

# Steering Committee Feedback

Speech bubble comments represent LTLC leadership analysis and response

Feedback on [data](#) shared as part of the virtual meeting on 9/4/2018

- ❖ What takeaways do you see from the data? Strengths? Needs? (note if you are responding to TIP or AIP data)
  - I'm surprised that nearly 92% of respondents feel that Induction candidates provide good or excellent educational services DURING their Induction program. I would expect a high rate of approval upon completion of the program and a lower rate of approval at the beginning and during Induction. It might be helpful if the data was disaggregated by group to see if responses from teachers in the program had similar responses to the mentors and administrators who support them.
  - TIP: The charts show a very realistic experience. Since teaching requires a growth mindset, there will always be more to learn, but the inductees do feel prepared for the challenge.
  - After I asked you who took the survey, I realized that was a dumb question, because the spreadsheet shows that. I tried to match up as many comments as I could to the various roles held by those who responded. I noticed that most of the "higher ups" that see Induction as a "program" seem to think it is good. Teachers seem to want Induction to be more of an "experience." (Kind of a looks good vs. feels good debate.) Also, I think maybe there would be more responses if the comments were in a check-list format.
  - There were a couple of threads that mentioned the number of days TIP candidates are pulled from the classroom and that there was a bit of a concern regarding that. That may be something to look at moving forward. All other feedback seemed to be fairly positive.
  - On the both the TIP and AIP you do see comments about how they appreciate the streamlining of the program. Less work for teachers and more information to help mentors do a better job. In both TIP and AIP pie charts you see that most feel the programs do better to prepare the candidates.

The next time we bring this data to the Steering Committee, we need to consider disaggregating the data by role (at a more minute level getting into within a program is it a candidate, mentor or district respondent).

What implications does this have for the format of the survey?

Because we kept the branching of the survey fairly simple, so that shouldn't be an issue. However, the disaggregation is going to be fairly involved.

Maybe instead of doing so, for all of the data. We focus only on the questions that show trends and then break it out by individual role.

Not sure which evidence supports this claim since the survey data was not disaggregated.

The comments boxes were intentionally left open as a suggestion rather than a requirement because the "Lichert" scale phrase choices were very descriptive. We only want them to comment if they have additional information to add.

❖ How might we increase the number of colleagues who respond? Or do we need more respondents?

- It is tough to get respondents! I may have missed it, but I'd like to see the number of total responses from program participants, mentors, administrators and others. If most of the respondents are program participants, it would definitely be beneficial to increase the number of colleagues who respond.

When we backed up to consider the why of the data... "How is the unit functioning to serve its clients?" we came to the conclusion that we need to re-examine our audience for this survey. We then started looking at what we were asking and how it was pertinent to the improvement of the unit.

As a program staff, we want to back up and look at Pre-conditions and Common Standards to look at the pieces that can be evaluated and commented on for overall "unit improvement." Maybe we need to focus on topics of CAPACITY, RESOURCES, etc.

- TIP: Asking more graduates from the program to reflect on it now that they are through the program. What have they learned from the program that they are using now? What would they suggest that was possibly missed in the program?

- Wasn't sure how many you had in the administrative program but there weren't many responses. Maybe including this in the Finale process? Some sort of reward? Chocolate?

❖ What suggestions do you have to improve the survey questions or the process of data collection?

This analysis is valid, however considering the epiphany we had when discussing the input above, we already decided on a course of action which would potentially address these comments.

- A couple of the questions clarified the time period (i.e. "during their induction program"), but others are vague with regard to whether the question refers to a candidate's preparation or preparedness upon completion of the program or at the beginning/during their program. Perhaps this is because I did not take the survey, but I'm unclear if the purpose was to obtain information regarding effectiveness of the Induction program or the extent to which new teachers would be prepared if the Induction program did not exist. Questions that refer to a candidate's preparedness to enter professional practice, for instance, are vague because a teacher enters professional practice with and without Induction. I hope this makes sense...
- I would have liked the questions regarding preparation to be broken down into separate standards. For example, the question "To what degree are teacher induction candidates prepared to enter professional practice?" is too broad. It

would've been more useful for me to see the answers to: "To what degree are the teacher induction candidates prepared to support all students in learning?" "To what degree are the teacher induction candidates prepared to create and maintain an effective environment for student learning?" Etc.

- In terms of looking at the feedback provided, I believe you are asking about how to collect more and better quality feedback. It seemed as though there was a lot of feedback and some very specific commentary. Are you finding that many candidates and program participants are not completing the feedback forms? I'm curious what the response rate was. This seemed to be a pretty comprehensive method for collecting the kind of feedback needed.
- Make it a requirement of the program. Nothing is finalized until a response is given.

❖ Comments

- Overall, it looks very good. I personally feel it is a very challenging program, but after having gone through it, the candidates should feel so much more empowered to handle their calling.
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[Data Spreadsheet Link](#)