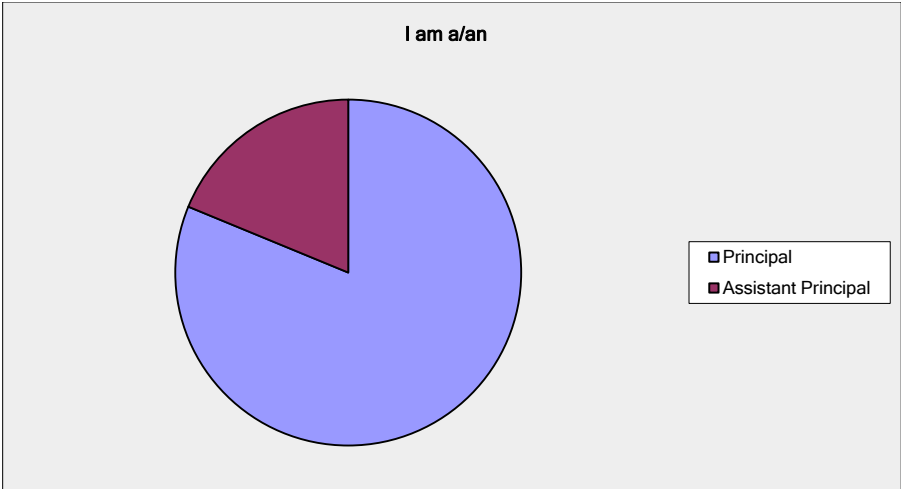


APPENDIX IV – 43

TUSD Mentor Program 2016-17Administrators

I am a/an		
Answer Options	Response Percent	Response Count
Principal	81.3%	39
Assistant Principal	18.8%	9
<i>answered question</i>		48
<i>skipped question</i>		0



TUSD Mentor Program 2016-17Administrators

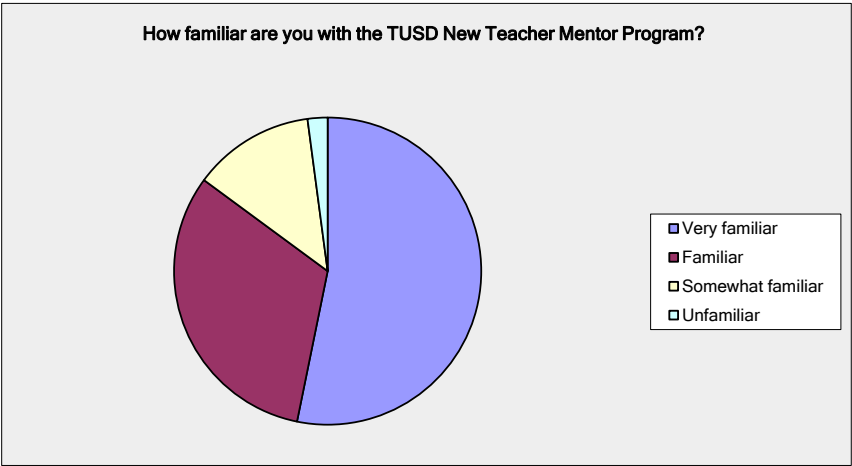
The name of my school is	
Answer Options	Response Count
	47
<i>answered question</i>	47
<i>skipped question</i>	1

Number	Response Date	Response Text
1	May 24, 2017 7:09 PM	Booth Fickett
2	May 24, 2017 12:37 PM	Sewell
3	May 24, 2017 4:00 AM	Robison Magnet
4	May 23, 2017 11:06 PM	Sahuaro
5	May 23, 2017 9:59 PM	Cholla
6	May 23, 2017 9:50 PM	Roskruge
7	May 23, 2017 9:27 PM	Oyama
8	May 23, 2017 9:12 PM	Cavett
9	May 23, 2017 8:19 PM	Ford Elementary
10	May 23, 2017 7:51 PM	John B. Wright
11	May 23, 2017 7:48 PM	Erickson
12	May 8, 2017 4:43 AM	Magee MS
13	May 7, 2017 11:36 PM	Pistor
14	May 6, 2017 4:56 PM	manzo
15	May 5, 2017 2:13 PM	Maldonado
16	May 5, 2017 1:17 PM	Soleng Tom
17	May 5, 2017 1:01 PM	Booth-Fickett
18	May 5, 2017 1:03 AM	Tully
19	May 4, 2017 10:28 PM	Bloom
20	May 4, 2017 9:08 PM	Catalina
21	May 4, 2017 9:04 PM	Ochoa
22	May 4, 2017 9:02 PM	Santa Rita
23	May 4, 2017 9:01 PM	Borton Magnet
24	May 4, 2017 9:00 PM	Utterback
25	May 4, 2017 8:23 PM	Bonillas

Number	Response Date	Response Text
26	May 4, 2017 7:50 PM	Lynn Urquides
27	May 4, 2017 7:42 PM	Lawrence 3-8
28	May 4, 2017 7:37 PM	Fruchthendler
29	May 4, 2017 7:10 PM	Sabino
30	May 4, 2017 6:40 PM	Mary Belle McCorkle Academy of Excellence K-8
31	May 4, 2017 6:38 PM	Borman K-8
32	May 4, 2017 6:24 PM	Grijalva
33	May 4, 2017 6:10 PM	Gridley
34	May 4, 2017 6:09 PM	Marshall
35	May 4, 2017 6:00 PM	Dietz K-8 School
36	May 4, 2017 5:48 PM	Tucson High Magnet School
37	May 4, 2017 5:36 PM	Doolen Middle School
38	May 4, 2017 5:24 PM	Sahuaro High School
39	May 4, 2017 5:24 PM	Alice Vail MS
40	May 4, 2017 5:24 PM	Grijalva
41	May 4, 2017 5:19 PM	Erickson Elementary
42	May 4, 2017 5:16 PM	Dodge Traditional Magnet Middle School
43	May 4, 2017 5:11 PM	Cragin
44	May 4, 2017 5:09 PM	Valencia Middle School
45	May 4, 2017 5:06 PM	Kellond
46	May 4, 2017 5:03 PM	Drachman Montessori
47	May 4, 2017 5:03 PM	Hollinger

TUSD Mentor Program 2016-17Administrators

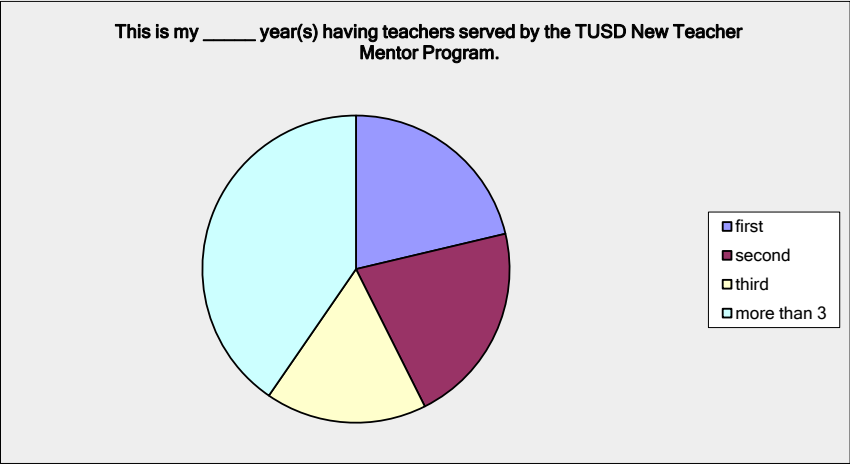
How familiar are you with the TUSD New Teacher Mentor Program?		
Answer Options	Response Percent	Response Count
Very familiar	53.2%	25
Familiar	31.9%	15
Somewhat familiar	12.8%	6
Unfamiliar	2.1%	1
<i>answered question</i>		47
<i>skipped question</i>		1



TUSD Mentor Program 2016-17Administrators

This is my ____ year(s) having teachers served by the TUSD New Teacher Mentor Program.

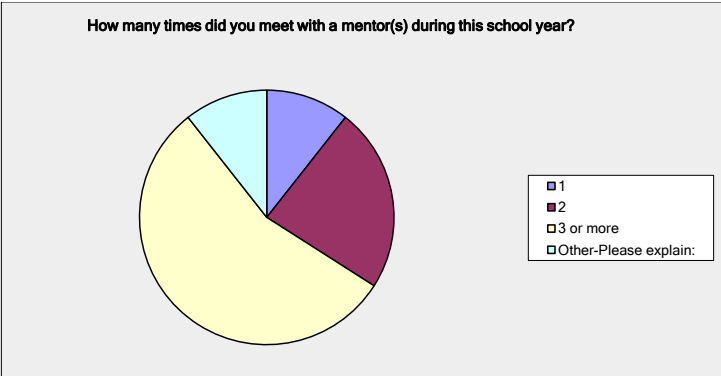
Answer Options	Response Percent	Response Count
first	21.3%	10
second	21.3%	10
third	17.0%	8
more than 3	40.4%	19
<i>answered question</i>		47
<i>skipped question</i>		1



TUSD Mentor Program 2016-17Administrators

How many times did you meet with a mentor(s) during this school year?		
Answer Options	Response Percent	Response Count
1	10.6%	5
2	23.4%	11
3 or more	55.3%	26
Other-Please explain:	10.6%	5
		answered question 47
		skipped question 1

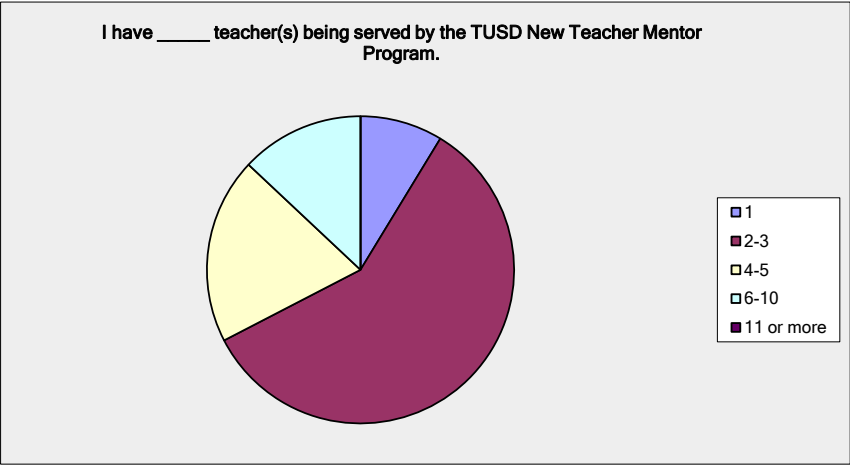
Number	Response Date	Other-Please explain:
1	May 23, 2017 9:12 PM	Once and then they switched the mentor
2	May 23, 2017 7:48 PM	None
3	May 5, 2017 2:13 PM	I met with our school Mentor on a weekly basis. We discussed a teacher that was on a Support Plan and how to continue the growth.
4	May 5, 2017 1:01 PM	Only met with them while i was with teacher but never one on one
5	May 4, 2017 5:48 PM	0



TUSD Mentor Program 2016-17Administrators

I have ____ teacher(s) being served by the TUSD New Teacher Mentor Program.

Answer Options	Response Percent	Response Count
1	8.7%	4
2-3	58.7%	27
4-5	19.6%	9
6-10	13.0%	6
11 or more	0.0%	0
<i>answered question</i>		46
<i>skipped question</i>		2

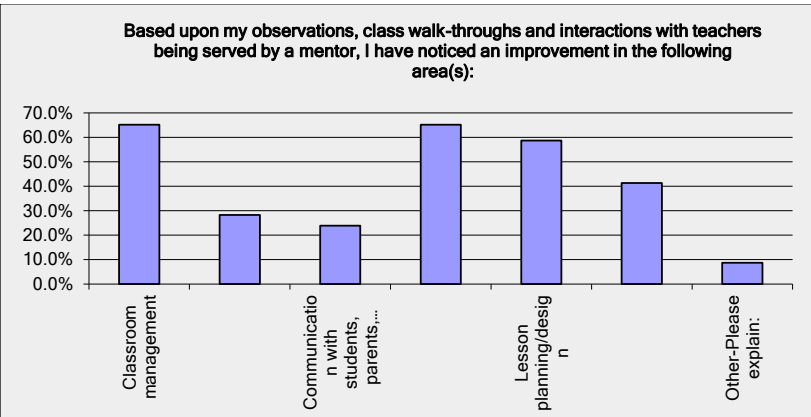


TUSD Mentor Program 2016-17Administrators

Based upon my observations, class walk-throughs and interactions with teachers being served by a mentor, I have noticed an improvement in the following area(s):

Answer Options	Response Percent	Response Count
Classroom management	65.2%	30
Collaboration with colleagues	28.3%	13
Communication with students, parents, colleagues	23.9%	11
Instruction	65.2%	30
Lesson planning/design	58.7%	27
Student engagement	41.3%	19
Other-Please explain:	8.7%	4
answered question		46
skipped question		2

Number	Response Date	Other-Please explain:
1	May 24, 2017 4:02 AM	My teachers have two different mentors. They were not the same.
2	May 23, 2017 9:15 PM	I have not had any conversations re:mentors, goals, etc.
3	May 4, 2017 5:49 PM	I only know of one teacher and his improvement is tremendous although I attribute it to the PLC work.
4	May 4, 2017 5:07 PM	Confidence and professional reflection

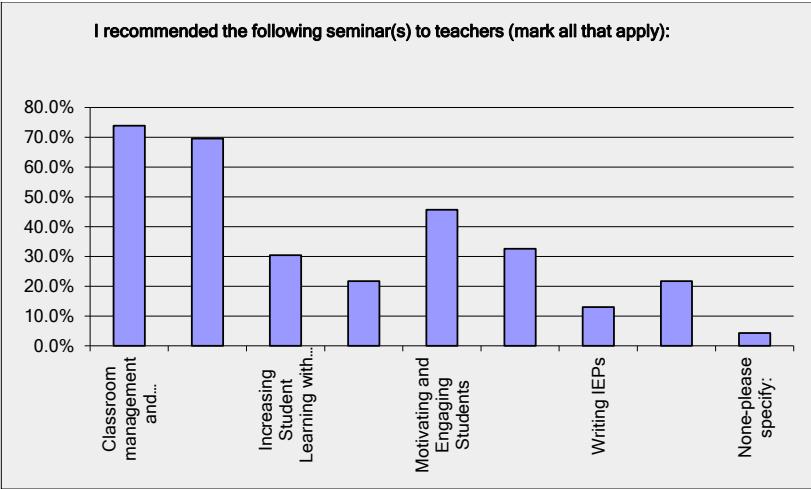


TUSD Mentor Program 2016-17Administrators

I recommended the following seminar(s) to teachers (mark all that apply):

Answer Options	Response Percent	Response Count
Classroom management and Procedures-Part 1	73.9%	34
Classroom management and Procedures-Part 2	69.6%	32
Increasing Student Learning with Quality Formative	30.4%	14
Introduction to Project Based Learning	21.7%	10
Motivating and Engaging Students	45.7%	21
Reaching All Learners: Differentiated Instruction	32.6%	15
Writing IEPs	13.0%	6
I am unaware of seminars being offered	21.7%	10
None-please specify:	4.3%	2
answered question		46
skipped question		2

Number	Response Date	None-please specify:
1	May 23, 2017 10:01 PM	It would be good to get notification of classes
2	May 4, 2017 5:07 PM	Culturally responsive pedagogy and relevant curriculum



TUSD Mentor Program 2016-17Administrators

What do you see as strengths of the TUSD New Teacher Mentor Program?	
Answer Options	Response Count
	45
<i>answered question</i>	45
<i>skipped question</i>	3

Number	Response Date	Response Text
1	May 24, 2017 7:11 PM	teachers have the weekly meeting with mentors.
2	May 24, 2017 4:22 AM	Very little. It is not helpful to have a mentor show up once or twice a week. One was more effective than the other. One mentor only came about once a month.
3	May 23, 2017 11:47 PM	TUSD's New Teacher Mentor Program supports new teachers to become teacher leaders on their school campuses. Teachers receive differentiated mentoring by having their individual teaching needs met. Mentors assist the teachers to navigate the district's curriculum, student data system, and the district's code of conduct. With a variety of professional development opportunities, teachers are able to expand their instructional toolbox and grow as a teacher.
4	May 23, 2017 10:03 PM	Consistent one-on-one, protected meetings
5	May 23, 2017 9:52 PM	The 1 to 1 support the new teacher gets from a qualified teacher.
6	May 23, 2017 9:29 PM	New teachers get someone to specifically help them navigate their first years in TUSD Someone to ask questions of.
7	May 23, 2017 9:16 PM	I think that they have someone to support their needs in the classroom and their instructional practices.
8	May 23, 2017 9:15 PM	Teachers are able to communicate with someone who does not see them in action all the time and provide feedback.
9	May 23, 2017 8:20 PM	Very helpful to meet with teachers and give feedback. Also helpful to get teachers observing other teachers.
10	May 23, 2017 7:53 PM	I would need more information about the program.
11	May 8, 2017 4:45 AM	1:1 time with new teaxhers
12	May 7, 2017 11:38 PM	A second eye watching out for teachers and giving them ideas on how to get better with out an eval tied to the suggestions.
13	May 6, 2017 4:58 PM	Teachers are feeling support in many ways. They learn to navigate SYNERGY, curriculum 3.0 and learn how to use the leveled libraries.
14	May 5, 2017 2:15 PM	Collaboration
15	May 5, 2017 1:18 PM	Support for teachers in a caring and collaborative model.
16	May 5, 2017 1:05 AM	Support for new teachers,
17	May 4, 2017 10:30 PM	It provides support for new teachers.
18	May 4, 2017 9:10 PM	Frequent one to one support for our new teachers.
19	May 4, 2017 9:05 PM	They meet with teachers
20	May 4, 2017 9:04 PM	

Number	Response Date	Response Text
21	May 4, 2017 9:03 PM	New teachers really need the extra support as the administrator is usually stretched thin, and they get this with the mentor program.
22	May 4, 2017 9:02 PM	My teachers connected much better with mentors this year.
23	May 4, 2017 8:26 PM	For a new teacher its important to have support from someone who is NOT an evaluator to help them get comfortable with the new role of teacher.
24	May 4, 2017 8:04 PM	It allows the teachers to discuss their teaching with a non-evaluator.
25	May 4, 2017 7:44 PM	The collaboration between teacher and mentor is strong. Our mentor is amazing! She supports all the efforts of our school.
26	May 4, 2017 7:38 PM	I'm not sure I see any strengths.
27	May 4, 2017 7:12 PM	lower stress toward providing feedback to teachers
28	May 4, 2017 7:03 PM	I have observed our newest teachers grow significantly in instruction, student engagement, and classroom management when working with our TUSD New Teacher Mentor. The support provided by the Mentors truly makes a difference in helping our new teachers throughout the school year. I am very grateful for the tremendous support provided by our TUSD New Teacher Mentor, Kathy Van Loan.
29	May 4, 2017 6:45 PM	The mentors knowledge in instruction and willingness to help teachers.
30	May 4, 2017 6:25 PM	Having a helpful friend apart from site-based leadership and coaches is invaluable to a new teacher learning our systems and learning how to be the most effective they can be.
31	May 4, 2017 6:11 PM	good people
32	May 4, 2017 6:10 PM	Teaching instructional strategies
33	May 4, 2017 6:04 PM	The one on one time with a mentor has shown tremendous impact for some teachers.
34	May 4, 2017 5:49 PM	The need!
35	May 4, 2017 5:38 PM	Consistent service and feedback.
36	May 4, 2017 5:28 PM	New teachers have a support system outside of the supports provided at the school. Conversations are confidential which allow teachers to open up and feel comfortable sharing their struggles.
37	May 4, 2017 5:26 PM	Feedback is safe and meaningful
38	May 4, 2017 5:25 PM	More frequent meetings to address issues as they arise
39	May 4, 2017 5:20 PM	One on one
40	May 4, 2017 5:18 PM	New teachers have a mentor to help them improve their practice that is not their evaluator.
41	May 4, 2017 5:12 PM	having an individual for new teachers to meet with
42	May 4, 2017 5:11 PM	Teacher reflection on professional practices and growth points. Teacher individual goal setting and support.
43	May 4, 2017 5:10 PM	Good mentors and lots of visits.
44	May 4, 2017 5:05 PM	They work collaboratively with teachers.
45	May 4, 2017 5:04 PM	Individualized attention for teachers.

TUSD Mentor Program 2016-17Administrators

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

Answer Options	Response Count
<i>answered question</i>	45
<i>skipped question</i>	3

Number	Response Date	Response Text
1	May 24, 2017 7:11 PM	I would rather have teacher in the building as mentors.
2	May 24, 2017 4:22 AM	<i>We need coaches on campus all day every day. I do not think the TUSD New Teacher Mentor Program is effective.</i>
3	May 23, 2017 11:47 PM	Continue the program and continue supporting new teachers. Administrators would benefit from the role of the principal professional development to better understand how administrators support the new teacher and mentor collaboration and growth.
4	May 23, 2017 10:03 PM	work closely with site instructional staff. Mentors' work don't align with site initiatives.
5	May 23, 2017 9:52 PM	Support for more than 2 years if needed. Thank you for providing mentors, it is very needed!
6	May 23, 2017 9:29 PM	None. You are doing an excellent job.
7	May 23, 2017 9:16 PM	N/A
8	May 23, 2017 9:15 PM	That each mentor have less new teachers and can work with more often. I would also like to have a conversation on the school wide focus so they can help the new teachers get extra support.
9	May 23, 2017 8:20 PM	Mentors should listen to what the teacher(s) may need and provide a focus on the needs of the individual teacher.
10	May 23, 2017 7:53 PM	More time for new teachers to go observe.
11	May 8, 2017 4:45 AM	I would like to learn more about the program as I will have ten new teachers at Magee next year.
12	May 7, 2017 11:38 PM	Expand it: teachers hired throughout the year who cannot be added
13	May 6, 2017 4:58 PM	So far I am happy with the program.
14	May 5, 2017 2:15 PM	I would like to see teachers reaching out to other teachers in the district to see what else is happening at other schools.
15	May 5, 2017 1:18 PM	More visits.
16	May 5, 2017 1:05 AM	Perhaps an opportunity to model or co-teach as a component of the program.
17	May 4, 2017 10:30 PM	Receiving communication (by conversation or email) about their conversations with the Teacher.
18	May 4, 2017 9:10 PM	Mentors should have a smaller case load
19	May 4, 2017 9:05 PM	More communication with the principals. Maybe even a newsletter or e-mail with information. <i>I wish there was a collaboration or relationships with site admin. There is no communication. We can't support without information. I would like for the mentors to develop skills in the classroom management, building a culture and climate Areas.</i>
20	May 4, 2017 9:04 PM	I would like teachers who are new to TUSD be included in the program.
21	May 4, 2017 9:03 PM	More communication - even by quick email, updating progress of new teachers.
22	May 4, 2017 9:02 PM	More communication between principal and mentor to ensure that strategies and goals for improvement are aligned with school wide focus
23	May 4, 2017 8:26 PM	Allow teachers to visit master teachers with their mentor and discuss strategies to take back to their classroom.
24	May 4, 2017 8:04 PM	Lesson the load of teachers on each mentor so that the mentor can spend more quality time with their mentees.
25	May 4, 2017 7:44 PM	I think it would be better to have a master teacher on campus paid a stipend to mentor a new teacher.
26	May 4, 2017 7:38 PM	Group meeting at the beginning of the year with teacher, mentor and administrator.
27	May 4, 2017 7:12 PM	* Continue to provide TUSD New Teacher Mentors! * Provide the new teachers an opportunity for an additional year of support.
28	May 4, 2017 7:03 PM	Provide a catalog of seminars available to evaluators. Provide more time for teachermentirs to spend on campus. Assign them to a campus full time when they have 4-5 teachers on a campus.
29	May 4, 2017 6:45 PM	More mentors and more visits! These are true experts, nd our teachers benefit tremendously from this program.
30	May 4, 2017 6:25 PM	

Number	Response Date	Response Text
31	May 4, 2017 6:11 PM	more people to have more time with teachers.
32	May 4, 2017 6:10 PM	Increase in frequency of coaching Please have the Mentors as an active presence at the job fairs. They are a huge asset to new teachers. Our potential new hires need to know about this service. [] [] I would like to be provided with a mentor schedule for my site so that I know when my new teachers are being provided services. That way I can also tailor my services to my teachers. The mentor/mentee work is confidential. However, by knowing when and how often the work is happening I can better serve my new teachers.
33	May 4, 2017 6:04 PM	Communication with administration at the school level.
34	May 4, 2017 5:49 PM	None at this time.
35	May 4, 2017 5:38 PM	Support teachers for their first 3 years in the profession.
36	May 4, 2017 5:28 PM	Not at this time
37	May 4, 2017 5:26 PM	Assign master teachers at sites to new teachers
38	May 4, 2017 5:25 PM	N/a
39	May 4, 2017 5:20 PM	Increased contact with the school principal.
40	May 4, 2017 5:18 PM	continue offering mentors for 2nd year
41	May 4, 2017 5:12 PM	More opportunities for mentors to meet with principals for site and teacher specific growth-based conversations.
42	May 4, 2017 5:11 PM	None. It is a great program
43	May 4, 2017 5:10 PM	more time and communication with admin.
44	May 4, 2017 5:05 PM	None
45	May 4, 2017 5:04 PM	None