "Bette Lovelace, Teaching Writing Effectively." |
| 2 | May 18, 2017 11:59 PM | I attended Classroom Management Parts 1&2 last year |
| 3 | May 18, 2017 12:18 AM | None of the above. I attended the Language Acquisition English Language Development K-5, Avenues ELD Elementary Assessment using School City |
| 4 | May 17, 2017 9:28 PM | I joined later in the year. |
| 5 | May 17, 2017 8:18 PM | I have not been able to attend any seminars this year for the above programs. |
| 6 | May 17, 2017 4:07 PM | I attended a Culturally Relevant PD once a month in addition to our weekly PDs at school. |
| 7 | May 17, 2017 4:03 PM | I did not get a mentor until 2nd semester and because I coach during 2nd semester, it was hard to go to any events. I only actually knew about 1 of them. |
| 8 | May 17, 2017 3:14 PM | I was only picked up in the last 2 months, nothing was explained to me. I fell through the cracks of this system because I was a long term sub last year. |
| 9 | May 17, 2017 3:13 PM | Attended in school PDs with a consultants focusing on Tier I Instruction |
| 10 | May 17, 2017 3:06 PM | I attended none of these |
| 11 | May 17, 2017 3:04 PM | I had all those (useless) EEI training days suck my time and energy |
| 12 | May 17, 2017 2:40 PM | The times offered were very inconvenient |
| 13 | May 11, 2017 5:59 PM | EEI |
| 14 | May 8, 2017 11:17 PM | I had many other trainings I was required to go to. |
| 15 | May 6, 2017 6:19 PM | Started with ELD then moved to 2nd grade so alot of movement and not sure which to go to. |
| 16 | May 4, 2017 5:56 PM | EEI |
| 17 | Apr 28, 2017 3:11 PM | I am an intern and attend college courses that correspond. IE: Fred Jones training |
| 18 | Apr 27, 2017 9:34 PM | I attended PD offered at my school. |
| 19 | Apr 26, 2017 11:23 PM | Unaware of these opportunities. |
| 20 | Apr 26, 2017 7:23 PM | Schedule Conflict |
| 21 | Apr 26, 2017 12:21 AM | I have not had time. I will this summer. |
| 22 | Apr 25, 2017 9:30 PM | I had to reschedule my classroom management class due to illness |
| 23 | Apr 25, 2017 8:33 PM | x |
| 24 | Apr 25, 2017 5:20 PM | Full time student |
| 25 | Apr 25, 2017 4:31 PM | did a lot last year |
| 26 | Apr 25, 2017 4:23 PM | I wasn't directed to |
| 27 | Apr 25, 2017 4:09 PM | was not informed of any of these seminars |
| 28 | Apr 25, 2017 4:09 PM | No time |
| 29 | Apr 25, 2017 3:58 PM | Did not have the time to make any seminars. |
| 30 | Apr 25, 2017 3:19 PM | sufficient PD hours through CRPI department |
| 31 | Apr 25, 2017 3:12 PM | Not sure if I completed any |
| 32 | Apr 25, 2017 3:06 PM | fred jones |
| 33 | Apr 25, 2017 3:00 PM | Been doing essential elements of instruction |
| 34 | Apr 25, 2017 2:02 PM | I have a very violent student in my class and I have a 2nd job, it makes it very difficult to get away. |
| 35 | Apr 25, 2017 1:54 PM | Unable to coincide with times and dates, and limited opportunities |
| 36 | Apr 25, 2017 1:47 PM | Did not attend any |
| 37 | Apr 25, 2017 1:43 PM | Do not have time for repetitive seminars |
| 38 | Apr 25, 2017 1:18 PM | completed last year |

TUSD Mentor Program 2016-17 Teachers

Please list any study group(s) you attended this school year:

| Answer Options | Response Count |
|--------------------------|----------------|
| <i>answered question</i> | 131 |
| <i>skipped question</i> | 0 |

| Number | Response Date | Response Text | Categories |
|--------|-----------------------|---|------------------------------|
| 1 | May 21, 2017 1:15 AM | Fred Jones | Fred Jones |
| 2 | May 19, 2017 3:38 PM | EEL Training | EEL-Seminars |
| 3 | May 19, 2017 6:51 AM | none | None |
| 4 | May 19, 2017 2:23 AM | Differentiated Study Groups, Case Study Groups with new teachers. | Other |
| 5 | May 18, 2017 11:59 PM | None | None |
| 6 | May 18, 2017 11:41 PM | none | None |
| 7 | May 18, 2017 5:08 PM | Multicultural Literature with the District Department | Other |
| 8 | May 18, 2017 4:17 PM | Weekly PD | None |
| 9 | May 18, 2017 4:03 PM | I have not attended any study groups | None |
| 10 | May 18, 2017 3:10 PM | EEL | EEL-Seminars |
| 11 | May 18, 2017 3:44 AM | N/A | None |
| 12 | May 18, 2017 12:18 AM | None | None |
| 13 | May 17, 2017 11:07 PM | Math workshop at UA; EEL training program (4 days) | Other |
| 14 | May 17, 2017 10:39 PM | none | None |
| 15 | May 17, 2017 10:30 PM | PLC's | None |
| 16 | May 17, 2017 9:28 PM | n/a | None |
| 17 | May 17, 2017 9:19 PM | No study groups | None |
| 18 | May 17, 2017 8:37 PM | ELA Daily 5 Fred Jones | Fred Jones, Daily 5 |
| 19 | May 17, 2017 8:18 PM | None for the Mentor Program. | None |
| 20 | May 17, 2017 8:18 PM | None | None |
| 21 | May 17, 2017 7:31 PM | Make the Move NES study group | Other |
| 22 | May 17, 2017 7:00 PM | I've participated in three study groups. | Fred Jones, Ex. Ed., Daily 5 |
| 23 | May 17, 2017 6:55 PM | None due to scheduling | None |
| 24 | May 17, 2017 5:59 PM | none | None |
| 25 | May 17, 2017 5:40 PM | Ex Ed study group | Ex. Ed. |
| 26 | May 17, 2017 5:26 PM | none | None |
| 27 | May 17, 2017 4:07 PM | My English PLC and CR PLC | None |
| 28 | May 17, 2017 4:03 PM | None | None |
| 29 | May 17, 2017 3:39 PM | None | None |
| 30 | May 17, 2017 3:34 PM | n/a | None |
| 31 | May 17, 2017 3:30 PM | None | None |
| 32 | May 17, 2017 3:28 PM | none | None |
| 33 | May 17, 2017 3:14 PM | None. | None |
| 34 | May 17, 2017 3:13 PM | None | None |
| 35 | May 17, 2017 3:09 PM | none | None |

| | | | |
|----|-----------------------|---|----------------------------|
| 36 | May 17, 2017 3:08 PM | I did not attend any. | None |
| 37 | May 17, 2017 3:07 PM | None | None |
| 38 | May 17, 2017 3:06 PM | none | None |
| 39 | May 17, 2017 3:04 PM | I'm not sure what this refers to. | unaware of study groups |
| 40 | May 17, 2017 3:03 PM | none | None |
| 41 | May 17, 2017 2:42 PM | all make the move pds, school pds, department pd, and more. | Other |
| 42 | May 17, 2017 2:40 PM | None | None |
| 43 | May 17, 2017 2:40 PM | No study groups but I did attend two off site ib PD's one of which was out of state. I also attended the Na | Other |
| 44 | May 12, 2017 12:25 AM | N/A | None |
| 45 | May 11, 2017 6:40 PM | None | None |
| 46 | May 11, 2017 5:59 PM | n/a | None |
| 47 | May 8, 2017 11:17 PM | none | None |
| 48 | May 8, 2017 4:48 AM | none | None |
| 49 | May 6, 2017 6:19 PM | None | None |
| 50 | May 4, 2017 5:56 PM | Guided reading lead by my advisor | Other |
| 51 | May 4, 2017 4:22 PM | I did not attend any study groups due to my participation in my school' site council. | None |
| 52 | Apr 28, 2017 5:18 PM | I did not have any information about study groups for new teachers. I attended the National Board works | unaware of study groups |
| 53 | Apr 28, 2017 5:16 PM | None. | None |
| 54 | Apr 28, 2017 3:11 PM | None | None |
| 55 | Apr 27, 2017 10:42 PM | What is a study group?? | unaware of study groups |
| 56 | Apr 27, 2017 9:34 PM | None | None |
| 57 | Apr 27, 2017 4:15 PM | None | None |
| 58 | Apr 27, 2017 2:52 PM | PBIS | Other |
| 59 | Apr 27, 2017 2:34 PM | Fred Jones study group | Fred Jones |
| 60 | Apr 27, 2017 8:54 AM | Daily 5 book study | Daily 5 |
| 61 | Apr 27, 2017 4:17 AM | N/A | None |
| 62 | Apr 26, 2017 11:23 PM | NES Exam Study Group for the Make the Move Program | Other |
| 63 | Apr 26, 2017 8:25 PM | Fred Jones Study Group | Fred Jones |
| 64 | Apr 26, 2017 7:23 PM | none | None |
| 65 | Apr 26, 2017 7:11 PM | None | None |
| 66 | Apr 26, 2017 6:50 PM | Progress monitoring | Other |
| 67 | Apr 26, 2017 5:03 PM | EEL training | EEL-Seminars |
| 68 | Apr 26, 2017 4:23 PM | none | None |
| 69 | Apr 26, 2017 3:57 PM | N/A. One study group was recommended to me recently but the dates conflicted with other trainings. | None |
| 70 | Apr 26, 2017 1:11 PM | N/A | None |
| 71 | Apr 26, 2017 12:21 AM | None | None |
| 72 | Apr 26, 2017 12:20 AM | ELA study group | Daily 5 |
| 73 | Apr 25, 2017 11:51 PM | Fred Jones Study GroupMath Study Group | Fred Jones,Math |
| 74 | Apr 25, 2017 10:27 PM | Math Study Foup | Math |
| 75 | Apr 25, 2017 10:21 PM | None | None |
| 76 | Apr 25, 2017 9:30 PM | Fred Jones | Fred Jones |
| 77 | Apr 25, 2017 8:33 PM | x | None |
| 78 | Apr 25, 2017 8:16 PM | I attended all of the Ex Ed study groups for the 2016-2017 school year. | Ex. Ed. |
| 79 | Apr 25, 2017 8:00 PM | na | None |
| 80 | Apr 25, 2017 7:37 PM | N/A | None |
| 81 | Apr 25, 2017 6:52 PM | n/a | None |
| 82 | Apr 25, 2017 6:44 PM | Attended 6. | Fred Jones,Ex. Ed.,Daily 5 |

| | | | |
|-----|----------------------|---|-------------------------|
| 83 | Apr 25, 2017 6:34 PM | none | None |
| 84 | Apr 25, 2017 6:29 PM | None | None |
| 85 | Apr 25, 2017 5:34 PM | My mentor put on a several different study groups. Differentiated learning, Fred Jones, and end of the year | Fred Jones,EEI-Seminars |
| 86 | Apr 25, 2017 5:20 PM | none | None |
| 87 | Apr 25, 2017 5:16 PM | None are applicable | None |
| 88 | Apr 25, 2017 4:42 PM | n/a | None |
| 89 | Apr 25, 2017 4:32 PM | I did not attend any study groups this year. None were convenient for me to be able to attend in time given | None |
| 90 | Apr 25, 2017 4:31 PM | none | None |
| 91 | Apr 25, 2017 4:29 PM | Fred Jones | Fred Jones |
| 92 | Apr 25, 2017 4:23 PM | None | None |
| 93 | Apr 25, 2017 4:23 PM | None | None |
| 94 | Apr 25, 2017 4:09 PM | None. | None |
| 95 | Apr 25, 2017 4:09 PM | NA | None |
| 96 | Apr 25, 2017 4:02 PM | none | None |
| 97 | Apr 25, 2017 3:58 PM | None | None |
| 98 | Apr 25, 2017 3:52 PM | Guided Reading | Daily 5 |
| 99 | Apr 25, 2017 3:42 PM | none | None |
| 100 | Apr 25, 2017 3:41 PM | none | None |
| 101 | Apr 25, 2017 3:39 PM | None | None |
| 102 | Apr 25, 2017 3:32 PM | I don't know ywt | unaware of study groups |
| 103 | Apr 25, 2017 3:31 PM | Spanish curriculum development. | Other |
| 104 | Apr 25, 2017 3:23 PM | ELD training | Other |
| 105 | Apr 25, 2017 3:19 PM | N/A | None |
| 106 | Apr 25, 2017 3:16 PM | none | None |
| 107 | Apr 25, 2017 3:12 PM | Fred Jones study groups 2nd Semester | Fred Jones |
| 108 | Apr 25, 2017 3:12 PM | none | None |
| 109 | Apr 25, 2017 3:11 PM | Teaching American History Seminar. PLC. Kagan training. | Other |
| 110 | Apr 25, 2017 3:07 PM | Classroom management and procedures part 1 and 2.Differentiating Instruction.Dual language PD.EEI tr | EEI-Seminars |
| 111 | Apr 25, 2017 3:06 PM | N/a | None |
| 112 | Apr 25, 2017 3:06 PM | none | None |
| 113 | Apr 25, 2017 3:03 PM | Ex Ed | Ex. Ed. |
| 114 | Apr 25, 2017 3:01 PM | none | None |
| 115 | Apr 25, 2017 3:01 PM | What study groups? | unaware of study groups |
| 116 | Apr 25, 2017 3:00 PM | N/A | None |
| 117 | Apr 25, 2017 2:55 PM | n/a | None |
| 118 | Apr 25, 2017 2:55 PM | n/a | None |
| 119 | Apr 25, 2017 2:51 PM | Fred Jones | Fred Jones |
| 120 | Apr 25, 2017 2:42 PM | none | None |
| 121 | Apr 25, 2017 2:40 PM | I attended the professional development sessions offered here on campus | Other |
| 122 | Apr 25, 2017 2:27 PM | Fred Jones Study Group | Fred Jones |
| 123 | Apr 25, 2017 2:20 PM | n/a | None |
| 124 | Apr 25, 2017 2:10 PM | I have not attended any study groups this school year. | None |
| 125 | Apr 25, 2017 2:02 PM | ELA study group | Daily 5 |
| 126 | Apr 25, 2017 1:57 PM | Fred Jones Study Group | Fred Jones |
| 127 | Apr 25, 2017 1:54 PM | None | None |
| 128 | Apr 25, 2017 1:47 PM | None | None |
| 129 | Apr 25, 2017 1:43 PM | None | None |

130
131

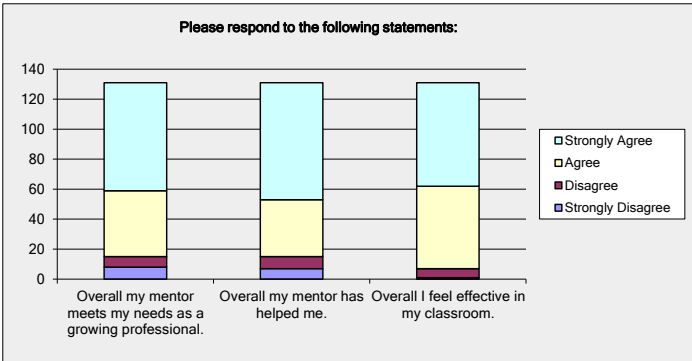
Apr 25, 2017 1:42 PM
Apr 25, 2017 1:18 PM

| | |
|--|--------------------|
| All study groups except the first one. | Fred Jones,Daily 5 |
| xxx | None |

TUSD Mentor Program 2016-17 Teachers

Please respond to the following statements:

| Answer Options | Strongly Agree | Agree | Disagree | Strongly Disagree | Response Count |
|---|----------------|-------|----------|-------------------|----------------|
| Overall my mentor meets my needs as a growing professional. | 72 | 44 | 7 | 8 | 131 |
| Overall my mentor has helped me. | 78 | 38 | 8 | 7 | 131 |
| Overall I feel effective in my classroom. | 69 | 55 | 6 | 1 | 131 |
| <i>answered question</i> | | | | | 131 |
| <i>skipped question</i> | | | | | 0 |



TUSD Mentor Program 2016-17Teachers

| How has your mentor supported your work as a teacher? | |
|---|----------------|
| Answer Options | Response Count |
| | 131 |
| <i>answered question</i> | 131 |
| <i>skipped question</i> | 0 |

| Number | Response Date | Response Text | Categories |
|--------|-----------------------|---|--|
| 1 | May 21, 2017 1:15 AM | Shes is always there to support me, answer questions, and run ideas by | Support |
| 2 | May 19, 2017 3:38 PM | Big help with lesson planning | Lesson Planning |
| 3 | May 19, 2017 6:51 AM | Mostly through class support and reflective conversations sometimes about work environment or student behaviors. | Managing Behaviors,Support,Reflective Conversation |
| 4 | May 19, 2017 2:23 AM | My mentor is always available to answer my questions and she always provides me with resources that support myself and my students. | Resources/Questions |
| 5 | May 18, 2017 11:59 PM | Reflective conversations about managing student behavior. | Managing Behaviors,Reflective Conversation |
| 6 | May 18, 2017 11:41 PM | Joan gives me great ideas to engage the students with in my classroom. She brings me activities that went well in her class or things she has seen online. She also helps me tweak ideas I have to make them more understandable for the students. | Support,Reflective Conversation |
| 7 | May 18, 2017 5:08 PM | Identifying worksheets for standards and formatives; benchmark & formative data analysis; supportive ideas for interventions & strategies; lesson planning assistance. Scholastic book selections according to lesson planning & standards. | Standards-CFA-Data |
| 8 | May 18, 2017 4:17 PM | My mentor has helped me create fun outdoor learning activities, a comprehensive final and so much more. She even helped me when my largest and most challenging group did earth worm dissections | Managing Behaviors,Support,Standards-CFA-Data |
| 9 | May 18, 2017 4:03 PM | <i>I wish that my mentor had been assigned to me earlier in the year, I had an incredibly difficult time starting out and could have used support. When I was able to meet with her, I typically just vented and used the opportunity to share my concerns about the day. We did not lesson plan together and my mentor did not step in to take over the class or co-teach, she just observed.</i> | Very Little/none |
| 10 | May 18, 2017 3:10 PM | Helping to actualize new ideas for lessons | Reflective Conversation,Lesson Planning |
| 11 | May 18, 2017 3:44 AM | How to approach and manage my students behavior. | Managing Behaviors |
| 12 | May 18, 2017 12:18 AM | She gives me feedback and provides resources. She assisted with assessments. She helps with whatever needs when asked. | Reflective Conversation,Resources/Questions,Standards-CFA-Data |
| 13 | May 17, 2017 11:07 PM | Encouragement, help in planning for classroom management, a readily available ear to listen, arranging visit to other classrooms, referral to training opportunities | Managing Behaviors,Support,Resources/Questions |
| 14 | May 17, 2017 10:39 PM | She has been available to discuss and help me solve challenges faced in the classroom. | Support,Reflective Conversation |
| 15 | May 17, 2017 10:30 PM | My mentor has been there for me to answer any question I could possibly have. Whether I was struggling with student behavior or was challenged with my co workers she was able to advise me confidently and made me feel like I had unconditional support. | |
| 16 | May 17, 2017 9:28 PM | My mentor would constantly check in to make sure I had everything I needed. | |
| 17 | May 17, 2017 9:19 PM | Both my first mentor and my second mentor has support by allowing me to bounce my crazy ideas off of them and explained which would work and which would not. | |
| 18 | May 17, 2017 8:37 PM | She has given me fresh ideas and helped me organize my data. | |
| 19 | May 17, 2017 8:18 PM | Since simply putting yes would not be descriptive enough, she has: -Provided thoughtful conversations about topics or issues I am facing.¶ -Providing support both mental and educational¶ -Helping me develop and grow into my teaching practice.¶ -Providing support with dealing with administration and policies.¶ -Providing support with everything else a new teacher in the classroom faces that is not explicitly listed. | Support,Reflective Conversation,Confidentiality |

| Number | Response Date | Response Text | Categories |
|--------|-----------------------|---|--|
| 20 | May 17, 2017 8:18 PM | My mentor gives me fresh ideas and constantly encourages me. She is always a bright person and very kind to me and the kiddos. | Support |
| 21 | May 17, 2017 7:31 PM | I have not been able to meet with my mentor very often and I have not felt a great amount of support. | Very Little/none |
| 22 | May 17, 2017 7:00 PM | She has been very supportive, kind, and helpful. She has personally gone out of her ways to find things that can benefit myself and my students and she always comes with new knowledge. | Support,Resources/Questions |
| 23 | May 17, 2017 6:55 PM | My original mentor was very helpful, but then he got replaced by a new mentor. She was not as helpful, in part to it being midway through the school year and she was also new to TUSD. | Very Little/none |
| 24 | May 17, 2017 5:59 PM | My mentor supports me and is available to me after school hours with anything that I need. She helps guide critical thinking questions in my planning and analyzing student work. | Support,Reflective Conversation,Resources/Questions,Standards-CFA-Data |
| 25 | May 17, 2017 5:40 PM | I am so thankful for my mentor. He has been so helpful and supportive in my first year teaching. He came in weekly to help me handle behaviors, lesson plan, track data, and write IEPs. | Support,Reflective Conversation,Standards-CFA-Data,Lesson Planning |
| 26 | May 17, 2017 5:26 PM | Ms. Jaegar has helped me become a competent teacher. She is one of the few that makes me feel supported; whether it is with teaching strategies, lesson plans, or just emotional support. I feel like I am a better teacher because of my mentor. | Support,Reflective Conversation,Confidentiality |
| 27 | May 17, 2017 4:07 PM | No mentor. Not applicable. | |
| 28 | May 17, 2017 4:03 PM | Helped with curriculum and TA/co worker conflicts | Standards-CFA-Data,Confidentiality |
| 29 | May 17, 2017 3:39 PM | If there are resources I need she will help me find them and when dealing with classroom management, she knows how to guide me and lets me know what strategies I can use. | Managing Behaviors,Support,Resources/Questions |
| 30 | May 17, 2017 3:34 PM | Managing behavior and coming up with effective behavior plan was the biggest support for me this year. | Managing Behaviors,Support |
| 31 | May 17, 2017 3:30 PM | Mentor was available to observe classrooms and provide recommendations. | Support,Reflective Conversation |
| 32 | May 17, 2017 3:28 PM | by providing me with all the necessary information to improve my skills in teaching and giving me feedback. | Reflective Conversation,Resources/Questions |
| 33 | May 17, 2017 3:14 PM | Given me notes when she can after observing my class for a little while. | Support,Reflective Conversation |
| 34 | May 17, 2017 3:13 PM | Supported me with classroom management strategies. | Managing Behaviors |
| 35 | May 17, 2017 3:09 PM | She has helped me when I needed it | Support |
| 36 | May 17, 2017 3:08 PM | My mentor has supported me in allowing me to visit exemplar teachers. She also provides feedback in our reflective conversations. | Reflective Conversation |
| 37 | May 17, 2017 3:07 PM | She has helped me reflect on strategies used in the classroom and provided me with materials to aid in my instruction. | Support,Reflective Conversation,Resources/Questions |
| 38 | May 17, 2017 3:06 PM | Provided different tools to use in the classroom | Support,Resources/Questions |
| 39 | May 17, 2017 3:04 PM | My mentor is someone who asks Socratic questions of me. | Reflective Conversation |
| 40 | May 17, 2017 3:03 PM | She was incredible! | Support |
| 41 | May 17, 2017 2:42 PM | Assisting when needed, giving direction, assisting when there were issues. Guidance and being a great mentor. | Support |
| 42 | May 17, 2017 2:40 PM | She has been wonderfully supportive even though I went through extremely difficult times this past semester. | Support |
| 43 | May 17, 2017 2:40 PM | My mentor has provided me with feedback needed for positive reflection that has enabled me to better and refine my teaching practice. | Support,Reflective Conversation |
| 44 | May 12, 2017 12:25 AM | Mostly reflective and examining my work on a week by week basis. I have been in the classroom before but I was new to Tucson. It is nice having a person to work with directly because everyone here at my school is busy with their own stuff. | Support,Reflective Conversation,Resources/Questions |
| 45 | May 11, 2017 6:40 PM | Overall, she has not. | Very Little/none |
| 46 | May 11, 2017 5:59 PM | Positive feedback and support, telling me that I am effective when I'm not feeling confident. | Support,Reflective Conversation |
| 47 | May 8, 2017 11:17 PM | My first mentor was very knowledgeable about logistics and classroom management. I found going off-site to be very helpful. My second mentor didn't have the qualities of my first one. | Very Little/none |
| 48 | May 8, 2017 4:48 AM | Brandon has been supportive and encouraging in all areas that I have approached him about. He has great suggestions and input about any situation that I have thrown his way-and never makes me feel like I should have known the answer already. | Support,Resources/Questions |

| Number | Response Date | Response Text | Categories |
|--------|-----------------------|--|--|
| 49 | May 6, 2017 6:19 PM | I feel more confident teaching and planning. | Support,Lesson Planning |
| 50 | May 4, 2017 5:56 PM | She has helped in all areas of my classroom and she is helping in any way she can to get my certification. | |
| 51 | May 4, 2017 4:22 PM | She has been a listening ear and she helped with showing me how to use the standards. | Support,Standards-CFA-Data |
| 52 | Apr 28, 2017 5:18 PM | I am from Chile and my mentor helped me to navigate in the US high school culture. Her support for classroom management and US high school system has been valuable. | Managing Behaviors,Support,Resources/Questions |
| 53 | Apr 28, 2017 5:16 PM | Allowed me to talk through ideas in lesson planning and classroom management. Gave input on how to handle certain situations. Helped graded. | Managing Behaviors,Support,Reflective Conversation,Lesson Planning |
| 54 | Apr 28, 2017 3:11 PM | My mentor helps me prepare lessons by listening to my feedback of prior lessons. She is timely and effective in answering all questions I have about curriculum and district and school policies. | |
| 55 | Apr 27, 2017 10:42 PM | She has been wonderful about listening to me, even if I just need to vent, helping me plan lessons by thinking of new ideas and activities, and finding materials that may be of use to me and my students. | |
| 56 | Apr 27, 2017 9:34 PM | My mentor has helped me reflect more on my teaching and be less hesitant about monitoring and adjusting instruction/activities as needed. | Support,Reflective Conversation |
| 57 | Apr 27, 2017 4:15 PM | I only saw my mentor once, scheduling conflicts occurred constantly. We emailed each other, but just to try and schedule meetings. | Very Little/none |
| 58 | Apr 27, 2017 2:52 PM | She has assisted me in learning and growing as a teacher, helped critique my lessons and develop them, encouraged me professionally and be an invaluable asset to me. | Support,Reflective Conversation,Lesson Planning |
| 59 | Apr 27, 2017 2:34 PM | always positive and give ideas to help change things | |
| 60 | Apr 27, 2017 8:54 AM | Mostly through reflective conversations. Videotaping was also very helpful | |
| 61 | Apr 27, 2017 4:17 AM | When the semester started, my Mentor teacher supported me by showing me how to get help for various critical parts of my job such as communicating with the administration, writing work orders, sourcing supplies, and advocating for my class numbers not to exceed the limits stated in my contract. She helped me prepare for meetings with my evaluator and with submitting artifacts to MyLearningPlan. My Mentor teacher has helped me improve my classroom management skills by videotaping my class, modeling instructional strategies, co-teaching, giving me advice on how to communicate positively with students' caregivers, and how to respond to specific student behaviors. She helped me set up my gradebook and design rubrics. Every week, my Mentor Teacher models how to apply the strategies described in the book "Tools for Teaching", by Fred Jones. Throughout the year, my Mentor Teacher has encouraged me, provided me with constructive criticism, validated me, and helped me feel emotionally safe at work. | Managing Behaviors,Support,Reflective Conversation,Resources/Questions,Standards-CFA-Data,Lesson Planning,Student Engagement,Confidentiality |
| 62 | Apr 26, 2017 11:23 PM | Very supportive, answered my many questions. | Support,Resources/Questions |
| 63 | Apr 26, 2017 8:25 PM | co-taught lessons, helped with discipline | Managing Behaviors,Support |
| 64 | Apr 26, 2017 7:23 PM | In-class support and resources shared | Support,Resources/Questions |
| 65 | Apr 26, 2017 7:11 PM | She has always been there to support me. She is there to discuss ideas, there for tough lessons (hands on that need more eyes watching), she took me to see other schools, and cares about my well being. She has helped to be more successful this year, and helped me to find what I want to do next year to be successful. | Support,Resources/Questions,Lesson Planning |
| 66 | Apr 26, 2017 6:50 PM | She is supportive and always available. She fosters discussions that allow me to reflect my practice and implement strategies. | Support,Reflective Conversation |
| 67 | Apr 26, 2017 5:03 PM | made me better | Support |
| 68 | Apr 26, 2017 4:23 PM | validates my concerns | Support,Reflective Conversation |
| 69 | Apr 26, 2017 3:57 PM | N/A | |
| 70 | Apr 26, 2017 1:11 PM | N/A | |
| 71 | Apr 26, 2017 12:21 AM | None. | |
| 72 | Apr 26, 2017 12:20 AM | hints suggestions | Support,Resources/Questions |
| 73 | Apr 25, 2017 11:51 PM | My mentor is Jessica Jaeger. She is AMAZING. She is so positive and has given me so much confidence in my teaching abilities. I am so thankful to have been assigned to Jessica both years of my mentoring. | Support |
| 74 | Apr 25, 2017 10:27 PM | I like the way he communicates and respond promptly my messages and questions. Brandon is very Kind and patience when I need his help. | Support,Resources/Questions |

| Number | Response Date | Response Text | Categories |
|--------|-----------------------|--|--|
| 75 | Apr 25, 2017 10:21 PM | She helps support me when I need it. If I feel that I am doing well, she still gives me advice and tips and tricks for how to improve teaching, planning, classroom environment, classroom engagement, etc. She is very supportive and she is easy to meet with (she works around my schedule). | Managing Behaviors,Support,Reflective Conversation,Student Engagement |
| 76 | Apr 25, 2017 9:30 PM | My mentor has helped me with CFA's and she is very knowledgeable. | Support,Standards-CFA-Data |
| 77 | Apr 25, 2017 8:33 PM | x | |
| 78 | Apr 25, 2017 8:16 PM | My mentor has answered many questions, and has provided support for me while writing goals and present levels for IEPs. She is always available to answer questions and help me. She has also helped me in planning, teaching strategies, and has a wealth of knowledge and experience that she willingly shares. I have gone to her many times with questions about managing student behavior, and she always has good ideas. | Managing Behaviors,Support,Reflective Conversation,Resources/Questions,Lesson Planning |
| 79 | Apr 25, 2017 8:00 PM | My mentor has provided me with materials, constructive criticism and ideas throughout the year to help improve my craft. | Support,Reflective Conversation,Resources/Questions |
| 80 | Apr 25, 2017 7:37 PM | She has helped me reflect on lessons so that I can improve them. She has also helped me expand lessons to better explain new concepts. | Support,Reflective Conversation,Lesson Planning |
| 81 | Apr 25, 2017 6:52 PM | She has been a great support system throughout the school year. Having reflective talks after lessons we've discussed and planned, was a great way for me to learn new ways of teaching and learning what already worked. | Support,Reflective Conversation |
| 82 | Apr 25, 2017 6:44 PM | If I have any questions, he responds in a timely manner. He models many of his replys. | Support,Resources/Questions |
| 83 | Apr 25, 2017 6:34 PM | By providing feedback and suggestions to improve my instruction. | Support,Reflective Conversation |
| 84 | Apr 25, 2017 6:29 PM | She provided me with support and guidance when I needed it. | Support |
| 85 | Apr 25, 2017 5:34 PM | Jenna is constantly sending me articles, resources, etc...she is a huge advocate for me and my students! | Support,Resources/Questions |
| 86 | Apr 25, 2017 5:20 PM | n/a | |
| 87 | Apr 25, 2017 5:16 PM | My mentor has been great at making sure that I feel comfortable as a teacher. | Support |
| 88 | Apr 25, 2017 4:42 PM | Reflective conversations on how I can improve as a teacher. Helping me find activities that can truly benefit my students. | Support,Reflective Conversation,Resources/Questions |
| 89 | Apr 25, 2017 4:32 PM | The visits and conversations | Support,Reflective Conversation |
| 90 | Apr 25, 2017 4:31 PM | Helped me see that I'm not the only one dealing with classroom issues | Support,Reflective Conversation |
| 91 | Apr 25, 2017 4:29 PM | My mentor always gives me a listening ear when I need to vent about school, but helps me reach realistic conclusions about the issues that I face. She is constantly bringing me new ideas to enhance my teaching and new activities to engaged my reluctant learners! | Support,Reflective Conversation,Student Engagement |
| 92 | Apr 25, 2017 4:23 PM | By helping with lesson plans, classroom management, and reflection on decisions that are made in class. | Managing Behaviors,Support,Reflective Conversation,Lesson Planning |
| 93 | Apr 25, 2017 4:23 PM | He is a good sounding board and provides useful advice without being overbearing or condescending. | |
| 94 | Apr 25, 2017 4:09 PM | Has listened to me about any problems that I have had and has supported me when I asked for help. | Support |
| 95 | Apr 25, 2017 4:09 PM | She helped me a great deal with IEP writing and how to use the Synergy program. | Resources/Questions |
| 96 | Apr 25, 2017 4:02 PM | She is always willing to give me suggestions and advice. | Support,Resources/Questions |
| 97 | Apr 25, 2017 3:58 PM | My mentor has supported me through reflective discussions and given me valuable information that I need help understanding. | |
| 98 | Apr 25, 2017 3:52 PM | Being constantly available to answer questions or concerns.!! | |
| 99 | Apr 25, 2017 3:42 PM | Helping me to properly and professionally manage difficult parents.!! | |
| 100 | Apr 25, 2017 3:41 PM | Giving excellent advice and resources for language arts, classroom management, and classroom management procedures. | Managing Behaviors,Support,Resources/Questions,Confidentiality |
| 101 | Apr 25, 2017 3:39 PM | She acts as a sounding board, cheerleader, encourager, resource finder, she knows everything or will find out if she doesn't. Basically, she's my | Support,Resources/Questions |
| 102 | Apr 25, 2017 3:32 PM | She's encouraging and helps me think of strategies I never would have on my own. She also makes me feel that my frustrations are valid and that is so important. Everyone wants to blame teachers and that's terrifying when you're just starting out. | Support |
| 103 | Apr 25, 2017 3:31 PM | in all aspects | |
| 104 | Apr 25, 2017 3:23 PM | Help with lesson delivery and student communications. School policies and procedures | Support,Resources/Questions,Lesson Planning |

| Number | Response Date | Response Text | Categories |
|--------|----------------------|---|---|
| 105 | Apr 25, 2017 3:19 PM | Having reflective conversations | Reflective Conversation |
| 106 | Apr 25, 2017 3:16 PM | She has helped me to expand my lessons and go deeper into the content than I was originally going. She helped me see what a great art teacher looks like and she has helped me grow in terms of comfort in the classroom and conversations with admin staff. | |
| 107 | Apr 25, 2017 3:12 PM | She helps to make improvements with her suggestions, she is also there when I need help professionally | Support,Reflective Conversation |
| 108 | Apr 25, 2017 3:12 PM | Helped me grow as an educator by providing feedback. | Support,Reflective Conversation |
| 109 | Apr 25, 2017 3:11 PM | Wonderful person, but the mentoring has been a waste of precious planning time in some respects. | |
| 110 | Apr 25, 2017 3:07 PM | Through communication and resources that help me to be an exceptional teacher | |
| 111 | Apr 25, 2017 3:06 PM | n/a | |
| 112 | Apr 25, 2017 3:06 PM | Any support I've requested she's found a way to give | Support |
| 113 | Apr 25, 2017 3:03 PM | In every way I have needed | Support |
| 114 | Apr 25, 2017 3:01 PM | She has helped me with reflective conversations but she has taken up way too much of my planning time and she doesn't help me plan. | Reflective Conversation,Very Little/none |
| 115 | Apr 25, 2017 3:01 PM | Provides a compassionate, listening ear. She provided in class support because of the wide gaps in learning in my class. | Managing Behaviors,Support,Reflective Conversation |
| 116 | Apr 25, 2017 3:00 PM | Helped me with work that takes up a lot of my time so I can focus on instruction and lesson planning. | |
| 117 | Apr 25, 2017 2:55 PM | Discussing techniques and strategies to try in an attempt to better my teaching and classroom management. | Support |
| 118 | Apr 25, 2017 2:55 PM | I am honestly really disappointed in the mentor program this year. My mentor last year would meet me once a week after school so that we could have the opportunity to discuss and plan certain things. Since I started halfway through the school year last year, I didn't have the opportunity to do many things with her such as classroom visits, coteaching, or modeling lessons. That is why I was so excited to have a mentor for this year! However this year, Jenna only comes in to see me while I am in the midst of lessons or working with students, so I don't really have time to talk at that moment - she then doesn't stay and then just will send me something that says - looks like all is good, let me know if you need anything! While I appreciate this, as a new teacher I don't even know what kind of things I need help with. I truly need to be able to talk things out and formulate a plan together. I'm disappointed I didn't get that opportunity this year. | Very Little/none |
| 119 | Apr 25, 2017 2:51 PM | Jessica Jaeger (my mentor) helps me in any and all ways. Needs change depending on the week and what is coming up on the calendar. She helps me plan lessons, as well as reflect on them. She gives me ideas and tips. She watches class to show strengths and stretches. She helps analyze student work and strategies to increase engagement and results. She also just helps when it comes to the things that I am too overwhelmed to manage on my own. Teaching is hard, especially in the beginning, and she is extremely successful in covering and supporting the wide range of needs. | Managing Behaviors,Support,Reflective Conversation,Resources/Questions,Standards-CFA-Data,Lesson Planning,Confidentiality |
| 120 | Apr 25, 2017 2:42 PM | Through feedback and conversation. | Support,Reflective Conversation |
| 121 | Apr 25, 2017 2:40 PM | she is very encouraging and offers great advice when it comes to engaging and motivating students. | Managing Behaviors,Support,Student Engagement |
| 122 | Apr 25, 2017 2:27 PM | My mentor and I do not fit well together, I had a different mentor at the beginning of the year and she was moved to a different teacher. I think she would have been a better fit. The current mentor shows up at different times than schedules, consistently doesn't listen to me, and ties to get me to change my teaching strategies that ARE working in the classroom. I know that they are working because I can see growth through benchmarks, NSGRA leveled reading advancement, and over all knowledge acquisition among all levels of my students. | Very Little/none |
| 123 | Apr 25, 2017 2:20 PM | Mental and emotional support | Support |
| 124 | Apr 25, 2017 2:10 PM | She helps build my confidence in the classroom. | Support |
| 125 | Apr 25, 2017 2:02 PM | She has given feedback in regards to lessons I created for my school program, she has been a positive feedback source in a District where that is very rare. She is supportive, but also calls me on any issues she sees, but she does it in a very professional and supportive manner, never condescending or snarky. | Support |

| Number | Response Date | Response Text | Categories |
|--------|----------------------|---|---|
| 126 | Apr 25, 2017 1:57 PM | My mentor has been there consistently. She has offered tremendous support for me, even as a 2nd year teacher. If she couldn't come to my classroom because of other commitments, she would text or email me with suggestions and resources. I have developed a greater confidence in my teaching abilities with her help. | Support,Resources/Questions |
| 127 | Apr 25, 2017 1:54 PM | Lesson planning ideas, modeling effective ways to instruct certain concepts, support in class, and conducting reflective conversations | Support,Reflective Conversation,Lesson Planning |
| 128 | Apr 25, 2017 1:47 PM | She lets me bounce ideas off her and is great helping my kids when she is visiting | Support,Reflective Conversation |
| 129 | Apr 25, 2017 1:43 PM | Reflective talks, support | Support,Reflective Conversation |
| 130 | Apr 25, 2017 1:42 PM | He has made me want to be a better teacher. He has challenged me and helped me to understand so much more than I thought this job would entail. | Support |
| 131 | Apr 25, 2017 1:18 PM | I am not sure | |

TUSD Mentor Program 2016-17 Teachers

What suggestions do you have for improving the TUSD New Teacher Mentor Program?

| Answer Options | Response Count |
|-------------------|----------------|
| answered question | 131 |
| skipped question | 0 |

| Number | Response Date | Response Text |
|--------|-----------------------|--|
| 1 | May 21, 2017 1:15 AM | none |
| 2 | May 19, 2017 3:38 PM | None |
| 3 | May 19, 2017 6:51 AM | none |
| 4 | May 19, 2017 2:23 AM | My mentor has been great but I would appreciate more time observing other exemplary teachers throughout the district. |
| 5 | May 18, 2017 11:59 PM | Year 1 of the mentor program was extremely effective for me. My mentor and I worked very well together, she modeled lessons, helped me with things around my classroom, took me to visit exemplar teachers at other schools, and helped me implement large-scale instructional projects (such as a writing project and implementing journals in my classroom) that greatly influenced my teaching. This year, although my mentor was kind and did help me manage behavioral issues in my room, I did not feel that having a mentor really affected me in any way, because she did a lot less (which is not a bad thing - I do feel more confident this year on my own). I think it is important for each mentor to clearly state expectations for the year at the very beginning. What kind of role are they willing to play in your classroom? What can we as new teachers expect from our mentor? Seeing the difference between my two mentors really shows me how important expectations are in each teacher/mentor relationship. |
| 6 | May 18, 2017 11:41 PM | none |
| 7 | May 18, 2017 5:08 PM | Help mentors understand what 'new teachers' need to accomplish in True North Logic, I-visions, Synergy, Absence Management, My Learning Plan, etc... Create a checklist/timeline with requirements. It will not only help the new teacher, but also as a checks & balance in case it hasn't been set up. It is also an overwhelming amount of DIFFERENT software places to keep track of for a new teacher. Until TUSD streamlines all of these different programs, it is a very disorganized system for a new teacher.. Also, the Scholastic book system and True North Logic Training, have them assist new teachers with suggested trainings in True North and have a checklist of online and in person workshops that are suggested. Please share the in person workshops in advance so a new teachers can plan ahead. Also, offer them several times so if a teacher cannot make one of them, it is offered at a different time. |
| 8 | May 18, 2017 4:17 PM | None at this time |
| 9 | May 18, 2017 4:03 PM | It's difficult to meet during planning period, so if my mentor came before or after school that would have been more convenient. I had challenging classes at the end of the day that my mentor was not able to attend because we were locked into my 3rd hour planning period. |
| 10 | May 18, 2017 3:10 PM | N/A |
| 11 | May 18, 2017 3:44 AM | N/A |
| 12 | May 18, 2017 12:18 AM | Give more time to each teacher - at least one hour per week. Create a handout for new teachers at each location - must dos and expectations - including synergy training, grades, self-evaluation etc. |
| 13 | May 17, 2017 11:07 PM | Sometimes we don't know what to ask for until we realize that we are missing that component. |
| 14 | May 17, 2017 10:39 PM | None |
| 15 | May 17, 2017 10:30 PM | none |
| 16 | May 17, 2017 9:28 PM | None |
| 17 | May 17, 2017 9:19 PM | I believe that the New Teacher Mentor Program should be set up as more of a community than as individual teachers. We should some how set up a meeting time and place for all first year teachers to come together as a group with all the mentor teachers and have group discussions. |
| 18 | May 17, 2017 8:37 PM | More time with mentors |
| 19 | May 17, 2017 8:18 PM | Seems to be working just fine so far. |
| 20 | May 17, 2017 8:18 PM | None |
| 21 | May 17, 2017 7:31 PM | I think it would be great to have full time mentors at our school sites, constantly there to help new teacher (or any teachers) if needed. Since TUSD is working towards more inclusion, I would like more support on how I can support my general education teachers and be a better co-teacher. |
| 22 | May 17, 2017 7:00 PM | More classes available |
| 23 | May 17, 2017 6:55 PM | Mentors should not be brand new to the district and not know how things in the district work, especially for exed. |
| 24 | May 17, 2017 5:59 PM | none |
| 25 | May 17, 2017 5:40 PM | I wish I could have observed a veteran teacher while teaching at some point during the year. |
| 26 | May 17, 2017 5:26 PM | I wish it was for all new teachers in the district, not just first year teachers. |
| 27 | May 17, 2017 4:07 PM | Have mentors that meet with the teachers they are mentoring. |
| 28 | May 17, 2017 4:03 PM | It was really tough to start 2nd semester, it would be better to just start the following year and get a full year of support |
| 29 | May 17, 2017 3:39 PM | Inform us what a mentor can help us with. I recently found out that they can actually do more than I thought they could. I wish I could have known that they can help with a larger variety if things. |
| 30 | May 17, 2017 3:34 PM | Having more bilingual mentors would be helpful. |
| 31 | May 17, 2017 3:30 PM | Maybe if there's ways to get the administration more involved with making things go more smoothly for new teachers. |
| 32 | May 17, 2017 3:28 PM | I suggest more site visits to other teachers in different times of the year (beginning, middle and end) and to choose experienced teachers to visit and an actual lesson plan in action not only students sitting on a computer and working! |
| 33 | May 17, 2017 3:14 PM | Learn who is a long term sub and gets hired with the district. I informed a "mentor" my situation towards the beginning of the school year and Nothing happened. Please be more timely with your assignments. |
| 34 | May 17, 2017 3:13 PM | Anyone who has to go to NTI should have a mentor. |
| 35 | May 17, 2017 3:09 PM | More opportunities for exemplary teacher visits. Having a mentor who has a similar content and age group background as the mentee. |
| 36 | May 17, 2017 3:08 PM | none |
| 37 | May 17, 2017 3:08 PM | At this time I believe that the program is very effective. |
| 38 | May 17, 2017 3:07 PM | None |
| 39 | May 17, 2017 3:06 PM | Don't have to meet every week |
| 40 | May 17, 2017 3:04 PM | I'm not sure what "services" my mentor offers. Perhaps some list, I didn't know co-teaching and in class support were options. |
| 41 | May 17, 2017 3:03 PM | none |
| | May 17, 2017 2:42 PM | more time with the mentors, less teachers per mentor. |

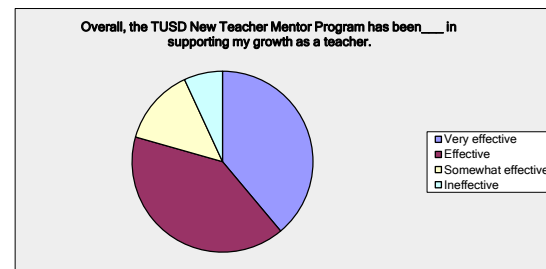
| Number | Response Date | Response Text |
|--------|-----------------------|---|
| | | Before a new teacher starts, TUSD must make sure that the new teacher gets REAL orientation into what he/she is going to face and be upfront with everything starting from contract to job expectations. I signed a contract without anyone explaining what I was signing and I was thrown into a classroom (a musty classroom with no heat or AC and multiple other issues) and was told to start teaching while I had no clue what to expect or where to begin in the middle of the academic year! Thankfully, my mentor helped me to start figuring things out slowly but steadily. Without her I would have been unbelievably lost. |
| 42 | May 17, 2017 2:40 PM | None |
| 43 | May 17, 2017 2:40 PM | None |
| 44 | May 12, 2017 12:25 AM | I can't think of any. This was my first experience with one. |
| | | I would like to see mentors who can honestly emphasize with and help new teachers overcome difficulties their first year. ☹ |
| 45 | May 11, 2017 6:40 PM | I have found the mentor program so far to be useless. It is more of a source of stress and a timewaster for me than anything. |
| 46 | May 11, 2017 5:59 PM | n/a |
| | | It can be very stressful to find times to meet outside of the classroom for one hour per week. Teachers already have required PLC meetings, data digs, parent-teacher conferences, etc. they need to arrange. Losing another hour of planning time to sit down and discuss more things was just added stress, and more for a new teacher to take home to work on. |
| 47 | May 8, 2017 11:17 PM | N/A |
| 48 | May 8, 2017 4:48 AM | N/A |
| 49 | May 6, 2017 6:19 PM | Keep it going. |
| 50 | May 4, 2017 5:56 PM | N/A |
| | | My mentor teacher had to attend numerous trainings and meetings and had to frequently miss meetings with me due to this. Also having a teacher more closely tied to the type of work that I do would be helpful. I work in a self-contained setting and it creates a lot of unique challenges. |
| 51 | May 4, 2017 4:22 PM | I would like to have more classroom management classes for high school teachers. I know that there is one that will be offered in the summer but it is at the same time that I have to attend another required PD. More options for classroom management classes please!! Study groups with other high school teachers. |
| 52 | Apr 28, 2017 5:18 PM | None |
| 53 | Apr 28, 2017 5:16 PM | None |
| 54 | Apr 28, 2017 3:11 PM | None |
| | | I need more upfront, constructive criticism in order to be more reflective and improve my practice. The critical friends manner is fine, but there are some things that I just don't see until somebody directly points it out to me. I would like for there to be some sort of option or discussion about how I prefer to receive feedback. |
| 55 | Apr 27, 2017 10:42 PM | I do not have any suggestions for improving the program. |
| 56 | Apr 27, 2017 9:34 PM | I do not think that this program is helpful. I really did not have the time to meet with my mentor. We constantly had scheduling conflicts and our emails consisted of reschedules. I received more support from peer teachers. That would be a better idea, to have teachers mentor each other. I feel that the district is wasting money on this program. |
| 57 | Apr 27, 2017 4:15 PM | Continue the program through the 3rd year, particularly with Intern teachers. |
| 58 | Apr 27, 2017 2:52 PM | more with behavior management when "love and logic" techniques are not working |
| 59 | Apr 27, 2017 2:34 PM | Mentors should be given more time to spend in the classroom with teachers, co-teaching and demonstrating so that new teachers can actually see what it looks and sounds like to, say, model a procedure or deal with a difficult student. |
| 60 | Apr 27, 2017 8:54 AM | |
| | | I really liked the Program and think that it could be improved by ensuring that the administration at each school knows when each teacher is meeting with their Mentor, and honors these meetings. |
| 61 | Apr 27, 2017 4:17 AM | More time with Mentor. |
| 62 | Apr 26, 2017 11:23 PM | make sure that ALL mentors help their mentees |
| 63 | Apr 26, 2017 8:25 PM | more observations |
| 64 | Apr 26, 2017 7:23 PM | During the first year, I wish I could have had more time with my mentor, and had her in my classroom more to help with the tough lessons. |
| 65 | Apr 26, 2017 7:11 PM | Although my mentor was very helpful and supportive, 1-2 hours a week has a large impact on my schedule. I would have preferred to meet on a as needed basis or once a month. |
| 66 | Apr 26, 2017 6:50 PM | its okay |
| 67 | Apr 26, 2017 5:03 PM | None |
| 68 | Apr 26, 2017 4:23 PM | None |
| | | It seems somewhat counterproductive, and has been challenging, to have a mentor that is new to the district and lacks the full understanding of the requirements of my position. Mentors should be familiar with the district and have experience and expertise in the settings in which they are attempting to provide mentorship. |
| 69 | Apr 26, 2017 3:57 PM | N/A |
| 70 | Apr 26, 2017 1:11 PM | N/A |
| 71 | Apr 26, 2017 12:21 AM | More visits and not change mentor in middle of the year. |
| 72 | Apr 26, 2017 12:20 AM | to be able to visit another classroom; since I was at another school last time I guess I missed this opportunity |
| 73 | Apr 25, 2017 11:51 PM | It would be nice if the mentors had fewer teachers on their case load. That way new teachers can have more time with their mentors. |
| 74 | Apr 25, 2017 10:27 PM | No suggestions. |
| 75 | Apr 25, 2017 10:21 PM | I have no suggestions. |
| 76 | Apr 25, 2017 9:30 PM | I believe the system in place works well for me. |
| 77 | Apr 25, 2017 8:33 PM | x |
| | | I wish that my mentor could spend more time with me, yet I realize that she has many other teachers that she meets with. Increasing the time for first year teachers would be very helpful, as well as going to observe other teachers early in the school year. |
| 78 | Apr 25, 2017 8:16 PM | obverse other teachers early in the school year. |
| 79 | Apr 25, 2017 8:00 PM | Please provide training for teachers and mentors in a more timely manner, ie. during the summer. |
| 80 | Apr 25, 2017 7:37 PM | N/A |
| 81 | Apr 25, 2017 6:52 PM | n/a |
| 82 | Apr 25, 2017 6:44 PM | More frequent in class observations and feedback. |
| 83 | Apr 25, 2017 6:34 PM | Provide mentor at the start of the school year. |
| 84 | Apr 25, 2017 6:29 PM | I believe the new teacher mentor program can be improved if the new mentors went through an extensive TUSD training that covers FAQ. |
| | | Give more teachers mentors! Also, give the mentors less teachers so that they have more time to really dive into the work of each teacher. Jenna has been wonderful and I'd highly recommend her to any other teacher looking for a mentor! |
| 85 | Apr 25, 2017 5:34 PM | BRING RONI BACK! :) She was so wonderful and helpful, giving great advice and help. Only one year is necessary with a mentor unless the teacher needs more support. |
| 86 | Apr 25, 2017 5:20 PM | More exemplary teacher visits |
| 87 | Apr 25, 2017 5:16 PM | n/a |
| 88 | Apr 25, 2017 4:42 PM | n/a |
| 89 | Apr 25, 2017 4:32 PM | More PD opportunities. |
| 90 | Apr 25, 2017 4:31 PM | Maybe differentiate between new teachers overall and new teachers to the district but still have had experience |
| 91 | Apr 25, 2017 4:29 PM | I think it is great! |

| Number | Response Date | Response Text |
|--------|----------------------|--|
| 92 | Apr 25, 2017 4:23 PM | None |
| 93 | Apr 25, 2017 4:23 PM | Have fewer requirements for teachers who actually have degrees in the field. I already did all these things in my classes, I don't need to waste my time with the busy work just because other new teachers have not gone through prep programs. It is frustrating to ask more of new teachers when they are already struggling. The mentor should just be there to support, not to add more activities to do. |
| 94 | Apr 25, 2017 4:09 PM | None at this time. |
| 95 | Apr 25, 2017 4:09 PM | I would have liked if she co-taught with me one day, to help me establish a good routine. |
| 96 | Apr 25, 2017 4:02 PM | I know my mentor is great but some other have not had as much time with their mentors. I suggest consistency. |
| 97 | Apr 25, 2017 3:58 PM | I think the mentor teacher program would be more effective, if the mentors had a smaller caseload so they could dedicate more time and effort to their mentees. |
| 98 | Apr 25, 2017 3:52 PM | Providing planning time for the mentors to meet with the teacher. |
| 99 | Apr 25, 2017 3:42 PM | more visits to other schools |
| 100 | Apr 25, 2017 3:41 PM | none |
| 101 | Apr 25, 2017 3:39 PM | Maybe have a monthly requirement where the new teacher, mentor and principal meet together to review progress. Have a checklist for the teacher and mentor to follow in order to look at specific skills/questions. |
| 102 | Apr 25, 2017 3:32 PM | No idea |
| 103 | Apr 25, 2017 3:31 PM | None, very good and supportive in all forms |
| 104 | Apr 25, 2017 3:23 PM | Choose great mentors like Joan Flannery, and not like the mentor I had last year who will remain unnamed. |
| 105 | Apr 25, 2017 3:19 PM | None |
| 106 | Apr 25, 2017 3:16 PM | Just more time spent with our mentors. |
| 107 | Apr 25, 2017 3:12 PM | Give mentors more time to be in the classrooms. |
| 108 | Apr 25, 2017 3:12 PM | N/A |
| 109 | Apr 25, 2017 3:11 PM | Emphasis on lesson planning and organization assistance for first year teachers that are struggling to generate material, content and curriculum. |
| 110 | Apr 25, 2017 3:07 PM | I think it is very good the way that the program is :) |
| 111 | Apr 25, 2017 3:06 PM | The program should be a mentor training program on site rather than having someone float around schools. It should be a logistical mentor, not a teaching mentor because we already learned that in our teacher certification programs. |
| 112 | Apr 25, 2017 3:06 PM | paid loss of planning for mentor meetings |
| 113 | Apr 25, 2017 3:03 PM | Classes in the summer |
| 114 | Apr 25, 2017 3:01 PM | Have them help us plan lessons. As a new teacher, that's the one thing I need: more time. But my mentor takes critical time away from me. Have them come only as needed; I am in the Pima teaching internship and I just don't have time for ANOTHER mentor. |
| 115 | Apr 25, 2017 3:01 PM | None |
| 116 | Apr 25, 2017 3:00 PM | Make it less hours, after school especially, as a new teacher I already have tons of obligations so the time commitment really adds on. |
| 117 | Apr 25, 2017 2:55 PM | none |
| 118 | Apr 25, 2017 2:55 PM | Like I mentioned above, last year I was required to meet once a week after school with my mentor. I think this should remain a requirement (or at least once every two weeks!). Without this time, I'm not able to develop any kind of relationship with my mentor or figure out what I need to do to improve as a teacher. |
| 119 | Apr 25, 2017 2:51 PM | Give the mentors a smaller work load/ number of teachers per mentor. As a first year teacher, I have priority but I can't imagine not seeing her as much or often next year, especially when next year will be a big start in fine tuning the specifics. |
| 120 | Apr 25, 2017 2:42 PM | none |
| 121 | Apr 25, 2017 2:40 PM | I think that the mentor program is doing a great job as is. |
| 122 | Apr 25, 2017 2:27 PM | I don't feel that all new teachers need as much support and should be required to participate in the program. Or it should be adjusted (the minutes that the mentor needs to meet with the new teacher) based on evaluations and principal recommendations. |
| 123 | Apr 25, 2017 2:20 PM | Require more classroom experience for mentors |
| 124 | Apr 25, 2017 2:10 PM | None at this time |
| 125 | Apr 25, 2017 2:02 PM | Help them find us funding sources to pay for certification programs. |
| 126 | Apr 25, 2017 1:57 PM | More mentors for new teachers, especially first year teachers. |
| 127 | Apr 25, 2017 1:54 PM | More study groups |
| 128 | Apr 25, 2017 1:47 PM | Less "assigned" work for mentor. Let them help as needed. |
| 129 | Apr 25, 2017 1:43 PM | I'm not sure it's necessary. My mentor teacher is lovely and supportive, but the visits are redundant and generally unhelpful. |
| 130 | Apr 25, 2017 1:42 PM | Please hire more mentors so that they are not stretched so thin and can spend more time in the classrooms with us. |
| 131 | Apr 25, 2017 1:18 PM | Have Mentor teachers not just say "I am not your Evaluator, and other scripted lines." |

TUSD Mentor Program 2016-17 Teachers

Overall, the TUSD New Teacher Mentor Program has been ___ in supporting my growth as a teacher.

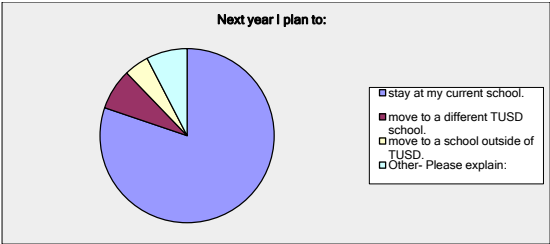
| Answer Options | Response Percent | Response Count |
|-----------------------------|------------------|----------------|
| Very effective | 38.9% | 51 |
| Effective | 40.5% | 53 |
| Somewhat effective | 13.7% | 18 |
| Ineffective | 6.9% | 9 |
| Please explain your rating: | | 38 |
| answered question | | 131 |
| skipped question | | 0 |



| Number | Response Date | Please explain your rating: |
|--------|-----------------------|---|
| 1 | May 19, 2017 2:23 AM | It's great to have support available. |
| 2 | May 18, 2017 5:08 PM | I feel that the overall program has room for improvement. I feel that creating more of a structured checklist of support would benefit both the mentor and the new teacher. My mentor was helpful and it made the first year easier to navigate. |
| 3 | May 18, 2017 3:10 PM | I am new to teaching and was able to ask any question about anything pertaining to the field |
| 4 | May 18, 2017 12:18 AM | My mentor this year supported me both with resources, moral support, and actual hands-on "do together" assistance in stressful situations. She helped me regain self-confidence and changed my thought to quit the profession after a very stressful first teaching experience in prior year. |
| 5 | May 17, 2017 11:07 PM | The mentor program was the single most important support mechanism I had during the year |
| 6 | May 17, 2017 9:28 PM | As a first year teacher, I couldn't have survived my first year without my mentor. |
| 7 | May 17, 2017 8:18 PM | I am very satisfied with the interactions me and my Mentor had over these past two years and strongly feel that I would not be the teacher I am today without her support. |
| 8 | May 17, 2017 6:55 PM | Had I kept the same mentor it would have been more effective. |
| 9 | May 17, 2017 3:34 PM | I was very busy so sometimes it took a lot of my time. |
| 10 | May 17, 2017 3:14 PM | See answers to question 8 and 2 |
| 11 | May 17, 2017 3:08 PM | As a new teacher I value the opportunity to have a mentor. It helps a great deal to have the support of someone to his familiar with all district cirriculum and instruction. |
| 12 | May 17, 2017 3:03 PM | Very dependable |
| 13 | May 17, 2017 2:40 PM | Having a partner to discuss issues, concerns, ideas, and new stratagies was awesome this year! |
| 14 | May 11, 2017 6:40 PM | I do not like wasting an hour plus every week having a conversation that is not helpful. |
| 15 | May 11, 2017 5:59 PM | As a second year teacher, I felt I did not need a mentor. I did appreciate the support though. |
| 16 | May 8, 2017 11:17 PM | It depends on the mentor. The first one I had was helpful, the second one not very much. |
| 17 | May 4, 2017 4:22 PM | More often than not I felt overwhelmed by the amount things I felt as though I wasn't doing. I wasn't aware of these things until my mentor brought them to my attention. |
| 18 | Apr 27, 2017 4:15 PM | This program has taught me to be independent and find the assistance I need rather than waiting for it come to me. |
| 19 | Apr 26, 2017 11:23 PM | I would have been completely lost without my mentor |
| 20 | Apr 26, 2017 12:21 AM | I did n't get the help i needed due to lack of understanding my classroom needs. BIT team was more helpful. |
| 21 | Apr 25, 2017 10:21 PM | She is a great help when I need it but sometimes I don't need help and it gets very busy in the classroom and I feel bad for telling her that I can't meet a certain week. |
| 22 | Apr 25, 2017 8:16 PM | Becky Long is personable, knowledgable and helpful. She has helped me tremendously this year! |
| 23 | Apr 25, 2017 8:00 PM | I feel much more confident as a teacher after a year of mentoring. |
| 24 | Apr 25, 2017 5:34 PM | Jenna has been wonderful. I'd appreciate more time and opportunities to go visit experienced teachers in the classroom, as that is how I learn best. |
| 25 | Apr 25, 2017 5:20 PM | Roni was a wonderful mentor. Helped me so much in my first year. |
| 26 | Apr 25, 2017 4:29 PM | I appreciate having someone who consistently evaluates my work as a teacher but does so in a way that is friendly and respectful. |
| 27 | Apr 25, 2017 4:23 PM | The informal mentoring is effective, the extra work is not. |
| 28 | Apr 25, 2017 3:58 PM | I feel like the mentor teachers did not have enough time to dedicate alot of their time to supporting the new teachers. |
| 29 | Apr 25, 2017 3:23 PM | Joan Flannery is wonderful |
| 30 | Apr 25, 2017 3:16 PM | I think there are a few things that could be improved, but those are things that deal with funds and not necessarily the fault of my mentor. |
| 31 | Apr 25, 2017 3:11 PM | Exemplary teacher visit was a valuable experience. Otherwise it has cut into my time. |
| 32 | Apr 25, 2017 3:01 PM | She has good advice but it shouldn't take an hour per week. |
| 33 | Apr 25, 2017 3:00 PM | I do not feel like I have changed the way I teach or plan and it just helps get busy work out of the way. |
| 34 | Apr 25, 2017 2:55 PM | See #11. We didn't work on anything together this year. |
| 35 | Apr 25, 2017 2:27 PM | I have many colloberators that I work with to ensure my success and my students success. My mentor and I do not fit. |
| 36 | Apr 25, 2017 2:20 PM | I had 3 different mentors this year. |
| 37 | Apr 25, 2017 2:02 PM | Why dont you help pay to grow new teachers? I would be willing to sign a multi-year agreement if only you would do like a LOT of other employers and help pay for school. |
| 38 | Apr 25, 2017 1:54 PM | The conversations, support and knowledge shared have been valuable. |

TUSD Mentor Program 2016-17 Teachers

| Next year I plan to: | | |
|-----------------------------------|------------------|------------------------------|
| Answer Options | Response Percent | Response Count |
| stay at my current school. | 80.2% | 105 |
| move to a different TUSD school. | 7.6% | 10 |
| move to a school outside of TUSD. | 4.6% | 6 |
| Other- Please explain: | 7.6% | 10 |
| | | answered question 131 |
| | | skipped question 0 |



| Number | Response Date | Other- Please explain: |
|--------|-----------------------|--|
| 1 | May 17, 2017 11:07 PM | I will leave teaching. The lack of support from the school principal in providing consequences for disruptive students is unacceptable to me. That is reason #1, with compensation and required work hours as #2 and #3. |
| 2 | May 17, 2017 8:18 PM | It's complicated. |
| 3 | Apr 28, 2017 5:16 PM | Move out of state |
| 4 | Apr 27, 2017 4:17 AM | I am relocating to Phoenix. |
| 5 | Apr 26, 2017 5:03 PM | I drive 100 miles per day if I can secure a position in a districe where I live I will not return |
| 6 | Apr 25, 2017 9:30 PM | I look foirward to working with my mentor next year. |
| 7 | Apr 25, 2017 6:52 PM | have already passed my certification exam and be hired at a TUSD location |
| 8 | Apr 25, 2017 5:34 PM | Uncertainly whether I will stay in TUSD or go to a charter school. |
| 9 | Apr 25, 2017 2:55 PM | Not sure.... casting my net wide. |
| 10 | Apr 25, 2017 2:02 PM | Im undecided at this point, if I get a better offer with more money and better benefits and a SANE(as in based in reality of what we face in the classroom) discipline program, I will leave. |

TUSD Mentor Program 2016-17Teachers

| My mentor influenced my decision to stay in TUSD: | | |
|---|------------------|----------------|
| Answer Options | Response Percent | Response Count |
| A great deal | 28.7% | 33 |
| Moderately | 23.5% | 27 |
| Somewhat | 13.9% | 16 |
| Not at all | 33.9% | 39 |
| <i>answered question</i> | | 115 |
| <i>skipped question</i> | | 16 |

