

REVERE PUBLIC SCHOOLS

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New Teachers

Mentor Support

The following questions concern your experience with your mentor. Please think about your experiences as you answer each of the following questions.

1. During a typical week, about how many hours do you have contact with your mentor? (Select one option)

Response	Average	Total
Less than one hour	13%	10
One hour	33%	25
Up to 2 hours	33%	25
Up to 3 hours	8%	6
Up to 4 hours	3%	2
More than 4 hours	9%	7

2. During a typical week, the number of times I meet with my mentor has been: (Select one option)

Response	Average	Total
Less than once a week	19%	14
Once per week	51%	38
Two to three times per week	28%	21
Four or more times per week	3%	2

How do you typically work with your mentor?

3.

(a.) Individual face to face meetings (Select one option)

Response	Average	Total
Seldom or Never	5%	4
1 to 2 times monthly	34%	26
3 to 4 times monthly	34%	26
5 or more times monthly	26%	20





4.

(b.) Group meetings with other new teachers (Select one option)

Response	Average	Total
Seldom or Never	27%	20
1 to 2 times monthly	39%	29
3 to 4 times monthly	31%	23
5 or more times monthly	4%	3





5.

(c.) Observation of my classroom (Select one option)





Response	Average	Total
Seldom or Never	 58%	44
1 to 2 times monthly	 33%	25
3 to 4 times monthly	 8%	6
5 or more times monthly	 1%	1

6.

(d.) Observation of my classroom (Select one option)

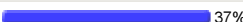



Response	Average	Total
Seldom or Never	 60%	45
1 to 2 times monthly	 32%	24
3 to 4 times monthly	 7%	5
5 or more times monthly	 1%	1

7. (e.) Lunch Meetings (Select one option)

Response	Average	Total
Seldom or Never	 72%	55
1 to 2 times monthly	 13%	10
3 to 4 times monthly	 4%	3
5 or more times monthly	 11%	8





8.

(f.) Meeting before or after school hours (Select one option)





Response	Average	Total
Seldom or Never	 37%	28
1 to 2 times monthly	 24%	18
3 to 4 times monthly	 34%	26
5 or more times monthly	 5%	4

9.




(g.) Telephone (Select one option)

Response	Average	Total
Seldom or Never	 76%	56
1 to 2 times monthly	 9%	7
3 to 4 times monthly	 8%	6
5 or more times monthly	 7%	5

10. (h.) Email (Select one option)

Response	Average	Total
Seldom or Never	 13%	10
1 to 2 times monthly	 14%	11
3 to 4 times monthly	 36%	27
5 or more times monthly	 37%	28

11. (i.) Peer observation with a colleague

Response	Average	Total
Seldom or Never	 68%	51
1 to 2 times monthly	 23%	17
3 to 4 times monthly	 9%	7

12. (j) Common Prep

Response	Average	Total
Seldom or Never	 59%	44

1 to 2 times monthly	20%	15
3 to 4 times monthly	8%	6
5 or more times monthly	13%	10

How helpful is your mentor in the following areas?

13.

(a.) Help with lesson planning (Select one option)

Response	Average	Total
Very Unhelpful	7%	5
Somewhat Unhelpful	3%	2
Helpful	37%	28
Very Helpful	35%	26
N/A	19%	14

14.

(b.) Design of formative and summative assessments (Select one option)

Response	Average	Total
Very Unhelpful	8%	6
Somewhat Unhelpful	4%	3
Helpful	37%	28
Very Helpful	37%	28
N/A	13%	10

15.

(c.) Interpretation of test data (Select one option)

Response	Average	Total
Very Unhelpful	7%	5
Somewhat Unhelpful	4%	3
Helpful	26%	19
Very Helpful	23%	17
N/A	41%	30

16.

(d.) Classroom management techniques (Select one option)

Response	Average	Total
Very Unhelpful	7%	5
Somewhat Unhelpful	3%	2
Helpful	38%	28
Very Helpful	41%	30
N/A	11%	8






17.

(e.) Working with parents (Select one option)

Response	Average	Total
Very Unhelpful	7%	5
Somewhat Unhelpful	4%	3
Helpful	43%	32
Very Helpful	37%	28
N/A	9%	7





18.

(f.) Differentiated instruction strategies (Select one option)

Response	Average	Total
Very Unhelpful	 7%	5
Somewhat Unhelpful	 8%	6
Helpful	 39%	29
Very Helpful	 31%	23
N/A	 16%	12






19.

(g.) Helping to understand school and district policy (Select one option)






Response	Average	Total
Very Unhelpful	 8%	6
Helpful	 35%	26
Very Helpful	 56%	42
N/A	 1%	1

20.





(h.) Help understanding the state education standards (Select one option)

Response	Average	Total
Very Unhelpful	 8%	6
Somewhat Unhelpful	 4%	3
Helpful	 41%	30
Very Helpful	 32%	23
N/A	 15%	11






21. (i.) Help navigating the district bureaucracy (Select one option)

Response	Average	Total
Very Unhelpful	 7%	5
Somewhat Unhelpful	 1%	1
Helpful	 38%	28
Very Helpful	 41%	30
N/A	 12%	9






22. (j.) Understanding and Support with District Evaluation Process

Response	Average	Total
Very Unhelpful	 8%	6
Helpful	 34%	26
Very Helpful	 53%	40
N/A	 5%	4

23. (k.) Managing working relationships






Response	Average	Total
Very Unhelpful	 5%	4
Somewhat Unhelpful	 3%	2
Helpful	 35%	26
Very Helpful	 55%	41
N/A	 3%	2

24. (l.) Balancing Parent Communications (e.g. emails, newsletters, phone calls)






Response	Average	Total
Very Unhelpful	 8%	6
Somewhat Unhelpful	 4%	3
Helpful	 47%	36
Very Helpful	 26%	20
N/A	 14%	11

How often does your mentor assist with the following areas?






25. (a.) Help with lesson planning (Select one option)

Response	Average	Total
Never	 11%	8
Sometimes	 42%	32
Usually	 16%	12
Always	 11%	8
N/A	 21%	16






26. (b.) Design of formative and summative assessments (Select one option)

Response	Average	Total
Never	 12%	9
Sometimes	 43%	33
Usually	 14%	11
Always	 12%	9
N/A	 18%	14






27. (c.) Interpretation of test data (Select one option)

Response	Average	Total
Never	 7%	5
Sometimes	 28%	21
Usually	 12%	9
Always	 16%	12
N/A	 36%	27






28. (d.) Classroom management techniques (Select one option)

Response	Average	Total
Never	 3%	2
Sometimes	 32%	24
Usually	 31%	23
Always	 20%	15
N/A	 15%	11



29. (e.) Working with parents (Select one option)




Response	Average	Total
Never	 7%	5
Sometimes	 42%	32
Usually	 26%	20
Always	 17%	13
N/A	 8%	6

30. (f.) Differentiated instruction strategies (Select one option)






Response	Average	Total
Never	 4%	3
Sometimes	 36%	27
Usually	 31%	23
Always	 12%	9
N/A	 17%	13

31. (g.) Helping to understand school and district policy (Select one option)






Response	Average	Total
Never	 1%	1
Sometimes	 21%	16

Response	Average	Total
Usually	 33%	25
Always	 40%	30
N/A	 4%	3






32. (h.) Help understanding the state education standards (Select one option)

Response	Average	Total
Never	 3%	2
Sometimes	 23%	17
Usually	 36%	27
Always	 24%	18
N/A	 14%	10



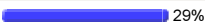


33. (i.) Help navigating the district bureaucracy (Select oneoption)

Response	Average	Total
Never	 3%	2
Sometimes	 22%	17
Usually	 30%	23
Always	 33%	25
N/A	 12%	9






34. (j.) Understanding/Support with District Evaluation Process

Response	Average	Total
Never	 3%	2
Sometimes	 22%	17
Usually	 21%	16
Always	 50%	38
N/A	 4%	3



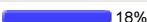

35. (k.) Managing working relationships

Response	Average	Total
Never	 1%	1
Sometimes	 27%	21
Usually	 29%	23
Always	 38%	30
N/A	 5%	4



36. (l.) Balancing Parent Communications (e.g. emails, newsletters, phone calls)

Response	Average	Total
Never	 5%	4
Sometimes	 32%	24
Usually	 23%	17
Always	 28%	21
N/A	 12%	9

37. Overall, I am satisfied with the accessibility of my mentor. (Select one option)

Response	Average	Total
Strongly Disagree	 1%	1
Disagree	 5%	4
Agree	 18%	14
Strongly Agree	 75%	57

38. Overall, my mentor has been a valuable resource for helping my transition into the school district. (Select one option)

Response	Average	Total
Strongly Disagree	 1%	1
Disagree	 3%	2

Agree	29%	22
Strongly Agree	67%	51

39. My mentor was able to provide me with assistance with regard to curriculum and instruction. (Select one option)

Response	Average	Total
Strongly Disagree	3%	2
Disagree	5%	4
Agree	46%	35
Strongly Agree	46%	35

40. The mentor program has helped to develop my confidence as a teacher and my effectiveness in the classroom (Select one option)

Response	Average	Total
Strongly Disagree	1%	1
Disagree	5%	4
Agree	45%	33
Strongly Agree	49%	36

41.

How helpful was the summer induction program in preparing you for a successful start to your school year?





Response	Average	Total
Very unhelpful	5%	4
Somewhat unhelpful	14%	10
Helpful	63%	46
Very helpful	18%	13

42. If you answered somewhat helpful or very unhelpful for question 41, what components could we have improved or added to the summer induction program to better prepare you for the start of the school year?

#	Response
1	A recognition that some teachers new to the district were not new to teaching....the program was aimed almost strictly at new teachers.
1	I did not take the Summer Induction Program
1	I was hired mid year, thus I did not participate in the summer induction program.
1	More tips on classroom management
1	There was more information about instructional practices than I thought was necessary. It would have been helpful to have more time spent in building based groups discussing individual building policies and procedures.
1	More specific to the area being taught.
1	I wasn't hired yet...made it to one of them. So this may have been taught but I would say better training on Powerschool and all the information you can access through it.
1	Logistics specific to RPS (taking attendance, staff introductions, etc.) Strategies specific for our population (not Teach Like a Champion)
1	Scheduled time to review my classroom management policy/class vision, etc with my mentor one-to-one
1	N/A
1	I think that there could be 2 separate orientations: One for individuals who have taught previously but who are new to Revere and one for teachers who have never taught before.
1	N/A haven't had it yet
1	It could have been condensed. Most things talked about and worked on were things done in college courses. More on the teacher evaluation system would have been more helpful.
1	I got hired after the summer induction program was held, so I did not attend.
1	Specifics to the district of REVERE. Many of us are coming from internships or teaching programs or other teaching jobs and we know the basics. We do not know the REVERE SPECIFICS.
1	I found the program to be helpful overall, but there are things that could be improved. I was not able to meet face to face with Ed very much at all. This program would be vastly improved if we could get a small increase in the sub budget. If we (music teachers) could get a bit of time off to observe and learn from other teachers, Revere would see a great improvement in the quality of music education.


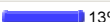


How helpful were each of the following professional development sessions in informing and supporting you for your current placement?

43.
A.) Teacher Evaluation and Appraisal (September)

Response	Average	Total
Very unhelpful	 4%	3
Somewhat unhelpful	 17%	13
Helpful	 63%	47
Very helpful	 16%	12





44.

B.) Parent Teacher Conferences (November)

Response	Average	Total
Very unhelpful	 4%	3
Somewhat unhelpful	 13%	10
Helpful	 69%	52
Very helpful	 13%	10





45.

C.) Teaching SPED Learners (January or March, depending on level)

Response	Average	Total
Very unhelpful	 5%	4
Somewhat unhelpful	 19%	14
Helpful	 61%	46
Very helpful	 15%	11





46.

D.) Teaching English Language Learners (January or March, depending on level)


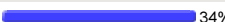


Response	Average	Total
Very unhelpful	 4%	3
Somewhat unhelpful	 11%	8
Helpful	 72%	53
Very helpful	 14%	10

47.





E.) Reflecting on Progress and Refining Practice (May)

Response	Average	Total
Very unhelpful	 3%	2
Somewhat unhelpful	 15%	11
Helpful	 73%	55
Very helpful	 9%	7





48. What grade would you give for the overall support provided by Revere Public Schools? Please use the scale from A to F where "A" denotes outstanding, "C" is average, and "F" is failure. (Select one option)

Response	Average	Total
A	 49%	37
B	 34%	26
C	 16%	12
D	 1%	1





49. I feel like I belong at this school. (Select one option)

Response	Average	Total
Strongly Disagree	 1%	1
Disagree	 3%	2
Agree	 36%	27
Strongly Agree	 61%	46




50. My principal and administrators are approachable and interested in my concerns. (Select one option)

Response	Average	Total
Strongly Disagree	 3%	2
Disagree	 1%	1
Agree	 42%	32
Strongly Agree	 54%	41





51. The teachers at this school have helped me to make a smooth transition into the teaching profession. (Select one option)

Response	Average	Total
Strongly Disagree	 3%	2
Disagree	 1%	1
Agree	 29%	22
Strongly Agree	 67%	51




52. I feel well-qualified for my current teaching assignments. (Select one option)

Response	Average	Total
Disagree	 3%	2
Agree	 38%	29
Strongly Agree	 59%	45

53. I was given all the information that I needed to prepare for my current teaching assignments. (Select one option)



Response	Average	Total
Strongly Disagree	 1%	1
Disagree	 16%	12
Agree	 60%	45
Strongly Agree	 23%	17

54. I know whom I can go to for assistance as problems arise. (Select one option)



Response	Average	Total
Disagree	 3%	2
Agree	 36%	27
Strongly Agree	 62%	47

Do you need additional training/support in any of the following areas?



55. (a.) Child Development (Select one option)

Response	Average	Total
Yes	 24%	18
No	 76%	58



56. (b.) Lesson Planning (Select one option)

Response	Average	Total
Yes	 22%	17
No	 78%	59

57. (c.) Formative Assessment (Select one option)



Response	Average	Total
Yes	 19%	14
No	 81%	61

58. (d.) Summative Assessment (Select one option)



Response	Average	Total
Yes	 16%	12
No	 84%	64

59. (e.) Performance Assessments



Response	Average	Total
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Response	Average	Total
Yes	 18%	14
No	 82%	62



60. (f.) Differentiated Instruction/Learning Styles (Select one option)

Response	Average	Total
Yes	 41%	30
No	 59%	44



61. (g.) School and District Policies (Select one option)

Response	Average	Total
Yes	 25%	19
No	 75%	57



62. (h.) Working with Parents (Select one option)

Response	Average	Total
Yes	 22%	17
No	 78%	59



63. (i) Understanding the State Education Standards (Select one option)

Response	Average	Total
Yes	 34%	25
No	 66%	49



64. (j.) Cultural, Ethnic and Social diversity (Select one option)

Response	Average	Total
Yes	 18%	14
No	 82%	62



65. (k.) Teaching Non-English Speakers (Select one option)

Response	Average	Total
Yes	 54%	41
No	 46%	35

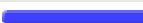
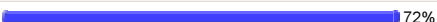
66. (i.) Special Education (Select one option)

Response	Average	Total
Yes	 40%	30
No	 60%	45



67. (m.) Literacy Instruction

Response	Average	Total
Yes	 33%	25
No	 67%	51

68. (n.) Content Specific Support

Response	Average	Total
Yes	 28%	21
no	 72%	54

69. (o.) Classroom Management

Response	Average	Total
Yes	 33%	25
No	 67%	51

70. What additional suggestions do you have for improving the support for new teachers at this school?

#	Response

1	Special Education teachers should be paired with Special Education background mentors.
1	It works well as is. But I would suggest matching up mentors that very specifically match educators. For example, I AMA small learning group teacher who could have benefited from a mentor who teaches small learning groups. I must add, however, hat my mentor was excellent.
1	A greater recognition of the individual needs of incoming teachers, with regard to experience and subject matter.
1	More content-based mentor meetings
1	Give them a mentor in their school!
1	More mentor meeting time during the orientation at the beginning of the year.
1	An overview of the new teacher evaluation system during orientation.
3	N/A
1	
1	No new suggestions.
1	More practical things such as power teacher, email, absences, pds, etc
1	The support has been significantly better than at other schools I have worked. I have no complaints.
1	In the beginning, I found myself confused on some of my day to day responsibilities. There were several times where I considered keeping a list of things a new teacher should know. It would be interesting to ask the next batch of new teachers coming in to keep a log of things they needed to seek support on (procedures for collecting and submitting homeroom notices, how to submit grades for progress reports and report cards, etc.), and then this information could be used to create a crib sheet for each building.
1	mentors should be in the specific field as the new teacher or have access to someone who can be readily available to help in order to make transition smooth.
1	Pair specialists with specialist mentors.
1	I would be helpful to cover topics like PDPs, relicensure, gaining credits that aren't immediate but we should start planning for now. Even the mentors aren't always clear on everything that needs done.
1	No additional questions.
1	More co-teaching/ peer observation oppuntunities
1	Maybe have times when new teachers meet with new teachers from other subject areas/schools.
1	Meetings should be one-on-one and mentors should be open to ideas instead of just telling new teachers how it's usually done.
1	I personally would like some training in the responsive classroom approach. I believe it would be a great approach especially for classroom management techniques.
1	I feel as though many of the Mentoring Professional development sessions were repetitive to individuals who have completed a Master's Program.
1	Grade level mentors
1	Policies should be explained, ore reading materials should be provided to new teachers.
1	Giving more information for those in specialist areas - Music, Art, PE & Technology - because the information offered was not helpful for those areas.
1	Continue to keep communication open.
1	"Plan your work, work your plan!"
1	Improving support implies that there was support to begin with.
1	Try to match mentors with mentees based on subject area--even if it means an out of building mentor.
1	It would be helpful to have a program that addresses concerns/expectations for new social workers/adjustment counselors and other non-teaching staff. The program is very teacher specific.
1	I would recommend connecting new school social workers with social workers, new school nurses with nurses, new special education teachers with special education teachers, etc. That would make the mentor/mentee relationship more valuable.
1	The more content-specific (music) observations, the better. I feel that some of the resources put into this huge program would be better utilized in the form of direct observation of other teachers in action. We have master teachers in this district. The most beneficial activity would be watching these teachers teach.
1	When I met with my mentor it was always very helpful and supportive. However, this did not occur weekly. My mentor was always approachable and available when needed, but I had to be proactive to set up meetings. I would have benefited from regular weekly meetings throughout the school year.
1	Having a mentor who shared my subject matter made all the difference for me this term. I know it is not always possible to match exactly, but being able to bounce ideas off of someone who thoroughly knew the curriculum was a source of great strength and comfort to me throughout the year. If mentors can be assigned this way as much as possible, I think it would make the mentor program even stronger. Also, as a participant at an ELT school, it would be helpful if our mentor forums could be held separately with each other -- it was sometimes inconvenient to have to miss a period and a half of instruction, especially in the crucial times leading right up until MCAS (in which there were many days missed this year, due to snow days, etc.).
1	none

71. Do you have any other concerns that you would like to share?












#	Response
1	No it was an overall positive experience!
1	No.
1	This survey should be anonymous

1	Overall a great experience!
2	N/A
1	No concerns.
1	I do not have any major concerns.
1	None.
1	no other concerns
1	Most of my mentor sessions were not very helpful and instead just turned into "complain about students" sessions. Mentors were nice people but were not very helpful in helping me with classroom management or instruction.
1	For new co-teaching pairs, I think that a professional development earlier in the year would be beneficial to ensure that co-teachers are on the same page in terms of classroom expectations and expectations for sharing responsibilities.
1	I do have a concern about the amount of standardized testing and the unbalanced workload which is placed on tested subjects.
1	Not at this time.
1	None
1	Strive to have an open and professional line of communication with your Administration. Hopefully at the school you're in you'll be fortunate enough to have Principals and Vice Principals that have you're best interests at heart and are source of support, someone to seek help and guidance from.
1	Mentor? What mentor. Worthwhile meetings? Get a grip. I was in a group of three new teachers with one mentor. No one else was working with English Language Learners and the mentor never has. No one else was teaching the same material. These meetings were a waste of one hour each week. Almost every one turned in to a bitch fest among the three others. That's what's going on right now, actually. I do not consider the mentor assigned to me this year to be my mentor. My mentor is the person I worked with during my internship last year; the person who knows and understands how I teach; the person who knows who I am as a person. The mentor assigned to me this year has been in my classroom for 20 minutes all year and does not know me as a teacher, does not know me as a person. How can I be expected to work with and learn from this person? I'm glad year one is over. At least I don't need to waste any more time with this person.
1	I would have liked to have a career coach/mentor with the same type of position assigned to me.
1	See above
1	I feel that I could perform my job better at one school rather than two. Being at two pushes a teacher slightly into the "survival mode" of thinking. Mental and physical energy gets put into logistical concerns when it could be put into teaching and classroom development.
1	no











Respondent Background Information




(The following items should be pre-populated based on district records.)

72. At what school do you teach?









Response	Average	Total
Revere HS	 18%	14
Seacoast	 1%	1
McKinley	 2%	2
Paul Revere	 9%	7
Lincoln	 14%	11
Rumney Marsh	 15%	12
Garfield Middle School	 8%	6
Garfield Elementary	 8%	6
Beachmont	 5%	4
A.C. Whelan	 6%	5
Susan B. Anthony	 15%	12

73. What grade levels do you teach?




Response	Average	Total
KG	 5%	9
1st	 9%	17
2nd	 7%	14
3rd	 8%	15
4th	 10%	19
5th	 9%	16
6th	 12%	23
7th	 10%	19
8th	 9%	17
9th	 5%	9


10th	 5%	9
11th	 5%	9
12th	 6%	11

74. What subject area(s) do you teach? (Select all that apply.)

Response	Average	Total
Art	 1%	1
English/Language Arts	 20%	15
Mathematics	 15%	11
Music	 3%	2
Physical Education	 4%	3
Science	 7%	5
Social Studies	 1%	1
Other (English Language Learners, SPED, Guidance Counselors, Social Workers, ETL)	 49%	36

75. What is the highest degree you have earned? (Select one option)

Response	Average	Total
Bachelors	 43%	32
Master	 56%	42
Doctorate	 1%	1

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