**CIT Review of 2018 Survey Data Comments**

From November 19, 2018 Capture Sheet re: Survey Data

**SIGNIFICANT RECURRING THEMES:**

Mentors anticipated needs

Mentor helpful with paperwork

Increase of mentors rated effective/highly effective by interns

Encouragement

Many suggestions and resources

Willing to co-teach

Attend PD together

Mentors are supportive

Having a mentor at hiring to get the intern acclimated to the building

Quantity could be higher-Quality is high (interns find the time with mentors valuable)

Gave procedures

Navigate systems

Gave feedback

Helpful with classroom management

Help is appreciated

Communication is the key to being successful

Importance of classroom environment

After the fall, interns received less assistance

Lack of contact in the second half of the year

Planning was either very positive or very negative

**SURPRISES/QUESTIONS:**

Liked mentor in the building

Did not like having an out of building mentor

CRT is being addressed, but is not a major focus – interns seem interested in learning more

Surprised that interns received less assistance as the year went on

Mentor that stopped visiting after October

Not meeting with mentor after the fall

I saw my mentor in Sept. And Oct., and then never again.

Frequency of contact dropped significantly (79.8% from 89% in the previous year) why? What does this imply? Where is the other data? (Disagree)

CT not working on classroom environment (no classroom of their own)

Several people had nothing to say

Mentors need AIS/report card help.

**SURPRISES/QUESTIONS (continued):**

Needs of interns varied

Organizing space as a major focus

Engagement strategies as a focus

Critical thinking was addressed more, but less of a major focus this year.

Student behavior was less of a major focus. Why is this?

Mentor stressed me out!

Mentor spoke about intern negatively, and it got back to the intern.

Concern in Domain 2- addressed column was a lower % than major focus –Does that mean that interns fell that we addressed their major focus at a lesser %?

Many N/As

Many interns did not get a lot of planning help

**“TAKE-AWAYS”:**

Lots of telling, but need more showing

A person at each building until CIT can assign subject area mentor

Valued teaching materials and model lessons

Observe at different times

Need time to observe peers

We are meeting interns’ needs in terms of feedback

Interns appreciate us

WE ROCK!

Mixed bag of responses –some great – some want more – some happy with how it is

Not as much intense focus as the district is looking for

Doesn’t’ seem like planning was taught in grad school

Mentors need to be responsive to needs

All domains have either been addressed or been a major focus 95% or more.

The number of teachers that had experience and didn’t need a mentor

**NOTEWORTHY REGARDING THE DATA HAND-OUT:**

Fonts are too small to read….. How small is that font?

Is that an 8????? Bring reading glasses next time!!