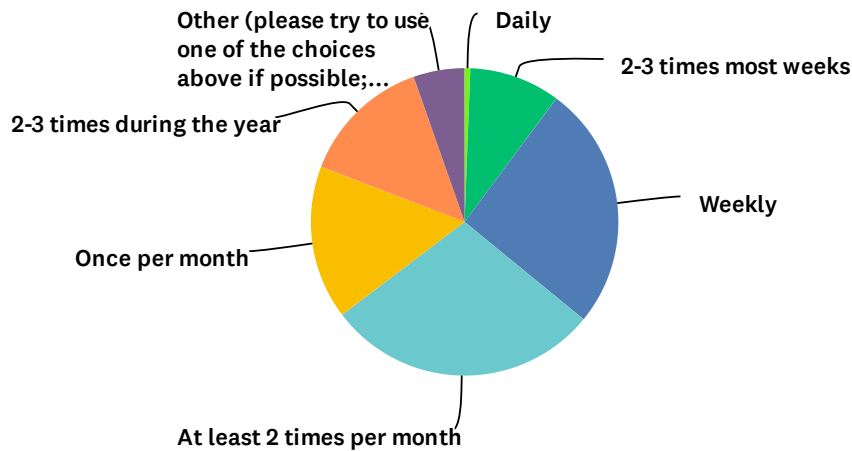


Q8 Over the course of the school year, my mentor visited me to observe my work (via Zoom or in person) approximately:

Answered: 167 Skipped: 6



ANSWER CHOICES	RESPONSES	
Daily	0.60%	1
2-3 times most weeks	9.58%	16
Weekly	25.75%	43
At least 2 times per month	28.74%	48
Once per month	16.17%	27
2-3 times during the year	13.77%	23
Other (please try to use one of the choices above if possible; approximate as needed)	5.39%	9
TOTAL		167

#	OTHER (PLEASE TRY TO USE ONE OF THE CHOICES ABOVE IF POSSIBLE; APPROXIMATE AS NEEDED)	DATE
1	varied, as needed, always available when needed.	8/4/2023 8:30 AM
2	My mentor visited me 2x per week in the beginning of the school year and to my comfort visits were adjusted to 1x per week thereafter.	7/19/2023 2:58 PM
3	0	7/17/2023 1:43 PM
4	Daily check-ins with roughly bi-weekly in person support	7/12/2023 11:16 AM
5	More than 3 less than monthly	7/11/2023 3:56 PM
6	I never got an observation	7/5/2023 6:44 AM
7	2	7/3/2023 4:51 PM
8	it started off weekly then as I grew and needed less support it was biweekly	7/3/2023 11:38 AM

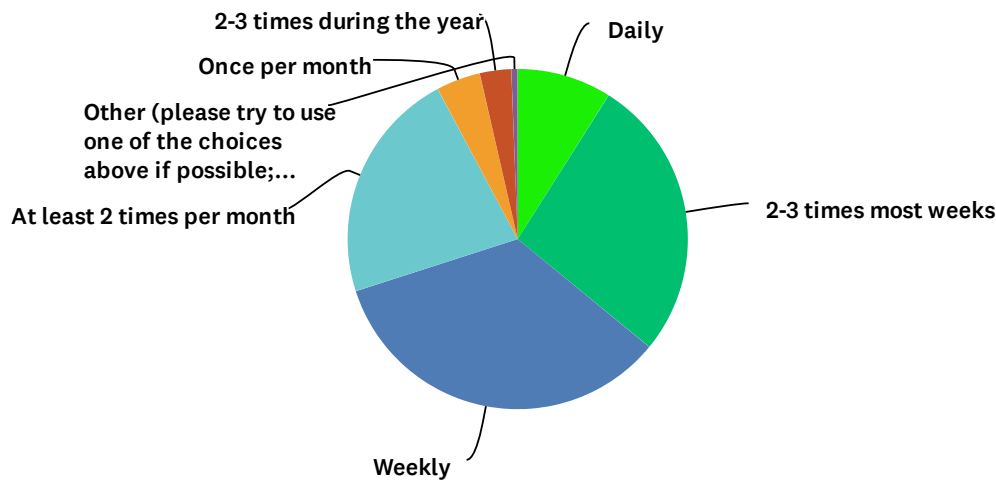
9

Around 5 times during the year

7/3/2023 11:31 AM

Q9 My mentor was in contact with me approximately (include classroom/office visits, Zoom visits, phone calls, emails, texts, meetings outside of classroom)

Answered: 167 Skipped: 6

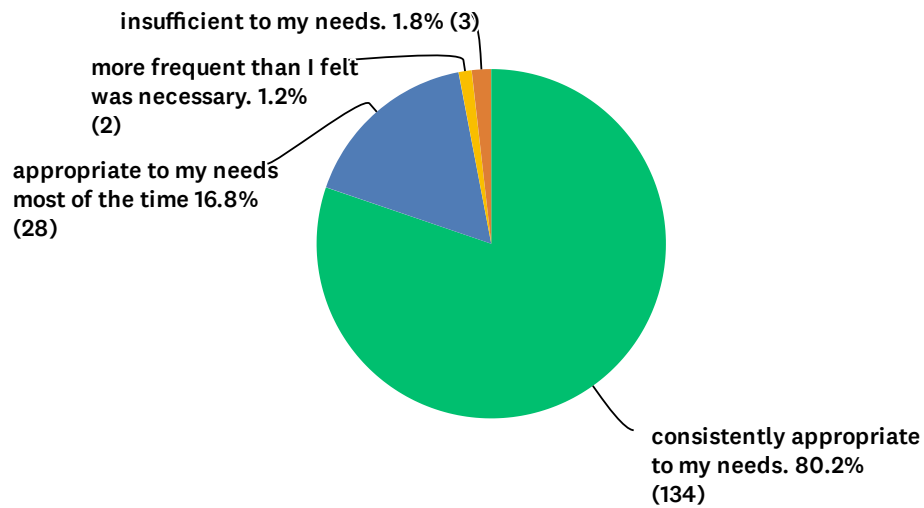


ANSWER CHOICES	RESPONSES	
Daily	8.98%	15
2-3 times most weeks	26.95%	45
Weekly	34.13%	57
At least 2 times per month	22.16%	37
Once per month	4.19%	7
2-3 times during the year	2.99%	5
Other (please try to use one of the choices above if possible; approximate as needed)	0.60%	1
TOTAL		167

#	OTHER (PLEASE TRY TO USE ONE OF THE CHOICES ABOVE IF POSSIBLE; APPROXIMATE AS NEEDED)	DATE
1	0	7/17/2023 1:43 PM

Q10 The frequency of contact with my mentor was

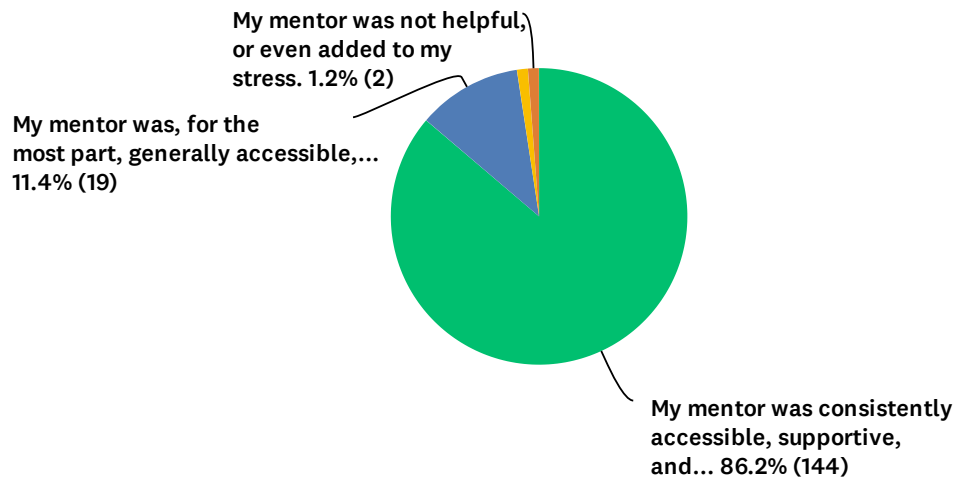
Answered: 167 Skipped: 6



ANSWER CHOICES	RESPONSES	
consistently appropriate to my needs.	80.2%	134
appropriate to my needs most of the time	16.8%	28
more frequent than I felt was necessary.	1.2%	2
insufficient to my needs.	1.8%	3
TOTAL		167

Q11 Which of the following best describes your relationship with your assigned Lead Teacher-Mentor?

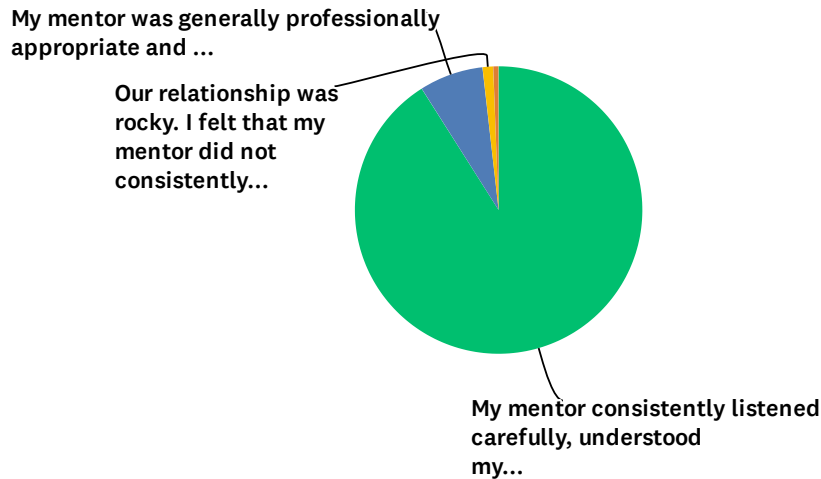
Answered: 167 Skipped: 6



ANSWER CHOICES	RESPONSES	
My mentor was consistently accessible, supportive, and trustworthy. I felt I could count on my mentor to "be there" for me.	86.2%	144
My mentor was, for the most part, generally accessible, supportive, and trustworthy.	11.4%	19
My mentor was inconsistent, not always available, or sometimes unreliable.	1.2%	2
My mentor was not helpful, or even added to my stress.	1.2%	2
TOTAL		167

Q12 Which of the following best describes your interactions with your assigned Lead Teacher-Mentor?

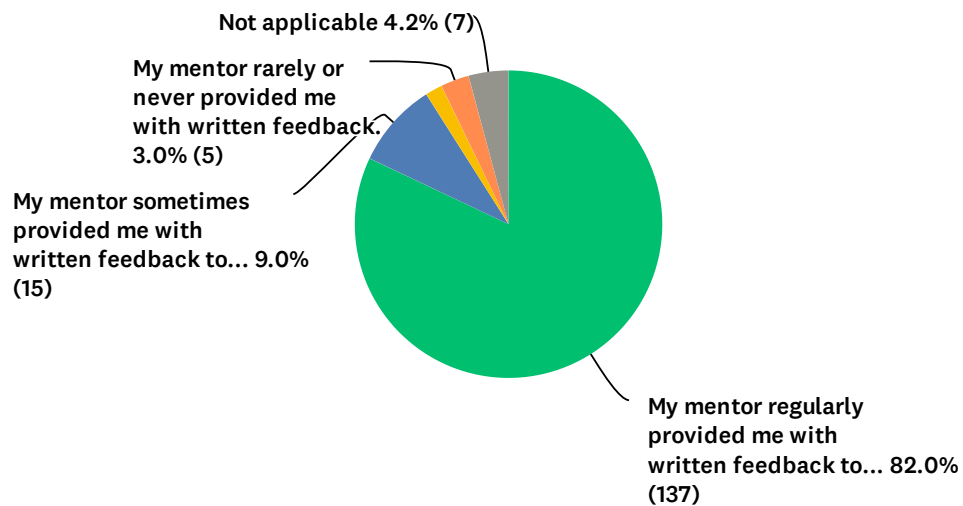
Answered: 167 Skipped: 6



ANSWER CHOICES	RESPONSES	
My mentor consistently listened carefully, understood my needs, arrived prepared, and consulted, coached, or collaborated with me appropriately.	91.02%	152
My mentor was generally professionally appropriate and met most of my needs.	7.19%	12
Our relationship was rocky. I felt that my mentor did not consistently prioritize according to my needs, and/or did not consistently understand my concerns.	1.20%	2
Our relationship was not positive. My mentor did most of the talking, didn't seem to listen to my concerns, acted more like a supervisor, was disrespectful, etc.	0.60%	1
TOTAL		167

Q13 Which of the following describes your use of written feedback?

Answered: 167 Skipped: 6



ANSWER CHOICES	RESPONSES	
My mentor regularly provided me with written feedback to highlight positives, focus our efforts, and identify next steps.	82.0%	137
My mentor sometimes provided me with written feedback to highlight positives, focus our efforts, and identify next steps.	9.0%	15
My mentor provided me with written feedback sporadically and/or not very often.	1.8%	3
My mentor rarely or never provided me with written feedback.	3.0%	5
Not applicable	4.2%	7
TOTAL		167

Q14 Please include any additional comments on the frequency of contact and/or the quality of your relationship with your Lead Teacher-Mentor.

Answered: 82 Skipped: 91

#	RESPONSES	DATE
1	Part of any irregularities on our meetings and contact as fall on my as I was very busy with it being my first year and having my son later in the school year.	9/18/2023 10:33 AM
2	Todd Dennis knows exactly what to say to turn any situation into an inspirational learning opportunity. I have told him many times I wish he was a college professor for music ed. students. Todd made himself available at all times, reminding and giving advice towards a healthy work-life balance. I appreciate his mentorship and hope to continue learning from him!	8/30/2023 9:50 AM
3	My mentor was a huge part of my success during the 2022-2023 school year! She was always available when I needed assistance, provided feedback, and took a genuine interest in helping me succeed.	8/10/2023 1:12 PM
4	Cassandra was a stellar mentor. While I am a new teacher to the district, I did already have 8 years of teaching experience. Cassandra met me at that level and provided specific district information, thoughtful feedback, and useful resources to support me in that journey.	8/9/2023 11:37 AM
5	My experience with Lori Wess was absolutely a positive one. I am grateful for her support, encouragement and knowledge, as I navigated teaching in a new environment. I couldn't ask for better mentor! Lori was willing to help/was responsive in any way she could be and always provided sound feedback and advice. What was lacking from an administrative standpoint, in terms of the "on-boarding" process (i.e., training and orientation), was made less stressful because of Lori's genuine desire to help and provide support, both in the classroom and outside of contractual work hours.	8/8/2023 11:11 AM
6	My mentor exemplified what it means to serve in this role!	8/4/2023 8:30 AM
7	My mentor was really consistently, supportive, she is an excellent professional, I am truly grateful for her dedication	7/31/2023 11:44 PM
8	Anna Maria Leone- Tobar was my mentor, she was an excellent guide for me as a first year teacher.	7/26/2023 11:31 PM
9	Wonderful mentor.	7/25/2023 9:06 PM
10	My mentor was great, I just felt occasionally they were not fully in-tune with my needs and they seemed to become less available/helpful as the school year went on.	7/25/2023 5:30 PM
11	She was awesome and definitely helped shaped me into a successful teacher.	7/24/2023 10:14 AM
12	Tamara Sheppard was an efficient mentor; she provided me with quality support. I am pleased with the support that I received.	7/19/2023 2:58 PM
13	He was wonderful, very supportive and helpful!	7/17/2023 3:29 PM
14	I really love and appreciate my mentor. We worked very well together. To no fault of her own I felt her time was very divided in my building with so many new teachers and a lack of mentors. She did her best dividing time.	7/15/2023 11:57 AM
15	MJ is consistently there to support me with questions, concerns or upcoming events throughout the entire school year. She is an outstanding source of guidance and support!	7/14/2023 11:15 AM
16	KUDOS My mentor was absolutely amazing with helping me. She gave me very useful information to be able to use. She listened to my ideas and was able to have conversations with me and bounce ideas off of each other. She helped me in certain circumstances with co-teachers and was always there to listen. I highly recommend her to anyone who needs a CIT Mentor. I would also love to continue with her next year to continue this mentorship.	7/13/2023 7:21 PM
17	I would really appreciate if I could have Jennifer Kryder as my mentor again this coming school	7/13/2023 3:00 PM

	year as she is very knowledgeable on special education.	
18	I really enjoyed my experience with my mentor. I view him as someone to talk to when I'm facing difficulties and need to problem-solve a situation.	7/13/2023 9:40 AM
19	My mentor was great. She provided great support despite coming in mid-year.	7/12/2023 3:25 PM
20	My mentor teacher was AMAZING! I say it all the time, I truly would not have made it this school year with out her. She continuously supported, helped, coached and made me feel confident. She wen above and beyond. She came to my classroom mostly once a week to either observe, assist or do anything I needed help with. Then we would zoom at least once a week for a check in and she always asked what she could do to support me. She is the best! I am really going to miss having her help next year!	7/12/2023 3:19 PM
21	I was very appreciative of how much my Lead Teacher-Mentor supported me, whenever I needed it.	7/12/2023 2:34 PM
22	The idea of a mentor lead teacher was very helpful in my first year of teaching. My mentor was available to me and was helpful when I needed assistance.	7/12/2023 2:31 PM
23	The relationship was instrumental in my decision to continue as an educator with the RCSD.	7/12/2023 1:05 PM
24	Karen Parkinson is an excellent mentor with endless teaching materials and strategies. I would highly recommend her for anyone interested in developing as a CTE/Technology teacher. She is kind and supportive even prior to her being officially assigned as my mentor. Karen was a pivotal figure in my decision to move forward with the transition from long-term substitute to a transitional certified teacher.	7/12/2023 11:16 AM
25	CIT day was very helpful! I wish I could have done more than one	7/12/2023 11:05 AM
26	Karen was amazing and continues to support me. She acknowledged my extensive experience prior to coming to this district and supported me in ways that were developmentally appropriate	7/12/2023 10:05 AM
27	It was extremely helpful to have a mentor to bounce questions off during my first year in the district.	7/11/2023 9:24 PM
28	My mentor Tina Bowman is knowledgeable, patient, kind, helpful...just an all about rock star! I appreciate her so much and can always depend on her TK help me of steer me to the right person.	7/11/2023 4:47 PM
29	Lisa Tilley was wonderfully patient with me!	7/11/2023 4:29 PM
30	Anna LeoneTobar has provided me with an excellent guided information about the NY. Certification requirements. She has been updating with all schedules, reports and programs and agendas during the year. She has provide with different training that help with ELLs in the classroom. Also her feed back has allowed me to continue growing as a professional. It has been a pleasure having her as a Mentor.	7/11/2023 4:11 PM
31	My Lead Teacher-Mentor was absolutely fantastic and helped me navigate a very challenging classroom as well as difficult circumstances surrounding the classroom involving lack of administrative support and being constantly short staffed.	7/11/2023 3:21 PM
32	My Lead Teacher-Mentor was an active member of my classroom community and supported me in and out of the classroom for professional needs.	7/11/2023 2:07 PM
33	Mentors should prioritize professional growth and mental well-being of an intern over trying to play nice with other staff in order to "make nice" or avoid conflict.	7/11/2023 1:56 PM
34	N/A	7/11/2023 1:54 PM
35	Ms Elliot was great!	7/11/2023 1:40 PM
36	Wonderful mentor. Would love to continue with the services	7/11/2023 12:43 PM
37	Edna Robinson was amazing, knowledgeable and extremely supportive .	7/11/2023 12:29 PM
38	I have said it before, but I have to say it again...Cathy is an A-MAZING mentor and colleague! She has been invested in my success all school year. She has provided guidance and encouragement to get me through my first year. I feel much more prepared and comfortable going into my second school year.	7/11/2023 12:19 PM

39	My mentor teacher Scott Lazarek was amazing and helped 22-23 be the best teaching year I have had yet!	7/11/2023 12:18 PM
40	Mentor is a great person but as far actual duties lacked in many areas in comparison to other mentorship.	7/11/2023 12:12 PM
41	I had a great relationship with my mentor. She was incredibly helpful!	7/11/2023 12:03 PM
42	He really is the best and I could see myself doing this for others as he did for me.	7/11/2023 11:52 AM
43	My mentor was always willing to listen and was quick to offer support and suggestions to make my teaching more hands-on.	7/11/2023 11:47 AM
44	My mentor was amazing she provided me with support when needed and listened to my concerns throughout the year. She is one of the reasons I made it through the year	7/11/2023 11:45 AM
45	My mentor was excellent and was professional. I could depend on her and trust her advice. She gave outstanding service and I truly appreciate her. She contacted me all the time and she treated me with respect.	7/11/2023 11:28 AM
46	My mentor and I worked in the same building, this is why we had almost daily communication. Although not every communication was a "teacher-mentor" conversation, many were simply "coworker" conversations. In both relationships, my mentor was helpful and supportive!	7/9/2023 8:06 PM
47	My mentor was authentic and provided me with authentic feedback that was relevant to my students. In several of my observations and meetings, he co-taught with me. This provided me with not only support but an opportunity to see a veteran teacher at work.	7/9/2023 6:57 PM
48	Laurie Marcosschi was my Lead Teacher-Mentor for the 2022/2023 school year. She was absolutely phenomenally amazing. She was very supportive, professional, fair, honest, trustworthy, reliable, consistent and most importantly, Laurie is student driven and faithful to the effective and efficient teaching and learning of pedagogy in the classroom.	7/8/2023 9:08 PM
49	Regina met my needs very well.	7/8/2023 10:44 AM
50	Time/frequency was appropriate	7/7/2023 4:17 PM
51	I could have used more support at the beginning of the school year.	7/7/2023 10:25 AM
52	N/A	7/6/2023 11:01 PM
53	In the beginning of the school year, my Lead Teacher-Mentor was very supportive with ideas for my classroom and as the year progressed, my Lead Teacher-Mentor became more controlling of my classroom and didn't want to listen to any of my concerns or issues that I had going on. I was very frustrated with her controlling the classroom, but also me.	7/6/2023 2:52 PM
54	I feel my mentor struck a perfect balance of being engaged and available whenever I needed help without ever feeling overbearing. As I did have some teaching experience prior to this assignment, I appreciated that she focused on the key differences between my old and new assignments and tailored her feedback appropriately rather than simply offering generic tips.	7/6/2023 2:27 PM
55	My mentor was above and beyond helpful.	7/6/2023 1:08 PM
56	I found that I needed more support in the beginning of the year than I did the second half of the year. Unfortunately my mentor was not available during that time and I wasn't assigned another one. I reached out to a friend who teaches in the district to answer questions that my direct supervisor was unable to answer. Also, because I had 4-5 years prior teaching experience, I don't think I needed all of the observations that were required. I received consistently positive feedback with little suggestions on what I needed to do differently. I enjoyed my mentor teacher, and feel like I can reach out to them at any time in the future.	7/6/2023 12:24 PM
57	Many people I know, in other districts, have described their mentorship as a waste of time or unhelpful, but my Lead Teacher-Mentor was genuinely incredible. I am a completely different and better teacher because of her!	7/5/2023 6:24 PM
58	very understanding and helpful in all areas	7/5/2023 5:32 PM
59	I truly enjoyed working with my assigned mentor. She was very approachable dedicated to helping me be the best teacher I could be. She consistently supported me with various challenging behaviors within the classroom. My mentor visited me at least once per week and	7/5/2023 9:45 AM

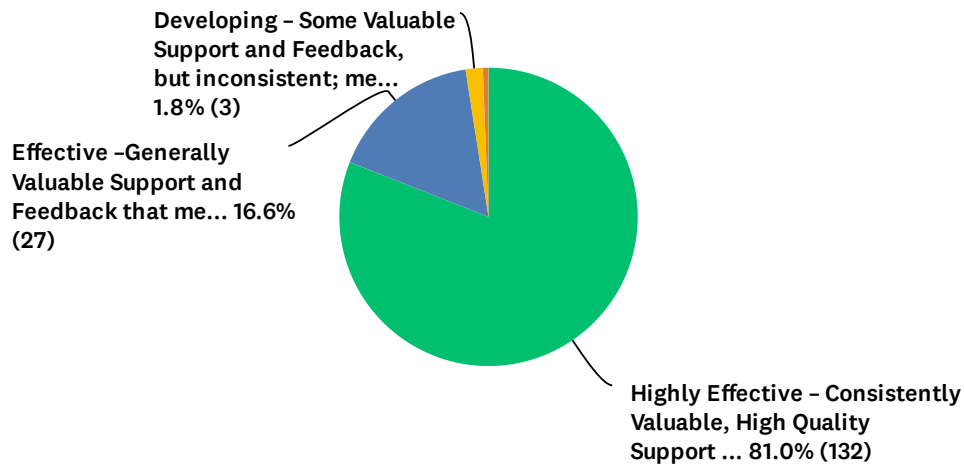
checked in with me 2-3 times per week. She is truly amazing and I look forward to working with her at the beginning of the school year (2023-2024).

60	Mary Rose has been an excellent mentor. She always responds to emails/phone calls quickly and if she didn't know an answer to a question immediately, she would find out and get back to me. She is a great model when it comes to the high scope curriculum. I look forward to continuing with her in the fall.	7/5/2023 9:40 AM
61	Love Regina! She was very important in my transition into the district.	7/5/2023 8:54 AM
62	My mentor did not provide me with a positive experience. After reporting it twice, I never heard back from anyone. As of February 2023, I had no mentor. Even though she wasn't my mentor, Shanna Cilini helped me a great deal and stepped up as my mentor.	7/5/2023 6:44 AM
63	Michelle was a great Teacher-Mentor. Michelle provided needed information throughout the entire year and she was available.	7/4/2023 2:45 PM
64	Kat was great and there when I needed her.	7/4/2023 2:21 PM
65	My mentor was always available to answer questions and gave her insights. She knew how to help in different situations and if she did not know she reached out to her resources to help	7/4/2023 11:52 AM
66	As a teacher who is not new to the profession, it seemed appropriate although I imagine newer teachers might need more than one year of support.	7/4/2023 10:25 AM
67	My relationship with my mentor is based on: "Trust and respect" "Open and honest communication" "Flexibility and understanding of other perspectives" "Perseverance, especially to overcome obstacles." In addition, I would like to continue our mentor/mentee relationship for the upcoming school year 23-24.	7/4/2023 9:47 AM
68	Even without being able to meet every single day, I would describe my mentor as being virtually "ever-present" and constantly accessible. I could not have asked for a better mentor.	7/4/2023 9:31 AM
69	My mentor and I would meet for breakfast a few times where we would discuss issues that I had of that she needed to tell me about. We also attended 2 PD sessions together .	7/4/2023 8:25 AM
70	She is not only a career mentor, but also a life mentor.	7/3/2023 7:29 PM
71	She was supportive, worked with me on my targets and understood where I did not need support due to my experience. She listened to what I had to say, helped where she could and offered great advice.	7/3/2023 5:00 PM
72	The quality of the relationship between my Lead-Teacher Mentor and I was highly productive, professional and comfortable. Ms. Karen Ferrara was always prepared and enthusiastic to work with me on multiple and assorted needs. Ms. Ferrara listened and encouraged me. There was so much to learn this school year. I feel that the time and effort that Ms. Ferrara invested in me helped me become a more effective teacher. Ms. Ferrara was there for me and everything in my weekly list of needs and questions. Ms. Ferrara's positive demeanor made her approachable. I felt very comfortable under Ms. Ferrara's leadership and training, I learned so much from her. I am glad Ms. Ferrara was my Lead-Teacher Mentor this year. I am requesting her to be assigned to me again for the 2023-2024 school year as I am still in need of learning other important things in order to continue being a highly effective and quality teacher at the RCSD. Thank you, Claudia Klaver	7/3/2023 2:55 PM
73	Loved it!	7/3/2023 2:22 PM
74	N/A	7/3/2023 12:28 PM
75	My mentor was very helpful, answered all of my questions and provided additional resources to help better assist me to become a more knowledgeable teacher.	7/3/2023 12:18 PM
76	Written feedback didn't always match verbal feedback.	7/3/2023 12:11 PM
77	I love my mentor. I couldn't have gotten through the years without her. I feel as though she helped me grow professionally and personally. AnnaMaria is the best!	7/3/2023 11:38 AM
78	Mentor responded to needs as they arose and addressed them with quality and experience	7/3/2023 11:31 AM
79	At the beginning, the frequency of visits was more frequently than I felt was necessary; however as time went on it was more consistent with my needs. Overall, my Lead Teacher-Mentor was helpful and provided resources and answers when I needed them.	7/3/2023 11:29 AM

80	.	7/3/2023 11:22 AM
81	<p>My mentor was essential to my growth as a first year Kindergarten teacher. She was highly organized and insightful in what my students needed, what I needed and how to bridge the gap. She always gave me feedback and an outline of next steps. It was not uncommon for her to attend my grade level meetings which was very helpful as sometimes I wasn't sure what was expected of me and she clarified it for me. Not only did she give me feedback, visit my kiddos, developed a rapport with my kiddos and earned their trust, but she also demonstrated how to teach guided reading, running reading records, etc. She was always prepared when she came and always asked of me what I needed and provided it when she came. My kiddos love her and will miss her! I could not have asked for a better mentor and despite her obstacles that she faced, she never let up on her responsibilities and for that she deserves the respect and accolades due to her. I simply could not imagine my life without her and what she brought to my life...Mrs. Tina Bowman is a one-of-a kind, and I plan to continue my relationship with her... Lastly, having a mentor by your side as a first-year teacher is an absolute blessing and this program is very beneficial and should continue to provide the support for new teachers. Thank you!</p>	7/3/2023 10:54 AM
82	When we did not get a chance to meet in person, I can reach out to her via phone.	7/3/2023 10:36 AM

Q15 Overall, how would you rate the quality of the support that your Lead Teacher-Mentor provided?

Answered: 163 Skipped: 10



ANSWER CHOICES	RESPONSES	
Highly Effective – Consistently Valuable, High Quality Support and Feedback that effectively addressed nearly all my needs as a first-year Intern Teacher.	81.0%	132
Effective –Generally Valuable Support and Feedback that met many of my needs as a first-year Intern Teacher	16.6%	27
Developing – Some Valuable Support and Feedback, but inconsistent; met only some of my needs as a first-year Intern Teacher	1.8%	3
Ineffective – Insufficient quality of support and feedback to meet my needs as a first-year Intern Teacher	0.6%	1
TOTAL		163

Q16 In what ways did your CIT Mentor and/or the CIT Program help you the most as a new teacher in the Rochester City School District?

Answered: 130 Skipped: 43

#	RESPONSES	DATE
1	Made me feel supported and heard throughout my struggles and provided me with the support and encouragement to keep going.	9/18/2023 10:40 AM
2	My CIT Mentor was able to provide me with insight towards the ways of the district. As a teacher coming from charter schools there were many aspects of my teaching/work-life balance that, in my opinion, were destroyed by my time with charters. Todd (and the RCSD) has reminded me why I wanted to teach and even more, helped me rebuild my passion for education!	8/30/2023 9:58 AM
3	She was a great listener and was able to support me through school challenges. She gave me great advice to help me better support my students and validated my feelings.	8/21/2023 7:10 PM
4	My mentor made herself available for any and all questions/support I needed. She gave me advice and feedback that I was able to translate to effective action.	8/10/2023 1:13 PM
5	My CIT mentor was always available when I had questions and would debrief with me after every observation.	8/9/2023 1:17 PM
6	Cassandra gave excellent feedback on lessons. She was very detailed and her feedback was specific. When I made adjustments she was observant of those adjustments and supported making those adjustments with useful ideas.	8/9/2023 11:42 AM
7	Lori Wess helped me in a multitude of ways. She was supportive and encouraging in her feedback and always willing to set aside time, even beyond work hours, to answer questions and to help with lesson planning and follow-up activities related to instruction. She both observed in my classroom and demonstrated different approaches to presenting information. Lori took the time to get to know all of the staff and students, and because of that, she was able to provide sound advice and strategies.	8/8/2023 11:57 AM
8	Showing me certain district procedures/norms, etc.	8/7/2023 9:15 AM
9	My mentor's experience, not only as a School Counselor, but specifically as a School Counselor in RCSD was extremely beneficial to me as someone who is an experienced school counselor, but new to the district. She is well-versed with timelines of events specific to the district, very familiar with appropriate contacts and full of insights regarding SEL, academic needs and college preparation.	8/4/2023 8:34 AM
10	My mentor helped me in different areas such as content, planning students' management strategies. she was really excellent	7/31/2023 11:58 PM
11	It helped me learn about procedures and ways to problem solve at my school.	7/29/2023 11:52 AM
12	Provided feedback and resources for district specific events and processes.	7/28/2023 8:40 PM
13	My mentor help me with all the requirements, documents, strategies and activities during my school year.	7/26/2023 11:35 PM
14	She was great at giving feedback and provided me with a lot of ideas to incorporate into the classroom.	7/25/2023 5:37 PM
15	She was always there with helpful and useful advice that would support me with anything I needed.	7/24/2023 10:17 AM
16	Helped me learn about the district and how to organize my very busy schedule.	7/19/2023 4:06 PM
17	Constant feedback and constructive criticism. 1:1 support when writing my IEP Goals. Building my confidence was key, and Tamara guided me eloquently.	7/19/2023 3:01 PM

18	By giving me feedback on my instruction.	7/19/2023 2:45 PM
19	He helped me with the specifics of working at my school and being a teacher in the RCSD.	7/17/2023 3:39 PM
20	He was great at knowing when to help and when to just tell me I needed to get my head down and figure things out. This was very beneficial to me.	7/17/2023 2:11 PM
21	My mentor helped me the most with classroom management; seating arrangements, time management and restorative practices.	7/15/2023 12:14 PM
22	My mentor provided valuable information and resources on lesson planning, district policies and expectations, and feedback to help improve my efficacy in my role	7/14/2023 8:58 PM
23	My mentor was extremely generous with his time and support. He stayed afterschool to talk to me for hours and made sure that I was okay. He made it clear that he was always there for me. I got the best mentor I could have gotten as a new teacher.	7/14/2023 4:53 PM
24	Always there to support give feedback, answer questions and listen to concerns that I might have throughout the year.	7/14/2023 11:17 AM
25	She gave me feedback after watching classes and we were able to bounce ideas off of each other.	7/13/2023 7:22 PM
26	Having my CIT Mentor gave me a go-to person for seeking advice and asking questions. Because there is not another person in my building with my position and more experience, it was helpful to be able to go to someone in the district for advice.	7/13/2023 5:26 PM
27	As a psychologist, my mentor supported me in understanding processes/procedures within CSE and RCSD.	7/13/2023 4:55 PM
28	She helped boost my confidence level and gave critical feedback on what needed to be improved.	7/13/2023 3:04 PM
29	By having support with all of the many issues that come up throughout the year. I was able to call my mentor or text him whenever I needed help with something or advice.	7/13/2023 2:24 PM
30	My mentor helped me develop strategies in the classroom, specifically in regards to behaviors and learning targets.	7/13/2023 9:42 AM
31	Answered and supported all of my questions when no one else would give me a direct answer!	7/12/2023 3:25 PM
32	There are a handful of ways not just one: She helped me navigate the RCSD which is a big system and can be quite overwhelming. For example, when I got COVID, she helped me to know what steps I needed to take. There were many instances when she helped with all of this. She also provided an endless amount of curriculum for me to borrow from so that I could use those lesson plans when needed. She also was a great ear when I had some challenging moments with admin and wanted support for how best to navigate it carefully.	7/12/2023 2:41 PM
33	She helped me the most with issues that came up with co-teaching and administrative information.	7/12/2023 2:34 PM
34	- Consistent support and accessibility - Professional, knowledgeable role model - Excellent communication and follow-through	7/12/2023 1:09 PM
35	Providing materials and lesson plans is critical to new teachers. Her ability to share this information was essential.	7/12/2023 11:24 AM
36	Janelle made herself accessible even outside of our scheduled meeting times. She addressed both instructional questions as well as logistical questions regarding the building and procedures. This was much appreciated.	7/12/2023 11:12 AM
37	Gave me ideas, helped with my small groups, administered running records.	7/12/2023 11:06 AM
38	Getting acclimated to all the new curriculums and ROConnect, gave suggestions for serious behaviors in the classroom.	7/12/2023 10:58 AM
39	Helped me to navigate the frustrating and detrimental politics between admin and actual teaching.	7/12/2023 10:09 AM
40	Being consistent with my needs was all I could ask- answering questions and helping to help best ability.	7/11/2023 9:28 PM

41	I have a great relation with my mentor, I have known her for a few years (I was a substitute teacher for 4 years) and she has always being very supportive of new teachers and substitute teachers	7/11/2023 8:32 PM
42	Lisa gave me the courage to set boundaries with veteran teachers and long term building substitutes who tried to take advantage of my newness and use the library as a recess spot. I set boundaries, maintained positive professional relationships, and was able to keep the library as a popular spot for all grades within an appropriate structure.	7/11/2023 5:00 PM
43	By providing me with a mentor, it made most things transition easier and I leaned so much with lots of resources.	7/11/2023 4:54 PM
44	As a school psychologist, my mentor was there to offer support and help with new assessments, difficult caseloads, and helped me write reports that were aligned with the school district.	7/11/2023 4:29 PM
45	providing resources and listening when i needed it	7/11/2023 4:25 PM
46	provided me with an excellent guided information about the NY. Certification requirements.	7/11/2023 4:15 PM
47	Having someone to help talk me through difficult situations as well as help with IEP/BIP and other parts of the documentation and paperwork from sped.	7/11/2023 3:24 PM
48	My mentor helped me most when they observed me and reflected with me shortly after the observation.	7/11/2023 3:14 PM
49	My mentor provided me with ideas, and guidance on how to support the students.	7/11/2023 2:12 PM
50	My mentor and the program overall helped me to adjust to the school, the curriculum, and gave me the support I needed to get a start on my teaching career. My mentor was a huge support for me in the classroom and during our meetings before or after school. She was so accommodating to my needs and always was there for whatever I was going through.	7/11/2023 2:09 PM
51	Helped me become acutely aware of the CSE Process in relation to students' learning goals.	7/11/2023 2:05 PM
52	Introducing me to the special education with it being my first year as a teacher. She was always there when I was overwhelmed with work and needed positive support. She made me aware before the year started how difficult it was going to be so I was prepared.	7/11/2023 2:05 PM
53	I CIT Mentor made sure I grew as a teacher while also encouraging for positive student growth for all my students.	7/11/2023 2:02 PM
54	It provided me with support as I transitioned from a very different teaching environment to another	7/11/2023 12:58 PM
55	Helped me understand the track to get initial certification.	7/11/2023 12:47 PM
56	Help me with doubts and to follow up process	7/11/2023 12:44 PM
57	Provided me with positive feedback and suggestions on making my lessons fit more to different situations.	7/11/2023 12:38 PM
58	Assessibility	7/11/2023 12:31 PM
59	My Mentor assisted any concerns I had over my assignment and provided ideas to implement in my room. She answered any questions I had and provided feedback and support in a prompt manner	7/11/2023 12:28 PM
60	I knew I could go to him with any questions and get helpful feedback and support.	7/11/2023 12:21 PM
61	Cathy provided both hands-on support by physically helping me in my library many times this school year. She also provide advice and guidance about my role and professional relationships.	7/11/2023 12:21 PM
62	Tools for best practices teaching.	7/11/2023 12:20 PM
63	My mentor was quick to respond to all on questions and needs. She helped with science supplies and navigating the systems at RCSD.	7/11/2023 12:19 PM
64	She helped me adjust to a new school and district	7/11/2023 12:11 PM
65	She gave me the space and openness to ask for help as needed without judgement. It allowed	7/11/2023 12:06 PM

	me to feel more comfortable as a new teacher.	
66	Being available, being willing to help, provided ideas and resources	7/11/2023 12:05 PM
67	Helped me navigate the school system, my school, and the different domains of my job as a new speech-language pathologist.	7/11/2023 12:01 PM
68	He knew I wasn't a first year teacher and respected my autonomy and experience. He also mainly helped me with intricacies of the district: Rally, RTA, transfer process, etc.	7/11/2023 11:58 AM
69	She helped me get acclimated to the school, provided me with resources, and great support through out the year.	7/11/2023 11:52 AM
70	This was my first time teaching K/1 so having a mentor was veeey helpful when figuring out curriculum and mixing the two grades together.	7/11/2023 11:50 AM
71	It allowed me someone to bounce ideas off especially when considering I was the only content teacher of my content in my building	7/11/2023 11:45 AM
72	To ask highly effective questions and build effective lesson plans.	7/11/2023 11:34 AM
73	Effective collaboration and the opportunity to ask questions to help me learn were the two main ways my mentor helped me the most.	7/9/2023 8:12 PM
74	My CIT mentor was extremely accessible and authentic, this was much needed due to it being my first year.	7/9/2023 7:00 PM
75	As a new teacher my CIT Mentor helped me most by encouraging to be my natural self. As well as learning how to embrace the teaching and learning styles that was most effective for my students and myself.	7/8/2023 9:20 PM
76	Anytime I had a question, my mentor was always available to answer or sent me information I needed. Having someone to support me helped a lot in this district.	7/8/2023 2:03 PM
77	Answered all of my questions.	7/8/2023 10:46 AM
78	My CIT mentor has been very instrumental in my carrier. I really appreciate her mentorship and guidance. She has been very present and supportive. She answered all my questions and gave feedback in any situation. She contributed to my growth and boosted my confidence as a professional since we started working together. I feel very lucky to have her as a mentor.	7/7/2023 9:39 PM
79	Understand RCSD as a whole Help me refine my craft as a teacher with respect to the students attending RCSD	7/7/2023 4:20 PM
80	To advise me and support me through areas I was unsure about	7/7/2023 2:01 PM
81	Helped with AIS forms	7/7/2023 10:27 AM
82	My mentor was very helpful in advising me of different ways to meet the kids of my students.	7/7/2023 9:30 AM
83	My Lead Mentor helped me navigate the RCSD System. She helped me with navigate classes with behavior issues and helped me refocus students. She came to teach a lesson to a class I was having difficulty with so that I could observe her.	7/6/2023 6:01 PM
84	Helped me with different ways to help in classroom management, ideas to help support curriculum	7/6/2023 2:56 PM
85	My mento always gave me great information and feedback.	7/6/2023 2:36 PM
86	My case was a bit unique as I started during the school year and thus missed the new teacher orientation, but being able to ask specific questions about the labyrinthine warren of classroom, professional and other apps available to RCSD teachers, as well as specific school policies and procedures, was a huge help.	7/6/2023 2:31 PM
87	Encouraging, supportive, and available.	7/6/2023 1:10 PM
88	Communicating how and when to use tools/programs (ie. ROC Connect) as well as sharing deadlines/requirements.	7/6/2023 11:54 AM
89	The class I had this year had many, many needs, and as a brand new teacher to the district, I felt very unsure. My mentor's guidance led me to utilizing new practices, my strengths, and	7/5/2023 6:32 PM

	resources from the district, allowing me to ensure a safe, welcoming, fruitful learning environment as much as possible.	
90	lesson planning and teaching strategies to help my diverse learners	7/5/2023 5:34 PM
91	Gave me confidence and a support system	7/5/2023 1:43 PM
92	Provided support and answered questions pertaining to teaching in the RCSD.	7/5/2023 12:57 PM
93	She helped me understand the process of meeting timeline assignments.	7/5/2023 11:52 AM
94	My mentor helped me navigate some of the special education services for my students and supported me during a meeting with a parent and the principal. Since she has a certification in special education, it was extremely beneficial having her there to answer specific questions. The most important part of having her as a mentor was that she encouraged me during difficult times within the classroom, particularly with challenging behaviors.	7/5/2023 10:00 AM
95	Understanding the high scope curriculum.	7/5/2023 9:42 AM
96	She offered support and clarity with questions regarding IEP's and social work roles and responsibilities.	7/5/2023 9:35 AM
97	Was always there to answer questions, helped me with a variety of art programming.	7/5/2023 8:56 AM
98	Helped understand the RCSD system and students	7/5/2023 8:55 AM
99	My mentor has challenged me to get comfortable with being uncomfortable with the 5 pedagogical approaches: Constructivist, Collaborative, Integrative, Reflective and Inquiry Based Learning.	7/5/2023 8:09 AM
100	Not applicable	7/5/2023 6:54 AM
101	Heightened level of support and connection Constructive feedback free of criticism	7/5/2023 12:11 AM
102	Guided me through my first year of teaching and made me comfortable connecting with other PE teachers in the district	7/4/2023 6:12 PM
103	She helped me to navigate through the newness of the RCSD. I did not need help as a "new teacher."	7/4/2023 5:50 PM
104	Acccesible	7/4/2023 4:37 PM
105	Michelle assisted with setting up my classroom and when I was in a crunch of getting grades in the system, she stepped in to assist me. (Thank you, Michelle!)	7/4/2023 2:57 PM
106	Kat made sure I was plugged in and provided me with resources.	7/4/2023 2:23 PM
107	My CIT mentor helped to give me resources that I needed throughout the year.	7/4/2023 11:57 AM
108	Comfort and drawing on personal experience from challenges in the system.	7/4/2023 11:19 AM
109	I am new to New York and Rochester and learning the different vocabulary and acronyms was very helpful.	7/4/2023 10:27 AM
110	Constantly available, supportive, and patient with me as I learned my duties.	7/4/2023 9:35 AM
111	Especially during the beginning, Jennifer would answer questions that I had and showed me how to access files that I needed to know my students. She offered me packets of lessons to use with my students. During her visits, she suggested other ways to teach the content.	7/4/2023 8:32 AM
112	I felt like I had support and someone to back me up/ bounce ideas off.	7/4/2023 8:04 AM
113	1.understanding RCSD students/family situation (which is completely different than my previous teaching experience) 2. Teacher's social emotional development (positive attitude)	7/3/2023 7:41 PM
114	My mentor was highly organized and very responsive. She offered many additional tools to help with the process and went out of her way to ensure that I received the necessary resources. My mentor shared professional skills, knowledge, and expertise in the teaching field. She helped establish a" do now" assignment at the beginning of every class. She demonstrated a positive attitude and acts as a positive role model.	7/3/2023 5:42 PM
115	Since I was new to SPED she helped me with reading IEP's, writing IEP's, and using IEP	7/3/2023 5:04 PM

	direct for entering data and progress notes.	
116	She helped me plan for exams for Certification and supported me in understanding the extent of requirements	7/3/2023 4:53 PM
117	She was available to meet with me and provided input and counsel as needed.	7/3/2023 4:52 PM
118	A person to go to to find answers	7/3/2023 4:15 PM
119	1. Manage in order of priority each responsibility. 2. Technology 3. Navigate the different sites/programs and how to effectively and efficiently document scores, notes, etc. 4. Lean how to maintain pacing. 5. Support me during Nature Based Learning preparation. 6. Helped me re-organize the classroom. 7. Helped me sort through materials in the classroom. 8. Took me to Paper and Pencils and helped me shop for my student's needs. 9. Besides our weekly meetings Ms. Ferrara checked on me any time she had a chance, she did this even during her lunch break. 10. Helped me prepare for my observations.	7/3/2023 3:22 PM
120	Helped me feel supported and gave me someone to go to when I had questions	7/3/2023 2:22 PM
121	She was always there for me	7/3/2023 2:11 PM
122	Provided me with materials and answered any questions I had.	7/3/2023 1:13 PM
123	Just being someone willing to listen and assist when needed	7/3/2023 12:29 PM
124	My CIT Mentor was helpful to me as a new teacher in the Rochester City School District as she provided answers regarding building procedures and expectations.	7/3/2023 11:55 AM
125	This program helped me to stay in the district and continue on with teaching. I think I would have left if I didn't have the support during my learning curve becoming a teacher.	7/3/2023 11:53 AM
126	Helping me understand responsibilities/ opportunities outside of teaching.	7/3/2023 11:33 AM
127	Leigh is literally the best. She had a powerful role in shaping the teacher I am today. I truly wish we could work together more next year to continue my learning journey. Without her I could have never made CIT Intern of the Year	7/3/2023 11:30 AM
128	To grow, recognize my talents, gave me focus, and helped me to identify areas that I could grow in.	7/3/2023 10:54 AM
129	Helping me navigate administrative things.	7/3/2023 10:46 AM
130	Communicating and helping craft what I need to say. She also helped me build self-confidence.	7/3/2023 10:38 AM

Q17 What could be improved about the support you received from your CIT Mentor and/or the CIT Program?

Answered: 125 Skipped: 48

#	RESPONSES	DATE
1	I wish I was able to utilize the days off where I could go and observe another classroom or even another school to see how other classes are taught.	9/18/2023 10:40 AM
2	If every mentor is just as available, understanding, human, supportive, etc. as Todd Dennis, I would not change a thing.	8/30/2023 9:58 AM
3	Sometimes the program was inconvenient with my work day. My mentor did was she could to be there for me but at times the meetings were during my planning or during class time. This took away from my work time and my students services.	8/21/2023 7:10 PM
4	N/A	8/10/2023 1:13 PM
5	Nothing.	8/9/2023 1:17 PM
6	While I found great value in the mentorship program, it would have been helpful to have a little more information about how each school works within the district.	8/9/2023 11:42 AM
7	There is nothing I would change or improve, with regards to my CIT Mentor. Lori Wess did an exceptional job in her role of supporting me. With regards to the CIT Program, I feel it is a great way to help new teachers and/or those new to the district. I do think streamlining the curriculum across buildings would be helpful, as it takes additional time for mentors to review so they are able to fully support teachers. Lori Wess did take the time to do this, despite having her own classroom and students to plan for.	8/8/2023 11:57 AM
8	While there is little that I believe that could be improved, if my mentor and I had been located in the same building, this would be ideal.	8/4/2023 8:34 AM
9	my experience was really excellent with my mentor, I only wish that there are many more mentors as prepared and willing to help as she was.	7/31/2023 11:58 PM
10	A shared weekly log could be helpful	7/29/2023 11:52 AM
11	None	7/28/2023 8:40 PM
12	A little more knowledgeable about general questions, for example, my mentor wasn't able to provide information on the report cards process. I also had to beg them for information about the transferring process and received very basic information. They seemed to not be as attentive after about half way through the year.	7/25/2023 5:37 PM
13	I have no suggestions at this time.	7/24/2023 10:17 AM
14	None.	7/19/2023 4:06 PM
15	Not applicable.	7/19/2023 3:01 PM
16	I think it would be better if all Mentors were in the same buildings as their mentees.	7/19/2023 2:45 PM
17	CIT events to meet other new teachers	7/19/2023 10:00 AM
18	My support/experience was great for me.	7/17/2023 3:39 PM
19	Nothing--it was wonderful.	7/17/2023 2:11 PM
20	I need to have a set time for my mentor to come in each week or every other week, not just stopping by.	7/15/2023 12:14 PM
21	Nothing	7/14/2023 8:58 PM
22	CRITIQUE I think the CIT program can be more clear about the professional development	7/14/2023 4:53 PM

	requirements as well as teach us how to use PowerSchool and ROConnect before / at the beginning of the school year. I wasn't aware of any PD requirements/stipend and I didn't know how to sign up or see what was available. I was also not aware of the New Teacher Institute.	
23	Absolutely nothing!	7/14/2023 11:17 AM
24	N/A	7/13/2023 7:22 PM
25	More regular check-ins would be beneficial. Especially just to touch base on what is going on day to day. Because my CIT Mentor is not in the same building, it is difficult for me to observe and learn from her expertise.	7/13/2023 5:26 PM
26	I do wish I had more in-person connection with my mentor.	7/13/2023 4:55 PM
27	Nothing at this time.	7/13/2023 3:04 PM
28	More frequent visits to support or model strategies.	7/13/2023 2:24 PM
29	I would like to have the opportunity to connect with more first year teachers.	7/13/2023 9:42 AM
30	CIT mentor was helpful, but by the time she was assigned the bulk of the support I needed, and things I needed to learn was already provided to me through other means (ie self-learning, trial and error, other staff memebers). I had reached out to the CIT program on a few occasions those first few months and received no responses to my requests regarding a status for a mentor.	7/12/2023 3:32 PM
31	N/a	7/12/2023 3:25 PM
32	My mentor didn't know about the teacher evaluation system that is in place that my AP needed us to navigate. I ended up not not completing my evaluation requirements correctly, so I would have loved if she knew about that. I believe it's a new system, and that she didn't know about it.	7/12/2023 2:41 PM
33	More input in classroom teaching. More help with lesson planning and suggestions.	7/12/2023 2:34 PM
34	N/A	7/12/2023 1:09 PM
35	Mentors should be provided a full curriculum with pacing to provide to new teachers.	7/12/2023 11:24 AM
36	Nothing that I can think of.	7/12/2023 11:12 AM
37	More CIT days to observe other classes	7/12/2023 11:06 AM
38	I would have enjoyed having more opportunities to watch other teachers and mentor teacher teach lessons and get feedback on my teaching.	7/12/2023 10:58 AM
39	Nothing.	7/12/2023 10:09 AM
40	I was happy with the support.	7/11/2023 9:28 PM
41	I am very happy with the support I received	7/11/2023 8:32 PM
42	She's great!	7/11/2023 5:00 PM
43	Not much...	7/11/2023 4:54 PM
44	Nothing.	7/11/2023 4:29 PM
45	n/a	7/11/2023 4:25 PM
46	she was excellent!	7/11/2023 4:15 PM
47	I enjoyed the new teacher orientation before the year began and feel that an improvment for next year is to offer a time for new teachers to come together again halfway or more into the year.	7/11/2023 3:14 PM
48	Mentors should provide more that just one hour of support/supervision.	7/11/2023 2:12 PM
49	CIT Mentor and Program could better effectively communicate with other departments in order to set up their teachers for success, such as helping teachers navigate Transfer Day, and helping secure a school placement for the following academic year. CIT Program does the bare minimum, and needs to collaborate more with other departments.	7/11/2023 2:05 PM

2023 CIT Intern Program Evaluation Survey

SurveyMonkey

50	N/A	7/11/2023 2:05 PM
51	n/a	7/11/2023 2:02 PM
52	A half year option for teachers how are new to the district but hold years of teaching experience	7/11/2023 12:58 PM
53	Outline of exactly what the mentor is responsible for providing to mentor. Specific things that should be referenced like CIT days and deadlines, as well as any other deadlines throughout the mentorship.	7/11/2023 12:47 PM
54	Na	7/11/2023 12:44 PM
55	Nothing that I can think of, my experience was great.	7/11/2023 12:38 PM
56	Nothing	7/11/2023 12:31 PM
57	I had an amazing Mentor but it would have been better if we were both in the same school.	7/11/2023 12:28 PM
58	I truly had a great year and feel my mentor teacher was a large part of that, I cannot think of any improvements.	7/11/2023 12:21 PM
59	N/A	7/11/2023 12:21 PM
60	Could improve the guidance towards obtaining the initial certification for Special Education Teacher.	7/11/2023 12:20 PM
61	I have been teaching for 20 years but new to the RCSD, the mentor program needs to be aligned for teachers like me.	7/11/2023 12:19 PM
62	NA	7/11/2023 12:11 PM
63	There were sometimes small miscommunications relating to when we were available, so meeting may have been more carefully planned.	7/11/2023 12:06 PM
64	Having designated time during the school week to meet with my mentor.	7/11/2023 12:01 PM
65	N/A	7/11/2023 11:58 AM
66	I think my support was great.	7/11/2023 11:52 AM
67	My mentor knew the preschool curriculum very well but didn't have a lot of answers for me regarding school age questions or it would take a while to figure out.	7/11/2023 11:50 AM
68	NA	7/11/2023 11:45 AM
69	The support I received was very effective and find it to be well delivered.	7/11/2023 11:34 AM
70	Consistent mentorship.	7/9/2023 8:12 PM
71	At this moment, I do not have any complaints or areas of need that require improvement within the program.	7/9/2023 7:00 PM
72	My experience with my CIT Mentor was superb!	7/8/2023 9:20 PM
73	Besides being observed, helping me plan and co-teach would have been beneficial.	7/8/2023 2:03 PM
74	NA	7/8/2023 10:46 AM
75	N/A	7/7/2023 9:39 PM
76	Nothing	7/7/2023 4:20 PM
77	Nothing	7/7/2023 2:01 PM
78	More in the classroom support in September	7/7/2023 10:27 AM
79	Nothing	7/7/2023 9:30 AM
80	I only had one opportunity to have one CIT day to visit other schools and I think having another CIT day would be extremely beneficial for me. I think having a Mentor relationship for more than one year would be helpful.	7/6/2023 6:01 PM
81	Not be controlling and to talk about issues that arise instead of walking away from them. I	7/6/2023 2:56 PM

	know that I had a very difficult and challenging group of students, but that doesn't mean that I should be treated with disrespect because of it.	
82	None	7/6/2023 2:36 PM
83	The only issue with the CIT Program seemed to be a lack of mentor teachers to go around, so maybe some additional incentive for those who do offer up their time and energy.	7/6/2023 2:31 PM
84	No improvements needed.	7/6/2023 1:10 PM
85	Because I was hired a week before the school year started, I felt very much like I missed the bus regarding trainings/info on what I needed to start the school year off successfully. I would suggest maybe scheduling a CIT training day in late September for late hires.	7/6/2023 12:27 PM
86	NA	7/6/2023 11:54 AM
87	Nothing--I have no complaints!	7/5/2023 6:32 PM
88	na	7/5/2023 5:34 PM
89	See more teachers teaching their own classroom.	7/5/2023 1:43 PM
90	Nothing	7/5/2023 12:57 PM
91	I am still processing this school year. It's a lot to take in. I have a mindset on how I would do things differently that I would share with my assigned mentor.	7/5/2023 11:52 AM
92	I can not think of anything she could have done better.	7/5/2023 10:00 AM
93	NA	7/5/2023 9:42 AM
94	NA	7/5/2023 9:35 AM
95	N/a	7/5/2023 8:56 AM
96	n/a	7/5/2023 8:09 AM
97	Reduce the amount of time she spends talking about her daughter's personal issues. The meeting should not be about her issues. Her appearance always suggested that she was running late. Don't talk down to interns. Talked way too much, meeting was more about her taking than anything.	7/5/2023 6:54 AM
98	More time working on individual goals with aids from CIT mentor	7/5/2023 12:11 AM
99	Upcoming dates or deadlines	7/4/2023 6:12 PM
100	I think 5 months of mentoring for a teacher new to the district but not at all new to teaching is sufficient.	7/4/2023 5:50 PM
101	CIT should pair new teachers, with mentors, in orientation also if teachers come other states with a teaching cert, revamp the program to meet the needs for those who need less mentoring but more logistic as far as people soft access of materials, and resources	7/4/2023 4:37 PM
102	My school is an EL school and unfortunately Michelle was not familiar with the EL Curriculum, so she was not able to answer some of my EL questions. Michelle was great with non-EL assistance and she was able to set up a CIT day at an EL school in order for she and I to see how another EL school/classroom performed, it was great.	7/4/2023 2:57 PM
103	N/a.	7/4/2023 2:23 PM
104	My Mentor was wonderful on all accounts!	7/4/2023 11:19 AM
105	It was well done.	7/4/2023 10:27 AM
106	N/A	7/4/2023 9:35 AM
107	Really, nothing! She was an excellent mentor!	7/4/2023 8:32 AM
108	None	7/3/2023 7:41 PM
109	More support for special education, IEP review, and CSE assistance.	7/3/2023 5:42 PM
110	Nothing	7/3/2023 5:04 PM

111	N/A	7/3/2023 4:53 PM
112	Nothing	7/3/2023 4:52 PM
113	N/a	7/3/2023 4:15 PM
114	N/A	7/3/2023 3:22 PM
115	N/A	7/3/2023 2:22 PM
116	Nothing	7/3/2023 2:11 PM
117	N/A	7/3/2023 12:29 PM
118	-More specific and more frequent written feedback. From the program itself, more transparency about professional expectations. For me there was a disconnect between professional expectations in my building and expectations from the CIT program. Also more preparation for interns on staying away from too much "noise" (veteran teachers spreading negativity, news etc.)	7/3/2023 12:25 PM
119	N/A	7/3/2023 11:55 AM
120	Nothing. I like how it is tailored to our needs. When I needed more support I received it. Maybe 2 meetings a year that all the mentees and mentors get together over dinner or networking event.	7/3/2023 11:53 AM
121	N/a	7/3/2023 11:33 AM
122	Absolutely nothing! Great program!	7/3/2023 11:30 AM
123	I don't have any improvements to list, it met all of my needs and beyond..	7/3/2023 10:54 AM
124	Materials for differentiating for ELLs that's the district has access to that's not well known.	7/3/2023 10:46 AM
125	Other teachers will go and tell her things before I had a chance to talk to her.	7/3/2023 10:38 AM

Q18 Besides support from your CIT Mentor, what helped you most as a new teacher in the Rochester City School District?

Answered: 131 Skipped: 42

#	RESPONSES	DATE
1	My school environment and the other teachers around me were a constant support and helped me in trying new things in the classroom without overwhelming myself.	9/18/2023 10:40 AM
2	My colleagues at School 22 were as equally as helpful as my CIT Mentor. Their support and insight to "the way things are done" provided me with stable footing as I continued my first year with the district.	8/30/2023 9:58 AM
3	The other new teachers I worked with were a great support as we navigated a new district	8/21/2023 7:10 PM
4	The staff in my building	8/10/2023 1:13 PM
5	My colleagues from my grade level team were most helpful in answering my questions.	8/9/2023 1:17 PM
6	The other teachers in RCSD were very welcoming and answered many of my questions.	8/9/2023 11:42 AM
7	What I found most helpful was the support of veteran teachers and therapists who were willing to offer their support and provide more meaningful explanations and strategies as they related to classroom instruction, management, and the ins-and-outs of the district.	8/8/2023 11:57 AM
8	Learning from senior staff members	8/7/2023 9:15 AM
9	Besides support from my CIT Mentor, I highly valued the experience and insights of colleagues within my building, many of whom have been with RCSD for several years or more.	8/4/2023 8:34 AM
10	Good support from the teacher who held my role previously.	7/29/2023 11:52 AM
11	The other people I worked with!	7/28/2023 8:40 PM
12	I had an excellent school staff and excellent principals too. I felt like everyone was open to guide me during the school year.	7/26/2023 11:35 PM
13	My teaching team and principal and vice principal, as well as other staff members in the building.	7/25/2023 5:37 PM
14	The support from my in building colleagues was very helpful. I had a lot of support from both my mentor and my colleagues I worked closest with.	7/24/2023 10:17 AM
15	The colleagues I worked with through the year.	7/19/2023 4:06 PM
16	Our Associate Director Jen Feldman was amazing during my journey. She demonstrated unconditional support.	7/19/2023 3:01 PM
17	My co-teacher was incredibly supportive. He showed me how to do the every day tasks that no one shows you-how to take attendance, how to look up things in powerschool, etc.	7/19/2023 2:45 PM
18	My TST, TA and the other UPK teacher in my building.	7/17/2023 3:39 PM
19	Having a positive relationship with my coworkers on my floor was huge. I was very lucky to make the friends I did in my building.	7/17/2023 2:11 PM
20	Other teachers in my building.	7/15/2023 12:14 PM
21	My in building colleagues	7/14/2023 8:58 PM
22	Having helpful and friendly coworkers and administrators	7/14/2023 4:53 PM
23	Staff support at School #2	7/14/2023 11:17 AM
24	Help from people from within the building that understand how things work.	7/13/2023 7:22 PM

25	Support from my coworkers. Working on a team.	7/13/2023 5:26 PM
26	Having a team within my building, as well as, being itinerant with a wonderful psychologist.	7/13/2023 4:55 PM
27	Having someone from out of the building mentoring me as a different set of eyes.	7/13/2023 3:04 PM
28	Other experienced teachers and personnel in my building.	7/13/2023 2:24 PM
29	I had a lot of support from my department lead.	7/13/2023 9:42 AM
30	Having a veteran social worker in my building to ask questions. I also had the support of my school admin and social work team.	7/12/2023 3:32 PM
31	Support from veteran teachers	7/12/2023 3:25 PM
32	Honestly, by far, the CIT Mentor system helped me the most of anything else in my first year. I did have some other personal contacts from my recent teacher certification process who helped me as well, but those were not part of the RCSD. I did feel supported by my admin, union reps and colleagues, but having a dedicated mentor for me made a key difference in supporting me to deliver quality instruction to my students in what was a very overwhelming and demanding teacher assignment and first year (with student teaching embedded in the teacher position).	7/12/2023 2:41 PM
33	Support from other ESOL teachers at the school	7/12/2023 2:34 PM
34	-Supportive administrative leadership of the school	7/12/2023 1:09 PM
35	School professional development strategies	7/12/2023 11:24 AM
36	The resources available on Roconnect to aide in lesson planning and instruction. Additionally, having access to PD that was offered building wide as well as those available on True logic were very helpful.	7/12/2023 11:12 AM
37	CIT day	7/12/2023 11:06 AM
38	My colleagues in the building.	7/12/2023 10:58 AM
39	Kyra Stephenson from the Nature-Based Learning Team.	7/12/2023 10:09 AM
40	The help zone in the building, where I could send students if they were not feeling like cooperating.	7/11/2023 9:28 PM
41	My coworkers	7/11/2023 8:32 PM
42	Other new/newish teachers at my school!	7/11/2023 5:00 PM
43	Some colleagues. Principal and Assistant principal.	7/11/2023 4:54 PM
44	Support from continuing education from the psychology department.	7/11/2023 4:29 PM
45	My colleagues	7/11/2023 4:15 PM
46	The other music teachers I worked with daily. They were a constant source of information and answers	7/11/2023 3:59 PM
47	Having a couple other very experienced special ed teachers in my building who I was able to go to for support.	7/11/2023 3:24 PM
48	I feel I benefited from seeing examples of lesson plans from experienced teachers, and seeing examples of how experienced teachers lead in their classroom.	7/11/2023 3:14 PM
49	Some of the Professional Developments provided understanding of the PreK program curriculum. I	7/11/2023 2:12 PM
50	My grade level team provided support and a welcoming community that went hand in hand with the CIT program and my mentor. I never felt alone between my mentor and my incredible team of teachers.	7/11/2023 2:09 PM
51	Forming relationships with students and contacting the families.	7/11/2023 2:05 PM
52	What also helped me in my first year teaching was being Surrounded by other first year teachers in the building. This made me feel like I belonged and more comfortable being surrounded by inexperienced teachers.	7/11/2023 2:05 PM

53	The RCSD Curriculum helped a lot. It provided me with a sense of direction and understanding of what all of my students should learn throughout the school year.	7/11/2023 2:02 PM
54	My coteachers provided me with consistent feedback which helped me evolve my style	7/11/2023 12:58 PM
55	Previous experience from working in Charter Schools.	7/11/2023 12:47 PM
56	Supervision	7/11/2023 12:44 PM
57	Colleagues	7/11/2023 12:38 PM
58	Assessability and amazing staff.	7/11/2023 12:31 PM
59	my instructional coach was extremely helpful throughout the school year. The instructional coaches at my placement were exceptional	7/11/2023 12:28 PM
60	My admin was also wonderful.	7/11/2023 12:21 PM
61	My colleagues are great and so is my administration!	7/11/2023 12:21 PM
62	My own search on the sites of the Department of Education and other colleagues that helped me with this process.	7/11/2023 12:20 PM
63	Navigating all new system	7/11/2023 12:19 PM
64	My grade level team	7/11/2023 12:11 PM
65	The other staff in my building. They were fully supportive of me and would help anywhere they could.	7/11/2023 12:06 PM
66	Working for an amazing administration team. They communicated priorities on a regular basis, provided supports to help teachers meet expectations and had steller follow through.	7/11/2023 12:05 PM
67	Good colleagues	7/11/2023 12:01 PM
68	My fellow colleagues from my school. Kim Vasta (SPED teacher) was a tremendous help and mentor during my first year in the district. As well as my RTA rep Amanda Purver.	7/11/2023 11:58 AM
69	Working with an amazing team at Edison.	7/11/2023 11:52 AM
70	My co-teacher was an AMAZING support and guided me through the K/1 curriculum.	7/11/2023 11:50 AM
71	Support from colleagues	7/11/2023 11:47 AM
72	The support of my coworkers	7/11/2023 11:45 AM
73	The act of feeling valued and respected helped most as a teacher.	7/11/2023 11:34 AM
74	Welcoming and helpful coworkers and administration.	7/9/2023 8:12 PM
75	Going over the curriculum or brainstorming learning engagements with my mentor and applying them.	7/9/2023 7:00 PM
76	Throughout the year I was supported by other staff members and through other resources by way of PD's, EL Conferences, and Online trainings.	7/8/2023 9:20 PM
77	teachers and PD's I took over the year.	7/8/2023 2:03 PM
78	My coteacher	7/8/2023 10:46 AM
79	My social work supervision helped me the most as a new social worker.	7/7/2023 9:39 PM
80	My supervisor Other teachers Other staff	7/7/2023 4:20 PM
81	My relationship with my grade level team	7/7/2023 2:01 PM
82	The teacher in the classroom next to mine. She was wonderful!	7/7/2023 10:27 AM
83	I work in the Rochester City School district for over nine years in all grades. I was comfortable and prepared. Substitute teaching prepared me in the classrooms.	7/7/2023 9:30 AM
84	I had great support from one of my school administrator's regarding my observations and the principal was very supportive in the work I did with students.	7/6/2023 6:01 PM

85	learning from other teachers and what they do in their own classrooms and what I could implement within my own.	7/6/2023 2:56 PM
86	Help from other staff members.	7/6/2023 2:36 PM
87	My fellow ENL teachers were incredibly helpful and supportive.	7/6/2023 2:31 PM
88	Administration support.	7/6/2023 1:10 PM
89	The main office staff was a huge help!	7/6/2023 12:27 PM
90	Having time to meet with my coworkers.	7/6/2023 11:54 AM
91	My co-workers, specifically the other fourth grade teacher at my school.	7/5/2023 6:32 PM
92	relying on all my amazing colleagues for support	7/5/2023 5:34 PM
93	My colleagues	7/5/2023 1:43 PM
94	Developing relationships with peers.	7/5/2023 12:57 PM
95	Demonstrating helps me out a lot. My mentor was good at demonstrating and explaining to me assignments that need to be down.	7/5/2023 11:52 AM
96	Being paired with a fantastic co-teacher and paraprofessional.	7/5/2023 9:42 AM
97	Knowing that I had someone I could reach out to if I had questions.	7/5/2023 9:35 AM
98	Coworkers to communicate with/asks questions to	7/5/2023 8:56 AM
99	Colleagues in my building	7/5/2023 8:55 AM
100	The faculty and staff were very accommodating and helpful.	7/5/2023 8:09 AM
101	Shanna Cilini, the other social worker in the building. She was helpful to me when ever I needed her. I don't know what I would have done without her it being my first year working at a school. She is amazing and I'm very thankful for her!	7/5/2023 6:54 AM
102	Seeking support from other teachers	7/5/2023 12:11 AM
103	My co-teacher	7/4/2023 6:12 PM
104	Support from my colleagues	7/4/2023 5:50 PM
105	Wasn't a new teacher in the RCSD but a returning g teacher	7/4/2023 4:37 PM
106	Subbing in the district for several years prior to working as a full time new hired teacher.	7/4/2023 2:57 PM
107	Support from my cohort of TODs.	7/4/2023 2:23 PM
108	Some of the teachers in my building.	7/4/2023 11:57 AM
109	Admin in building.	7/4/2023 11:19 AM
110	I relied heavily on the other teachers in department area to explain day to day things as they happened.	7/4/2023 10:27 AM
111	The staff at my school.	7/4/2023 9:35 AM
112	The teachers in My building (#50) were extremely helpful, answering questions and showing me computer issues that I had.	7/4/2023 8:32 AM
113	Working with the marching band was a great way to build connections	7/4/2023 8:04 AM
114	The PD opportunities easily accessible	7/3/2023 7:41 PM
115	Building relationships with the staff	7/3/2023 5:42 PM
116	The initial training days we received before school started.	7/3/2023 5:04 PM
117	Knowing I had a supportive teacher behind me who had been apart of what I was going through.	7/3/2023 4:53 PM
118	Hands in work with my students	7/3/2023 4:52 PM

119	Going through the processes to understand them	7/3/2023 4:15 PM
120	Besides the support from Ms. Ferrara my CIT Mentor, I was glad to have Ms. Tammy Bollino offer me her support and assistance. Ms. Bollino was amazing in her disposition and professionalism. Ms. Bollino went out of her way many times to help me not just with academic related items, but also technical and administrative. I also had been supported greatly by my assistant principal Ms. Margaret Crowley who helped me navigate of the different aspects of being a teacher since day one. Ms. Crowley is very approachable, professional and knowledgeable. I am so glad I am working under Ms. Crowley's guidance and leadership. I have learned much working with Ms. Crowley. Ms. Crowley always has a welcoming disposition; I always feel that she is ready to answer a question or lend a helping hand in any type of situation. I also had support and a great deal of help from retired Rochester City School District teacher Patsy Friend. Ms. Friend was instrumental this year as a ELA small group teacher for the most challenged students. She kept working with these students to help them learn to read. I am so thankful for all the time, effort and energy Ms. Patsy Friend put into my students to help them learn to read. So, what has helped me the most as a new teacher in the Rochester City School District is support from administration and colleagues. Claudia Klaver	7/3/2023 3:22 PM
121	Other counselors on my counseling team	7/3/2023 2:22 PM
122	Nothing	7/3/2023 2:11 PM
123	Colleagues and administrators	7/3/2023 1:13 PM
124	Support from all the staff	7/3/2023 12:29 PM
125	PBIS PD at my building.	7/3/2023 12:25 PM
126	Other seasoned teachers.	7/3/2023 11:53 AM
127	Having a supportive group of teachers around you	7/3/2023 11:33 AM
128	Knowing that there was a group supporting me as a new teacher. Sometimes other teachers and admin in the building forget us new teachers were new teachers and expected us to know everything at times. Knowing that there was a support group aimed to give us the best learning experience while supporting our mistakes made the whole process so much easier	7/3/2023 11:30 AM
129	Outside of my CIT mentor, what helped me the most is the culture of my school (#10), the availability and support of administration, the family-like structure which allowed me to ask questions of things I didn't know, and the support of my coaches helping me every step of the way.	7/3/2023 10:54 AM
130	Colleague/ co teacher support.	7/3/2023 10:46 AM
131	Having someone in the building made me feel not alone.	7/3/2023 10:38 AM

Q19 Besides support from your CIT Mentor, what could be improved in the support you received from your school or from the district as a whole?

Answered: 118 Skipped: 55

#	RESPONSES	DATE
1	I wish there was someone to teach what it means to be a teacher, a part of a school, union, and how to deal with some of the more technical aspects. I understood going in what it meant to have my classroom but outside of that no one really prepares or says anything about what it means to enter a new community like a school.	9/18/2023 10:40 AM
2	More events and opportunities to connect within my department. Yes, it is helpful to have help from my colleagues at 22. Though there are many aspects of being an instrumental music teacher in the district that could only really be answered by another music teacher in the district.	8/30/2023 9:58 AM
3	The schools need to provide new teacher orientation. I got information about the district, however I did not get a tour, school specific information or separate meetings for new teachers. PD should be differentiated for experienced teachers vs new teachers.	8/21/2023 7:10 PM
4	N/A	8/10/2023 1:13 PM
5	I think first year teachers should be trained on all of the software we're expected to use.	8/9/2023 1:17 PM
6	It would have been helpful to have a mentor specific to my school. There was a lot of school specific information that was hard to discern, especially because my school is in receivership, which has additional expectations.	8/9/2023 11:42 AM
7	While I have been a special educator for almost 12 years, classroom teaching is quite different than providing early intervention as a Special Education Itinerant Teacher. Navigating through the school year was not easy or straightforward. While any new position requires time to master, a more thorough on-boarding process, including curriculum support and using/accessing various portals and programs, would have been helpful. Having a better handle on the 'whole of it,' prior to a classroom placement, would eliminate some of the stress around "getting it right" and keep the focus on student success vs. checking boxes. Additionally, having more support from administration, in terms of classroom staff, and the actual classroom itself (layout, safety, health concerns, appropriate furniture for children with special needs, heating/cooling), would create a more functional and safer environment. Time was often directed away from teaching to manage safety concerns related to the physical layout/design of the classroom. This is far more apparent when working with students with disabilities and sensory/behavioral needs.	8/8/2023 11:57 AM
8	Need more classroom resources accessible for science curriculum.	7/29/2023 11:52 AM
9	When first hired it was tough to find out processes or contact for things.	7/28/2023 8:40 PM
10	Having your CIT Mentor in your actual school would be very beneficial.	7/25/2023 5:37 PM
11	I have no changes to suggest at this time.	7/24/2023 10:17 AM
12	N/A	7/19/2023 4:06 PM
13	Communication.	7/19/2023 3:01 PM
14	Coming from a special education standpoint my administrator should have been responsive. I finally gave up reaching out to her because she would not email me back.	7/19/2023 2:45 PM
15	Administrative support.	7/17/2023 3:39 PM
16	N/A	7/17/2023 2:11 PM
17	Being hired the week before school started put so much extra pressure on me. I never felt as though I caught up until after December. There has to be a place where all questions could be	7/15/2023 12:14 PM

answered; where to get the curriculum, rules for the building with students, how to use all the google resources (save files, share files, etc.)

18	Better training from my department on paperwork and other policies and procedures	7/14/2023 8:58 PM
19	Communication	7/14/2023 11:17 AM
20	N/A	7/13/2023 7:22 PM
21	As a school counselor, I really need a confidential environment and workspace to get done what I need to. The past year, I shared a space with another counselor and it made work responsibilities very difficult at times.	7/13/2023 5:26 PM
22	More in-person connection with my department.	7/13/2023 4:55 PM
23	My associate director did not always get back to me with pertinent questions I had emailed. Which resulted in me getting blamed for something I did not do.	7/13/2023 3:04 PM
24	Support with behaviors and academics. There were many students in my class who would have benefited from reading and math help (one-on-one or group interventions).	7/13/2023 2:24 PM
25	As a new teacher I needed the most support around classroom management and effective communication with parents. Perhaps there could be some workshops or monthly zoom meetings for new teachers around these topics.	7/13/2023 9:42 AM
26	I felt the district hired me, placed me, and then forgot about me. I was provided no support and no real follow up.	7/12/2023 3:32 PM
27	More direct answers when questions are asked.	7/12/2023 3:25 PM
28	Perhaps the CIT program could have a google email group in which new teachers can email questions to each other, or a collective online forum to post questions, answer them. I would like to know more about what other teachers are doing and going through and ways they are navigating what's hard. This could be a way to build relations and alliances amongst the new cohort of teachers.	7/12/2023 2:41 PM
29	Professional development on how to co-teach effectively	7/12/2023 2:34 PM
30	N/A	7/12/2023 1:09 PM
31	The district should provide a clear curriculum for middle school technology.	7/12/2023 11:24 AM
32	Ensuring that PD's related to co-teaching are provided as a whole not segregated or only to special education teachers.	7/12/2023 11:12 AM
33	N/a	7/12/2023 11:06 AM
34	n/a	7/12/2023 10:58 AM
35	The district treats teachers like they are stupid. We are not provided meaningful opportunities to collaborate (those Wednesday early release days should come back-they are a crucial part of the successes that are happening in San Francisco Unified and without them we wouldn't have seen the gains we did-over 50% of our students proficient from 8% in 3 years). Administration barely comes into the classroom and then makes decisions about you and your students without consulting you, and are secretive/actively lie about their plans.	7/12/2023 10:09 AM
36	I was constantly wondering about procedures regarding behavior. Nothing was ever clear, questions went unanswered by admin. It was be VERY helpful if we could see the incidents reports made on powerschool. It is very awkward when calling parents, to hear they just spoke with 3 other teachers in the building this week, but I did not know that because I can't see the incident reports.	7/11/2023 9:28 PM
37	Having 2 emails is awful and sounds expensive. We could save money and send teachers on professional retreats or beautify many campuses across our districts. Many teachers could not find me because my government name is not the same as my chosen name, and because of this, I have multiple outlook emails. Multiple!	7/11/2023 5:00 PM
38	It may be helpful to remind teachers that the students we serve all all our students...so that we can best serve and support their needs. Teaching is not a competition.	7/11/2023 4:54 PM
39	Nothing I can think of.	7/11/2023 4:29 PM

40		7/11/2023 4:15 PM
41	Onboarding. Is there a "checklist" of things new hires need to do/receive/become familiar with quickly? Even getting room keys. No one really knew what I needed. If it weren't for the other teachers the start of the year would have been exponentially more difficult.	7/11/2023 3:59 PM
42	Orientation and PD really need to cover how to effectively manage staff ie paraprofessionals and TAs. They also need to cover what the expectations are in regards to what staff should be doing in our rooms. I still don't have a firm answer on report times for my staff members. For example students arrive at 855 so knowing if my staff should arrive at 845 or 9 was somewhat important and no one even admin knew for sure.	7/11/2023 3:24 PM
43	I feel that support can be improved when the second adult assigned to my class came.	7/11/2023 3:14 PM
44	There needs to be a more straightforward system to help new teachers secure a placement in another school, instead of just being randomly displaced. Unfortunately, given the lack of communication within all departments of RCSD, that will likely never change.	7/11/2023 2:05 PM
45	I would have appreciated more support from administration in the building. I didn't feel valued as a teacher I just felt like a number. I didn't feel respected by administration. Something that could be improved by administration or the school would be to be more supportive of new teachers and try to create a positive environment in the school to avoid the toxicity in the building that I experienced in my time there. My mentor was always supportive in my time there as well as a couple of other teachers. Overall, the school needs to improve the school culture for teachers.	7/11/2023 2:05 PM
46	n/a	7/11/2023 2:02 PM
47	Full Curriculum with resources and outline of goals per grade level.	7/11/2023 12:47 PM
48	Na	7/11/2023 12:44 PM
49	More training on different programs for new staff. More everyday supplies that I don't have to take from my own pocket to get.	7/11/2023 12:38 PM
50	Behaviors were tough and I felt like the classes I pushed into did not receive enough support. Because the school was in receivership, I felt like we were penalized for writing referrals. There was never any follow up on behavioral concerns and most incidents were not addressed. In addition to lack of support, the 5th grade teacher I worked with left and I felt like the responsibility of teaching the gen ed class was on my shoulders. I felt like I had two jobs fulfilling both special ed and gen ed. The long term sub that was placed in the 5th grade did not support me or fulfill her responsibilities as a 5th grade teacher. I made it through the year but considered resigning many times	7/11/2023 12:28 PM
51	Can't think of anything	7/11/2023 12:21 PM
52	I think more information about navigating the district – Payroll, HR, etc. would be helpful.	7/11/2023 12:21 PM
53	Allow for flexibility for teachers that are veterans but new to the district.	7/11/2023 12:19 PM
54	More help with new curriculum	7/11/2023 12:11 PM
55	Professional Learning opportunities on superintendent days.	7/11/2023 12:06 PM
56	More clarity on entering time and PD hours.	7/11/2023 12:05 PM
57	I would integrate more contractual overview in the summer CIT days. I felt like I didn't know the specifics regarding my contract and some things were missed. Also I lacked communication about certain trainings, and PD hours that I needed to complete.	7/11/2023 11:58 AM
58	My science department leader, Burgess was also a great resource. He even came in and observed my class to help with a problem class.	7/11/2023 11:52 AM
59	The school we were at was not fit for a school age classroom, which the district has recognized and our room was displaced for the upcoming year.	7/11/2023 11:50 AM
60	Orientation for teachers who start mid-year and not waiting until August	7/11/2023 11:47 AM
61	NA	7/11/2023 11:45 AM
62	I think everyone genuinely cared and responded appropriately.	7/11/2023 11:34 AM

63	Having more opportunities to collaborate with all new CIT interns within the school.	7/9/2023 7:00 PM
64	N/A	7/8/2023 9:20 PM
65	There seemed to be a high turn around in my school and many new teachers were placed there, so it was hard to be in a position with several new people who were not prepared. Having more staff development before the school year begins should be implemented.	7/8/2023 2:03 PM
66	A mentor teacher at the same school	7/8/2023 10:46 AM
67	N/A	7/7/2023 9:39 PM
68	More communication	7/7/2023 4:20 PM
69	Administrative support	7/7/2023 2:01 PM
70	Training on Curriculum before starting school	7/7/2023 10:27 AM
71	N/A	7/7/2023 9:30 AM
72	I was itinerant at two schools and I think it would be more beneficial to my students if I were full time at one of the schools. The principals both wrote proposals to make the art teacher job full time at their schools so that art integration is something that is happening at both schools. I would get to know the teachers better and the students would have more art and the opportunity to express themselves.	7/6/2023 6:01 PM
73	Communication. Communication is key in any position and I felt that communication was lacking about discipline and parent issues.	7/6/2023 2:56 PM
74	Having more student resources for classroom instruction.	7/6/2023 2:36 PM
75	A cohesive guide for new teachers that walks them step by step through various processes like accessing paychecks, entering grades etc. This information is probably covered at least in part during the orientation, but it would nice to have all of that information in one easily accessible location.	7/6/2023 2:31 PM
76	N/a	7/6/2023 1:10 PM
77	I felt like I had very little support from my direct supervisor. I wasn't observed by my d.s. until January and once that process started, everything felt rushed.	7/6/2023 12:27 PM
78	Training on crisis intervention for classroom teacher. Training for new/temporary classroom staff (ie. how to interact with special education children).	7/6/2023 11:54 AM
79	For my school specifically, it would have been incredibly helpful to get a day where we walked through the procedures of the school. I did most of my learning, specifically regarding this, on the fly, which prevented me from being the most effective.	7/5/2023 6:32 PM
80	more time for planning	7/5/2023 5:34 PM
81	More direct attention	7/5/2023 1:43 PM
82	Nothing	7/5/2023 12:57 PM
83	I not sure at this time.	7/5/2023 11:52 AM
84	I feel the principal and other administrators could have been more welcoming and supportive during my time at their school.	7/5/2023 10:00 AM
85	New teacher orientation before I started working.	7/5/2023 9:42 AM
86	na	7/5/2023 9:35 AM
87	More in person PD	7/5/2023 8:56 AM
88	n/a	7/5/2023 8:09 AM
89	After I reported my mentor to Stefan Cohen, he never replied back to me, Ever! I emailed him several times but received no reply back.	7/5/2023 6:54 AM
90	More support from administration and more resources for new teachers	7/5/2023 12:11 AM
91	Clear direction	7/4/2023 6:12 PM

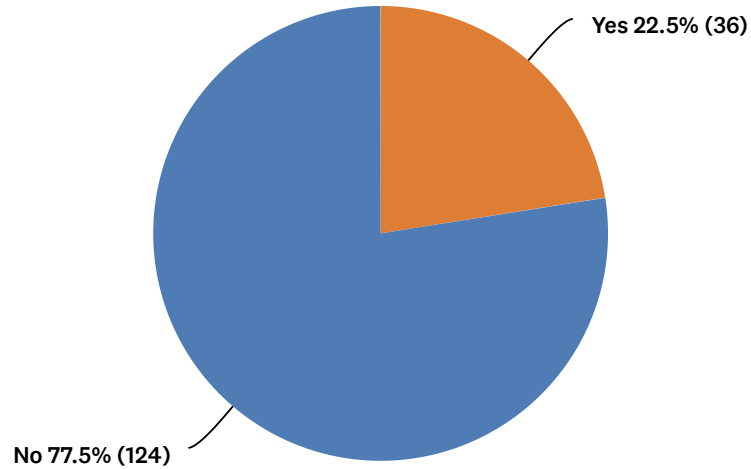
92	Distinguishing between new teachers and those teachers who have been teaching for over 10 years, but returning to the city school district I will focus on those who need more mentoring as this would be their first job also for those who have been teaching for over 10 years, whether from out of state or returning to the city school district may be focusing more on the largest of rock connect And finding necessary resources in the city school district	7/4/2023 4:37 PM
93	I would love to take a class on grading. How to grade assignments, everyone does it different.	7/4/2023 2:57 PM
94	Making professional developments applicable to my role as an itinerant.	7/4/2023 2:23 PM
95	More clarification on the different things like PD, PDI, CTLE, contract obligations.	7/4/2023 11:57 AM
96	There's an understanding that my school had many challenges inherently... admin did what they could, as did I.	7/4/2023 11:19 AM
97	None	7/4/2023 10:27 AM
98	N/A	7/4/2023 9:35 AM
99	When I had other issues, I would call the Helo Desk and they would help me out, since many of the issues were technical ones!	7/4/2023 8:32 AM
100	I think that there needs to be more camaraderie and support for the teachers overall — I felt very secluded in my building being a young teacher and there wasn't an older music staff to show me the ropes of my school specifically — which made for a lot of “re-making the wheel” — which my mentor was great for but even she wasn't aware of the day to day chaos and systems. There was also an administrator that constantly assumed teachers weren't trying to do their job right, coming from an accusatory standpoint rather than a supportive or understanding standpoint.	7/4/2023 8:04 AM
101	Safety	7/3/2023 7:41 PM
102	More support for Special Education in the CTE classrooms.	7/3/2023 5:42 PM
103	Extra time in our classrooms setting up and having more time with our mentors before school started.	7/3/2023 5:04 PM
104	I wish mentors were assigned same day as hiring.	7/3/2023 4:53 PM
105	I received tremendous support	7/3/2023 4:52 PM
106	N/a	7/3/2023 4:15 PM
107	Besides support from my CIT Mentor what could be improved in the support I received from my school and the district as a whole is to have a responsible adult in the classroom at all times. It does not need to be a TA or else, just someone who can come alongside and facilitate the environment so that I can dedicate most of my time to teaching.	7/3/2023 3:22 PM
108	N.A	7/3/2023 2:22 PM
109	Information about working roconnect	7/3/2023 2:11 PM
110	N/A	7/3/2023 12:29 PM
111	More frequent support feedback and support in general. More consistent support with discipline	7/3/2023 12:25 PM
112	Some things that could be improved in the support from my school or district as a whole includes: - having a mentor who is of the BIPOC community - having more time to set up my classroom - having building wide new teacher meetings starting at the beginning of the year - having a school wide/district wide BIPOC mentoring program	7/3/2023 11:55 AM
113	I feel as though things needs to be more consistent throughout the district. School leaders, principals and other offices need to invest in new teachers and retain seasoned teachers. This profession is great and we do amazing work but at times the issues within the district is enough for people to want to leave.	7/3/2023 11:53 AM
114	More funding/budget	7/3/2023 11:33 AM
115	Nothing!	7/3/2023 11:30 AM
116	As a district, I would say to have programs that support employee incentives and morale. We have alot of programs, support for students as should be, but without the structure	7/3/2023 10:54 AM

(Administrators, Teachers and Staff) students can not achieve great results and for that I think: Highlight schools that are achieving great results as well as teachers on different platforms (school website, etc.) and give monetary gifts, gift cards, half-day off, etc. Along with highlighting, I would highlight Administrators who have worked tirelessly ensuring that the needs of their staff, students are being met. I feel that their should be more "kuddos" given to them. Great Administrators help to make great teachers which help to make great students...

117	Being heard from administration about needs for both teachers and students.	7/3/2023 10:46 AM
118	I want to be seen as a leader and sometimes I felt like I was not taken seriously but Melissa always reassured me that it is okay to be new at something and to not let that stopped me.	7/3/2023 10:38 AM

Q20 During this school year, did you ever consider resigning from your position (leaving the RCSD)?

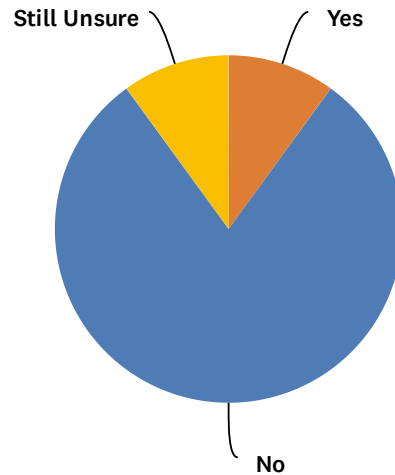
Answered: 160 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	22.5%	36
No	77.5%	124
TOTAL		160

Q21 Did you resign your position with the RCSD during this school year, or will you be resigning your position with the RCSD over the summer?

Answered: 40 Skipped: 133



ANSWER CHOICES	RESPONSES	
Yes	10.00%	4
No	80.00%	32
Still Unsure	10.00%	4
TOTAL		40

Q22 Please briefly describe the reason or reasons for your decision to stay or resign.

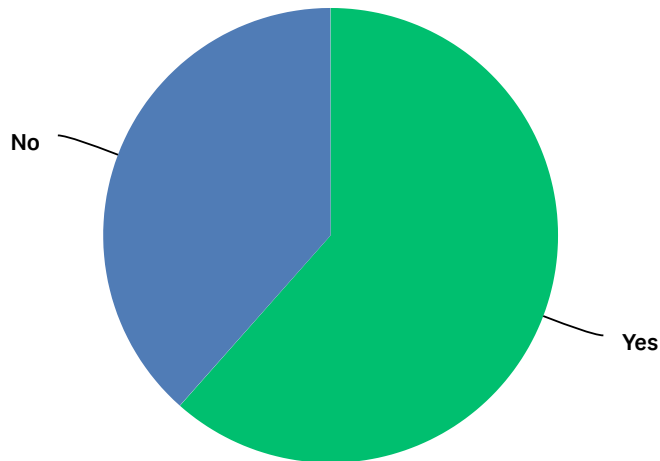
Answered: 36 Skipped: 137

#	RESPONSES	DATE
1	I was very thankful I was hired and I love the environment and teachers here in the school but teaching in the city might not be for me. Some of it was the stress of a new teacher but I also want to at some point explore what a suburban school feels like. I stay now for this current school year out of a sense of loyalty, but I am also looking for possible openings that may come up towards the middle or end of the school year.	9/18/2023 10:42 AM
2	I was placed in a bilingual position that I was not qualified for and I was very uncomfortable signing any documentation, including IEPs, when I was not able to provide the service. The student testing was very overwhelming and I was pulled from planning often to provide testing services. The IEP meetings and process did not seem like it had the best interest of the students as the priority, rather the interest and restrictions of the school and district. My administration changed throughout the year and they were not accessible.	8/21/2023 7:14 PM
3	I am staying because I want to see if things are easier teaching the same classes again and my health has improved.	7/29/2023 11:54 AM
4	I decided to stay because I was given a transfer to teach 2nd grade at a different school.	7/24/2023 12:32 AM
5	staying for my own personal growth as a teacher	7/19/2023 10:00 AM
6	I love teaching, it is what I do and who I am. I finally got the support that was needed for a student in my class.	7/17/2023 3:44 PM
7	The administration team was rough. Often offensive and made the position stressful.	7/16/2023 8:19 PM
8	I love teaching and I am here for our children no matter how hard it gets.	7/15/2023 12:18 PM
9	I wanted to resign because I didn't feel like I am emotionally able to handle the unkind words and actions of my students. I'm not sure what else I can do with my degree. I need the job to financially stay afloat. I don't think I'll have a job lined up that quickly so I decided to stay.	7/14/2023 4:57 PM
10	I decided to stay because I believe in the students in my class. I believe that consistency can have a positive impact.	7/13/2023 2:27 PM
11	moving	7/13/2023 1:39 PM
12	I like my school, my position, and especially my school team.	7/12/2023 3:32 PM
13	Ultimately, the big changes (closing the middle school I was teaching in) didn't happen and the school was able to offer me the same position I had last year for next year. Most of the year I was not sure what would happen the following year - either that our school would be closed or that my position cut - and that caused me a lot of anxiety and worry and time to navigate what I would do next. The ability to stay in the same school and position helped me to want to stay.	7/12/2023 2:43 PM
14	Discussion with mentor, principal, and other teachers.	7/12/2023 11:26 AM
15	Not enough support in the classroom and at the building level for rise in serious behaviors in the classrooms. Not all the schools in RCSD are equitable as they claim to be.	7/12/2023 10:59 AM
16	I am staying purely because of the students. I have NEVER been treated this unprofessionally. I have never been treated so poorly by administration, and I have never been treated so poorly by a district. In my previous work I was uplifted as an expert in my field. Here my only feedback was "are you on pace," and the program iReady was used as a gauge of my teaching success as opposed to real observations, and REAL data (I would highly suggest coaches at my school be required to read Street Data-it's incredibly illuminating and would shift the culture of seeing students as numbers at our school).	7/12/2023 10:11 AM
17	I generally like what I do despite the difficulties and am hoping to transfer buildings and hoping	7/11/2023 3:26 PM

	that this year was an anomaly and not the norm. I was assaulted over 15 times by the same student this year and am now in physical therapy and instead of supporting me my current principal suggested RCSD terminate my employment so it's been rather difficult.	
18	I have decided to stay because although I was challenged I felt growth and that student experiences in school can be better than what it was this year.	7/11/2023 3:17 PM
19	I developed relationships with colleagues that provided emotional support.	7/11/2023 2:13 PM
20	Multiple challenges that create difficulty in delivering Special Education services to students in order to achieve learning goals.	7/11/2023 2:05 PM
21	The group I was given this year was hard because I had to clean up last years mess. No support from Principal and nothing I did was right in their eyes but didn't support or help.	7/11/2023 1:17 PM
22	I was per diem no benefits. They district provide me a new job with salary and benefits. Thats the reason I stay	7/11/2023 12:45 PM
23	I decided to stay because my new placement for the next school year is a non-receivership school and has a better reputation. I was able to secure a self-contained room which gives me confidence knowing that I don't have to worry about a teacher leaving in the middle of the year	7/11/2023 12:32 PM
24	I was unaware that I was initially assigned to a receivership school. Had I known that, I probably would not have taken the job last school year. The lack of transparency and details of all the obligations that were required of me were never relayed and kept hidden as a way to benefit the school rather than the employer. This left a bad taste in my mouth. Now that I have been let out of the school I feel better moving forward with the RCSD, for now.	7/11/2023 12:00 PM
25	I decided to stay because I felt a great connection with my teammates and wanted to give it another shot. There was a point where I had a very difficult class and there were several fights and fire alarms being pulled in the same day and that was quite stressful.	7/11/2023 11:53 AM
26	Teachers without a graduate degree were offered a higher salary and the school I am placed at is not where I would like to be.	7/8/2023 5:50 PM
27	I pushed through but it was definitely my most difficult year of teaching in 21 years!	7/7/2023 10:28 AM
28	My classroom, most days, was not a safe working environment. It wasn't until a colleague and I were injured that matters were taken seriously. Additionally, I faced some trouble with administration and colleagues due to my sexual orientation. The support from some of my fellow teachers, CIT Mentor, and Stefan Cohen led to my decision to stay.	7/5/2023 6:42 PM
29	I finished the 22-23 school year and will be resigning before the start of the 23-24 school year	7/5/2023 12:12 AM
30	Tough times in and out of school.	7/4/2023 11:21 AM
31	Safety issues withing the school.	7/3/2023 5:42 PM
32	Not paid enough	7/3/2023 5:28 PM
33	Job stress, I have been thinking about it strongly for a couple of months although I didn't plan on staying long term because it is a very stressful job. Also to obtain my masters degree since I haven't already.	7/3/2023 12:32 PM
34	I stayed because I feel as though I am good at what I do and I am here for the children. AnnaMaria also talked me through some of my hard times. :)	7/3/2023 12:00 PM
35	To give it another chance	7/3/2023 11:55 AM
36	Commitment to students. Promised supports.	7/3/2023 10:52 AM

Q23 Did your CIT Mentor (support, discussion, advice) have any impact on your decision to stay or resign?

Answered: 39 Skipped: 134



ANSWER CHOICES	RESPONSES	
Yes	61.54%	24
No	38.46%	15
TOTAL		39

Q24 If "Yes," please briefly describe how your CIT Mentor had an impact on your decision to stay or resign.

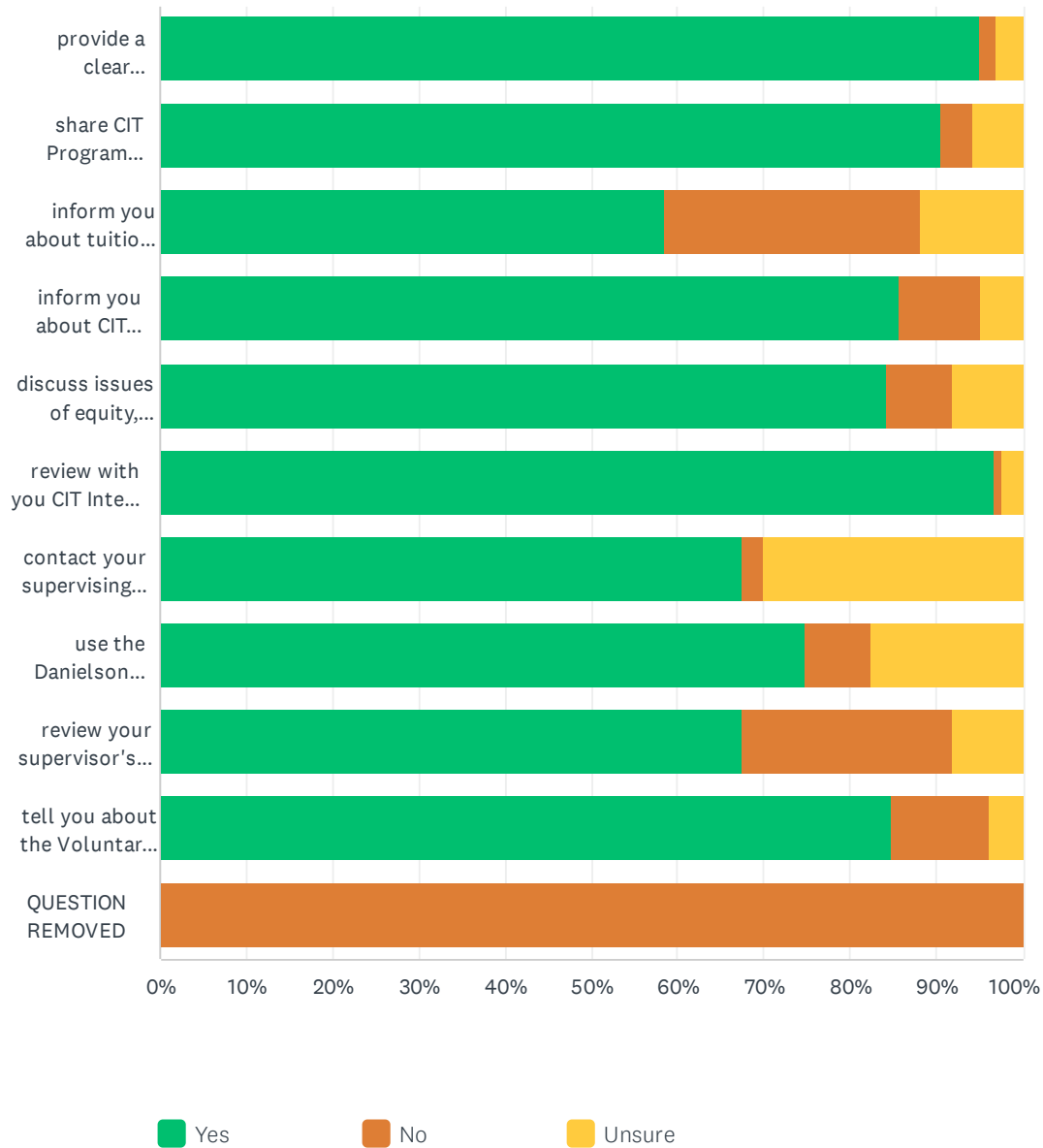
Answered: 21 Skipped: 152

#	RESPONSES	DATE
1	I appreciated the level of support I was receiving and that was definitely a learning experience I didn't want to lose.	9/18/2023 10:42 AM
2	She helped me gain access to accommodations I needed and helped me create procedures for things I struggled with. She was also just so positive and kind.	7/29/2023 11:54 AM
3	My mentor provided me with the "reality check" I needed to see that I wasn't the only one dealing with the problems I faced.	7/24/2023 12:32 AM
4	He was supportive and helped me to take it one day at a time, while we went through the evaluation process.	7/17/2023 3:44 PM
5	My mentor supported me by recommending RTA reps, giving me feedback to stay professional and assist with making sure I stayed on top of my duties and dead lines.	7/16/2023 8:19 PM
6	We just discussed ways to improve overall communication in my classroom and with my teaching partner.	7/15/2023 12:18 PM
7	My mentor helped me to stay positive about the job and about myself. He encouraged me and praised me for my hard work and it felt rewarding to be recognized in that way when the daily job is very thankless.	7/14/2023 4:57 PM
8	Supported me in my decision to stay encouraged me tat my 2nd year will be much better	7/13/2023 4:19 PM
9	He was always there when I needed help and was very supportive. He was also very encouraging and positive. He helped me to focus on more of the positives throughout the school year.	7/13/2023 2:27 PM
10	My CIT Mentor was available to help me navigate these hard situations and played a role as a bridge to the department I was teaching in.	7/12/2023 2:43 PM
11	By providing the support I needed to obtain my transitional certification.	7/12/2023 11:26 AM
12	She, and my commitment to my students, are the reasons I stayed. I was deeply depressed this year from how I was treated. My work actively impacted my mental health.	7/12/2023 10:11 AM
13	She was understanding and suggested attempting to transfer within the district.	7/11/2023 3:26 PM
14	My mentor impacted me to stay by being supportive and positive	7/11/2023 3:17 PM
15	My mentor was not aware that I had thoughts of resigning.	7/11/2023 2:13 PM
16	My Mentor explained that not all of the rcsd schools are like the one I was placed and encouraged me to look at different placements. She explained that my situation wasn't fair on me and explained that most schools in the rcsd system offer more supports than what I was given	7/11/2023 12:32 PM
17	told me to consider my options	7/8/2023 5:50 PM
18	My CIT Mentor supported me whole-heartedly, and without her, I would not be the teacher that I am now. Also, I decided to stay, and specifically stay at my school, to help make the school a safe place for ALL scholars. My mentor informed me that schools in the district celebrate Pride Month. I would like to support scholars in their journey of self-love and acceptance of who they are.	7/5/2023 6:42 PM
19	Helped me weigh the pros and cons	7/3/2023 5:28 PM
20	Not 100% mentor. Stress of the job in general. Some feedback came as a surprise during the March evaluation and made it more stressful.	7/3/2023 12:32 PM

21	She helped me to stay focused on the students and my goals.	7/3/2023 12:00 PM
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Q25 Did your CIT Mentor . . .

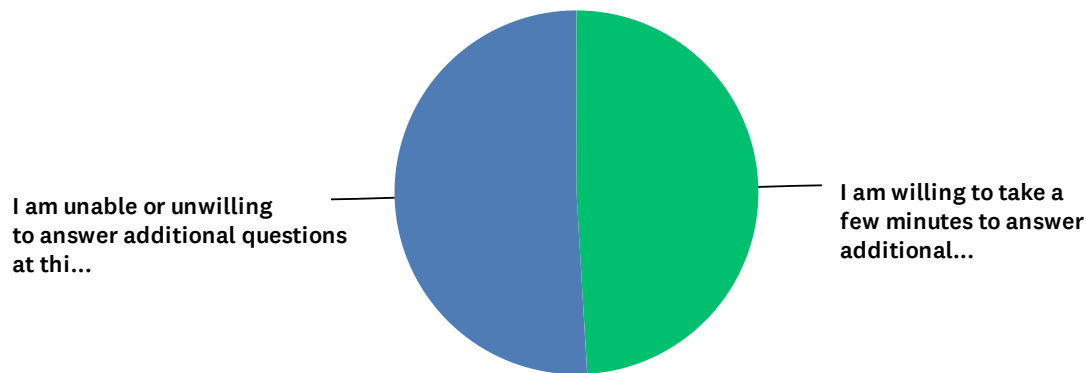
Answered: 160 Skipped: 13



	YES	NO	UNSURE	TOTAL
provide a clear explanation of the CIT Program?	95.00% 152	1.88% 3	3.13% 5	160
share CIT Program expectations for new "CIT Interns."	90.63% 145	3.75% 6	5.63% 9	160
inform you about tuition reimbursement?	58.49% 93	29.56% 47	11.95% 19	159
inform you about CIT professional learning opportunities?	85.63% 137	9.38% 15	5.00% 8	160
discuss issues of equity, antiracism, or culturally responsive practices?	84.28% 134	7.55% 12	8.18% 13	159
review with you CIT Intern Status Reports, Intern Reports on Mentor, and Intern Final Report?	96.82% 152	0.64% 1	2.55% 4	157
contact your supervising administrator regularly throughout the year?	67.50% 108	2.50% 4	30.00% 48	160
use the Danielson rubrics in your work together?	74.84% 119	7.55% 12	17.61% 28	159
review your supervisor's teacher evaluations with you?	67.50% 108	24.38% 39	8.13% 13	160
tell you about the Voluntary Transfer process (if applicable)?	84.81% 134	11.39% 18	3.80% 6	158
QUESTION REMOVED	0.00% 0	100.00% 2	0.00% 0	2

Q26 Thank you for providing this important feedback. We would greatly appreciate your answering some questions about the specific work you did with your CIT Mentor this school year.

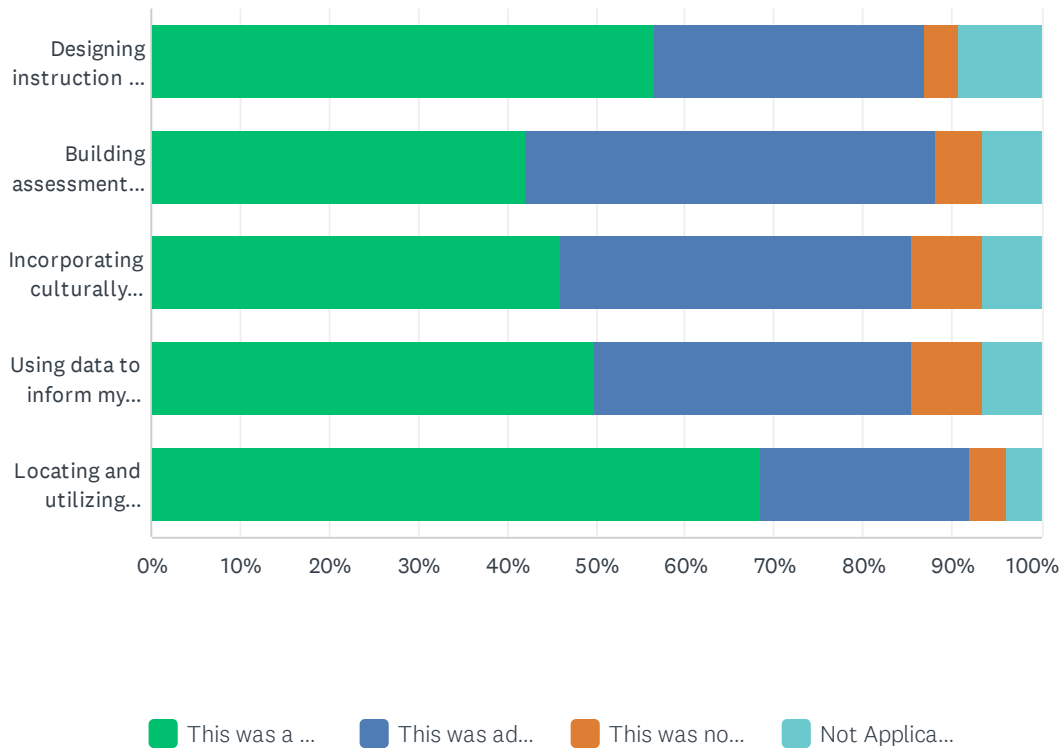
Answered: 159 Skipped: 14



ANSWER CHOICES	RESPONSES	
I am willing to take a few minutes to answer additional questions about my mentor support.	49.06%	78
I am unable or unwilling to answer additional questions at this time.	50.94%	81
TOTAL		159

Q27 Please indicate the extent to which your mentor addressed the following components of Planning & Preparation (Domain 1). [For Social Workers, Psychologists, Librarians, Speech-Language Pathologists, Counselors: please apply these items to your work with students or select "Not Applicable."]

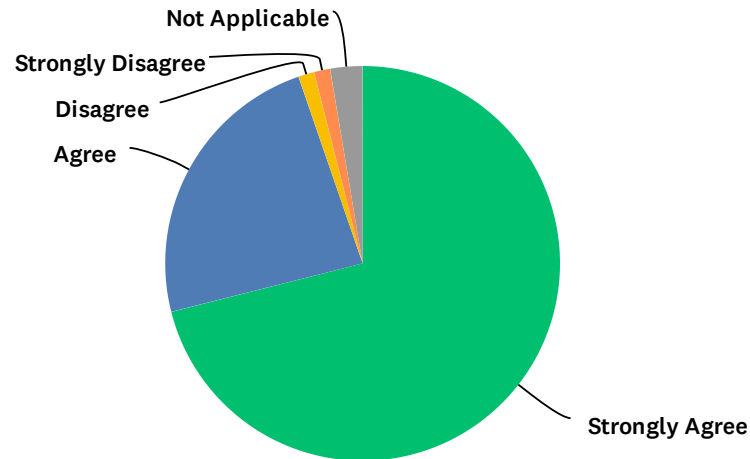
Answered: 76 Skipped: 97



	THIS WAS A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS ADDRESSED, BUT WAS NOT A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS NOT ADDRESSED IN OUR WORK TOGETHER.	NOT APPLICABLE	TOTAL
Designing instruction and setting instructional outcomes.	56.58% 43	30.26% 23	3.95% 3	9.21% 7	76
Building assessment (informal, formal, formative, and/or summative) into my instruction.	42.11% 32	46.05% 35	5.26% 4	6.58% 5	76
Incorporating culturally responsive teaching practices and materials into my planning.	46.05% 35	39.47% 30	7.89% 6	6.58% 5	76
Using data to inform my instruction.	50.00% 38	35.53% 27	7.89% 6	6.58% 5	76
Locating and utilizing relevant, valuable resources.	68.42% 52	23.68% 18	3.95% 3	3.95% 3	76

Q28 Overall, my mentor provided valuable support with PLANNING and PREPARATION.

Answered: 76 Skipped: 97



ANSWER CHOICES	RESPONSES	
Strongly Agree	71.05%	54
Agree	23.68%	18
Disagree	1.32%	1
Strongly Disagree	1.32%	1
Not Applicable	2.63%	2
TOTAL		76

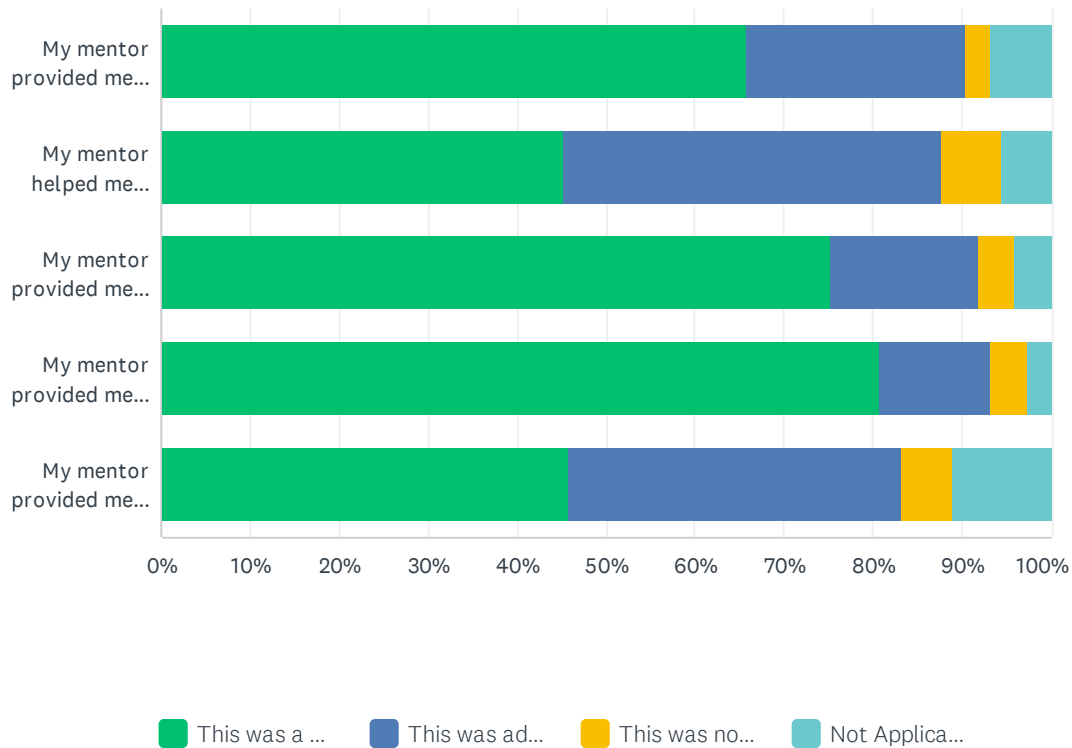
Q29 Feel free to add additional comments specifically regarding Mentor support with PLANNING and PREPARATION [Optional, and if different from earlier comments].

Answered: 15 Skipped: 158

#	RESPONSES	DATE
1	really excellent	8/1/2023 12:03 AM
2	Being an experienced teacher, this area was not a need to focus on.	7/17/2023 3:50 PM
3	N/a	7/12/2023 3:27 PM
4	She gave time on her weekends to meet and plan, since my team was not interested in looking at student work or planning instruction collaboratively, and my school did not provide opportunities to do so.	7/12/2023 10:13 AM
5	She also provided me with lots of great resources that she created and used with her students.	7/11/2023 5:07 PM
6	My mentor and I worked together on planning, but I could do a lot more with it than I was able to this year. I rarely if ever actually got my planning period during the school day this year.	7/11/2023 3:28 PM
7	My mentor sat down with me as many times as needed to help me plan and prepare for upcoming units, upcoming observations, and provided me with clear organization skills when it came to planning. She was a huge help in developing this skill with me!	7/11/2023 2:11 PM
8	N/A	7/11/2023 2:07 PM
9	N/A	7/11/2023 12:09 PM
10	In regards to the assessment and culturally responsive teaching practices, as this was my first year the bulk of my content was based on the iReady ELA lessons and Orton-Gillingham reading lessons, so those elements were largely predetermined. Towards the end of the year as I incorporated more unique lessons of my own design, these topics were covered more, and she was a big help in getting me ready to administer the NYSESLAT.	7/6/2023 2:35 PM
11	My mentor provided me with resources and materials :)	7/6/2023 11:57 AM
12	Looking forward to year #2 with my mentor.	7/5/2023 8:11 AM
13	My mentor shared valuable information as to effective planning and preparation. 1) Making sure you have everything set upon starting to teach.	7/4/2023 3:13 PM
14	Although I didn't need as much help as newer teacher, they were there whenever I needed anything. Really appreciated the CIT day.	7/4/2023 10:30 AM
15	Resources were provided but frequent feedback as to whether they were being used correctly was almost never provided. At one point, I thought I was setting instructional outcomes appropriately and my mentor didn't tell me until the written report in March about specific issues that still existed.	7/3/2023 12:37 PM

Q30 Please indicate the extent to which your mentor supported you to establish a positive Classroom Environment (Domain 2). [For Social Workers, Psychologists, Librarians, Speech-Language Pathologists, Counselors: please apply these items to your work with students or select "Not Applicable."]

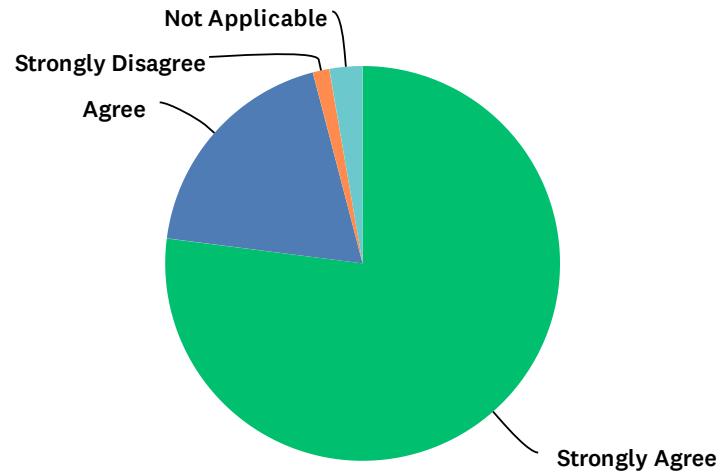
Answered: 73 Skipped: 100



	THIS WAS A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS ADDRESSED, BUT IT WAS NOT A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS NOT ADDRESSED IN OUR WORK TOGETHER.	NOT APPLICABLE	TOTAL
My mentor provided me with feedback, suggestions, and/or strategies to build a classroom environment of Respect and Rapport.	65.75% 48	24.66% 18	2.74% 2	6.85% 5	73
My mentor helped me implement culturally responsive strategies to establish positive relationships with students.	45.21% 33	42.47% 31	6.85% 5	5.48% 4	73
My mentor provided me with feedback, suggestions, and/or strategies to establish classroom procedures, rituals, and routines.	75.34% 55	16.44% 12	4.11% 3	4.11% 3	73
My mentor provided me with feedback, suggestions, and/or strategies for addressing student behavior.	80.82% 59	12.33% 9	4.11% 3	2.74% 2	73
My mentor provided me with feedback, suggestions, and/or strategies for organizing the physical space of my classroom.	45.83% 33	37.50% 27	5.56% 4	11.11% 8	72

Q31 Overall, my mentor provided valuable support with CLASSROOM ENVIRONMENT.

Answered: 74 Skipped: 99



ANSWER CHOICES	RESPONSES	
Strongly Agree	77.03%	57
Agree	18.92%	14
Disagree	0.00%	0
Strongly Disagree	1.35%	1
Not Applicable	2.70%	2
TOTAL		74

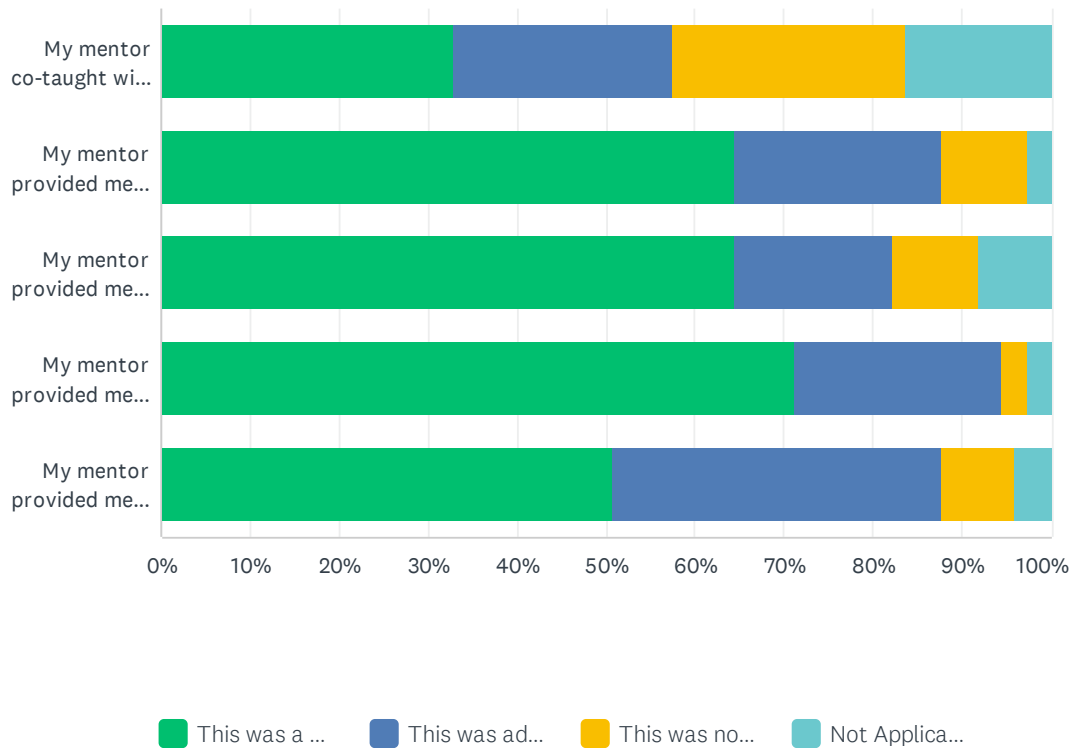
Q32 Feel free to add additional comments specifically regarding Mentor support with CLASSROOM ENVIRONMENT [Optional, and if different from earlier comments].

Answered: 11 Skipped: 162

#	RESPONSES	DATE
1	He was helpful with a building a supportive environment to/for the staff to meet the needs of a student with challenging behaviors.	7/17/2023 3:56 PM
2	She offered multiple different management things for me try.	7/12/2023 3:27 PM
3	My management and physical classroom are already strong parts of my practice.	7/12/2023 10:14 AM
4	N/	7/11/2023 2:07 PM
5	Not applicable	7/11/2023 12:50 PM
6	This was a HUGE part of our meetings. As I did my student teaching as part of this year (and was in my own classroom) i needed some help with this. Jessica was extremally knowledgeable and helpful when it came to this area.	7/11/2023 12:35 PM
7	N/A	7/11/2023 12:09 PM
8	This was a key difference between my previous teaching assignment overseas and my current one, and my mentor did her best to help me develop effective strategies for working with my students. The classroom aspect was emphasized less only because I had limited classroom space of my own (I rotated between three classrooms) and thus organization was limited.	7/6/2023 2:37 PM
9	My mentor provided valuable support in creating a positive learning environment for my students. The students showed excitement when she entered the classroom for her weekly visits. She was an important person in our classroom.	7/5/2023 10:08 AM
10	None.	7/4/2023 10:30 AM
11	My mentor helped me with my kiddos as at times it was challenging with a few of them. She gave me feedback on how to meet the needs of my kiddos that were struggling (i.e., behavioral, academic) and even brought in supplies for that. She also set up my "calming down" corner and helped me to set clear boundaries with the behavioral issues.	7/3/2023 10:57 AM

Q33 Please indicate the extent to which your mentor addressed the following components of INSTRUCTION or DELIVERY OF SERVICE (Domain 3). [For Social Workers, Psychologists, Librarians, Speech-Language Pathologists, and Counselors: please apply these items to your work with students or select "Not Applicable."]

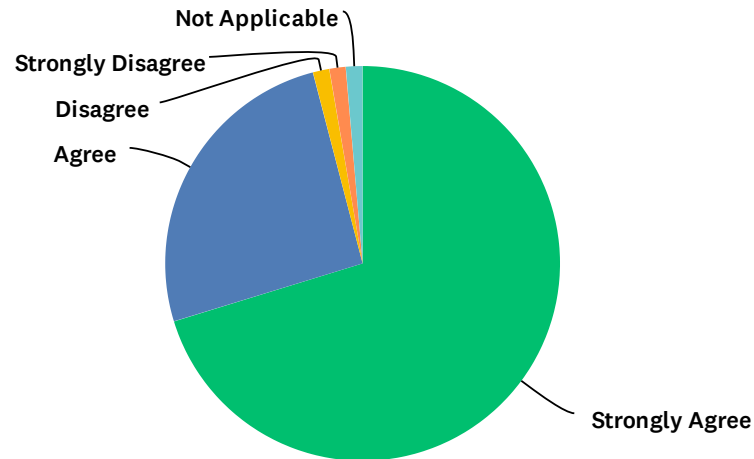
Answered: 73 Skipped: 100



	THIS WAS A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS ADDRESSED, BUT WAS NOT A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS NOT ADDRESSED IN OUR WORK TOGETHER.	NOT APPLICABLE	TOTAL
My mentor co-taught with me and/or modeled a lesson for me. (For example, mentor did a lesson activity with my students, invited me to mentor's classroom to see a particular strategy in action , etc.)	32.88% 24	24.66% 18	26.03% 19	16.44% 12	73
My mentor provided me with feedback, suggestions, and/or strategies for communicating with students.	64.38% 47	23.29% 17	9.59% 7	2.74% 2	73
My mentor provided me with feedback, suggestions, and/or strategies for encouraging critical thinking through the use of effective questioning and discussion techniques.	64.38% 47	17.81% 13	9.59% 7	8.22% 6	73
My mentor provided me with feedback, suggestions, and/or strategies for engaging students in learning.	71.23% 52	23.29% 17	2.74% 2	2.74% 2	73
My mentor provided me with feedback and suggestions for implementing culturally responsive instructional techniques.	50.68% 37	36.99% 27	8.22% 6	4.11% 3	73

Q34 Overall, my mentor provided valuable support with INSTRUCTION or DELIVERY OF SERVICE.

Answered: 74 Skipped: 99



ANSWER CHOICES	RESPONSES	
Strongly Agree	70.27%	52
Agree	25.68%	19
Disagree	1.35%	1
Strongly Disagree	1.35%	1
Not Applicable	1.35%	1
TOTAL		74

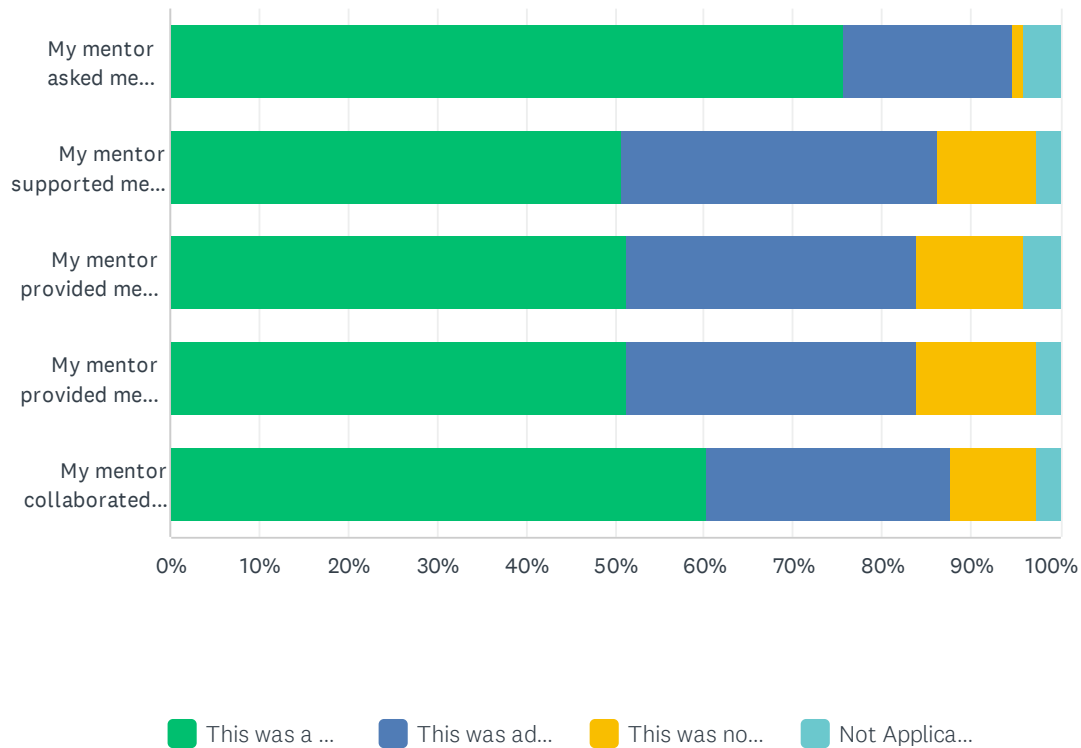
Q35 Feel free to add additional comments specifically regarding Mentor support with INSTRUCTION or DELIVERY OF SERVICE [Optional, and if different from earlier comments].

Answered: 7 Skipped: 166

#	RESPONSES	DATE
1	He was there if I needed him, however being an experienced teacher, just new to the district. This was not an area of focus.	7/17/2023 3:58 PM
2	Again, a strong part of my practice. She was a thought-partner in my continuing work as a strong and successful educator.	7/12/2023 10:14 AM
3	Lisa played with some of my students while I helped other students and it was a fun game with the letter rug!	7/11/2023 5:15 PM
4	N/A	7/11/2023 2:08 PM
5	N/A	7/11/2023 12:19 PM
6	While our schedules unfortunately didn't allow for co-teaching (we worked at different schools), my mentor did make sure to share her own lesson plans and techniques in detail.	7/6/2023 2:38 PM
7	I told my mentor what I was doing for many projects and she I discussed the impact on my students. She congratulated me on many occasions about the work I did with my students.	7/4/2023 8:39 AM

Q36 Please indicate the extent to which your mentor addressed the following components of PROFESSIONAL RESPONSIBILITIES (Domain 4). [For Social Workers, Psychologists, Librarians, Speech-Language Pathologists, and Counselors: please apply these items to your work with students or select "Not Applicable."]

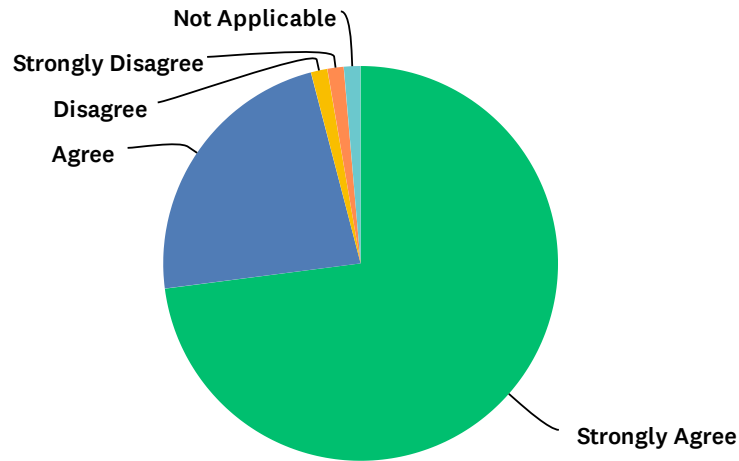
Answered: 74 Skipped: 99



	THIS WAS A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS ADDRESSED, BUT IT WAS NOT A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS NOT ADDRESSED IN OUR WORK TOGETHER.	NOT APPLICABLE	TOTAL
My mentor asked me questions to help me reflect on my teaching or my work with students.	75.68% 56	18.92% 14	1.35% 1	4.05% 3	74
My mentor supported me with maintaining accurate records.	50.68% 37	35.62% 26	10.96% 8	2.74% 2	73
My mentor provided me with feedback, suggestions, and/or strategies for encouraging engagement with families.	51.35% 38	32.43% 24	12.16% 9	4.05% 3	74
My mentor provided me with feedback, suggestions, and/or strategies for interacting with colleagues.	51.35% 38	32.43% 24	13.51% 10	2.70% 2	74
My mentor collaborated with me on ways to grow and develop professionally (for example, helping with selection of professional development opportunities).	60.27% 44	27.40% 20	9.59% 7	2.74% 2	73

Q37 Overall, my mentor provided valuable support with PROFESSIONAL RESPONSIBILITIES.

Answered: 74 Skipped: 99



ANSWER CHOICES	RESPONSES	
Strongly Agree	72.97%	54
Agree	22.97%	17
Disagree	1.35%	1
Strongly Disagree	1.35%	1
Not Applicable	1.35%	1
TOTAL		74

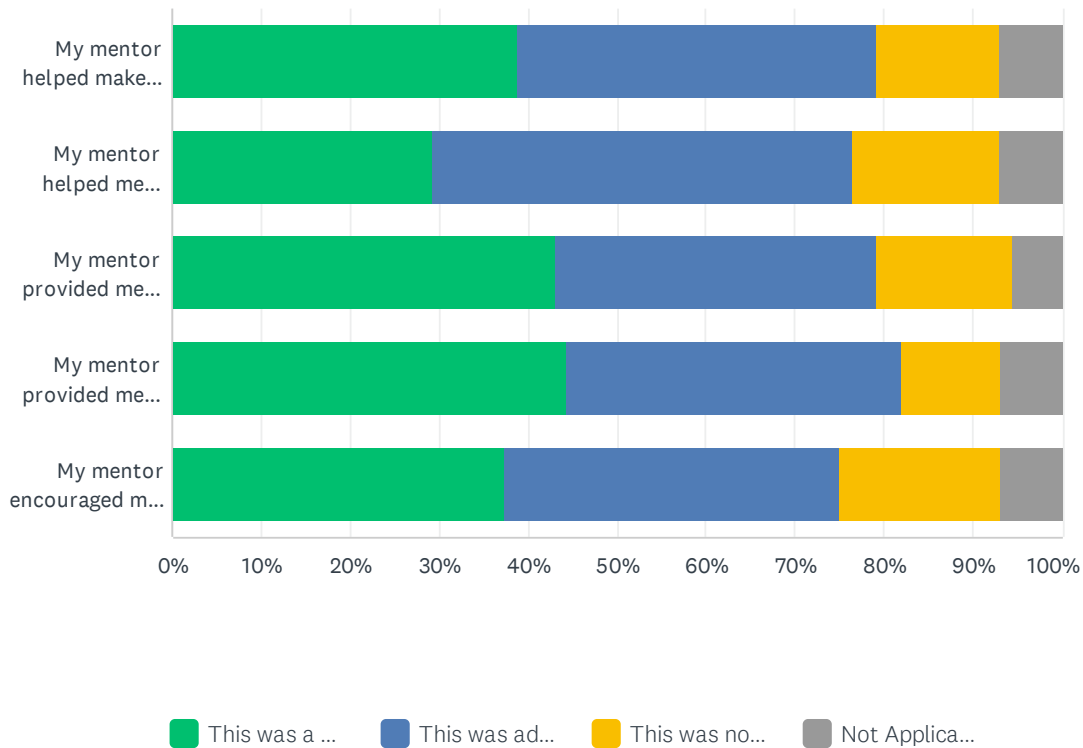
Q38 Feel free to add additional comments specifically regarding Mentor support with PROFESSIONAL RESPONSIBILITIES [Optional, and if different from earlier comments].

Answered: 6 Skipped: 167

#	RESPONSES	DATE
1	He helped with different resources to get support for a student. He helped to navigate the opportunities available at the RCSD.	7/17/2023 4:02 PM
2	She helped me to engage with my colleagues in helpful and meaningful ways.	7/12/2023 10:15 AM
3	N/A	7/11/2023 2:08 PM
4	N/A	7/11/2023 12:19 PM
5	This was definitely another area where I really appreciated having a mentor to go to for advice. I had a lot of frustration with one of the teachers I worked with this year, and being able to have the mentor as a sounding board to confirm I was meeting my responsibilities and that the issue was not on my end really meant a lot as the "new guy." I feel like the advice she gave me also was a big factor in having really successful working relationships with all the other teachers I worked with regularly.	7/6/2023 2:41 PM
6	She suggested PDs to go to that would be helpful and attended some with me.	7/4/2023 8:41 AM

Q39 Please indicate the extent to which your mentor addressed cultural responsive teaching practices, cultural competence, and/or issues of racial equity. [For Social Workers, Psychologists, Librarians, Speech-Language Pathologists, and Counselors: please apply these items to your work with students or select "Not Applicable."]

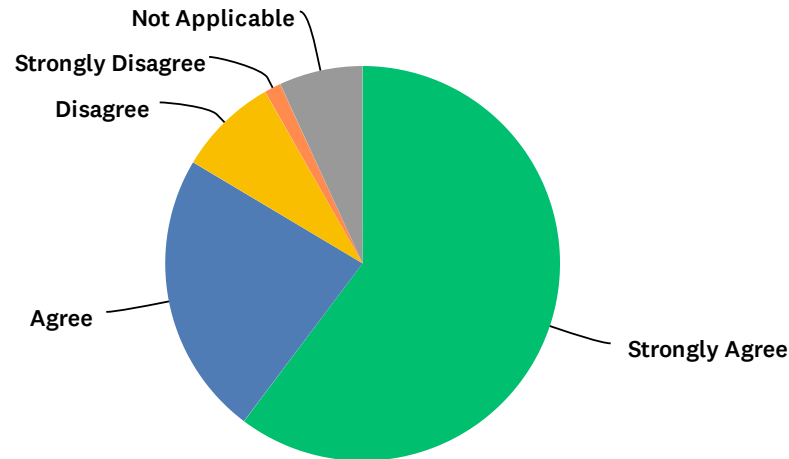
Answered: 72 Skipped: 101



	THIS WAS A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS ADDRESSED, BUT IT WAS NOT A MAJOR FOCUS OF OUR WORK TOGETHER.	THIS WAS NOT ADDRESSED IN OUR WORK TOGETHER.	NOT APPLICABLE	TOTAL
My mentor helped make culturally responsive teaching (CRT) more accessible as practice (clear understanding of CRT definition, goals, principles, strategies, etc.).	38.89% 28	40.28% 29	13.89% 10	6.94% 5	72
My mentor helped me become more aware of race and equity issues, levels of culture, individualism and collectivism, implicit bias (or unconscious bias), and/or my own cultural lens for interpreting diverse students' learning behaviors.	29.17% 21	47.22% 34	16.67% 12	6.94% 5	72
My mentor provided me with feedback, suggestions, and/or strategies for building trust with diverse students, and/or to create learning partnerships that help students develop as independent learners with high expectations (for example, "Warm Demander" strategies").	43.06% 31	36.11% 26	15.28% 11	5.56% 4	72
My mentor provided me with specific culturally responsive techniques and routines to engage my students and build their "intellective capacity" for higher order thinking skills.	44.44% 32	37.50% 27	11.11% 8	6.94% 5	72
My mentor encouraged me to pursue professional development on culturally responsive teaching and/or racial equity (for example, Rochester Teacher Center programs, restorative practices training, trauma-informed teaching workshops, etc.).	37.50% 27	37.50% 27	18.06% 13	6.94% 5	72

Q40 Overall, my mentor provided valuable support that strengthened my understanding and use of Culturally Responsive Teaching practices.

Answered: 73 Skipped: 100



ANSWER CHOICES	RESPONSES	
Strongly Agree	60.27%	44
Agree	23.29%	17
Disagree	8.22%	6
Strongly Disagree	1.37%	1
Not Applicable	6.85%	5
TOTAL		73

Q41 Feel free to add additional comments specifically regarding Mentor support with Culturally Responsive Teaching or Racial Equity [Optional, and if different from earlier comments].

Answered: 8 Skipped: 165

#	RESPONSES	DATE
1	Our focus was centered on individual student needs, instructions strategies, and the sensory/behavioral management of learners that require a high level of support.	8/8/2023 12:10 PM
2	Ms. Adams sent me links of classes to take at the Rochester Teaching Center as well as recommended books for me to read on the topic. She often stressed the importance of building relationships with the students in my care. She was always there with a wise word or tip on how to treat my students.	7/19/2023 2:57 PM
3	He helped me to understand the climate at our specific school.	7/17/2023 4:04 PM
4	I believe my mentor would have had I shown deficits in this area, but we definitely spent our time working more consistently on daily and weekly instruction and planning, as my needs were heavily there, rather than learning culturally appropriate ways to deliver instruction, build relationships, and create content since I demonstrated proficiency in that area initially.	7/17/2023 2:17 PM
5	My work is significantly more advanced than my school culture, to the point where I had to ask my school to stop disciplining my students and to allow me to engage in restorative practices with them.	7/12/2023 10:17 AM
6	N/A	7/11/2023 2:08 PM
7	N/A	7/11/2023 12:21 PM
8	As an ENL teacher this unfortunately wasn't as big of an aspect of my lesson planning as I would have liked in terms of content, but I appreciated that my mentor gave me a lot of tools for incorporating CRT into my regular practices and finding areas where I could work it into a lesson in some way, either directly or through follow-up activities and discussions.	7/6/2023 2:43 PM