



The Maryland Mentor Survey Directions

-NOTE: The LEA name has been removed and survey results will NOT be linked to LEAs in the data shared with CAIRE.

-Induction Coordinators will give the surveys themselves (paper and pencil, LEA platform, Survey Monkey, etc.).

-Induction Coordinators are expected to bring the results to the Summer 2013 Induction Academy (June 25-27, 2013). We will work with data on June 27th in our afternoon Coordinators' meeting. Please send the data in advance electronically to Heather Lageman (hlageman@msde.state.md.us) and bring a hard copy of your data to the Academy.

-Please leave the 14 survey questions intact to enable to us to look for patterns and trends. Feel free to add additional questions for your own information (**at the end of the survey to preserve the numbering of the survey**); however, please do not remove any questions.

-When you send out the email with your survey, please be sure to point out that there are several comment boxes within the survey to add additional information and explanation.



The Maryland Mentor Survey

DEMOGRAPHIC INFORMATION (Questions 1-5):

(1) Role in the District:

- Mentoring is my full-time job
- Mentoring is my part-time job and it is all that I do
- Mentoring is my part-time job and I have other responsibilities within the school/system
- Teaching is my full-time job and I mentor
- Mentoring is my part-time job and I am also the Induction Program Coordinator

(2) Please identify the number of probationary/non-tenured teachers on your caseload:

- 0
- 1-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26+

(3) Please identify the number of tenured teachers on your caseload:

- 0
- 1-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26+

(4) I mentor teachers in:

- One school
- Multiple schools

(5) In items 1-4 are there any items that you would explain further?

Insert comment box

PROFESSIONAL DEVELOPMENT FOR MENTORS INFORMATION (Questions 6-8):

(6) Please check any MSDE/NTC Teacher Induction Summer Academies you have attended:

- Summer 2011 at the Hunt Valley Marriott
- Summer 2012 at the Timonium Crowne Plaza
- Both Summers 2011 and 2012
- Neither

(7) Professional development offerings are designed for you as a mentor. Please identify those you have attended (please check all that apply):

- Mentor forums/meetings
- Book studies
- Online professional development – New Teacher Center
- Online professional development – School System
- Individual support
- Mentoring course(s)
- Other (please explain in Comment Box #8)
- None

(8) In items 6-7 are there any items that you would explain further?

Insert comment box

MENTOR SUPPORT FOR PROBATIONARY TEACHERS INFORMATION (Questions 9-13):

(9) As a mentor, I have provided the following kinds of supports (please check all that apply):

- Professional development specifically designed for new teachers
- Collaborative planning time
- Demonstration lessons/co-teaching
- Opportunities to observe other teachers
- Follow-up conversations after observations and co-teaching experiences
- Feedback on instructional practice
- Time to meet with mentee during school hours
- Time to meet with mentee beyond the duty day (paid)
- Orientation for new teachers
- Emotional support
- Other (please explain in Comment Box #13)

(10) Over the course of a year, how much of your time is spent engaged in each of the following activities with your mentees?

Drop down scale for each:

Much of my time...Some of my time...Little of my time...None of my time

- Developing lesson plans
- Providing instructional and support materials
- Holding a pre-observation conference
- Observing my mentees' teaching
- Co-teaching
- Modeling best practices
- Holding a post-observation conference and reflection
- Reflecting together on the effectiveness of my mentees' teaching
- Analyzing student work
- Reviewing results of students' assessments
- Addressing student or classroom behavioral issues
- Assisting with management of paper load and record-keeping
- Attending professional development with my mentees
- Providing emotional support
- Addressing professional behavior and attitudes

(11) Identify the following mentoring tools that you used in your mentoring (please check all that apply):

- Induction Program Standards
- A Framework for Teaching
- New Teacher Center Collaborative Assessment Log (CAL)
- Locally developed reflection tool(s)
- New Teacher Center's Formative Assessment System (FAS)
- Locally developed analysis of student work tool(s)
- Selective Scripting Tool
- Classroom data collection tool(s)
- Mentor logs

(12) To what degree do you believe that the support you provided for your mentees has had an impact on their practice in the following areas?

Drop down scale for each:

Not at all...Hardly at all...Some...Quite a bit...A great deal

- Planning instruction
- Using instructional strategies
- Increasing content knowledge
- Improving classroom management strategies
- Using data to identify student needs
- Differentiating instruction based upon individual student needs and characteristics
- Creating a supportive, equitable classroom where differences are valued
- Enlisting the help of family members, parents and/or guardians
- Working collaboratively with other teachers at his/her school
- Connecting with key resource professionals (e.g., coaches, counselors, etc.)
- Complying with policies and procedures
- Completing administrative paperwork

(13) In items 9-12 are there any items that you would explain further?

Insert comment box

(14) Identify the professional learning topics and ongoing support that you need in order to enhance your mentor practice (please check all that apply):

- Questioning techniques to elicit teacher reflection
- Dealing with resistance
- Acquiring skills with instructional technology
- Understanding the Common Core and its implications for instruction in all content areas
- Working to achieve goals through reflection meetings and action steps
- Participating and reflecting on classroom visits
- Reflecting on professional practice
- Engaging the appropriate administrator(s) as partners in support of your work as a mentor
- Assessing teacher need to prioritize caseload
- Supporting teachers in the evaluation process
- Other (*insert comment box*)