

First-Year Teacher and First-Year Teacher’s Principal Survey Description and Data

Description	1
Data	2
AY15-17 FYTS and FYTPS Aggregate Data	2
AY17 FYTS and FYTPS Data	4
AY16 FYTS and FYTPS Data	6
AY15 FYTS and FYTPS Data	8

Description

The First-Year Teacher Survey (FYTS) and the First-Year Teacher’s Principal Surveys (FYTPS) were developed by representatives from Missouri EPPs and the Department of Elementary and Secondary Education (DESE). Each year DESE identifies first-year teachers in Missouri public schools. Those data are submitted to the University of Missouri’s Office of Social and Economic Data Analysis (OSED) which administers the surveys. Once collected, data are organized by DESE and distributed to EPPs. EPPs receive anonymized data, but DESE is able to connect the survey results with specific teachers so that the data can be used in the Annual Performance Reports for Educator Preparation Programs (APR-EPP).

The surveys have a 5-point scale, but the EPP converts the data to a 4-point scale so that faculty and staff can better compare results to other assessment data the EPP uses that is also on a 4-point scale.

The technical manual for these surveys (FYTS and FYTPS Technical Manual) is included in the SSR evidence. Additional information and data related to the surveys can be found here: <http://apps.oseda.missouri.edu/firstyear/Default.aspx>

Data

AY15-17 FYTS and FYTPS Aggregate Data

FYTS #	FYTPS #	Prompt	Missouri Teacher Standard	FYTS-SE	FYTS-MO	FYTS SE/MO Difference	FYTPS-SE	FYTPS-MO	FYTPS SE/MO Difference
2	1	I/The teacher was prepared to incorporate interdisciplinary instruction.	1	3.27	3.24	0.03	3.25	3.16	0.09
3	2	I/The teacher was prepared in my/his or her content area.	1	3.50	3.44	0.06	3.42	3.36	0.06
4	3	I/The teacher was prepared to engage students in my/his or her content area.	1	3.48	3.42	0.07	3.36	3.28	0.08
5	4	I/The teacher was prepared to make content meaningful to students.	1	3.45	3.39	0.06	3.32	3.27	0.05
6	5	I/The teacher was prepared to design lessons that include differentiated instruction.	2	3.37	3.32	0.05	3.14	3.08	0.06
7	6	I/The teacher was prepared to implement instruction based on a student's IEP.	2	2.94	2.93	0.01	2.94	2.94	0.00
8	7	I/The teacher was prepared to modify instruction for English language learners.	2	2.88	2.85	0.03	3.00	2.98	0.02
9	8	I/The teacher was prepared to modify instruction for gifted learners.	2	2.74	2.74	0.00	2.84	2.84	-0.01
10	9	I/The teacher was prepared to create lesson plans to engage all learners.	2	3.35	3.33	0.02	3.22	3.15	0.07
11	10	I/The teacher was prepared to deliver lessons based on curriculum standards.	3	3.51	3.43	0.08	3.36	3.29	0.06
12	11	I/The teacher was prepared to deliver lessons for diverse learners.	3	3.30	3.28	0.02	3.15	3.11	0.04
13	12	I/The teacher was prepared to implement a variety of instructional strategies.	4	3.42	3.43	0.00	3.26	3.16	0.10
14	13	I/The teacher was prepared to engage students in critical thinking.	4	3.35	3.31	0.05	3.10	3.09	0.00
15	14	I/The teacher was prepared to model critical thinking and problem solving.	4	3.36	3.30	0.06	3.09	3.10	-0.02
16	15	I/The teacher was prepared to use technology to enhance student learning.	N/A	3.43	3.33	0.11	3.28	3.23	0.05
17	16	I/The teacher was prepared to create a classroom environment that encourages student engagement.	5	3.39	3.37	0.02	3.26	3.15	0.11
18	17	I/The teacher was prepared to use a variety of classroom management strategies.	5	3.13	3.15	-0.02	3.11	3.01	0.10
19	18	I/The teacher was prepared to manage a variety of discipline issues.	5	3.07	3.06	0.01	3.17	3.06	0.11
20	19	I/The teacher was prepared to motivate my/his or her students to learn.	5	3.30	3.29	0.01	3.30	3.19	0.11
21	20	I/The teacher was prepared to keep my/his or her students on task.	5	3.35	3.34	0.01	3.32	3.22	0.10
22	21	I/The teacher was prepared to foster positive student relationships.	5	3.50	3.46	0.04	3.42	3.33	0.09
23	22	I/The teacher was prepared to facilitate smooth transitions for my/his or her students.	5	3.37	3.33	0.04	3.34	3.22	0.12
24	23	I/The teacher was prepared to use effective communication strategies to foster learning.	6	3.28	3.29	0.00	3.27	3.22	0.05
25	24	I/The teacher was prepared to effectively communicate with parents.	6	3.12	3.16	-0.04	3.21	3.21	0.01
26	25	I/The teacher was prepared to effectively communicate with all staff.	6	3.37	3.36	0.01	3.32	3.25	0.07
27	26	I/The teacher was prepared to promote respect for diverse cultures, genders, and intellectual / physical abilities.	6	3.44	3.44	0.00	3.35	3.30	0.05

FYTS #	FYTPS #	Prompt	Missouri Teacher Standard	FYTS-SE	FYTS-MO	FYTS SE/MO Difference	FYTPS-SE	FYTPS-MO	FYTPS SE/MO Difference
28	27	I/The teacher was prepared to use technology as a communication tool.	6	3.42	3.31	0.12	3.31	3.29	0.02
29	28	I/The teacher was prepared to enhance students' skills in using technology as a communication tool.	6	3.40	3.28	0.12	3.23	3.20	0.03
30	29	I/The teacher was prepared to use assessments to evaluate learning.	7	3.42	3.36	0.06	3.24	3.15	0.09
31	30	I/The teacher was prepared to develop assessments to evaluate learning.	7	3.30	3.24	0.06	3.15	3.08	0.07
32	31	I/The teacher was prepared to analyze assessment data to improve instruction.	7	3.25	3.19	0.06	3.12	3.05	0.07
33	32	I/The teacher was prepared to help students set learning goals based on assessment results.	7	3.16	3.14	0.03	3.13	3.07	0.06
34	33	I/The teacher was prepared to work with colleagues to set learning goals using assessment results.	7	3.19	3.19	0.00	3.17	3.11	0.06
35	34	I/The teacher was prepared to analyze data to reflect on areas for professional growth.	8	3.30	3.29	0.01	3.19	3.13	0.06
36	35	I/The teacher was prepared to reflect on his or her practices for professional growth.	8	3.37	3.42	-0.05	3.29	3.23	0.06
37	36	I/The teacher was prepared to collaborate with colleagues to support student learning.	9	3.27	3.31	-0.04	3.29	3.24	0.05
38	37	I/The teacher was prepared to collaborate with parents to support student learning.	9	3.15	3.16	-0.01	3.23	3.17	0.06
39	38	I/The teacher was prepared to participate in professional organizations.	9	3.29	3.23	0.06	3.24	3.20	0.03
40	39	Please click on the response that best reflects your perspective about the overall quality of the professional education program you/your teacher completed.	N/A	3.44	3.38	0.06	3.32	3.25	0.07
	39b	Based upon the performance based evaluation of this first-year teacher, how would you rate his/her impact upon students? (Principals only)	N/A				3.18	3.11	0.07
		Mean		3.30	3.27	0.03	3.22	3.16	0.06
		Median		3.33	3.30		3.24	3.17	
		SD		0.19	0.17		0.14	0.12	

AY17 FYTS and FYTPS Data

FYTS #	FYTPS #	Prompt	Missouri Teacher Standard	FYTS-SE	FYTS-MO	FYTS SE/MO Difference	FYTPS -SE	FYT PS-MO	FYTPS SE/MO Difference
2	1	I/The teacher was prepared to incorporate interdisciplinary instruction.	1	3.28	3.25	0.03	3.2	3.18	0.02
3	2	I/The teacher was prepared in my/his or her content area.	1	3.52	3.46	0.06	3.36	3.36	0
4	3	I/The teacher was prepared to engage students in my/his or her content area.	1	3.55	3.44	0.11	3.32	3.29	0.03
5	4	I/The teacher was prepared to make content meaningful to students.	1	3.52	3.4	0.12	3.34	3.27	0.07
6	5	I/The teacher was prepared to design lessons that include differentiated instruction.	2	3.35	3.35	0	3.22	3.1	0.12
7	6	I/The teacher was prepared to implement instruction based on a student's IEP.	2	2.78	2.69	0.09	2.82	2.87	-0.05
8	7	I/The teacher was prepared to modify instruction for English language learners.	2	2.98	2.93	0.05	2.95	2.92	0.03
9	8	I/The teacher was prepared to modify instruction for gifted learners.	2	3.06	3.01	0.05	3.1	3.06	0.04
10	9	I/The teacher was prepared to create lesson plans to engage all learners.	2	3.33	3.34	-0.01	3.26	3.16	0.1
11	10	I/The teacher was prepared to deliver lessons based on curriculum standards.	3	3.55	3.46	0.09	3.34	3.3	0.04
12	11	I/The teacher was prepared to deliver lessons for diverse learners.	3	3.35	3.3	0.05	3.22	3.12	0.1
13	12	I/The teacher was prepared to implement a variety of instructional strategies.	4	3.38	3.44	-0.06	3.32	3.18	0.14
14	13	I/The teacher was prepared to engage students in critical thinking.	4	3.4	3.32	0.08	3.14	3.1	0.04
15	14	I/The teacher was prepared to model critical thinking and problem solving.	4	3.46	3.32	0.14	3.1	3.11	-0.01
16	15	I/The teacher was prepared to use technology to enhance student learning.	N/A	3.50	3.30	0.192	3.36	3.25	0.112
17	16	I/The teacher was prepared to create a classroom environment that encourages student engagement.	5	3.5	3.45	0.05	3.38	3.22	0.16
18	17	I/The teacher was prepared to use a variety of classroom management strategies.	5	3.33	3.26	0.07	3.14	3.05	0.09
19	18	I/The teacher was prepared to manage a variety of discipline issues.	5	2.98	2.94	0.04	3.14	2.99	0.15
20	19	I/The teacher was prepared to motivate my/his or her students to learn.	5	3.38	3.33	0.05	3.32	3.2	0.12
21	20	I/The teacher was prepared to keep my/his or her students on task.	5	3.3	3.26	0.04	3.26	3.14	0.12
22	21	I/The teacher was prepared to foster positive student relationships.	5	3.63	3.57	0.06	3.46	3.38	0.08
23	22	I/The teacher was prepared to facilitate smooth transitions for my/his or her students.	5	3.43	3.33	0.1	3.32	3.19	0.13
24	23	I/The teacher was prepared to use effective communication strategies to foster learning.	6	3.47	3.4	0.07	3.28	3.24	0.04
25	24	I/The teacher was prepared to effectively communicate with parents.	6	3.12	3.1	0.02	3.22	3.18	0.04
26	25	I/The teacher was prepared to effectively communicate with all staff.	6	3.35	3.32	0.03	3.34	3.23	0.11
27	26	I/The teacher was prepared to promote respect for diverse cultures, genders, and intellectual / physical abilities.	6	3.47	3.49	-0.02	3.38	3.28	0.1
28	27	I/The teacher was prepared to use technology as a communication tool.	6	3.54	3.38	0.16	3.42	3.33	0.09
29	28	I/The teacher was prepared to enhance students' skills in using technology as a communication tool.	6	3.44	3.25	0.19	3.34	3.24	0.1

FYTS #	FYTPS #	Prompt	Missouri Teacher Standard	FYTS-SE	FYTS-MO	FYTS SE/MO Difference	FYTPS -SE	FYT PS-MO	FYTPS SE/MO Difference
30	29	I/The teacher was prepared to use assessments to evaluate learning.	7	3.53	3.42	0.11	3.3	3.2	0.1
31	30	I/The teacher was prepared to develop assessments to evaluate learning.	7	3.39	3.28	0.11	3.14	3.12	0.02
32	31	I/The teacher was prepared to analyze assessment data to improve instruction.	7	3.38	3.26	0.12	3.08	3.08	0
33	32	I/The teacher was prepared to help students set learning goals based on assessment results.	7	3.26	3.16	0.1	3.1	3.07	0.03
34	33	I/The teacher was prepared to work with colleagues to set learning goals using assessment results.	7	3.21	3.22	-0.01	3.18	3.15	0.03
35	34	I/The teacher was prepared to analyze data to reflect on areas for professional growth.	8	3.34	3.24	0.1	3.18	3.1	0.08
36	35	I/The teacher was prepared to reflect on his or her practices for professional growth.	8	3.43	3.44	-0.01	3.26	3.21	0.05
37	36	I/The teacher was prepared to collaborate with colleagues to support student learning.	9	3.46	3.42	0.04	3.28	3.27	0.01
38	37	I/The teacher was prepared to collaborate with parents to support student learning.	9	3.2	3.15	0.05	3.24	3.17	0.07
39	38	I/The teacher was prepared to participate in professional organizations.	9	3.26	3.22	0.04	3.26	3.19	0.07
40	39	Please click on the response that best reflects your perspective about the overall quality of the professional education program you/your teacher completed.	N/A	3.45	3.41	0.04	3.32	3.25	0.072
	39b	Based upon the performance based evaluation of this first year teacher, how would you rate his/her impact upon students? (Principals only)	N/A				3.15	3.11	0.04
		Mean		3.36	3.29	0.07	3.24	3.17	0.07
		Median		3.38	3.32		3.26	3.18	
		SD		0.18	0.17		0.13	0.11	

AY16 FYTS and FYTPS Data

FYTS #	FYTPS #	Prompt	Missouri Teacher Standard	FYTS-SE	FYTS-MO	FYTS SE/MO Difference	FYTPS-SE	FYTPS-MO	FYTPS SE/MO Difference
2	1	I/The teacher was prepared to incorporate interdisciplinary instruction.	1	3.32	3.26	0.06	3.3	3.15	0.15
3	2	I/The teacher was prepared in my/his or her content area.	1	3.49	3.45	0.04	3.49	3.35	0.14
4	3	I/The teacher was prepared to engage students in my/his or her content area.	1	3.46	3.42	0.04	3.42	3.27	0.15
5	4	I/The teacher was prepared to make content meaningful to students.	1	3.47	3.4	0.07	3.31	3.26	0.05
6	5	I/The teacher was prepared to design lessons that include differentiated instruction.	2	3.45	3.33	0.12	3.1	3.07	0.03
7	6	I/The teacher was prepared to implement instruction based on a student's IEP.	2	2.99	2.97	0.02	3.09	3.05	0.04
8	7	I/The teacher was prepared to modify instruction for English language learners.	2	2.67	2.7	-0.03	2.74	2.82	-0.08
9	8	I/The teacher was prepared to modify instruction for gifted learners.	2	3.02	2.93	0.09	2.83	2.89	-0.06
10	9	I/The teacher was prepared to create lesson plans to engage all learners.	2	3.4	3.34	0.06	3.22	3.15	0.07
11	10	I/The teacher was prepared to deliver lessons based on curriculum standards.	3	3.52	3.44	0.08	3.44	3.29	0.15
12	11	I/The teacher was prepared to deliver lessons for diverse learners.	3	3.35	3.3	0.05	3.15	3.1	0.05
13	12	I/The teacher was prepared to implement a variety of instructional strategies.	4	3.53	3.45	0.08	3.25	3.16	0.09
14	13	I/The teacher was prepared to engage students in critical thinking.	4	3.38	3.34	0.04	3.05	3.09	-0.04
15	14	I/The teacher was prepared to model critical thinking and problem solving.	4	3.38	3.32	0.06	3.05	3.1	-0.05
16	15	I/The teacher was prepared to use technology to enhance student learning.	N/A	3.45	3.27	0.18	3.21	3.22	-0.016
17	16	I/The teacher was prepared to create a classroom environment that encourages student engagement.	5	3.47	3.44	0.03	3.31	3.2	0.11
18	17	I/The teacher was prepared to use a variety of classroom management strategies.	5	3.22	3.25	-0.03	3.16	3.02	0.14
19	18	I/The teacher was prepared to manage a variety of discipline issues.	5	2.94	2.94	0.00	3.08	2.97	0.11
20	19	I/The teacher was prepared to motivate my/his or her students to learn.	5	3.38	3.32	0.06	3.36	3.2	0.16
21	20	I/The teacher was prepared to keep my/his or her students on task.	5	3.27	3.25	0.02	3.26	3.13	0.13
22	21	I/The teacher was prepared to foster positive student relationships.	5	3.56	3.54	0.02	3.5	3.4	0.1
23	22	I/The teacher was prepared to facilitate smooth transitions for my/his or her students.	5	3.35	3.3	0.05	3.38	3.21	0.17
24	23	I/The teacher was prepared to use effective communication strategies to foster learning.	6	3.46	3.4	0.06	3.34	3.24	0.1
25	24	I/The teacher was prepared to effectively communicate with parents.	6	3.06	3.13	-0.07	3.16	3.18	-0.02
26	25	I/The teacher was prepared to effectively communicate with all staff.	6	3.36	3.31	0.05	3.3	3.24	0.06
27	26	I/The teacher was prepared to promote respect for diverse cultures, genders, and intellectual / physical abilities.	6	3.53	3.5	0.03	3.34	3.28	0.06
28	27	I/The teacher was prepared to use technology as a communication tool.	6	3.51	3.36	0.15	3.31	3.31	0
29	28	I/The teacher was prepared to enhance students' skills in using technology as a communication tool.	6	3.42	3.22	0.20	3.1	3.21	-0.11

FYTS #	FYTPS #	Prompt	Missouri Teacher Standard	FYTS-SE	FYTS-MO	FYTS SE/MO Difference	FYTPS-SE	FYTPS-MO	FYTPS SE/MO Difference
30	29	I/The teacher was prepared to use assessments to evaluate learning.	7	3.52	3.43	0.09	3.26	3.19	0.07
31	30	I/The teacher was prepared to develop assessments to evaluate learning.	7	3.34	3.27	0.07	3.16	3.09	0.07
32	31	I/The teacher was prepared to analyze assessment data to improve instruction.	7	3.34	3.25	0.09	3.2	3.07	0.13
33	32	I/The teacher was prepared to help students set learning goals based on assessment results.	7	3.15	3.13	0.02	3.1	3.04	0.06
34	33	I/The teacher was prepared to work with colleagues to set learning goals using assessment results.	7	3.22	3.2	0.02	3.23	3.14	0.09
35	34	I/The teacher was prepared to analyze data to reflect on areas for professional growth.	8	3.34	3.25	0.09	3.18	3.1	0.08
36	35	I/The teacher was prepared to reflect on his or her practices for professional growth.	8	3.42	3.44	-0.02	3.28	3.22	0.06
37	36	I/The teacher was prepared to collaborate with colleagues to support student learning.	9	3.4	3.42	-0.02	3.4	3.3	0.1
38	37	I/The teacher was prepared to collaborate with parents to support student learning.	9	3.16	3.16	0.00	3.23	3.16	0.07
39	38	I/The teacher was prepared to participate in professional organizations.	9	3.28	3.23	0.05	3.2	3.19	0.01
40	39	Please click on the response that best reflects your perspective about the overall quality of the professional education program you/your teacher completed.	N/A	3.52	3.41	0.11	3.34	3.25	0.096
	39b	Based upon the performance based evaluation of this first year teacher, how would you rate his/her impact upon students? (Principals only)	N/A				3.21	3.11	0.1
		Mean		3.34	3.28	0.05	3.23	3.16	0.07
		Median		3.38	3.31		3.23	3.17	
		SD		0.19	0.17		0.15	0.12	

AY15 FYTS and FYTPS Data

FYTS #	FYTPS #	Prompt	Missouri Teacher Standard	FYTS-SE	FYTS-MO	FYTS SE/MO Difference	FYTPS-SE	FYTPS-MO	FYTPS SE/MO Difference
2	1	I/The teacher was prepared to incorporate interdisciplinary instruction.	1	3.20	3.21	-0.01	3.24	3.14	0.10
3	2	I/The teacher was prepared in my/his or her content area.	1	3.50	3.41	0.09	3.42	3.37	0.05
4	3	I/The teacher was prepared to engage students in my/his or her content area.	1	3.44	3.39	0.05	3.35	3.29	0.06
5	4	I/The teacher was prepared to make content meaningful to students.	1	3.36	3.37	-0.01	3.32	3.28	0.04
6	5	I/The teacher was prepared to design lessons that include differentiated instruction.	2	3.31	3.28	0.03	3.10	3.06	0.04
7	6	I/The teacher was prepared to implement instruction based on a student's IEP.	2	2.86	2.88	-0.02	3.10	3.02	0.08
8	7	I/The teacher was prepared to modify instruction for English language learners.	2	2.58	2.59	-0.01	2.82	2.79	0.03
9	8	I/The teacher was prepared to modify instruction for gifted learners.	2	2.74	2.84	-0.10	2.90	2.88	0.02
10	9	I/The teacher was prepared to create lesson plans to engage all learners.	2	3.32	3.30	0.02	3.19	3.15	0.04
11	10	I/The teacher was prepared to deliver lessons based on curriculum standards.	3	3.46	3.40	0.06	3.29	3.29	0.00
12	11	I/The teacher was prepared to deliver lessons for diverse learners.	3	3.20	3.25	-0.05	3.07	3.10	-0.03
13	12	I/The teacher was prepared to implement a variety of instructional strategies.	4	3.36	3.39	-0.03	3.22	3.15	0.07
14	13	I/The teacher was prepared to engage students in critical thinking.	4	3.28	3.26	0.02	3.10	3.09	0.01
15	14	I/The teacher was prepared to model critical thinking and problem solving.	4	3.23	3.26	-0.03	3.11	3.10	0.01
16	15	I/The teacher was prepared to use technology to enhance student learning.	N/A	3.32	3.23	0.09	3.25	3.23	0.02
17	16	I/The teacher was prepared to create a classroom environment that encourages student engagement.	5	3.35	3.40	-0.05	3.26	3.22	0.04
18	17	I/The teacher was prepared to use a variety of classroom management strategies.	5	3.21	3.23	-0.02	3.10	3.03	0.07
19	18	I/The teacher was prepared to manage a variety of discipline issues.	5	2.84	2.94	-0.10	3.03	2.97	0.06
20	19	I/The teacher was prepared to motivate my/his or her students to learn.	5	3.29	3.30	-0.01	3.30	3.22	0.08
21	20	I/The teacher was prepared to keep my/his or her students on task.	5	3.14	3.21	-0.07	3.22	3.16	0.06
22	21	I/The teacher was prepared to foster positive student relationships.	5	3.48	3.52	-0.04	3.45	3.40	0.05
23	22	I/The teacher was prepared to facilitate smooth transitions for my/his or her students.	5	3.30	3.26	0.04	3.30	3.21	0.09
24	23	I/The teacher was prepared to use effective communication strategies to foster learning.	6	3.33	3.37	-0.04	3.31	3.25	0.06
25	24	I/The teacher was prepared to effectively communicate with parents.	6	2.92	3.06	-0.14	3.19	3.18	0.01
26	25	I/The teacher was prepared to effectively communicate with all staff.	6	3.18	3.26	-0.08	3.26	3.26	0.00
27	26	I/The teacher was prepared to promote respect for diverse cultures, genders, and intellectual / physical abilities.	6	3.40	3.46	-0.06	3.33	3.28	0.05
28	27	I/The teacher was prepared to use technology as a communication tool.	6	3.32	3.33	-0.01	3.32	3.33	-0.01
29	28	I/The teacher was prepared to enhance students' skills in using technology as a communication tool.	6	3.22	3.18	0.04	3.19	3.22	-0.03

FYTS #	FYTPS #	Prompt	Missouri Teacher Standard	FYTS-SE	FYTS-MO	FYTS SE/MO Difference	FYTPS-SE	FYTPS-MO	FYTPS SE/MO Difference
30	29	I/The teacher was prepared to use assessments to evaluate learning.	7	3.34	3.38	-0.04	3.26	3.16	0.10
31	30	I/The teacher was prepared to develop assessments to evaluate learning.	7	3.22	3.23	-0.01	3.16	3.06	0.10
32	31	I/The teacher was prepared to analyze assessment data to improve instruction.	7	3.18	3.18	0.00	3.15	3.03	0.12
33	32	I/The teacher was prepared to help students set learning goals based on assessment results.	7	3.02	3.06	-0.04	3.09	3.01	0.08
34	33	I/The teacher was prepared to work with colleagues to set learning goals using assessment results.	7	3.08	3.12	-0.04	3.20	3.10	0.10
35	34	I/The teacher was prepared to analyze data to reflect on areas for professional growth.	8	3.14	3.14	0.00	3.10	3.04	0.06
36	35	I/The teacher was prepared to reflect on his or her practices for professional growth.	8	3.22	3.38	-0.16	3.22	3.19	0.03
37	36	I/The teacher was prepared to collaborate with colleagues to support student learning.	9	3.26	3.37	-0.11	3.33	3.27	0.06
38	37	I/The teacher was prepared to collaborate with parents to support student learning.	9	2.94	3.09	-0.15	3.19	3.14	0.05
39	38	I/The teacher was prepared to participate in professional organizations.	9	3.09	3.18	-0.09	3.21	3.18	0.03
40	39	Please click on the response that best reflects your perspective about the overall quality of the professional education program you/your teacher completed.	N/A	3.36	3.34	0.02	3.30	3.25	0.06
	39b	Based upon the performance based evaluation of this first-year teacher, how would you rate his/her impact upon students? (Principals only)	N/A				Low N	Low N	
		Mean		3.20	3.23	-0.03	3.20	3.16	0.05
		Median		3.23	3.26		3.22	3.16	
		SD		0.20	0.18		0.13	0.13	