Missouri Department of Elementary and Secondary Education

First-Year Teacher Survey, 2007

January 11, 2008
Jefferson City, Missouri

Bill Elder
University of Missouri
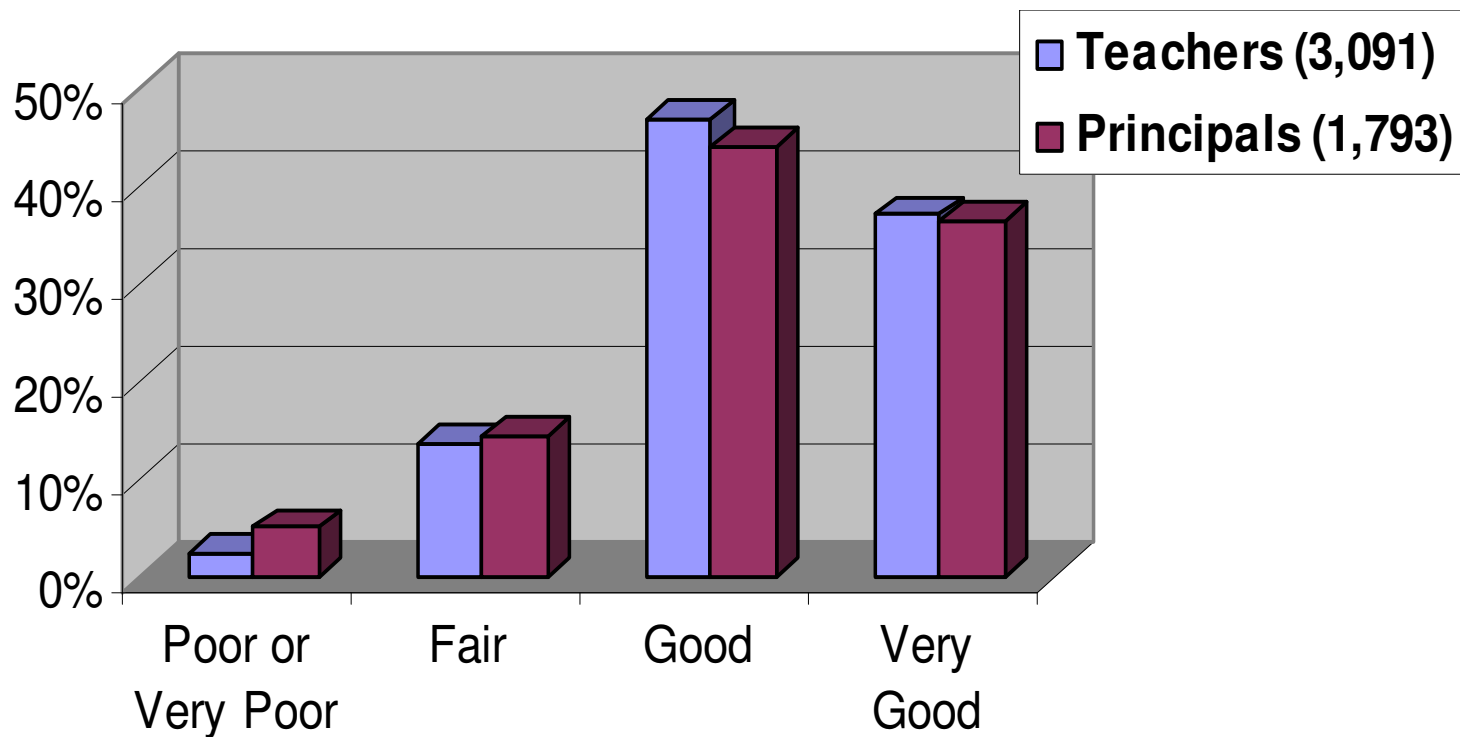Office of Social and Economic Data Analysis

Available at: www.oseda.missouri.edu/presentations

"Good News"

- Both Teacher and Principal Ratings are quite positive about Preparation
- Linkages from DESE core data and web survey applications worked well and can be improved
- Response rates for web survey were comparatively high:
  – Teachers 60%
  – Principals 50%

"Good or Very Good"
Teachers 84% --- Principals 80%

Percent Rating of Quality of Teacher Preparation Programs, DESE First-Year Teacher Survey, 2007

Legend:
- Teachers (3,091)
- Principals (1,793)

Chart categories (x-axis): Poor or Very Poor, Fair, Good, Very Good

Y-axis: 0%, 10%, 20%, 30%, 40%, 50%

Overview

- Background
  - Source of Items
  - Methods
- Reports (descriptive statistics) -- CDs
  - Statewide frequency reports
  - Institution specific frequency reports (n>5)
  - Statewide cross-tabulations reports
- Review 2007 Results
- Discussion
  - Future directions
  - Review of questions
  - Additional analyses

Background—Items

- Missouri Standards for Teacher Education Standards (MoSTEPS)
- Teacher and Principal Items not aligned as well as possible but quite similar
- May desire additional items (mentoring)

Background--Methods

- 100% of Missouri first-year teachers contacted by letter and email (@ 5,150)
- First-year teachers defined by DESE Core Data
- Survey is **confidential** but not anonymous (**security)**
- Principal survey specifically referenced individual first-year teachers
- Principal responses were limited to no more than six first-year teachers (if >6, randomly selected from Mo.)

Background--Methods

- Communications included individual letter from the Commissioner and email follow-up until over 50% response rate achieved
- Gathered as late in the year as possible April-May 2007
- Relatively short survey with easy responses formats – related to response
  - Characteristics in Core Data
  - Short open-ended question possible in 2008

Reports and CD

- Statewide frequency reports for teacher and principal surveys

- Institution specific frequency reports for teacher and principal surveys (n > 5)

- Selected statewide cross tabulations for teacher and principal surveys

- Additional reports possible in March

Review 2007 Results
Teachers 84% --- Principals 80%

Percent Rating of Quality of Teacher Preparation Programs, DESE First-Year Teacher Survey, 2007

Legend:
- ☐ Teachers (3,091)
- ■ Principals (1,793)

Y-axis: 0%, 10%, 20%, 30%, 40%, 50%

X-axis categories: Poor or Very Poor, Fair, Good, Very Good

Question #20 Teachers

Question #14 Principals
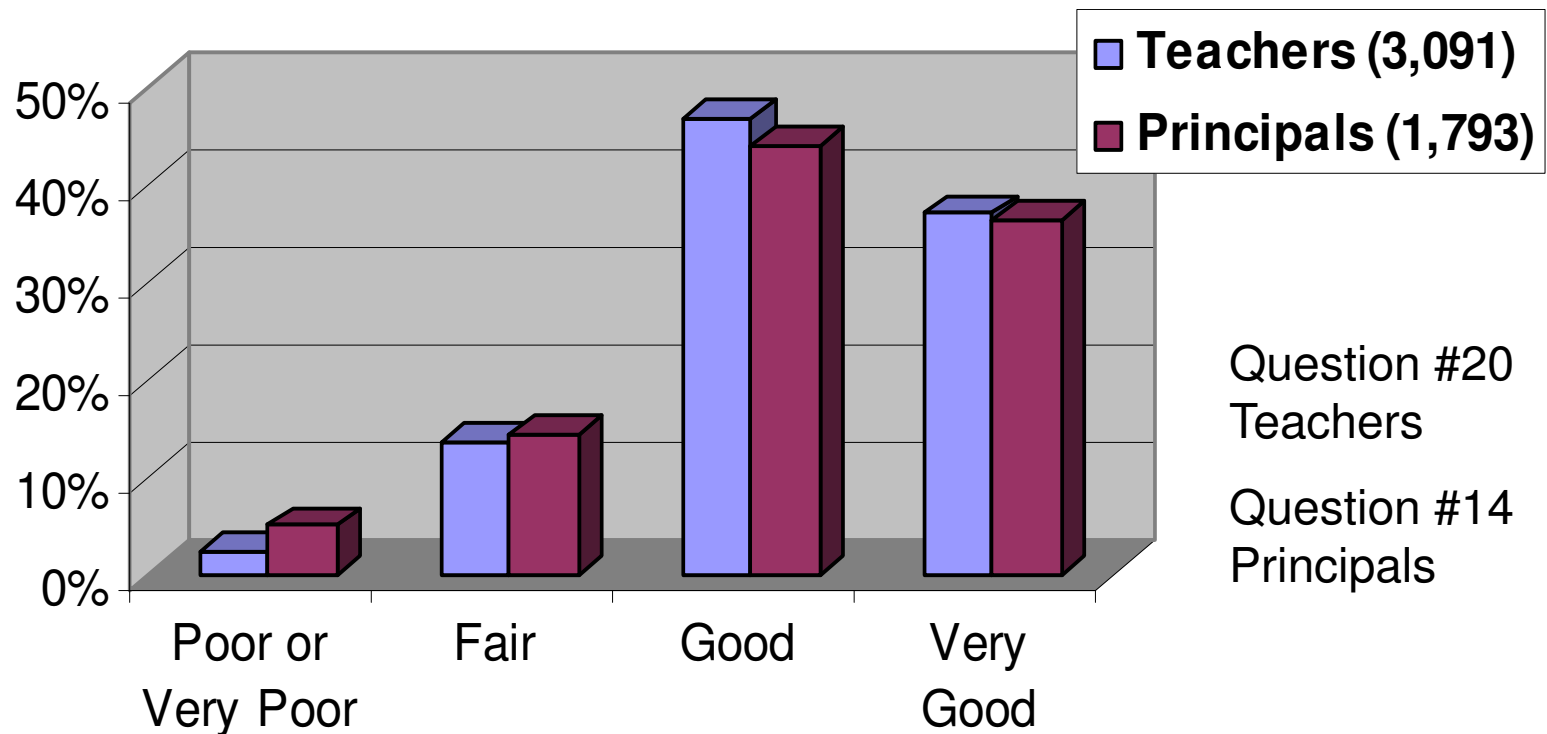
Factor Analysis of Teacher Survey Suggest Five Survey Dimensions

Dimension   **Teacher Questions**

- Overall Rating   20
- Institution specific customized questions
- Additional certifications
- More specific categories (as N allows)
- Teaching outside Initial certification – additional cert.
- Professional development
- Continuing education
- Classroom Management
- Assessment **For** Learning
- Subject Mastery   4
- Planning for Teaching   5-10
- Teaching   11-17
- Using Technology   18-19

Subject Level Mastery -- Teachers

4	Having a thorough knowledge of the subjects that I teach.	72%

Planning for Teaching -- Teachers

5	Understanding how students learn and develop.	75%
6	Understanding how students differ in their approaches to learning.	76%
7	Designing lessons that address different learning styles.	69%
8	Delivering lessons that work well for different learning styles.	66%
9	Planning lessons based on curriculum goals and performance standards.	68%
10	Facilitating higher levels of learning by employing a variety of instructional strategies	71%

Teaching -- Teachers

11	Creating a classroom learning environment that encourages student engagement.	75%
12	Using communication skills to effectively foster learning.	76%
13	Using assessments effectively to evaluate student academic achievement.	66%
14	Using professional instructional practices.	77%
15	Using ethical instructional practices.	81%
16	Fostering continuous professional development.	76%
17	Interacting effectively with colleagues, parents and other members of my learning community.	74%

Technology -- Teachers

18	Using technology to enhance my personal productivity.	67%
19	Using technology effectively as part of my instructional strategies.	63%

Subject Level Mastery -- Principals

1	Using knowledge in the subject(s) that s/he teaches.	75%

Planning for Teaching -- Principals

2	Understanding of theories about how students learn.	63%
3	Understanding of theories about how students develop.	61%
4	Designing lessons that address a variety of learning styles.	56%
5	Designing lessons aligned to curriculum goals and performance standards.	69%

Teaching -- Principals

6	Using effective instructional strategies to attain high levels of learning.	64%
7	Creating an environment that encourages active student engagement.	70%
8	Using effective communication skills.	71%
9	Using assessments effectively to evaluate student academic achievement.	61%
10	Demonstrating knowledge of ethical professional practices.	77%
11	Striving for continuous professional growth.	76%
12	Interacting effectively with colleagues to support student learning.	76%

Technology -- Principals

| 13 | Using technology to enhance instruction. | 66% |

Selected Cross-Tabulations

- **Percent Free and Reduced Lunch**
- **District Geographic Locale**
- **District Enrollment Size**
- **Recent Completer**
- **In or Out of State Educational Program**
- **Public or Private Institution**
- **District Accreditation Status**
- **Others .....**

Cross Tabulation Factors

FR Lunch	Principals		Teachers	
	N	Pct	N	Pct
Less Than 25%	323	17.9	572	18.4
25% to 49%	901	50.1	1,455	46.8
50% or More	576	32.0	1,083	34.8
Totals	1,800	100.0	3,110	100.0

Cross Tabulation Factors

Geographic Location	Principals		Teachers	
	N	Pct	N	Pct
Large City	127	7.1	236	7.7
Mid-Size City	165	9.3	280	9.1
Fringe Large City	510	28.6	906	29.4
Fringe Mid-Size City	79	4.4	144	4.7
Town	302	16.9	519	16.9
Rural Areas	601	33.7	993	32.3
Totals	1,784	100.0	3,078	100.0

Cross Tabulation Factors

District Enrollment Size	Principals		Teachers	
	N	Pct	N	Pct
400 or Less	206	11.4	300	9.7
801 - 2000	318	17.7	514	16.5
2001 - 6000	534	29.7	986	31.7
6000 or More	550	30.6	1,015	32.6
Totals	1,800	100.0	3,110	100.0

Cross Tabulation Factors

Recent Completer	Principals		Teachers	
	N	Pct	N	Pct
Before 2006	420	43.2	1,344	51.8
Since 2006	552	56.8	1,250	48.2
Totals	972	100	2,594	100

Cross Tabulation Factors

In or Out of State Program	Principals		Teachers	
	N	Pct	N	Pct
In State	1,121	96.3	2,433	78.6
Out of State	**43**	**3.7**	662	21.4
Totals	1,164	100	3,095	100

Cross Tabulation Factors

Type of Program	Principals		Teachers	
	N	Pct	N	Pct
Non-Missouri	118	10.1	871	28.0
Private	368	31.5	802	25.8
Public	679	58.4	1,439	46.2
Totals	1,165	100.0	3,112	100.0

Cross Tabulation Factors

District Accreditation	Principals		Teachers	
	N	Pct	N	Pct
Accredited	1,671	94.2	2,897	94.7
Provisional	103	5.8	163	5.3
Totals	1,774	100.0	3,060	100.0

Rating of Quality of Teacher Preparation

Teachers #20

- **Good or Very Good 84%**
- **FRL**
- **Size**
- **Recent Completer**
- **In-Out of State**
- **Accreditation Status**

Principals #14

- **Good or Very Good 80%**
- FRL
- Size
- Type of Program
- Accreditation Status

T20

What overall rating would you give the quality of your professional education preparation program?

Legend: ■ Poor or Very Poor ■ Fair ■ Good ■ Very Good

Pct. Free or Reduced Lunch	Very Good	Good	Fair
Less Than 25%	44.54	42.96	10.74
25% to 49%	36.87	47.33	13.44
50% or More	33.3	48.52	15.4
Total	37.03	46.94	13.63
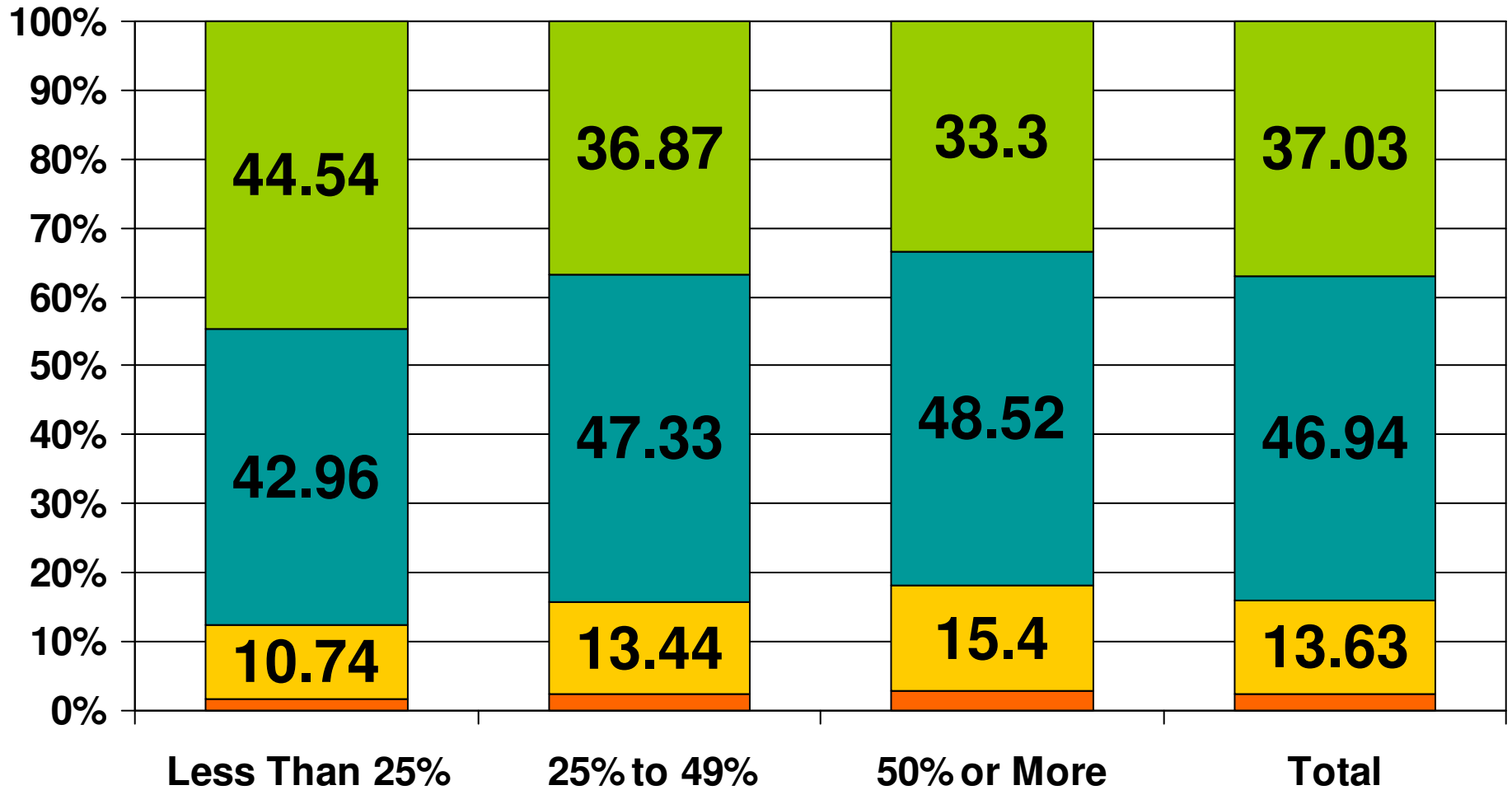
Pct. Free or Reduced Lunch

T20

What overall rating would you give the quality of your professional education preparation program?

Legend: ■ Poor or Very Poor   □ Fair   ■ Good   ■ Very Good

Enrollment Category	400 or Less	401 - 800	801 - 2000	2001 - 6000	6000 or More	Total
Very Good	34.6	36.6	32.2	36.6	40.8	37.0
Good	44.3	47.3	51.2	48.1	44.4	46.9
Fair	16.1	13.7	14.1	13.2	13.0	13.6

T20

What overall rating would you give the quality of your professional education preparation program?

Legend: ■ Poor or Very Poor ■ Fair ■ Good ■ Very Good

	Before 2006	Since 2006	Total
Very Good	36.6	41.3	38.8
Good	46.9	44.6	45.8
Fair	14.4	11.9	13.2
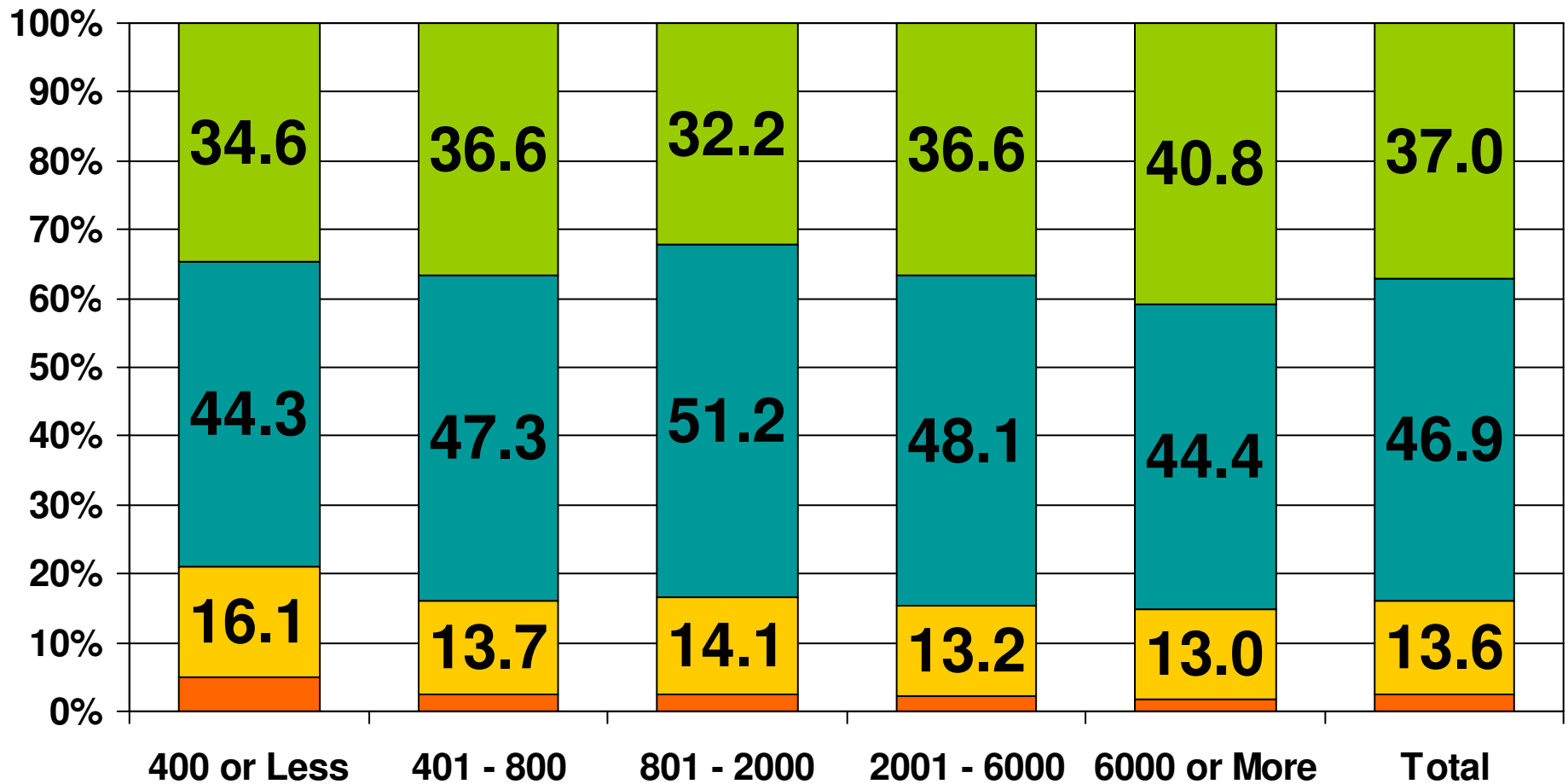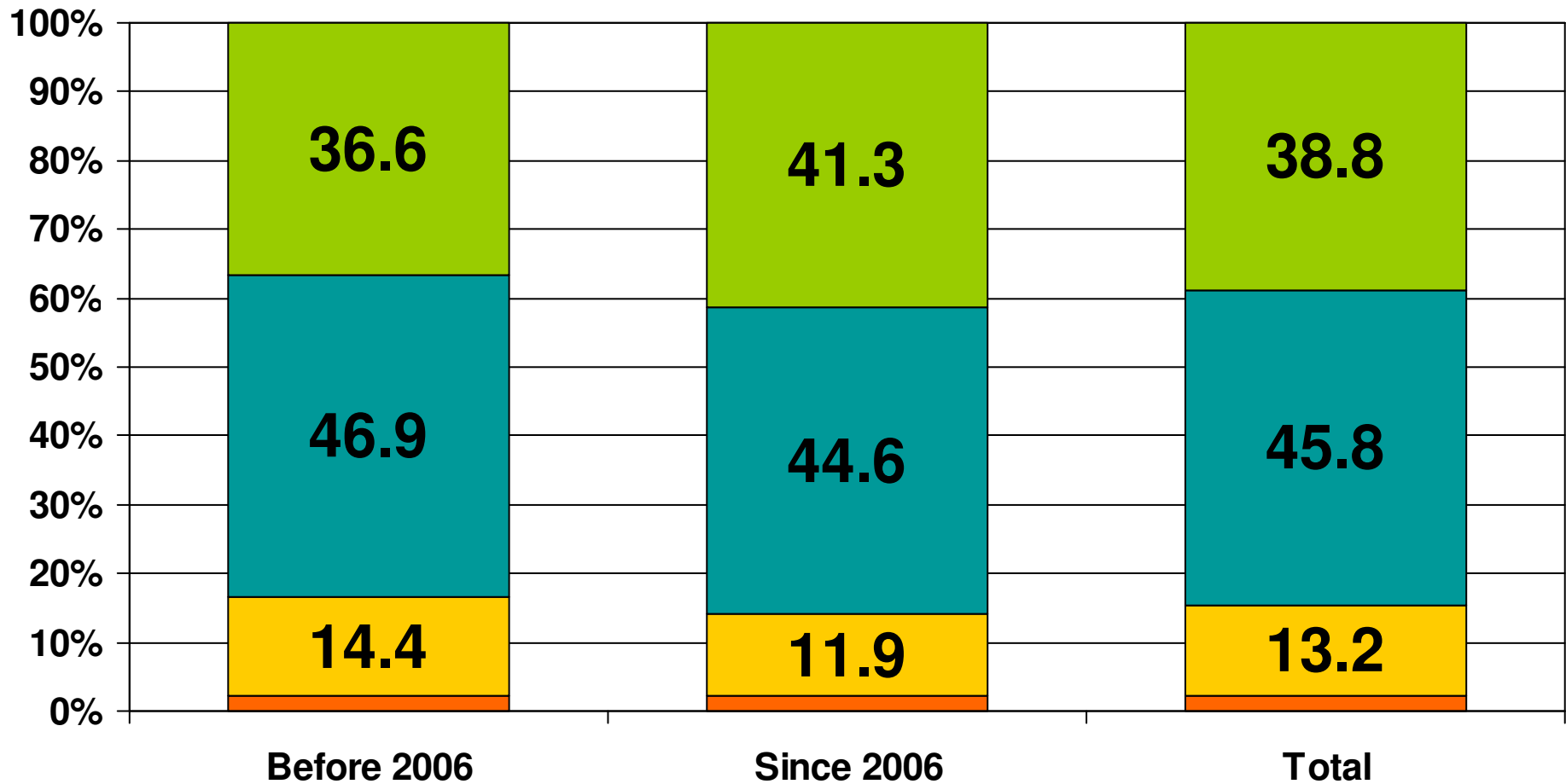
Program Completion Year

T20

What overall rating would you give the quality of the professional education preparation program?

Legend: ☐ Poor or Very Poor   ☐ Fair   ☐ Good   ☐ Very Good

In State:
- Very Good: 36.3
- Good: 47.2
- Fair: 14.0

Out of State:
- Very Good: 40.2
- Good: 45.9
- Fair: 12.0

Program Location

T20

What overall rating would you give the quality of the professional education preparation program?

Legend:
- ■ Poor or Very Poor
- ■ Fair
- ■ Good
- ■ Very Good

	A	P	Total
Very Good	37.6	30.3	37.2
Good	46.7	48.8	46.8
Fair	13.4	17.3	13.6
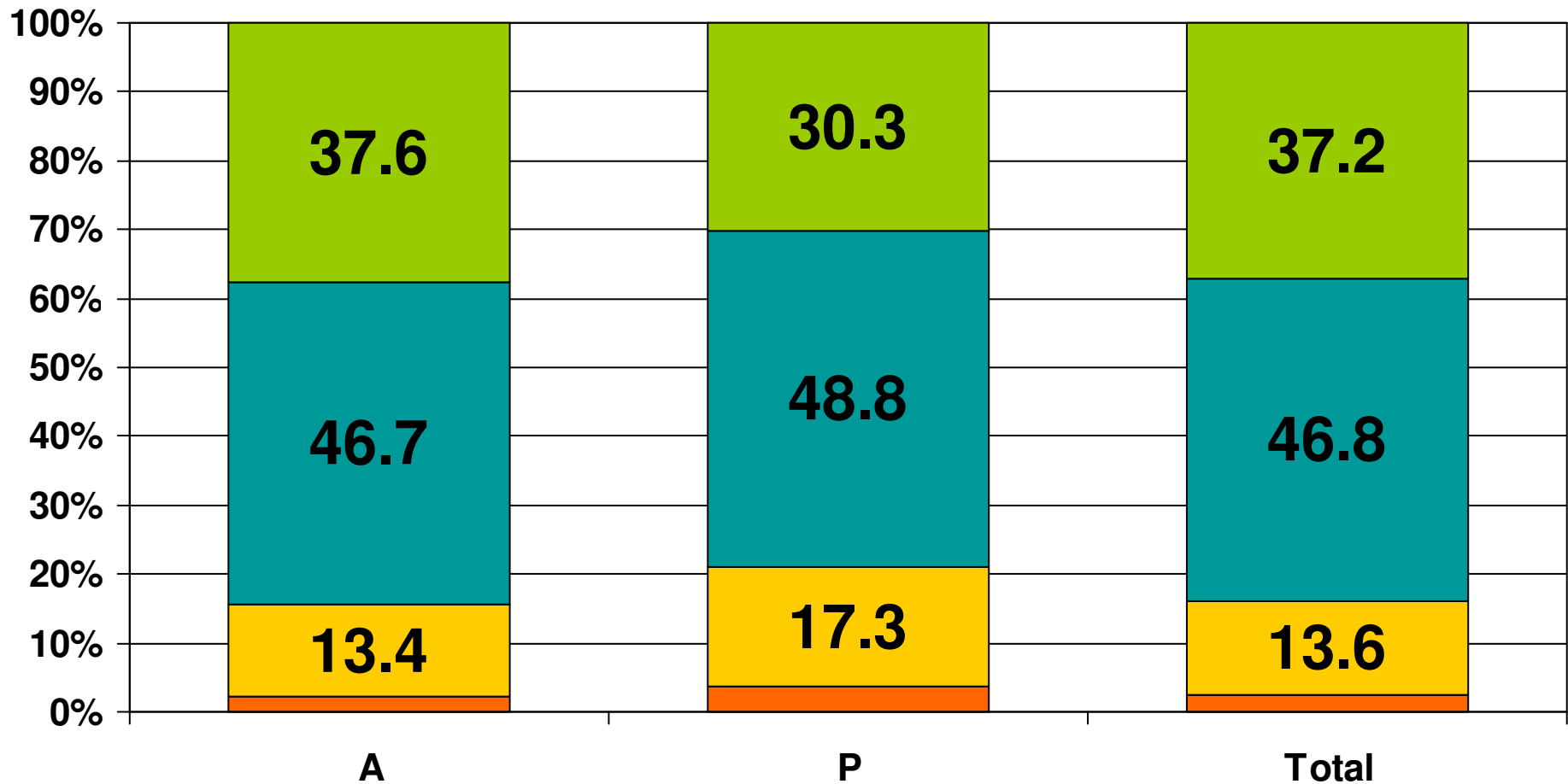
Accreditation Status

P14

What is your overall rating of the teacher's preparation?

Legend: ■ Poor or Very Poor ■ Fair ■ Good ■ Very Good

	Less Than 25%	25% to 49%	50% or More	Total
Very Good	46.13	35.04	33.57	36.57
Good	39.32	47.43	41.26	44
Fair	11.15	13.73	17.31	14.41
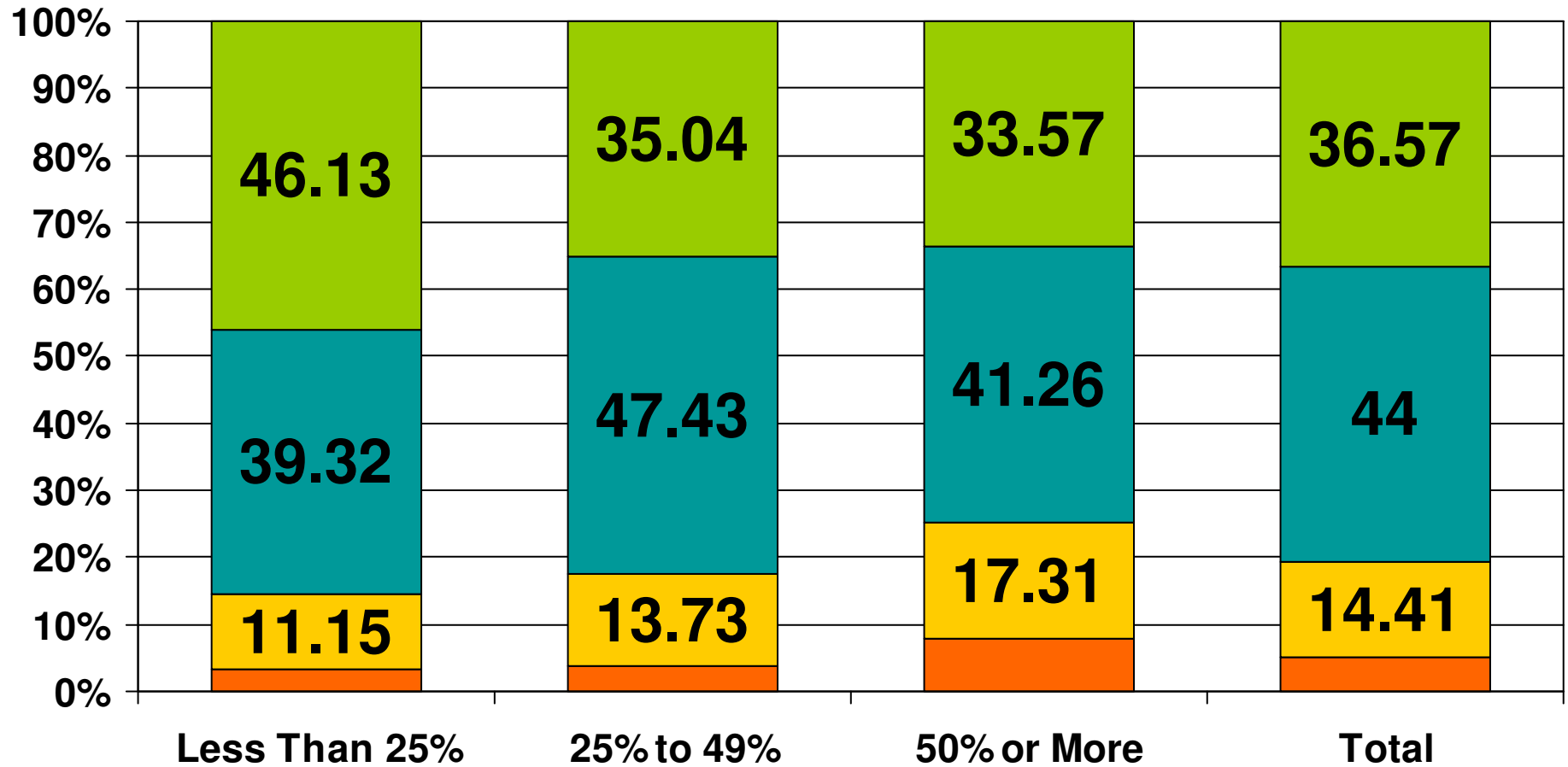
Pct. Free or Reduced Lunch

P14

What is your overall rating of the teacher's preparation?

Legend: ■ Poor or Very Poor   ■ Fair   ■ Good   ■ Very Good

Enrollment Category	Very Good	Good	Fair
400 or Less	30.39	46.08	16.67
401 - 800	39.06	38.02	17.71
801 - 2000	31.23	48.26	16.72
2001 - 6000	36.98	46.6	11.89
6000 or More	40.69	40.33	13.5
Total	36.57	44	14.41
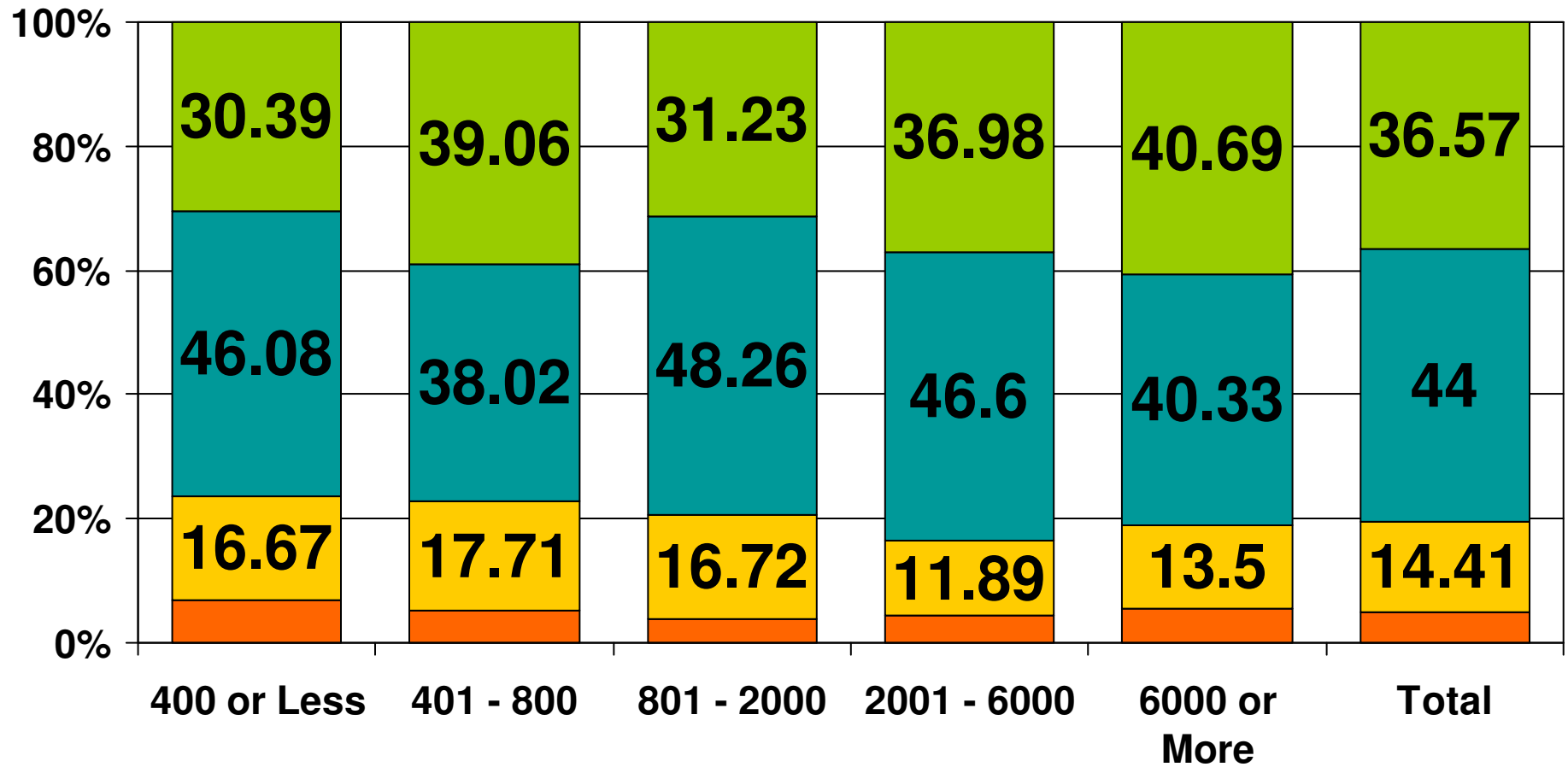
Enrollment Category

P14

What is your overall rating of the teacher's preparation?

Legend:
- Poor or Very Poor
- Fair
- Good
- Very Good

Program type	Non-Missouri Institution	Private	Public	Total
Very Good	40.17	32.43	41.59	38.55
Good	46.15	47.14	43.07	44.66
Fair	9.4	14.99	12.98	13.25
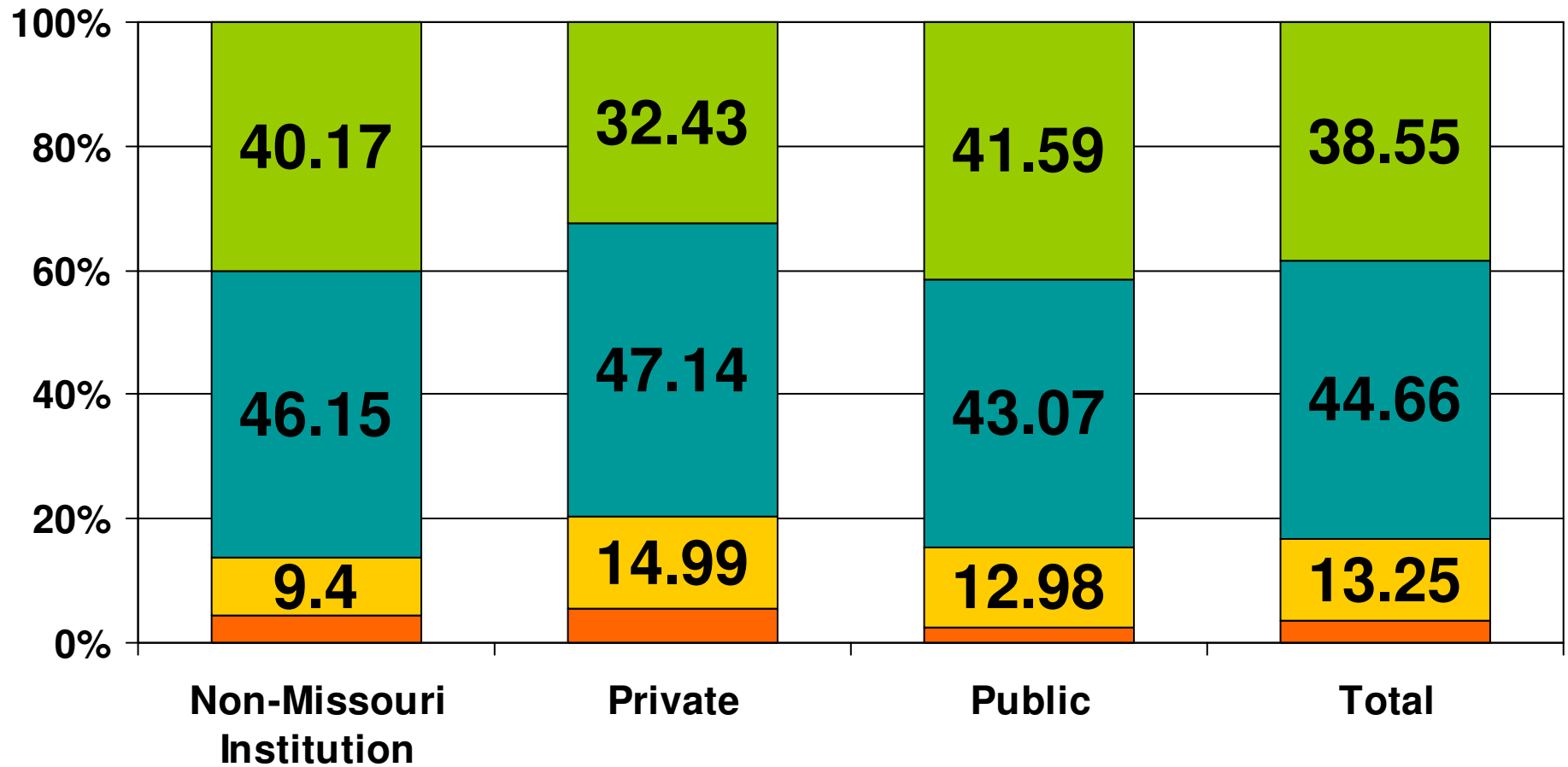
Program type

P14

What is your overall rating of the teacher's preparation?

Legend: ■ Poor or Very Poor ■ Fair ■ Good ■ Very Good

Accredited:
- Very Good: 37.64
- Good: 44.86
- Fair: 13.17

Provisional:
- Very Good: 22.55
- Good: 36.27
- Fair: 28.43

Total:
- Very Good: 36.77
- Good: 44.36
- Fair: 14.05
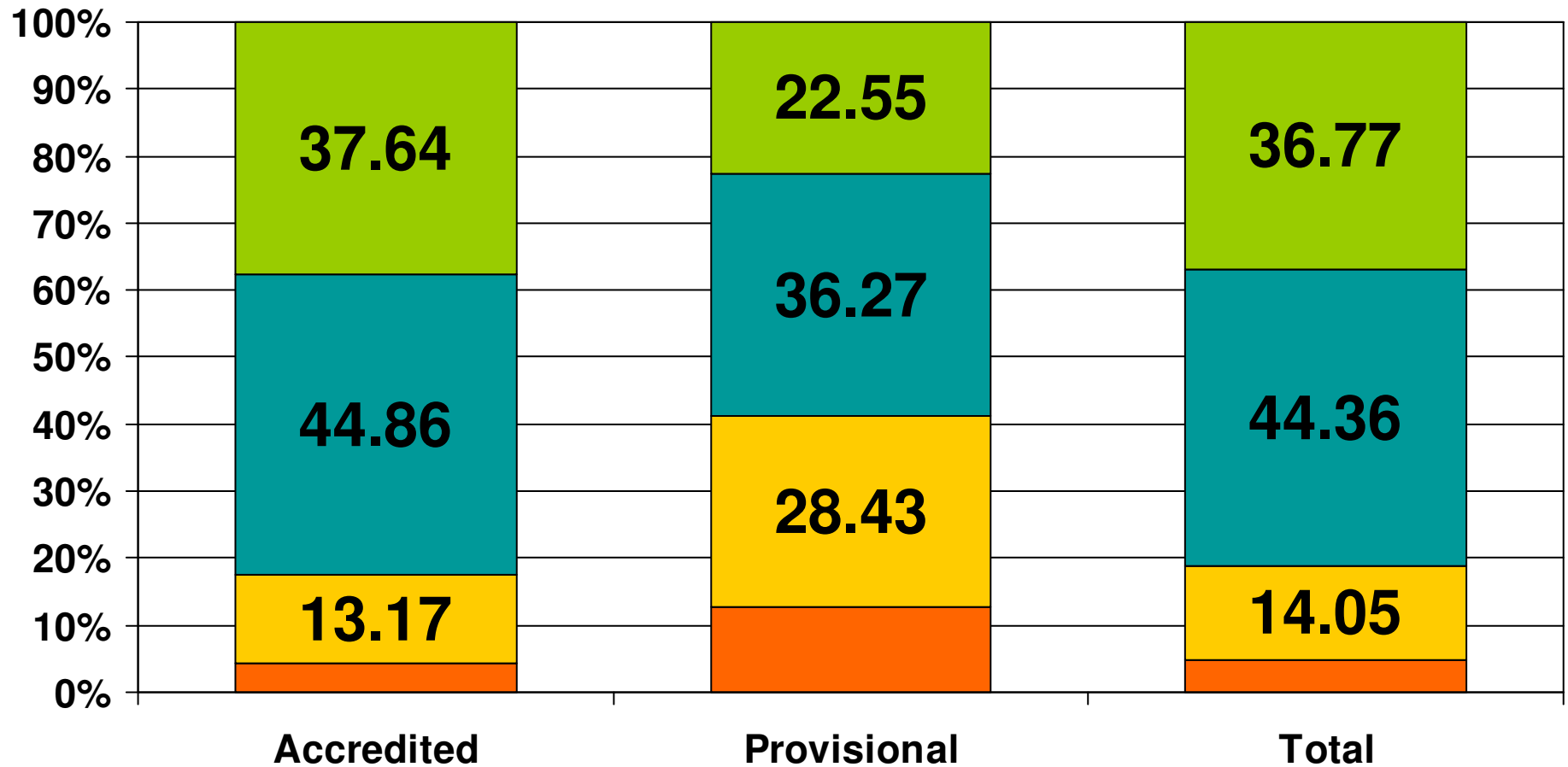
Accreditation Status

Knowledge of Subjects Taught

Teachers #4
- **Good or Very Good 72%**
- **FRL**
- **Locale**
- **Size**

Principals #1
- **Good or Very Good 75%**
- Size
- FRL
- Recent Completer
- Accreditation Status

T4 **Having a thorough knowledge of the subjects that I teach.**

Legend:
- ☐ Not or Inadequately Prepared
- ☐ Adequately Prepared
- ☐ Well Prepared
- ☐ Very Well Prepared

Pct. Free or Reduced Lunch	Very Well Prepared	Well Prepared	Adequately Prepared
Less Than 25%	34.5	42.21	19.96
25% to 49%	32.48	39.16	23.88
50% or More	29.66	40.59	25.39
Total	31.87	40.22	23.69
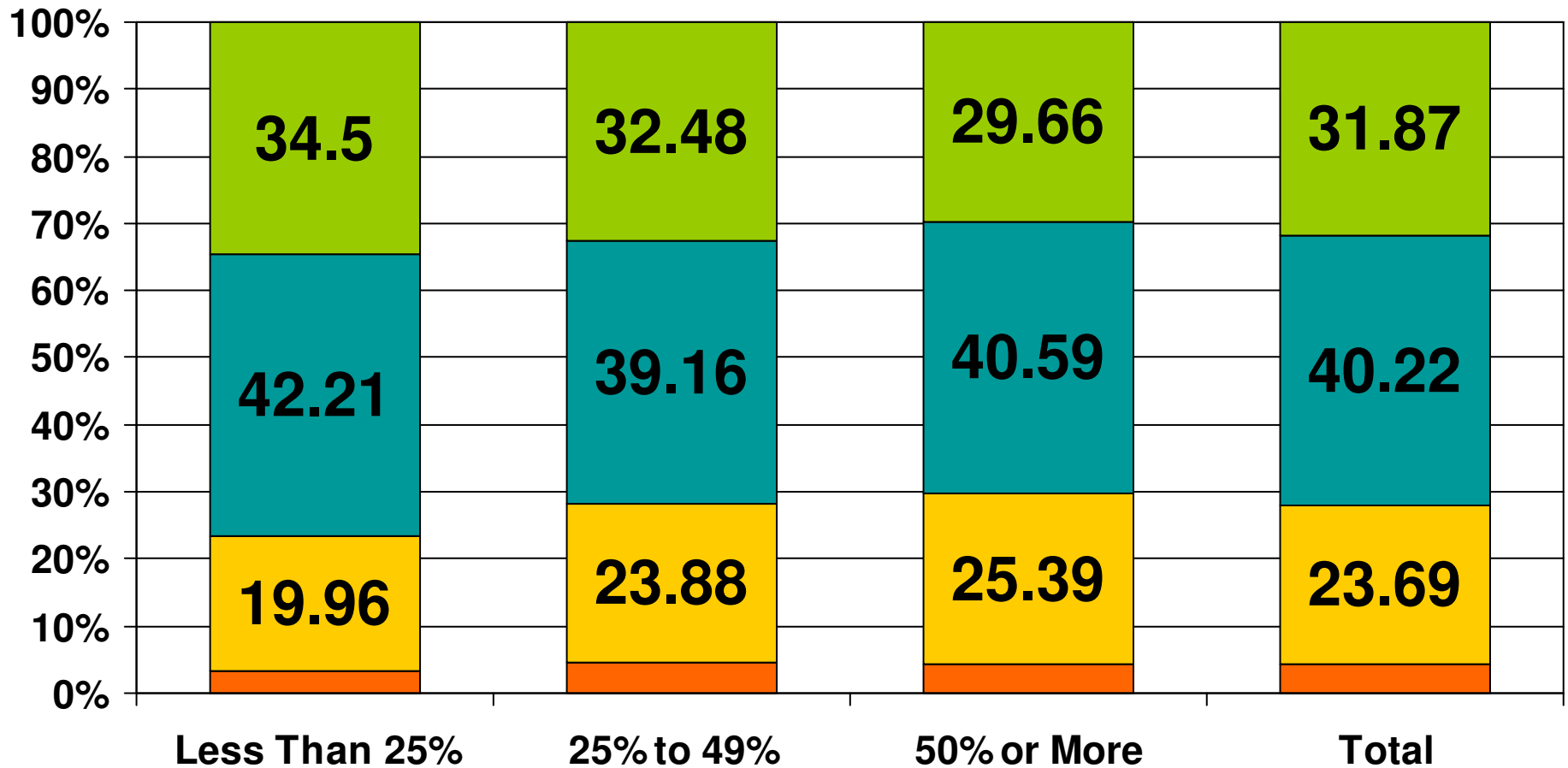
Pct. Free or Reduced Lunch

T4

Having a thorough knowledge of the subjects that I teach.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Enrollment Category	Not or Inadequately Prepared	Adequately Prepared	Well Prepared	Very Well Prepared
400 or Less		27.0	36.7	26.3
401 - 800		28.6	37.1	27.6
801 - 2000		26.0	39.3	26.6
2001 - 6000		24.5	38.7	31.4
6000 or More		21.1	38.4	33.1
Total		24.3	38.4	30.3
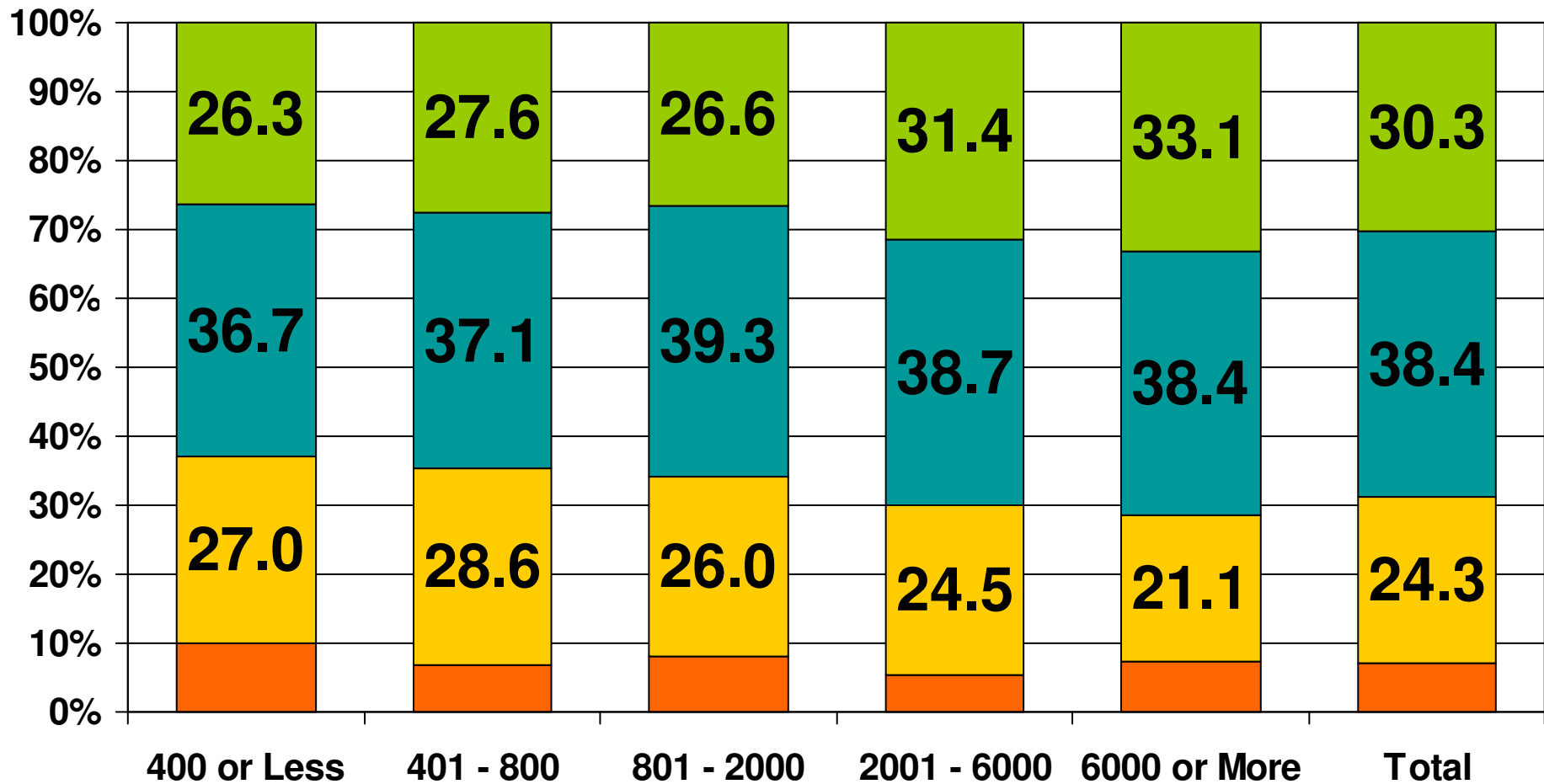
Enrollment Category

T4

Having a thorough knowledge of the subjects that I teach.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Geographic Location	Not or Inadequately Prepared	Adequately Prepared	Well Prepared	Very Well Prepared
Large City		21.6	40.3	33.9
Mid-Size City		24.0	34.1	36.9
Urban Fringe of Large City		21.4	40.7	34.2
Urban Fringe of Mid-Size City		21.5	43.8	29.9
Town		25.6	39.7	30.0
Rural Areas		25.6	41.1	29.0
Total		23.7	40.2	31.9
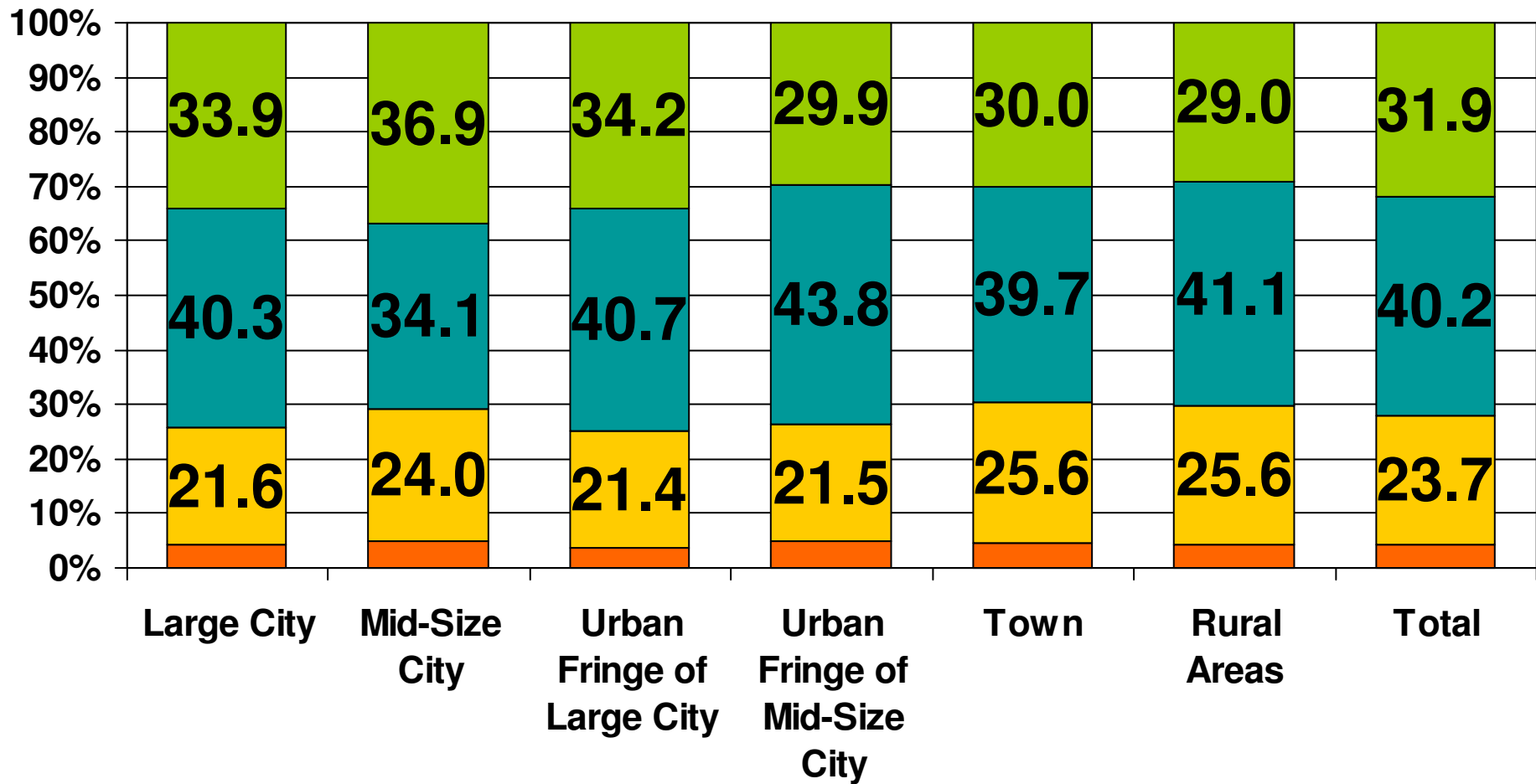
Geographic Location

P1 — Using knowledge in the subject(s) that s/he teaches.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Pct. Free or Reduced Lunch	Adequately Prepared	Well Prepared	Very Well Prepared
Less Than 25%	13.62	43.03	39.63
25% to 49%	22.56	44.33	31.33
50% or More	24.83	45.83	24.83
Total	21.68	44.58	30.74

P1

Using knowledge in the subject(s) that s/he teaches.

Legend:
- ■ Not or Inadequately Prepared
- ■ Adequately Prepared
- ■ Well Prepared
- ■ Very Well Prepared

Enrollment Category	Very Well Prepared	Well Prepared	Adequately Prepared
400 or Less	23.79	46.6	26.7
401 - 800	27.6	47.4	21.88
801 - 2000	25.79	48.43	24.21
2001 - 6000	32.58	44.76	20.41
6000 or More	35.52	40.44	19.49
Total	30.74	44.58	21.68

Enrollment Category

P1 — Using knowledge in the subject(s) that s/he teaches.
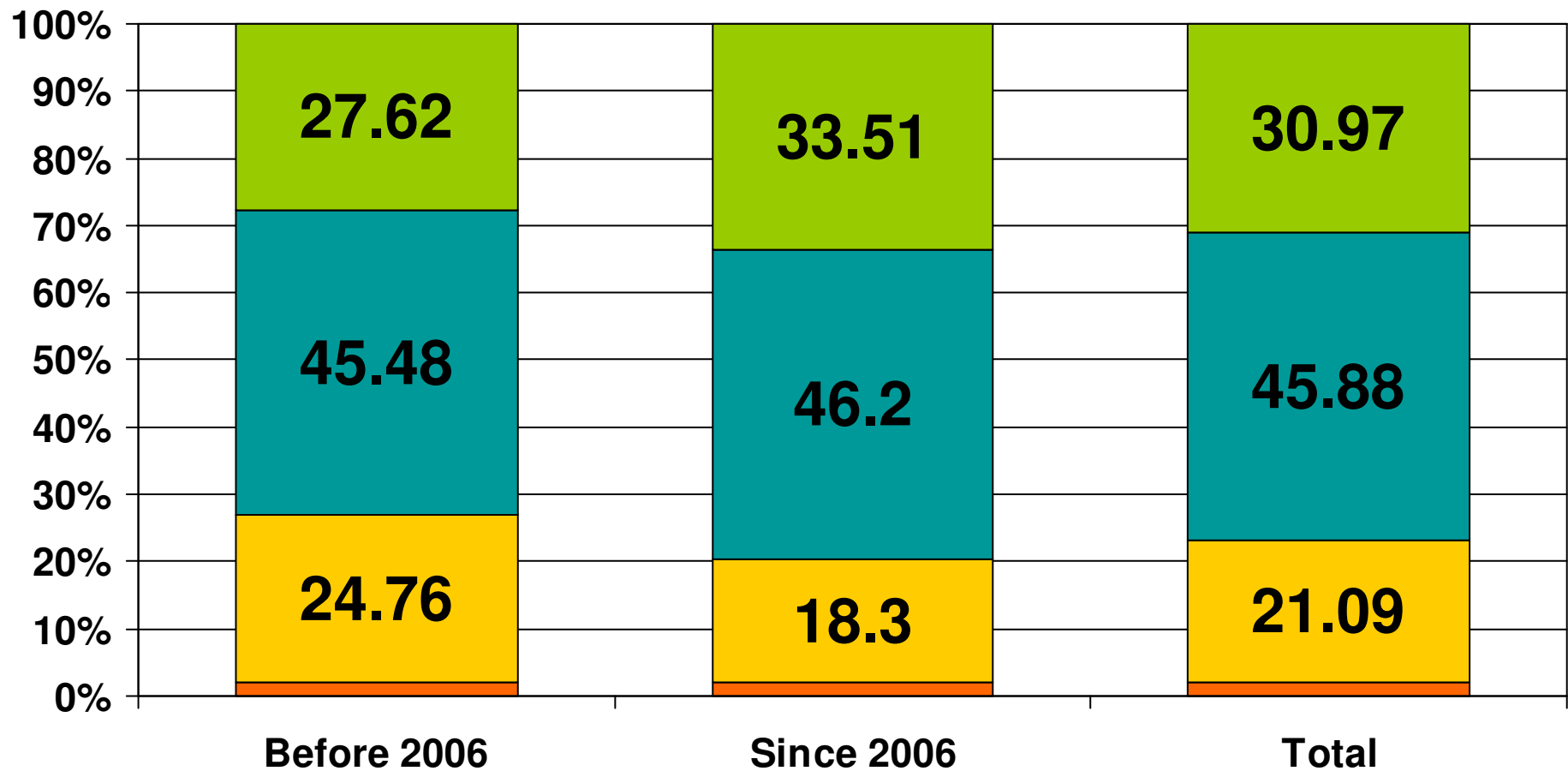
P1 Using knowledge in the subject(s) that s/he teaches.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Accredited
- 31.74
- 45.21
- 20.6

Provisional
- 18.45
- 35.92
- 36.89

Total
- 30.96
- 44.67
- 21.55

Accreditation Status
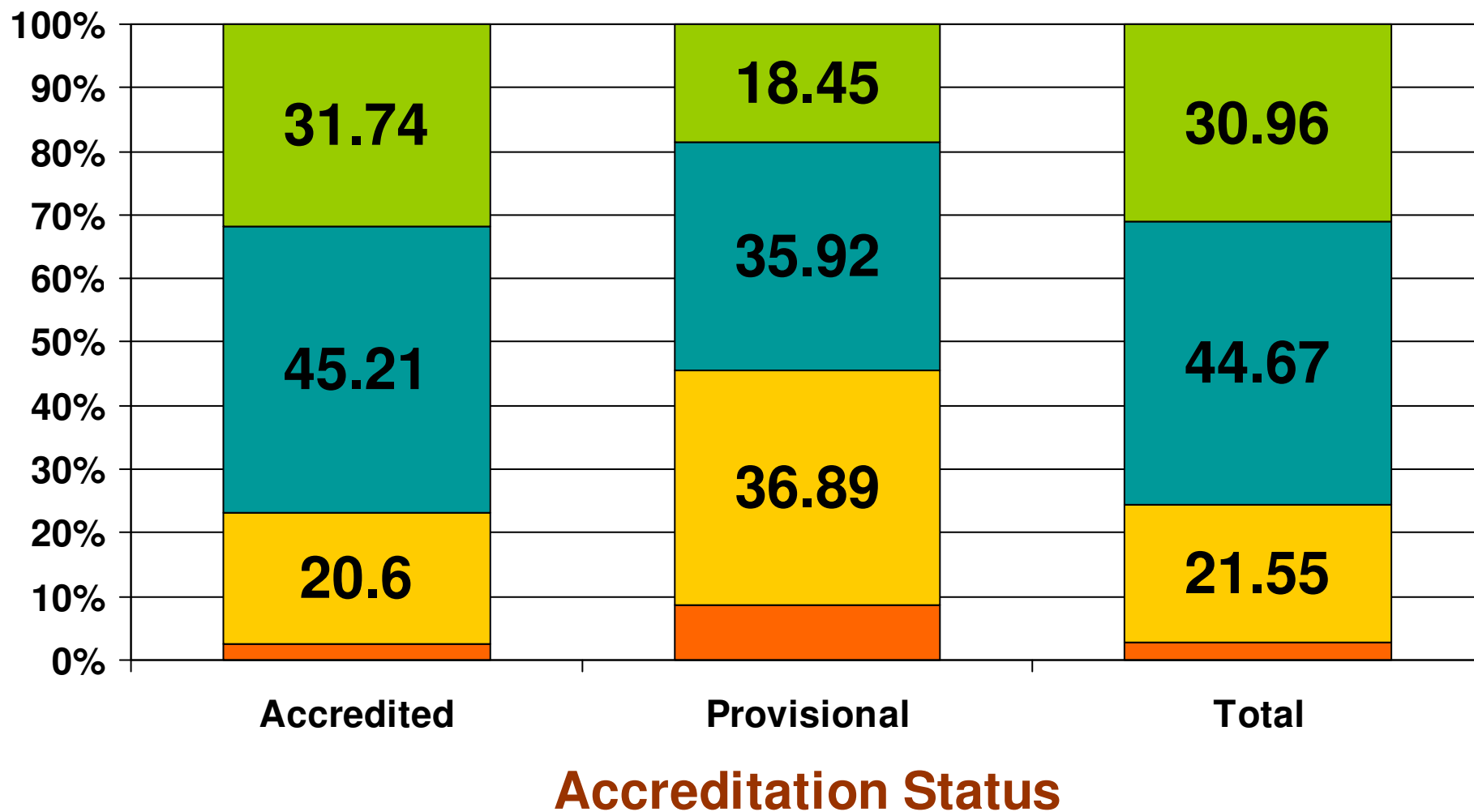
Addressing Different Learning Styles

Teachers #7

- **Good or Very Good 69%**
- **FRL**
- **Recent Completers**
- **Accreditation Status**

Principals #4

- **Good or Very Good 56%**
- FRL
- Type of Program
- Accreditation Status

T7

Designing lessons that address different learning styles.

Legend:
- ■ Not or Inadequately Prepared
- ■ Adequately Prepared
- ■ Well Prepared
- ■ Very Well Prepared

Pct. Free or Reduced Lunch	Very Well Prepared	Well Prepared	Adequately Prepared
Less Than 25%	35.49	36.36	22.55
25% to 49%	30.41	38.97	24.55
50% or More	27.47	38.58	24.79
Total	30.33	38.35	24.27

T7 Designing lessons that address different learning styles.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Program Completion Year	Before 2006	Since 2006	Total
Very Well Prepared	31.8	32.9	32.3
Well Prepared	35.7	40.7	38.1
Adequately Prepared	24.8	21.0	23.0

T7

Designing lessons that address different learning styles.

Legend:
- ■ Not or Inadequately Prepared
- ■ Adequately Prepared
- ■ Well Prepared
- ■ Very Well Prepared

Accreditation Status	A	P	Total
Very Well Prepared	30.7	24.7	30.4
Well Prepared	38.5	38.9	38.5
Adequately Prepared	24.3	20.4	24.1

P4

Designing lessons that address a variety of learning styles.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Pct. Free or Reduced Lunch	Very Well Prepared	Well Prepared	Adequately Prepared
Less Than 25%	38.08	34.67	20.74
25% to 49%	28.14	38.26	26.25
50% or More	27.43	34.38	26.91
Total	29.7	36.37	25.47

Pct. Free or Reduced Lunch

P4

Designing lessons that address a variety of learning styles.

Legend:
- ■ Not or Inadequately Prepared
- ■ Adequately Prepared
- ■ Well Prepared
- ■ Very Well Prepared

Program type	Very Well Prepared	Well Prepared	Adequately Prepared
Non-Missouri Institution	33.9	34.75	23.73
Private	24.25	38.42	29.97
Public	33.14	37.54	24.34
Total	30.42	37.53	26.05
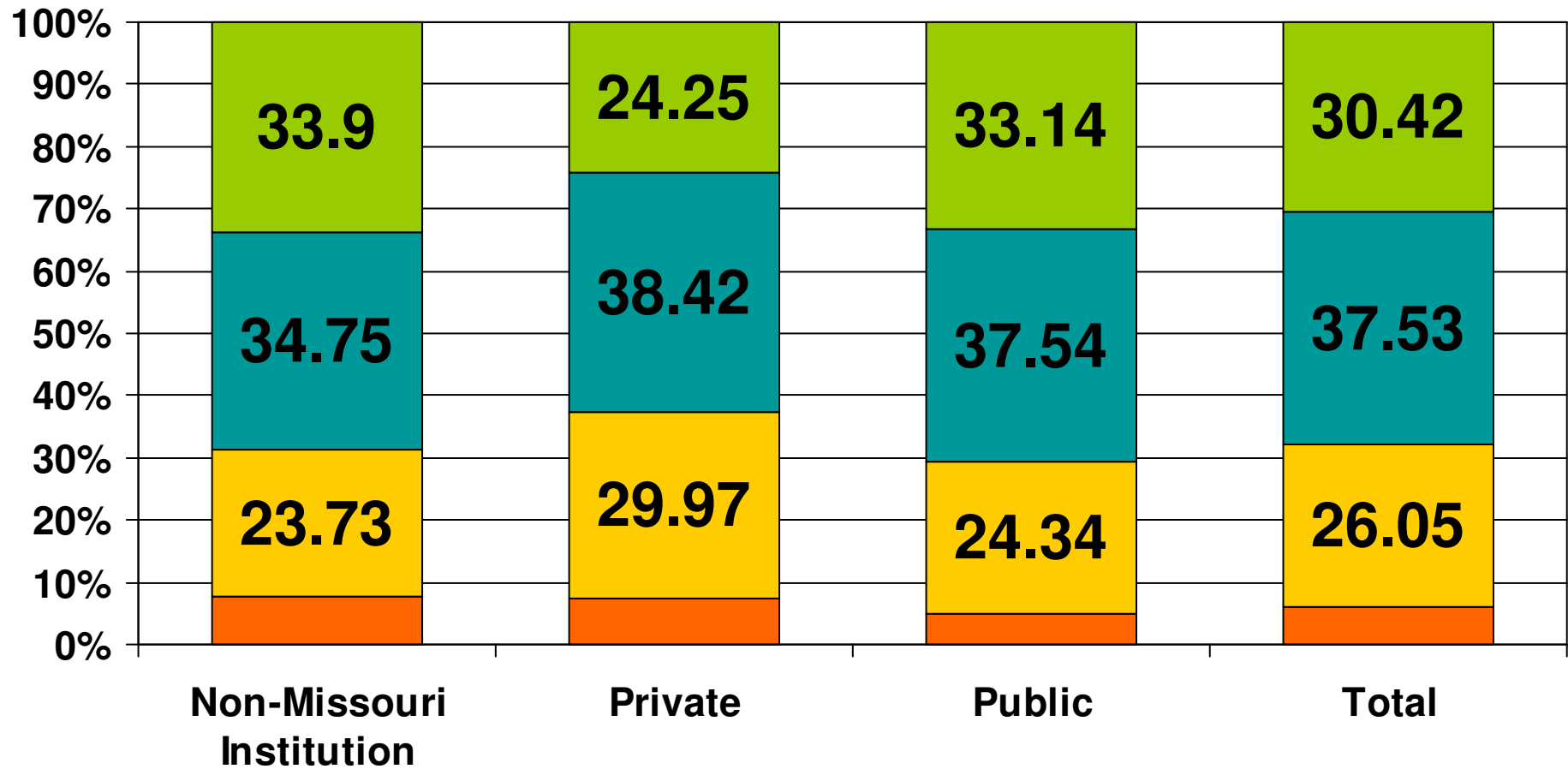
Program type

P4

Designing lessons that address a variety of learning styles.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Accredited:
- Adequately Prepared: 24.87
- Well Prepared: 37.33
- Very Well Prepared: 30.56

Provisional:
- Adequately Prepared: 33.01
- Well Prepared: 27.18
- Very Well Prepared: 17.48

Total:
- Adequately Prepared: 25.34
- Well Prepared: 36.74
- Very Well Prepared: 29.8

Accreditation Status
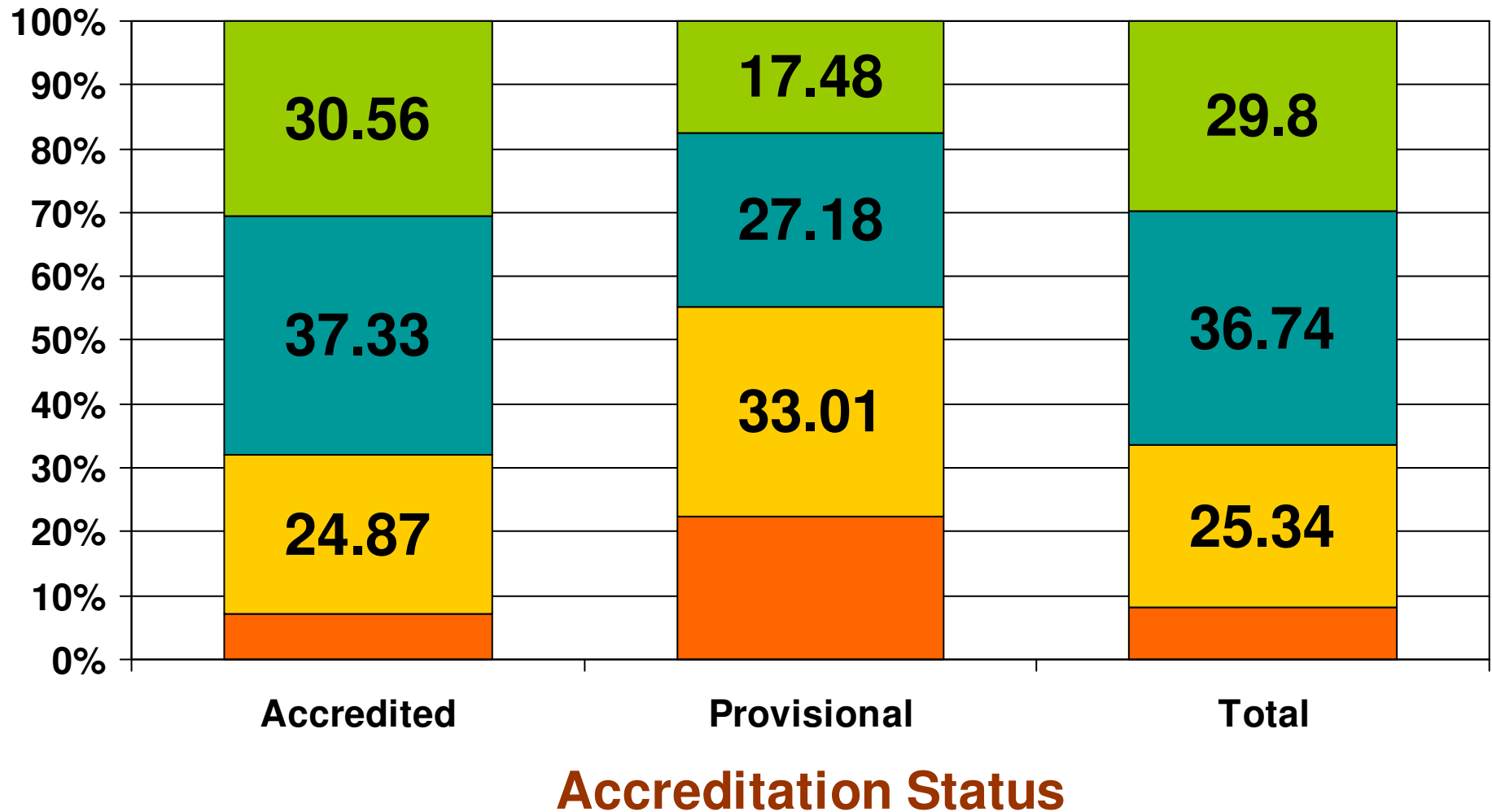
Creating Engaging Learning Environment

Teachers #11

- *Good or Very Good 75%*
- *FRL*
- *Locale*
- *Size*

Principals #7

- *Good or Very Good 70%*
- Size
- FRL
- Type of Program
- Accreditation Status

T11

Creating a classroom learning environment that encourages student engagement.

Legend:
- ■ Not or Inadequately Prepared (orange)
- ■ Adequately Prepared (yellow)
- ■ Well Prepared (teal)
- ■ Very Well Prepared (green)

Pct. Free or Reduced Lunch	Not or Inadequately Prepared	Adequately Prepared	Well Prepared	Very Well Prepared
Less Than 25%		15.79	38.42	42.28
25% to 49%		20.92	39.85	34
50% or More		21.56	40.33	32.71
Total		20.2	39.75	35.08
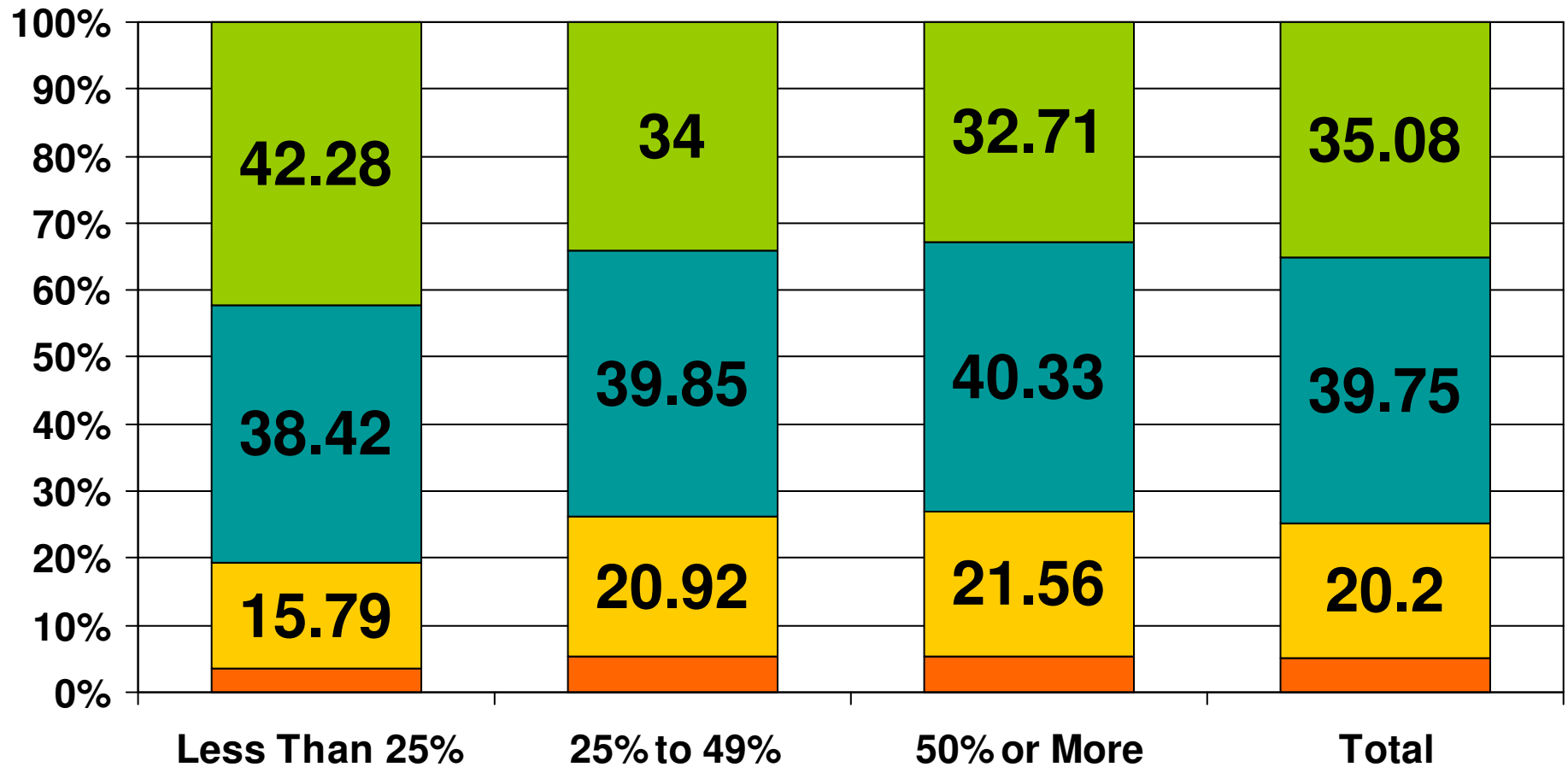
Pct. Free or Reduced Lunch

T11 Creating a classroom learning environment that encourages student engagement.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Enrollment Category	Adequately Prepared	Well Prepared	Very Well Prepared
400 or Less	25.8	40.3	28.2
401 - 800	22.1	36.7	38.1
801 - 2000	19.5	43.8	30.9
2001 - 6000	19.4	39.1	36.7
6000 or More	19.1	39.1	36.8
Total	20.2	39.8	35.1
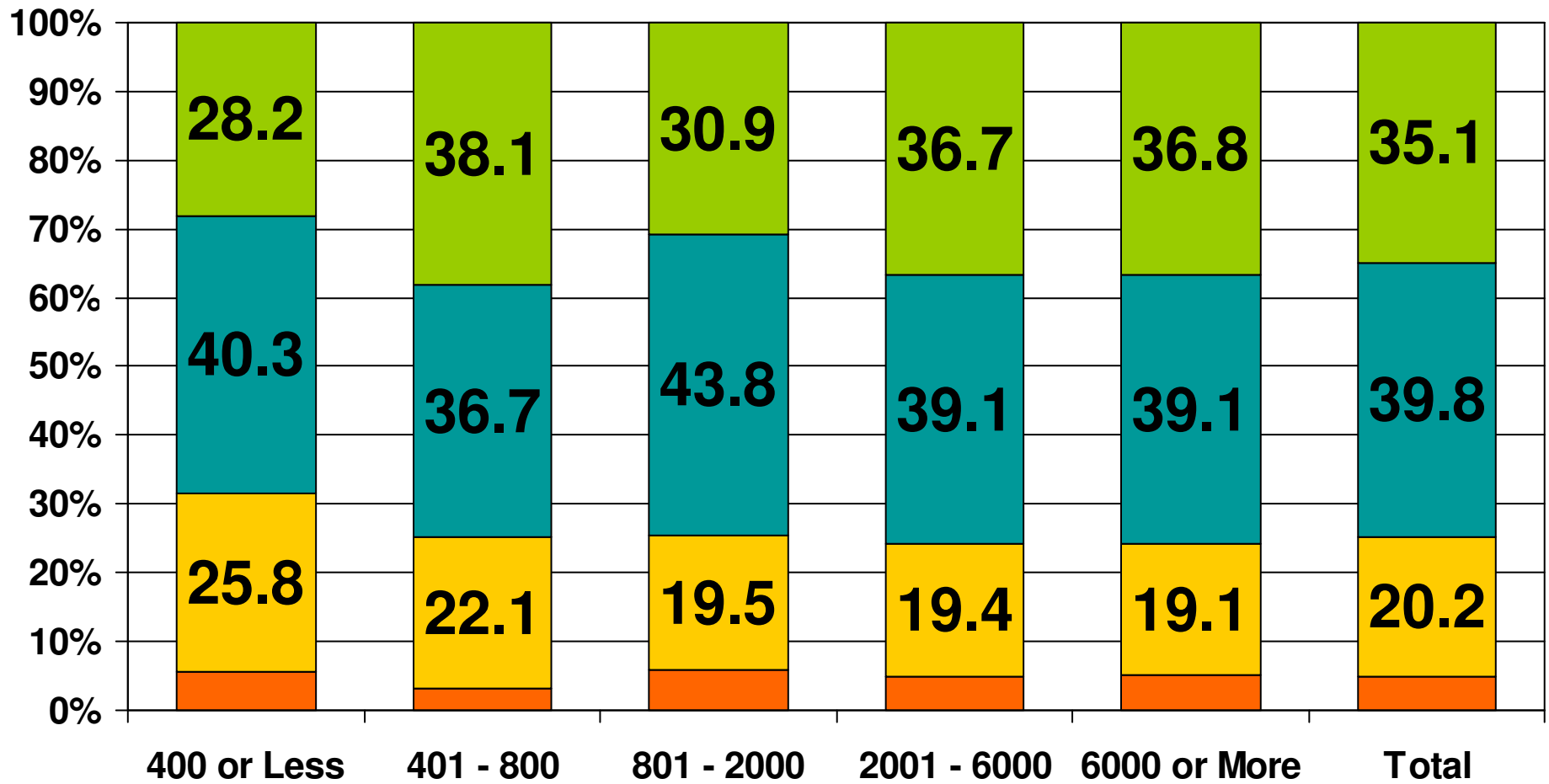
Enrollment Category

T11

Creating a classroom learning environment that encourages student engagement.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Program Location	Not or Inadequately Prepared	Adequately Prepared	Well Prepared	Very Well Prepared
In State		21.3	40.0	33.3
Out of State		15.7	38.9	42.3
Total		20.1	39.8	35.2
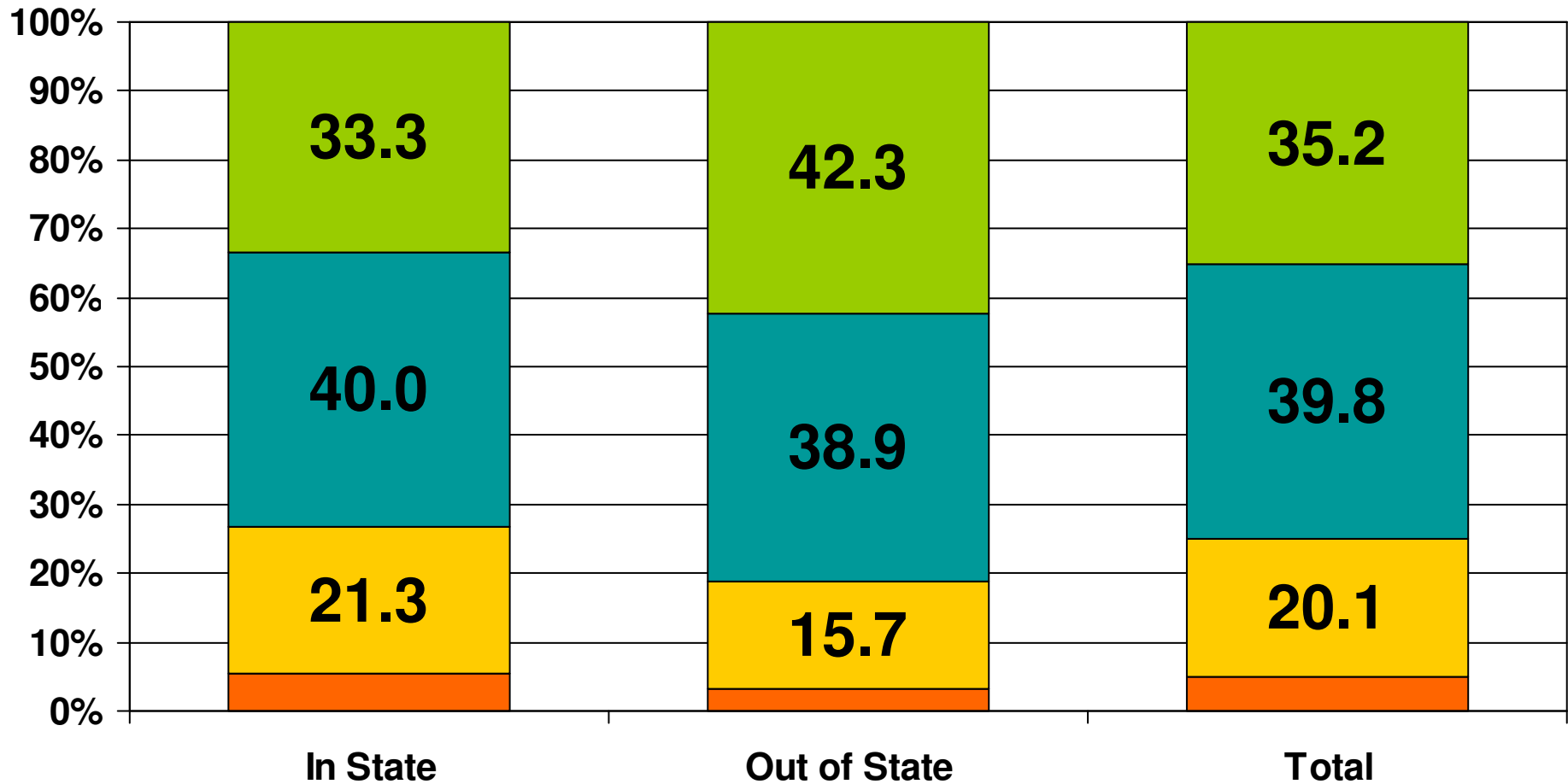
Program Location

T11 Creating a classroom learning environment that encourages student engagement.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Program Type	Very Well Prepared	Well Prepared	Adequately Prepared
Non-Missouri Institution	39.5	39.4	18.3
Private	36.4	40.5	18.1
Public	31.7	39.5	22.6
Total	35.1	39.7	20.2
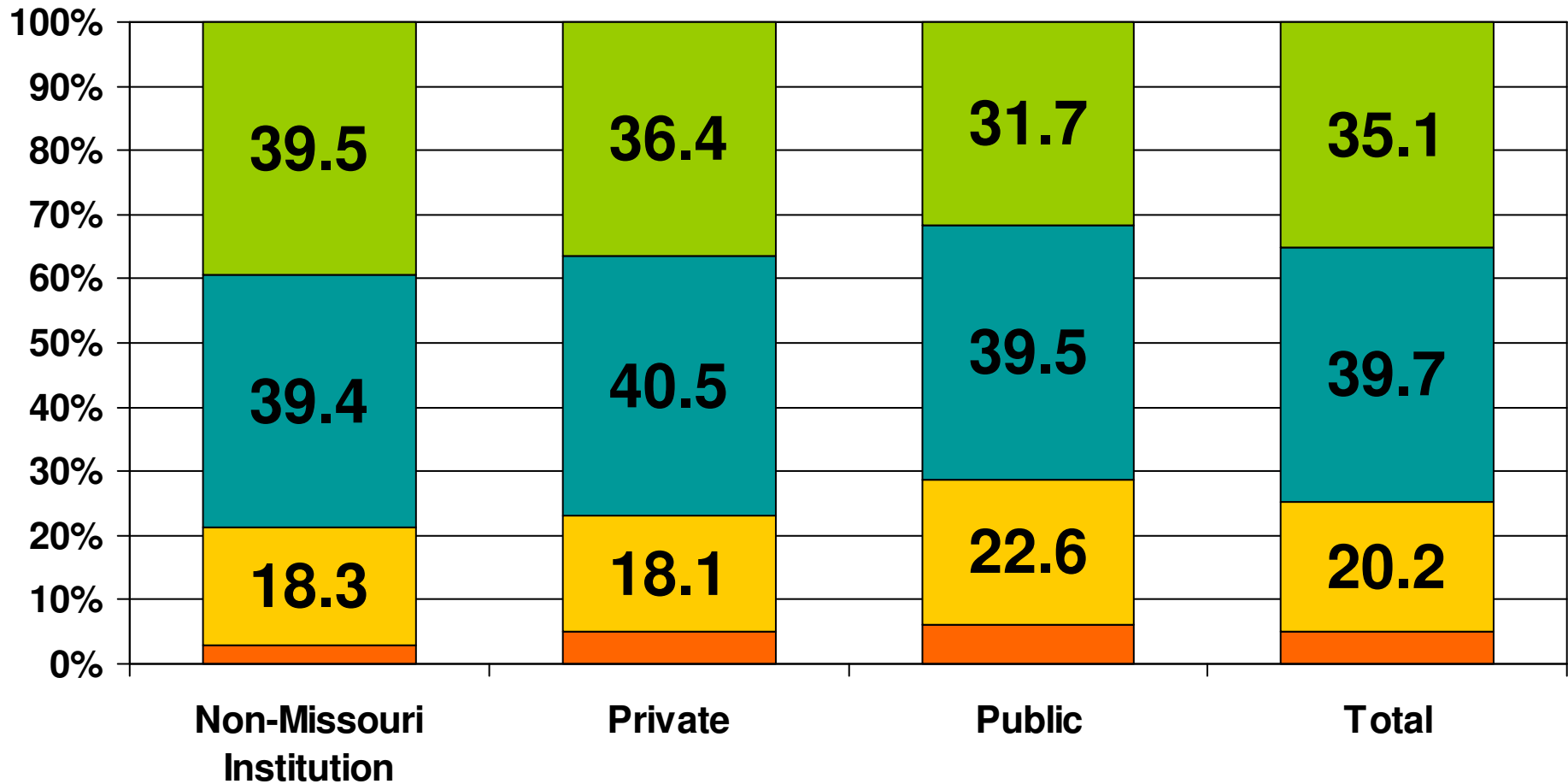
Program Type

P7

Creating an environment that encourages active student engagement.

Legend:
- ■ Not or Inadequately Prepared (orange)
- ■ Adequately Prepared (yellow)
- ■ Well Prepared (teal)
- ■ Very Well Prepared (green)

Pct. Free or Reduced Lunch	Adequately Prepared	Well Prepared	Very Well Prepared
Less Than 25%	13.35	36.65	45.34
25% to 49%	23.97	35.85	33.41
50% or More	22.78	32.35	32
Total	21.69	34.87	35.09
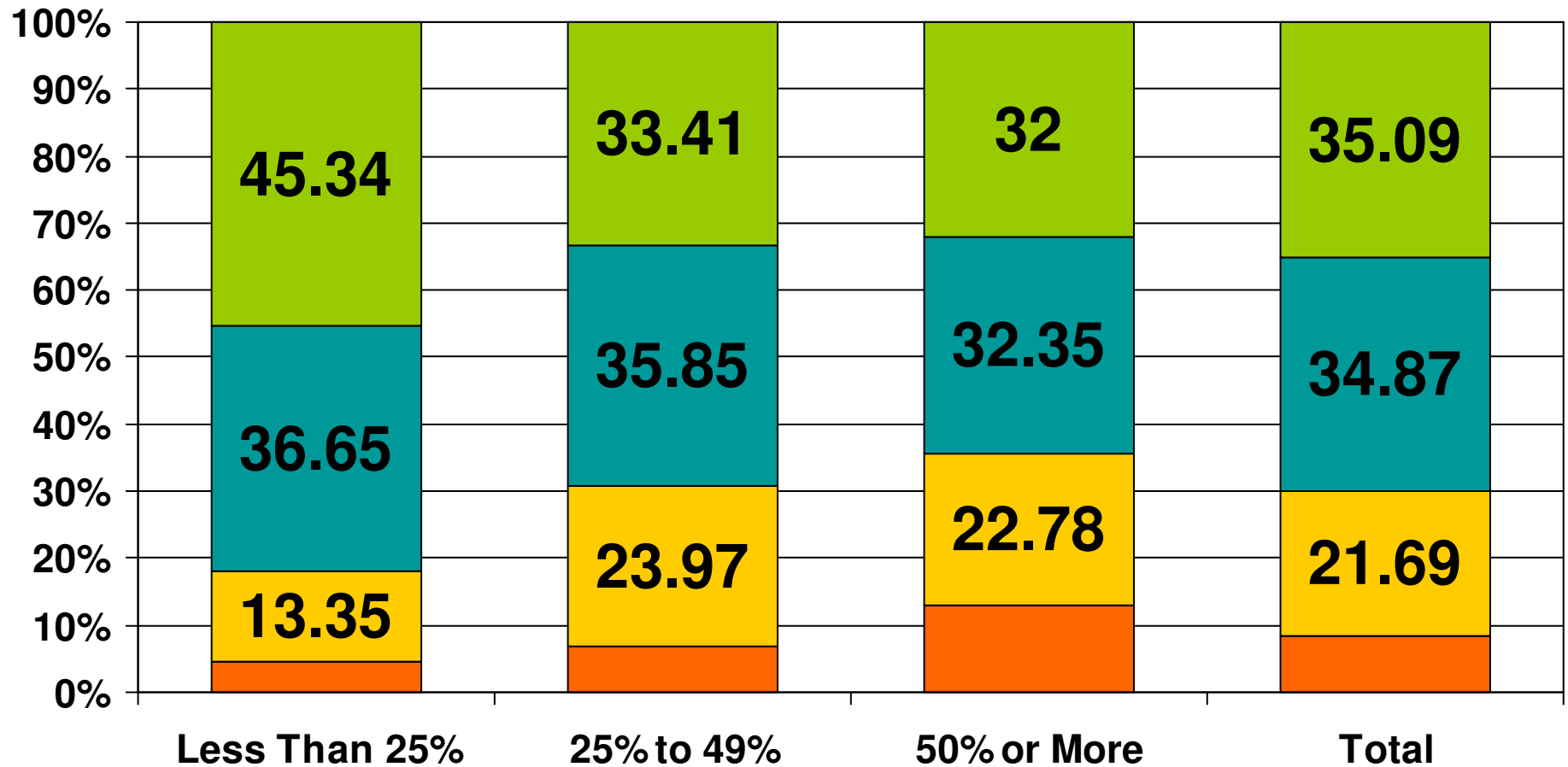
Pct. Free or Reduced Lunch

P7

Creating an environment that encourages active student engagement.

Legend:
- Not or Inadequately Prepared (orange)
- Adequately Prepared (yellow)
- Well Prepared (teal)
- Very Well Prepared (green)

Enrollment Category	Very Well Prepared	Well Prepared	Adequately Prepared
400 or Less	26.7	38.83	22.82
401 - 800	34.55	35.08	21.99
801 - 2000	29.56	38.05	22.96
2001 - 6000	37.27	35.77	20.04
6000 or More	39.53	30.6	22.04
Total	35.09	34.87	21.69
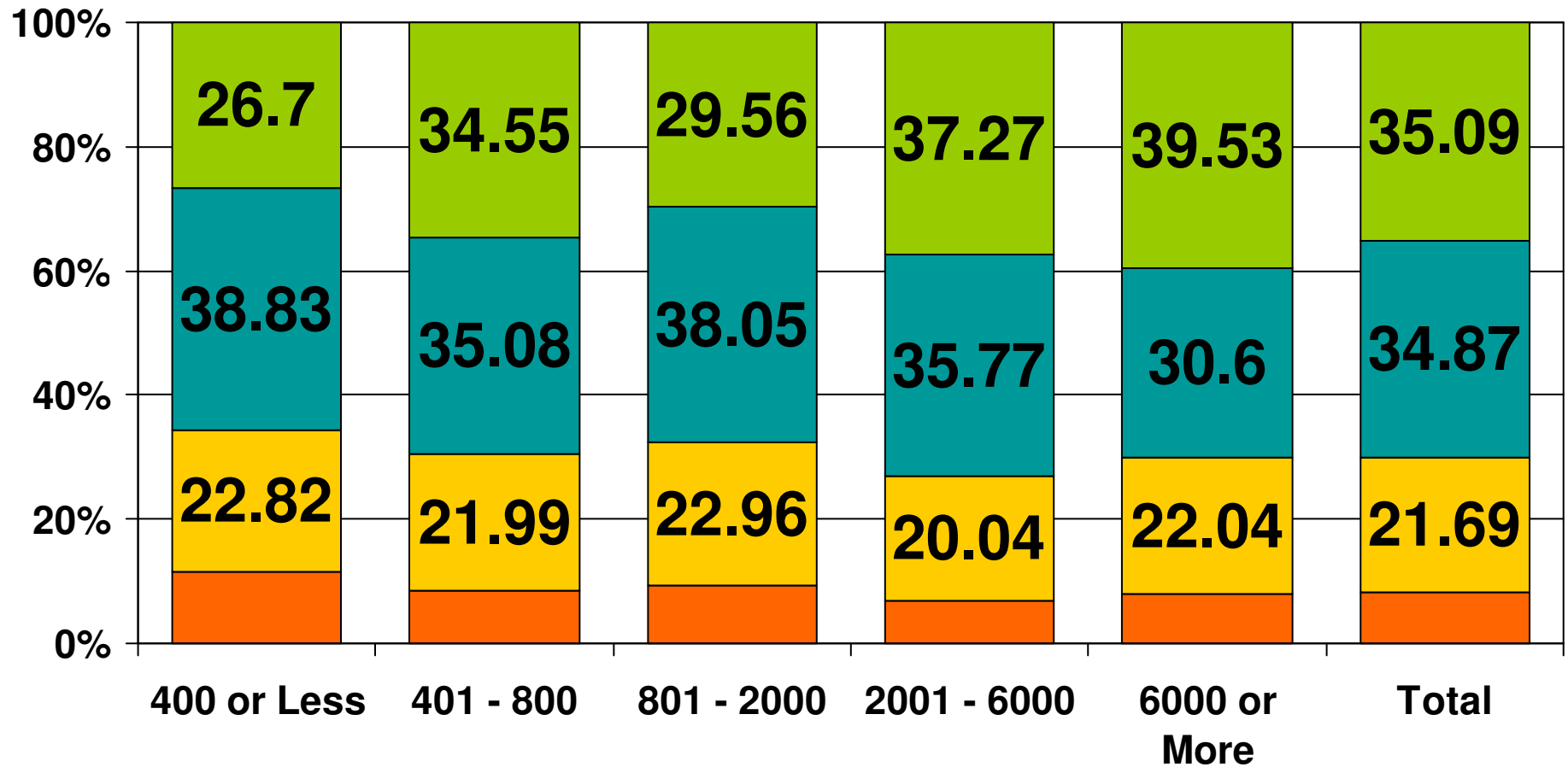
Enrollment Category

P7

Creating an environment that encourages active student engagement.

Legend:
- Not or Inadequately Prepared (orange)
- Adequately Prepared (yellow)
- Well Prepared (teal)
- Very Well Prepared (green)

Accredited:
- 21.39
- 35.65
- 35.95

Provisional:
- 25.24
- 23.3
- 27.18

Total:
- 21.61
- 34.93
- 35.44
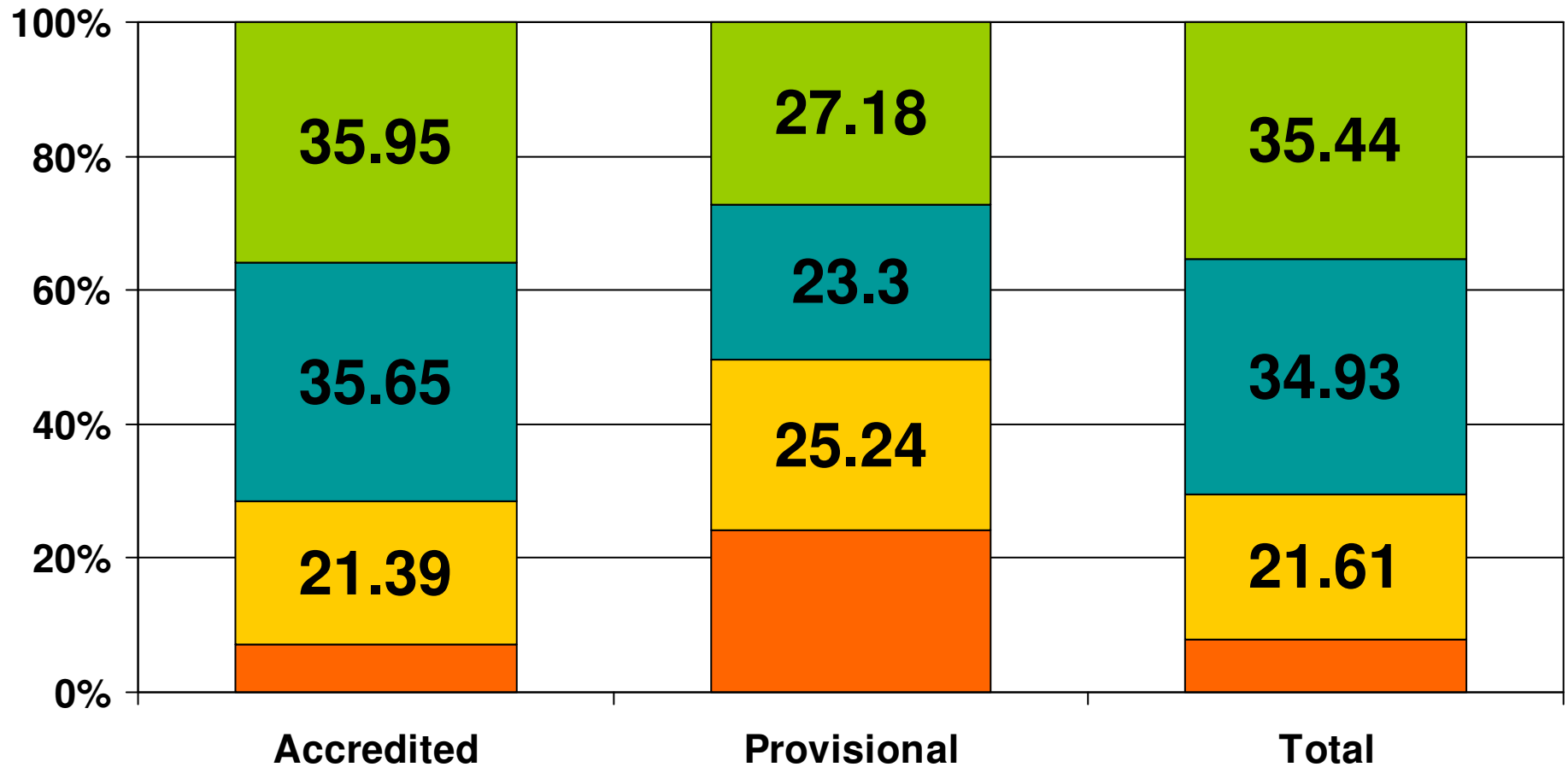
Accreditation Status

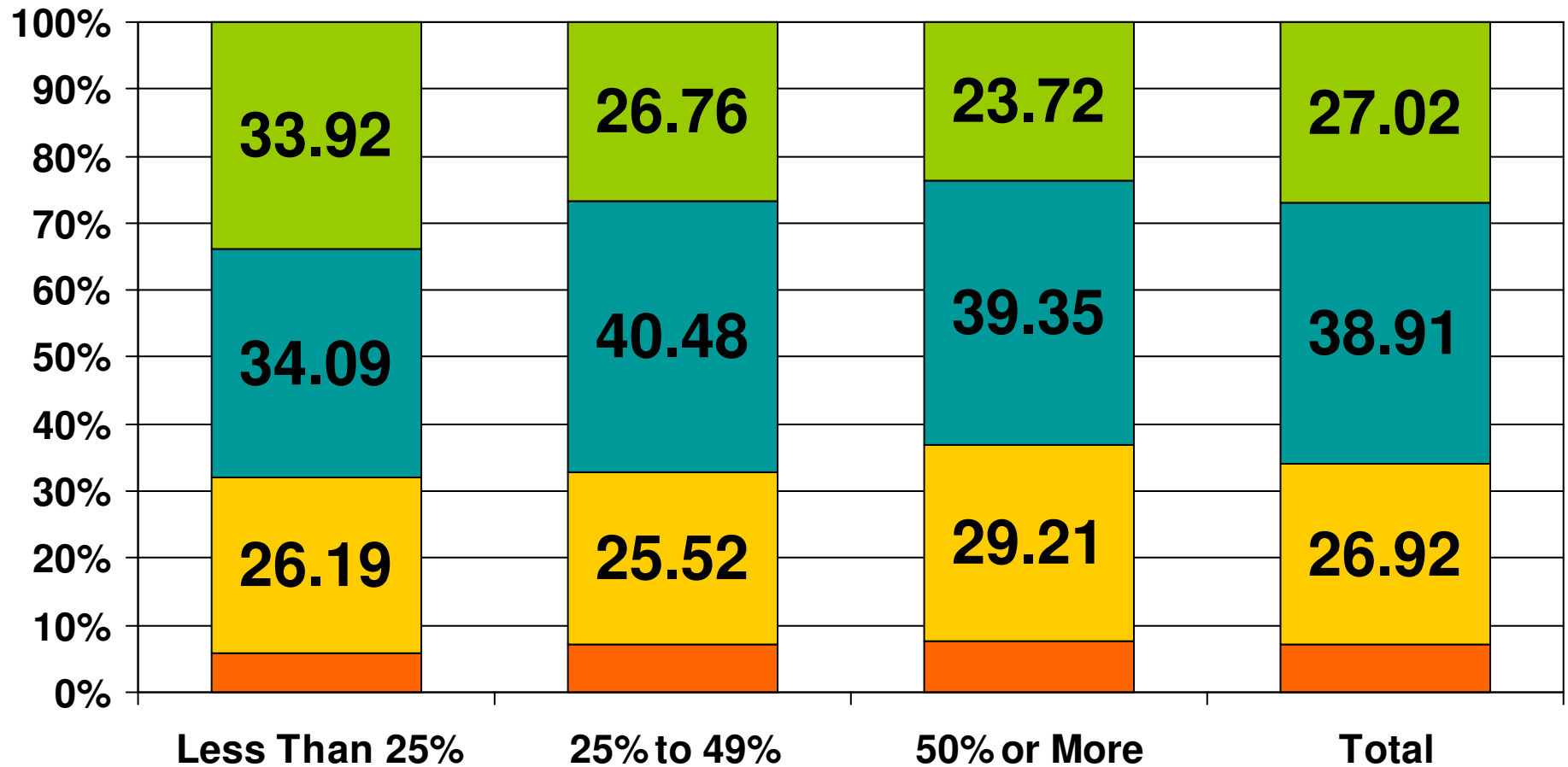# Using Assessments Effectively

Teachers #13

- **Good or Very Good 66%**
- **FRL**
- **Size**
- **In-Out State**

Principals #9

- **Good or Very Good 61%**
- FRL
- Size
- Accreditation Status

T13

Using assessments effectively to evaluate student academic achievement.

Legend:
- ■ Not or Inadequately Prepared (orange)
- ■ Adequately Prepared (yellow)
- ■ Well Prepared (teal)
- ■ Very Well Prepared (green)

Pct. Free or Reduced Lunch	Very Well Prepared	Well Prepared	Adequately Prepared
Less Than 25%	33.92	34.09	26.19
25% to 49%	26.76	40.48	25.52
50% or More	23.72	39.35	29.21
Total	27.02	38.91	26.92

Pct. Free or Reduced Lunch

T13

Using assessments effectively to evaluate student academic achievement.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Enrollment Category	Very Well Prepared	Well Prepared	Adequately Prepared
400 or Less	22.4	36.1	33.1
401 - 800	25.2	38.8	28.9
801 - 2000	23.5	38.9	29.9
2001 - 6000	27.9	40.7	25.2
6000 or More	29.9	38.0	24.6
Total	27.0	38.9	26.9
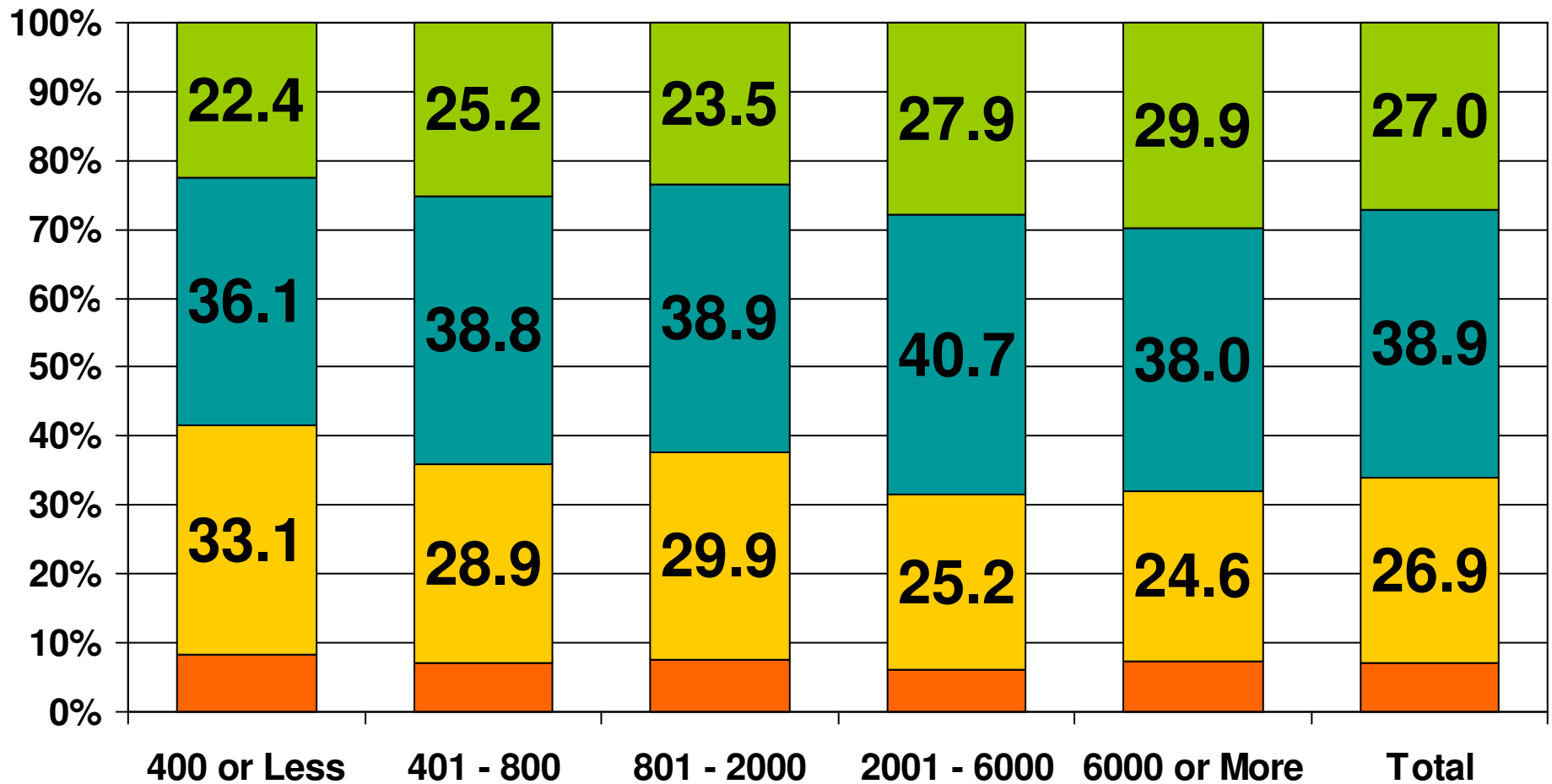
Enrollment Category

T13   Using assessments effectively to evaluate student academic achievement.

- ■ Not or Inadequately Prepared
- ■ Well Prepared
- ■ Adequately Prepared
- ■ Very Well Prepared

Program Location	Very Well Prepared	Well Prepared	Adequately Prepared
In State	26.6	38.3	27.8
Out of State	29.2	41.0	23.6
Total	27.2	38.9	26.9
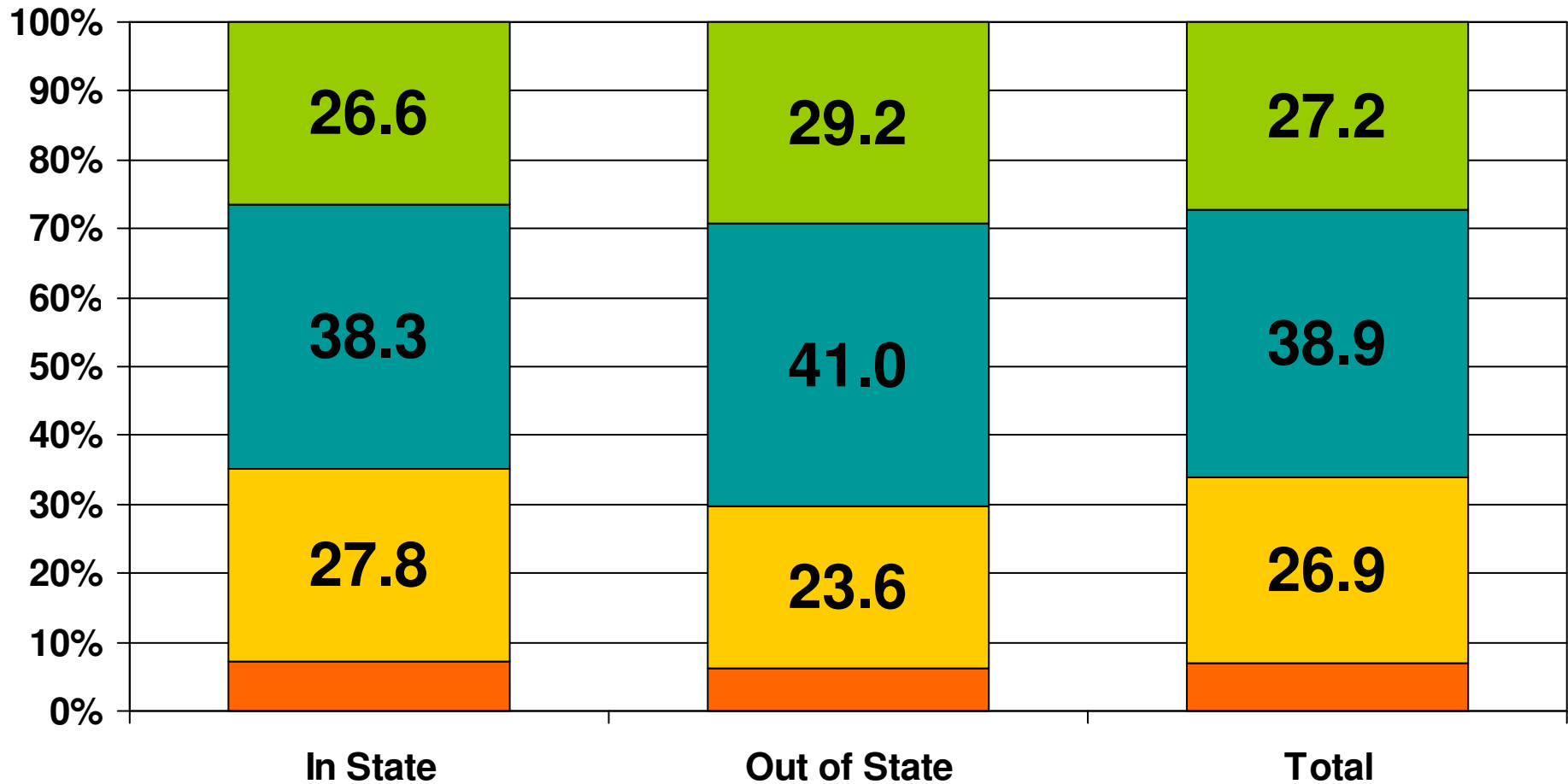
Program Location

P9

Using assessments effectively to evaluate student achievement.

Legend:
- ■ Not or Inadequately Prepared
- ■ Adequately Prepared
- ■ Well Prepared
- ■ Very Well Prepared

Pct. Free or Reduced Lunch	Very Well Prepared	Well Prepared	Adequately Prepared
Less Than 25%	28.26	42.24	23.91
25% to 49%	21.71	39.87	32.07
50% or More	20.87	35.13	32.7
Total	22.62	38.77	30.81
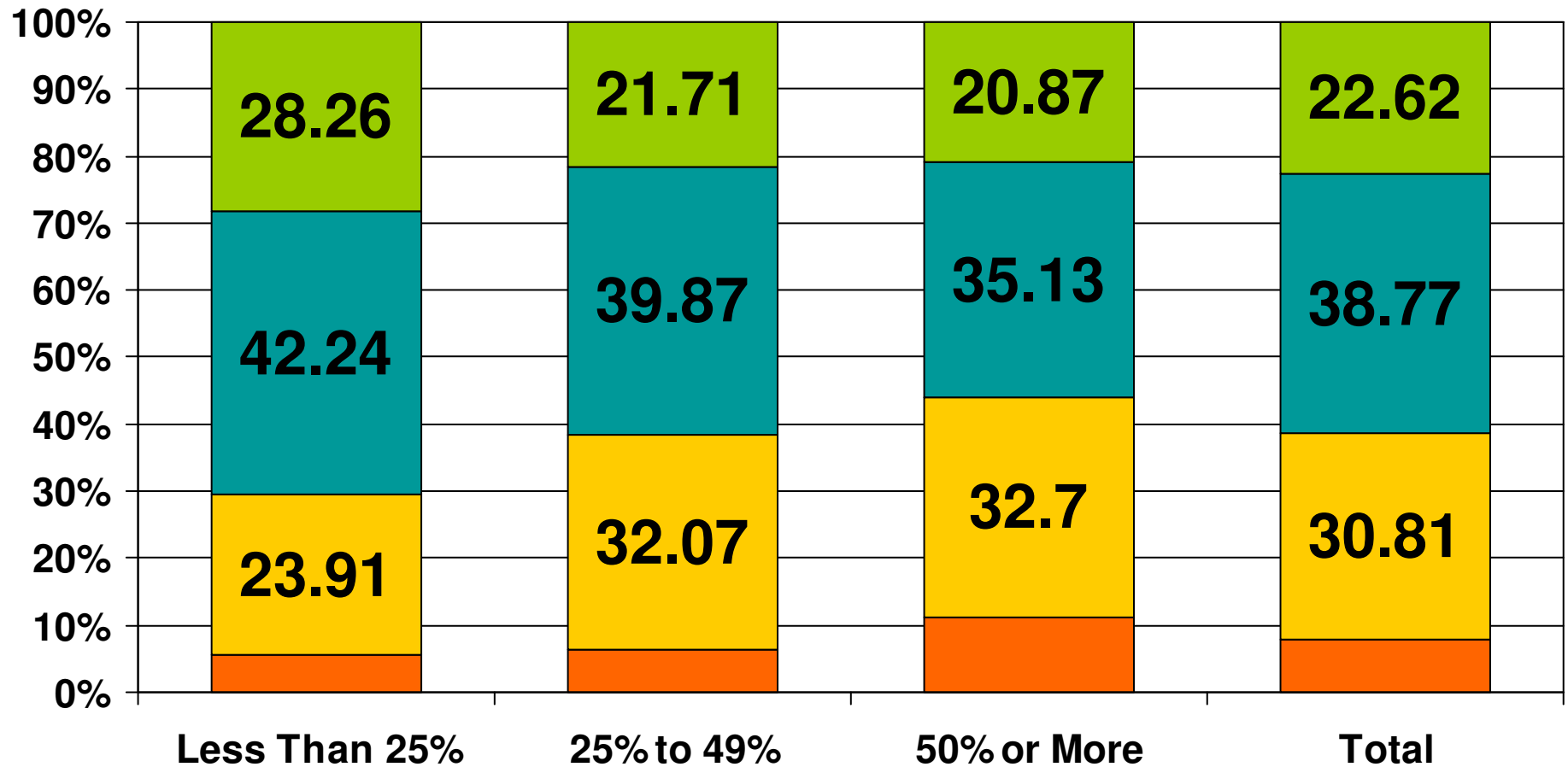
Pct. Free or Reduced Lunch

P9

Using assessments effectively to evaluate student achievement.

Legend:
- Not or Inadequately Prepared
- Adequately Prepared
- Well Prepared
- Very Well Prepared

Enrollment Category	400 or Less	401 - 800	801 - 2000	2001 - 6000	6000 or More	Total
Very Well Prepared	18.93	21.35	20.82	23.68	24.45	22.62
Well Prepared	37.38	36.46	39.75	38.72	39.6	38.77
Adequately Prepared	33.98	34.38	32.49	30.45	27.74	30.81
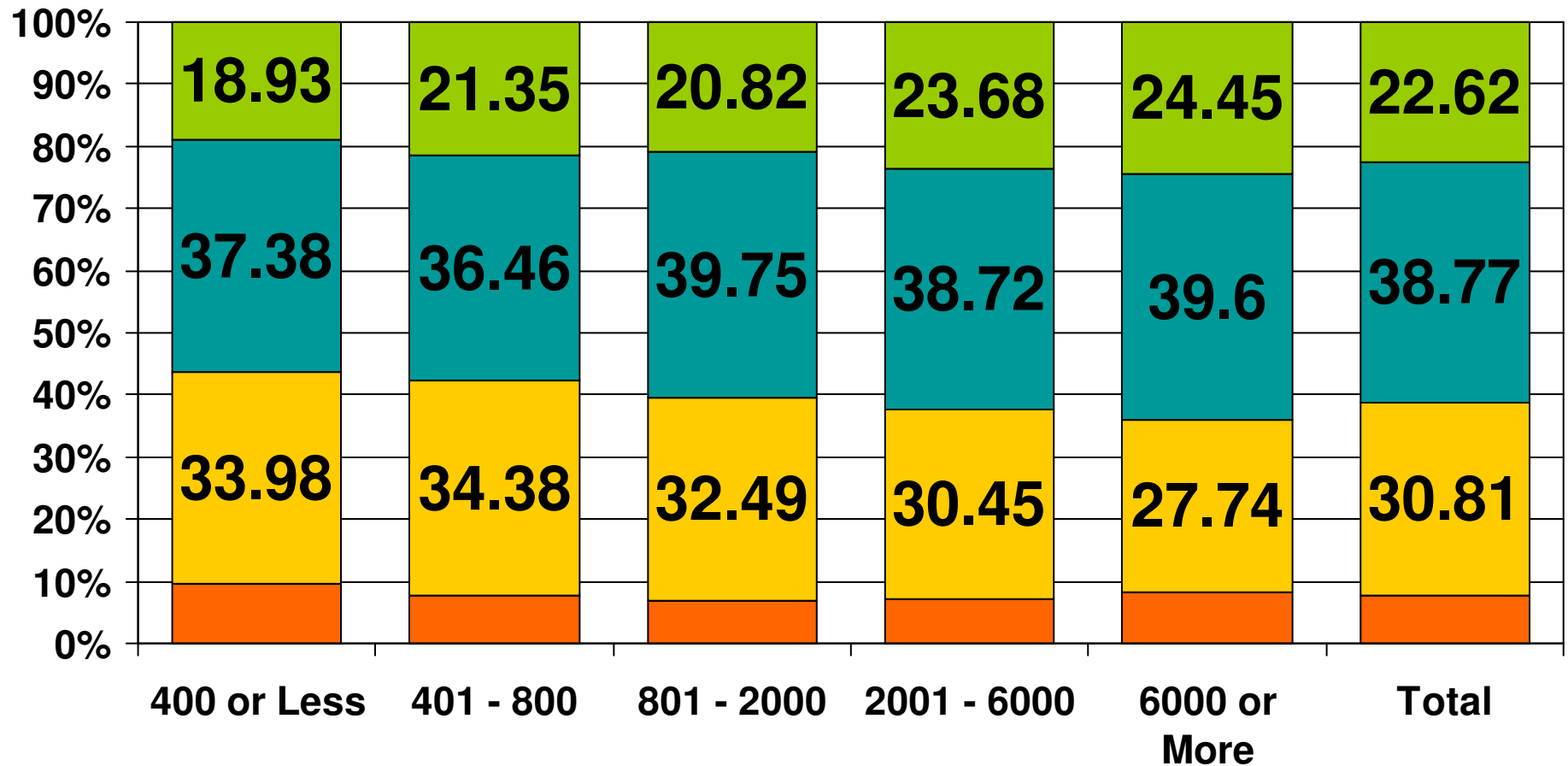
Enrollment Category

P9

Using assessments effectively to evaluate student achievement.

Legend:
- ■ Not or Inadequately Prepared (orange)
- ■ Adequately Prepared (yellow)
- ■ Well Prepared (teal)
- ■ Very Well Prepared (green)

Accreditation Status	Very Well Prepared	Well Prepared	Adequately Prepared
Accredited	23.4	40.01	29.81
Provisional	12.75	24.51 (Well), 44.12 (Adequately)	
Total	22.78	39.12	30.64
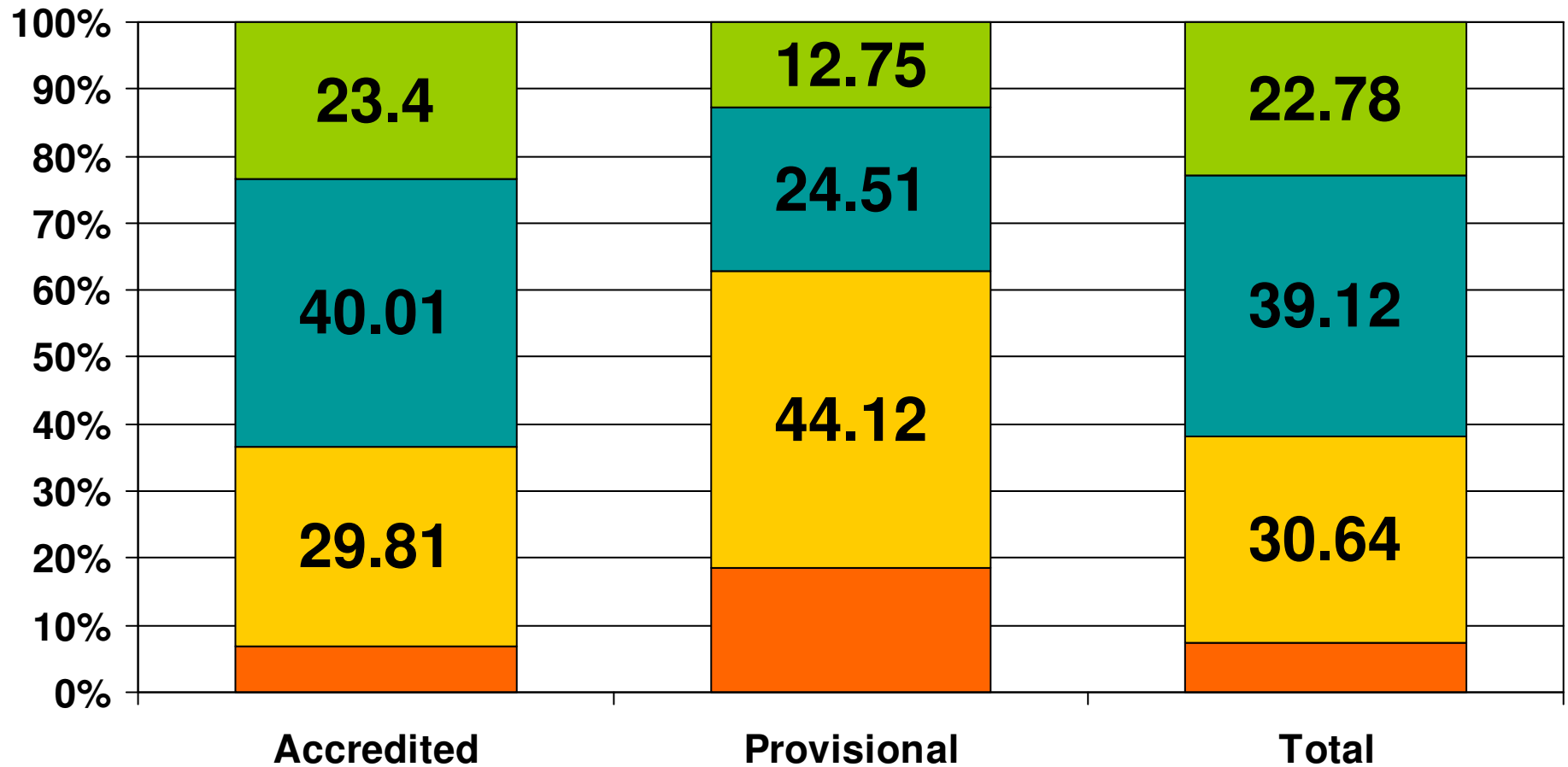
Accreditation Status

Discussion

- General Questions
- Future directions
- Review of survey questions
- Additional analyses

Missouri Department of Elementary and Secondary Education

First-Year Teacher Survey, 2007

January 11, 2008
Jefferson City, Missouri

Bill Elder
University of Missouri
Office of Social and Economic Data Analysis

Available at: www.oseda.missouri.edu/presentations