

Montgomery County Public Schools New Teacher Induction Program Feedback and Evaluations



April 29, 2014

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Program Manager

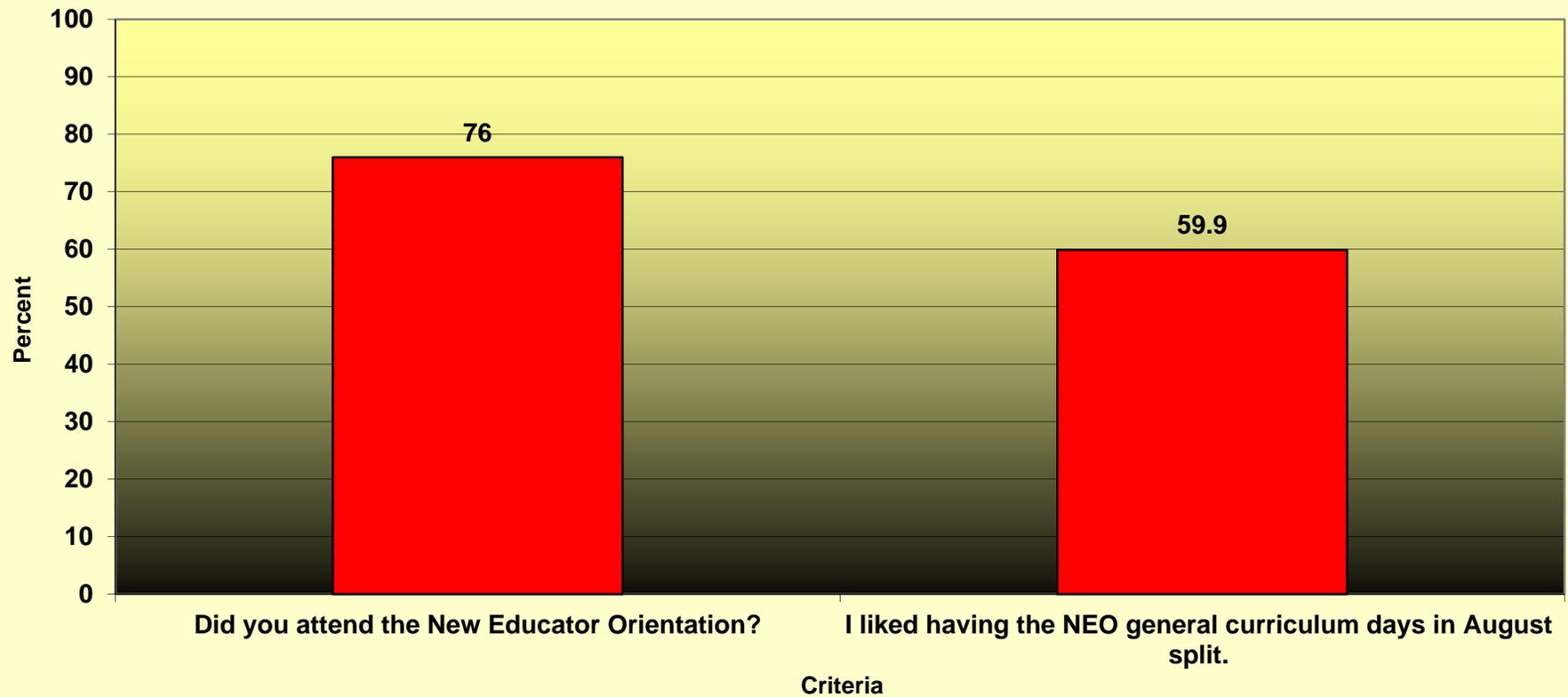
HISTORICALLY



- ❧ Collected data through students or secretaries helping us count/tally feedback forms and surveys by hand
- ❧ Typed in all information onto Excel spreadsheets
- ❧ Took hours to create graphs and charts
- ❧ Updated to Test Pilot
- ❧ Graduated to Scantron

HISTORICALLY

**Beginning Teachers Survey
2004-2005**

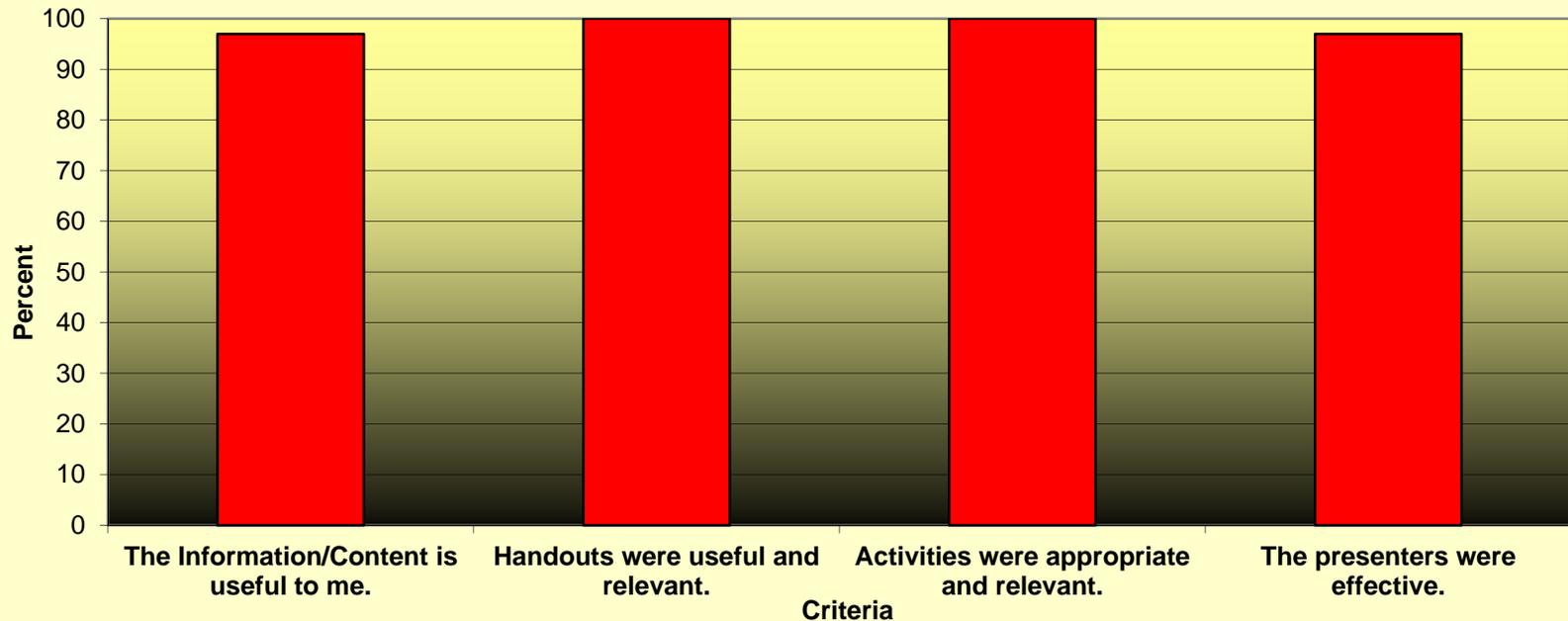


HISTORICALLY



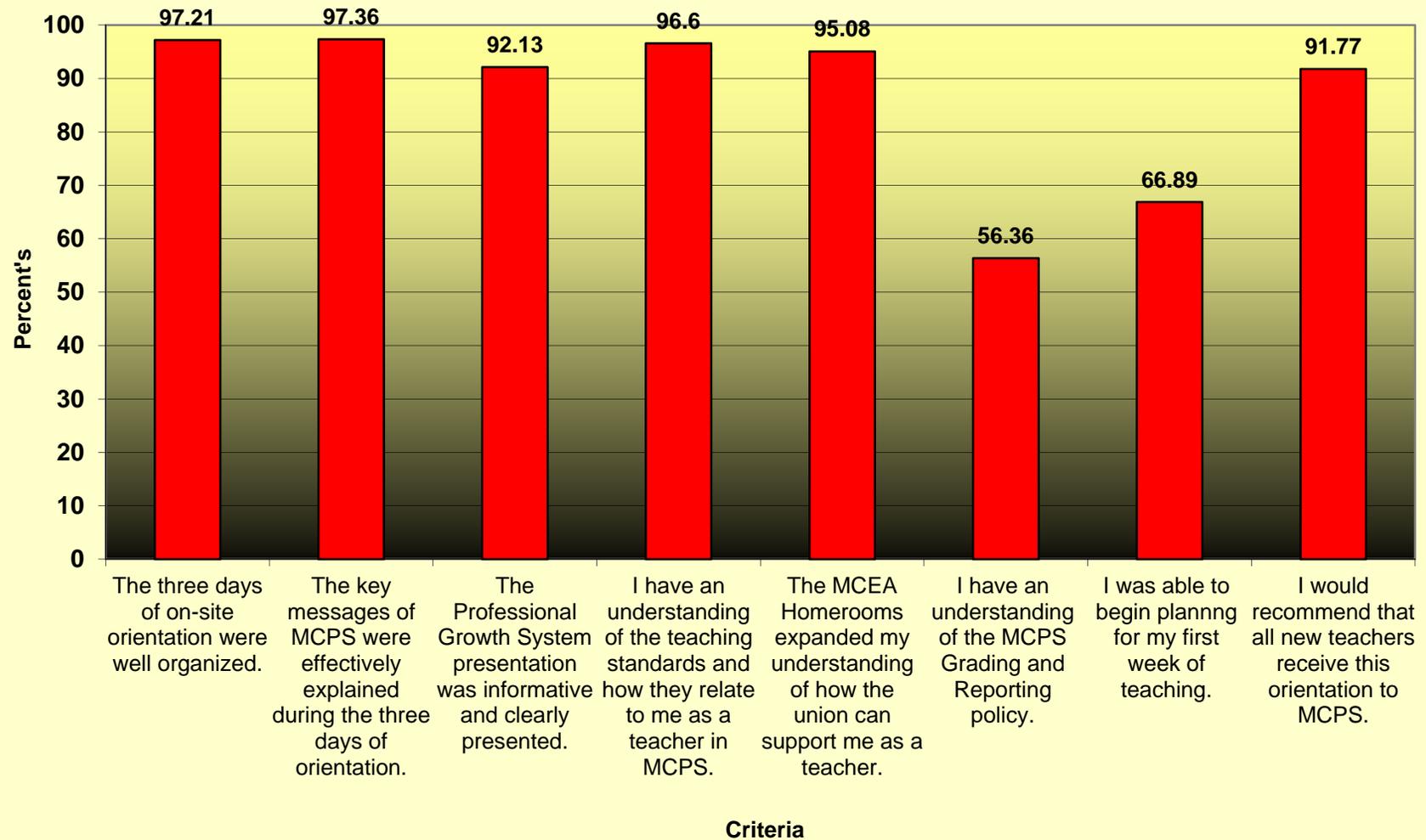
8th National New Teacher Center Symposium
San Jose, California
February 6, 2006

Quality Mentoring: Transforming the Profession through Innovative Training



HISTORICALLY

Overall Statistics NEO 2005
Elementary, Middle and High School Sites



2012 - 2014



- ❧ Collaborate with our Office of Shared Accountability (OSA) through an Evaluation Specialist
- ❧ Implement theories from Evaluating Professional Development (Guskey, 2000) for all surveys and feedback information
- ❧ Institute suggestions from OSA regarding various questions, design of survey tool, and delivery format
- ❧ Circulate drafts of surveys to various stakeholders for review (e.g. NEO Think Tank, Teacher Professional Growth System)
- ❧ Update all surveys to either Survey Monkey or Google Docs for NEO, courses, and workshops

LONGITUDINAL DATA



QUESTIONS	2006-2007	2007-2008	2008-2009
Responses	641/800=80.1%	463/548=84.5%	456/489=93.2%
1. The New Educator Orientation expanded my understanding of MCPS curriculum, instruction, and assessment.	NA	NA	97.6%
2. The key messages of MCPS were effectively explained during the first three days of on-site orientation.	98.7%	93.3%	98.7%
3. There were opportunities for collegial interaction that helped to create a professional community.	94.8%	93.3%	97.4%
4. Adequate time was devoted to understanding the expectations of MCPS.	94.8%	93.3%	96.7%
5. The New Educator Orientation provided a variety of learning activities throughout the sessions to meet my needs as a learner.	NA	NA	95.4%
6. The Professional Growth System presentation was informative and clearly presented.	93.1%	95.6%	91.7%
7. I understand how MCEA can support me as a teacher.	97.8%	97.6%	98.2%
8. Opportunities were provided for me to process and reflect upon curriculum information presented.	94.8%	94.6%	94.9%
9. Adequate time was devoted to developing my understanding of MCPS curriculum, instruction and assessment.	89.2%	90.9%	91.7%
10. The three days of on-site orientation were well organized.	NA	94.2%	96.1%
11. I would recommend that all teachers new to MCPS receive this orientation.	94.7%	92.0%	95.2%

QUESTIONS	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Responses (Strongly Agreed/Agreed)	403/467=86.3%*	215/308=69.8%*	361/482=74.8%*	493/590=83.5%*	479/617=77.6%*
1. The key messages of MCPS were effectively explained during the first three days of on-site orientation.	93.8% (-4.9%)	198/215=92.1% (-1.7%)	328/361=90.9% (-1.2%)	484/493=98.2% (+7.2%)	
2. The New Educator Orientation expanded my understanding of MCPS curriculum, instruction, and assessment.	97.8% (+2.2%)	206/215=95.8% (-2.0%)	342/361=94.7% (-1.1%)	482/493=97.8% (+3.0%)	
3. Adequate time was provided for me to process curriculum information presented.	N/A	198/215=92.1%	315/361=87.5% (-4.6%)	461/493=93.5% (+6.0%)	447/479=96.5% (+3.0%)
4. The New Educator Orientation provided a variety of instructional strategies throughout the sessions to meet my needs as an adult learner.	96.0% (+0.6%)	209/215=97.2% (+1.2%)	336/361=93.1% (-4.1%)	473/493=95.9% (+2.8%)	
5. There were opportunities for collegial interaction that helped me as an educator to network with my colleagues.	96.3% (-1.1%)	211/215=98.1% (+1.8%)	341/361=94.5% (-3.6%)	483/493=98.0% (+3.5%)	445/479=96.1% (-1.9%)
6. The New Educator Orientation made me feel welcomed by MCPS.	N/A	N/A	N/A	486/493=98.6%	464/464=100% (+1.4)
7. I am able to identify support (people/resources) when needed.	N/A	213/215=99.1%	351/361=97.2% (-1.9%)	472/493=95.7% (-1.5%)	
8. The two days of on-site orientation were well organized.	97.2% (+1.1%)	196/215=91.2% (-6.0%)	339/361=93.9% (+2.7%)	463/492=94.1% (+2.2%)	477/479=99.6% (+5.5%)
9. As an educator new to MCPS and having attended NEO, I am now better prepared to provide quality instruction in my classroom.	N/A	206/215=95.8%	334/361=92.5% (-3.3%)	471/493=95.5% (+3.0%)	
10. I would recommend that all teachers new to MCPS receive this orientation.	96.0% (+0.8%)	204/215=94.8% (-1.2%)	338/361=93.6% (-1.2%)	471/493=95.5% (+1.9%)	454/462=98.2% (+2.7%)

NEO EVALUATIONS



QUESTIONS	2013-2014
Responses (Strongly Agreed/Agreed)	479/617=77.6%* (-5.9%)
1. The time allocated for curriculum sessions was adequate.	447/463=96.5% (+3.0%)
1. There were adequate opportunities for collegial interaction and networking with my colleagues.	445/463=96.1% (-1.9%)
1. The New Educator Orientation made me feel welcomed by MCPS.	464/464=100% (+1.4%)
1. During NEO, I was able to get answers to my questions.	459/463=99.1%
1. The first two days of NEO were well organized.	462/464=99.6% (+5.5%)
1. I now have a better understanding of MCPS culture and expectations.	459/462=99.3%
1. I would recommend that all teachers new to MCPS attend this orientation.	454/462=98.2% (+2.7%)
1. I am better prepared to communicate high expectations to all students.	447/460=97.1%
1. I am better prepared to create a positive, safe, and inclusive climate that encourages all learners to thrive.	448/459=97.6%
1. I have learned proactive classroom management strategies to address a variety of learners' (e.g., special needs, ELL) needs.	393/459=85.6%
1. The session outcomes were clear (Creating a Positive Classroom Environment).	449/456=98.4%
1. The session outcomes were met.	455/457=99.5%
1. The trainer(s) was knowledgeable about the content.	456/456=100%
1. The trainer(s) used effective adult learning strategies.	448/456=98.3%
1. I can now locate resources to plan instruction.	450/455=98.9%
1. I have a better understanding of the MCPS expectations for delivering instruction.	438/445=98.5%
1. I have learned methods to integrate English language learners in classroom instruction.	286/452=63.3%
1. The trainer(s) was knowledgeable on how to differentiate and modify the curriculum to provide grade level access for students who are below grade level.	406/456=89.1%

NTT-01 FEEDBACK COMMENTS

Fall 2013 Secondary Section



What insights or interests were highlighted for you?

- ☞ I really enjoyed learning about surveying my students and I learned a lot from doing this activity. I also liked both guest speakers.
- ☞ I appreciate being given the opportunity to request topics to be covered in class.
- ☞ UDL, differentiation, equity, grouping/interaction
- ☞ Activator & summarizer ideas - differentiation & UDL
- ☞ Fantastic activator & summarizer ideas!!
- ☞ Be a “warm demander” as a teacher
- ☞ I really think that UDL is something I want to focus more on.
- ☞ The various activities that fostered collaboration - the “warm demander” philosophy
- ☞ Discussions about UDL, parent contact, and working with other teachers was helpful
- ☞ UDL - Mrs. Textoris was amazing!!!
- ☞ Wait time - summarizers/activators - visual learning/UDL

NEXT STEPS & QUESTIONS



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