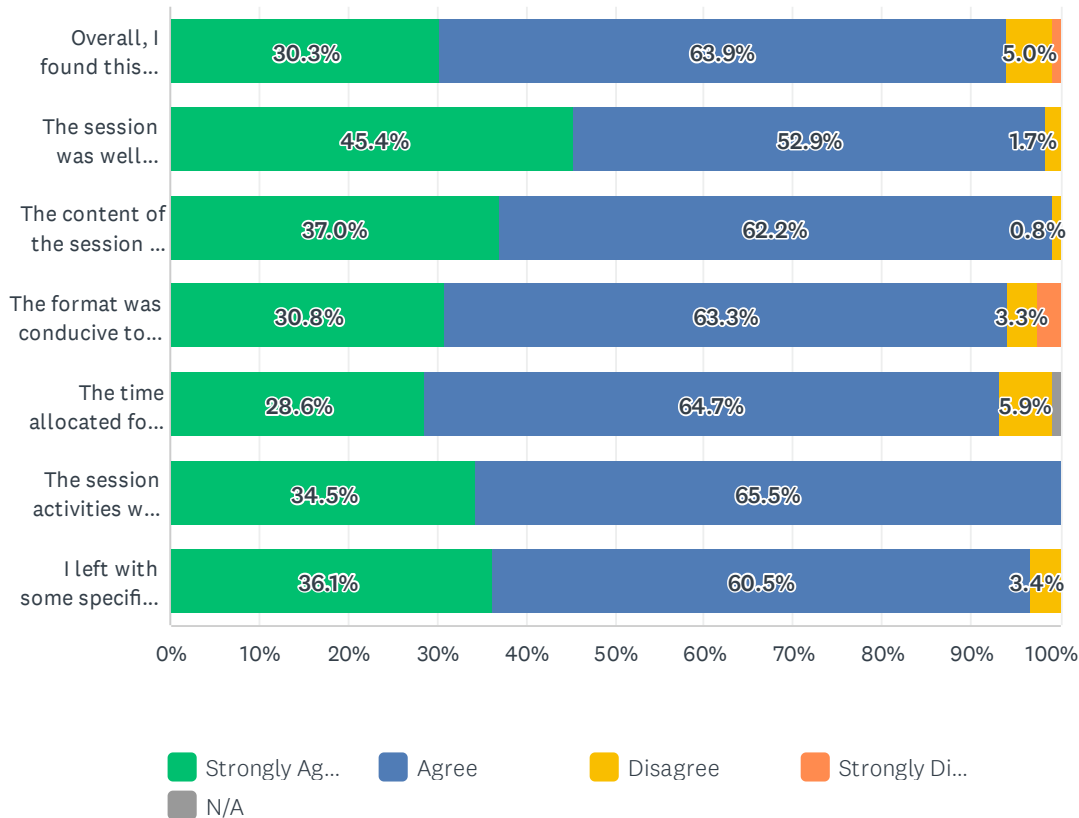


Q1 Please select the item that best matches your opinion about Monday's Mentor Forum.

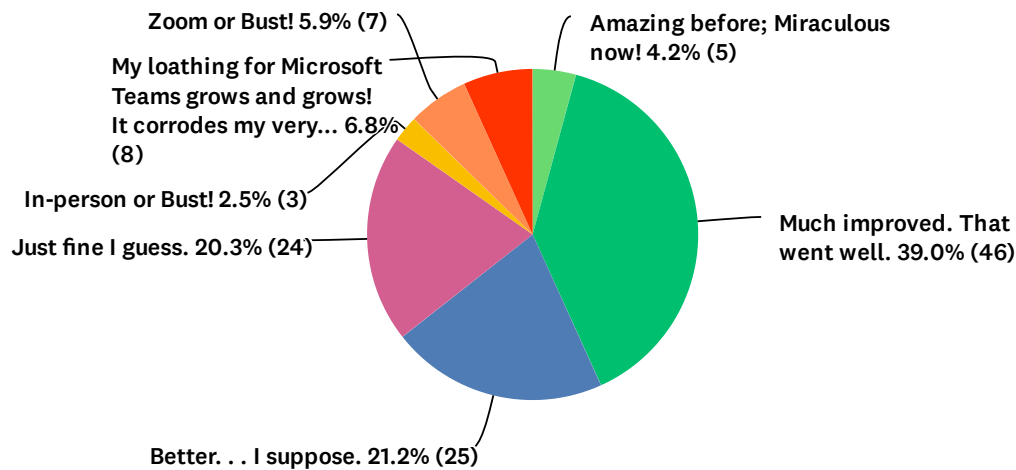
Answered: 120 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Overall, I found this training to be a valuable experience.	30.3% 36	63.9% 76	5.0% 6	0.8% 1	0.0% 0	119	3.24
The session was well organized and conducted professionally.	45.4% 54	52.9% 63	1.7% 2	0.0% 0	0.0% 0	119	3.44
The content of the session was relevant and appropriate.	37.0% 44	62.2% 74	0.8% 1	0.0% 0	0.0% 0	119	3.36
The format was conducive to learning and discussion.	30.8% 37	63.3% 76	3.3% 4	2.5% 3	0.0% 0	120	3.23
The time allocated for each session activity was appropriate.	28.6% 34	64.7% 77	5.9% 7	0.0% 0	0.8% 1	119	3.23
The session activities were sufficiently interactive (given the circumstances).	34.5% 41	65.5% 78	0.0% 0	0.0% 0	0.0% 0	119	3.34
I left with some specific ideas to apply in my work.	36.1% 43	60.5% 72	3.4% 4	0.0% 0	0.0% 0	119	3.33

Q2 Compared to September, how was your experience meeting on Microsoft Teams this time?

Answered: 118 Skipped: 2



ANSWER CHOICES	RESPONSES	
Amazing before; Miraculous now!	4.2%	5
Much improved. That went well.	39.0%	46
Better. . . I suppose.	21.2%	25
Just fine I guess.	20.3%	24
In-person or Bust!	2.5%	3
Zoom or Bust!	5.9%	7
My loathing for Microsoft Teams grows and grows! It corrodes my very soul!!!	6.8%	8
TOTAL		118

Q3 What did you feel were the strengths of this Mentor Forum session?

Answered: 109 Skipped: 11

#	RESPONSES	DATE
1	As in the past, the time to speak with other mentors in small groups regarding topics that may not come up in/be appropriate for the full group.	12/4/2023 10:50 AM
2	The strengths were talking with other mentors.	12/3/2023 8:56 PM
3	Meeting with colleagues and networking/ problem solving with them	12/3/2023 10:50 AM
4	Having specific questions to discuss in our groups.	12/1/2023 12:14 PM
5	Talking to a colleague going through the same thing. Looking at feedback from interns.... helps to boost morale.	11/30/2023 9:33 AM
6	As a new mentor I find all the trainings valuable because they give me ideas on how to support my intern.	11/30/2023 9:06 AM
7	The strengths are meeting with content colleagues and sharing ideas and issues that come up.	11/30/2023 8:49 AM
8	discussion with other mentors and how we have some similar issues or successes.	11/30/2023 8:16 AM
9	I enjoyed being grouped by subject areas	11/29/2023 7:51 PM
10	being online	11/29/2023 1:06 PM
11	Reviewing the data and interacting in the padlet	11/29/2023 11:31 AM
12	Enjoyed the discussion in my break our room.	11/29/2023 10:17 AM
13	Time talking with other mentors	11/29/2023 9:23 AM
14	Interacting with colleagues to discuss how our interns are progressing, potential pitfalls, etc	11/29/2023 9:05 AM
15	Discussion time with colleagues was great	11/29/2023 7:48 AM
16	We were given time to review the materials and then have time to discuss it with our break out room	11/28/2023 9:22 PM
17	You and Anne Marie are always the best part. I do believe the information is super helpful, always relevant and serves as a time to reflect on where I might be on my mentoring journey.	11/28/2023 7:51 PM
18	Always always time with other mentors to discuss!	11/28/2023 7:08 PM
19	The opportunity to meet with others who are in the same field as me.	11/28/2023 7:03 PM
20	Talking with other mentors for advice and experience sharing	11/28/2023 6:31 PM
21	The designated breakout rooms. Was great to connect with other mentors from ENL as they will continue to be contacts, particularly as I help arrange CIT visit days for my intern.	11/28/2023 5:15 PM
22	Breakout rooms with other PreK mentors	11/28/2023 4:36 PM
23	The random selection to discuss and brainstorm ideas/suggestions.	11/28/2023 4:14 PM
24	gaining input from "veteran" mentor/ mentors in my age/ content	11/28/2023 4:01 PM
25	Break out sessions and communication with other mentors	11/28/2023 3:29 PM
26	I liked seeing the intern feedback. That's always reassuring. I don't think that the results are very different from year to year.	11/28/2023 2:48 PM
27	Meeting with department-specific mentors was really helpful- but not enough time because of Teams Breakout room drama!	11/28/2023 2:43 PM
28	Speaking with other mentors and comparing stories.	11/28/2023 2:42 PM

29	Listening to other mentors share their successes and struggles.	11/28/2023 2:23 PM
30	Time to discuss issues in small groups.	11/28/2023 2:22 PM
31	Break out room was helpful with meaningful discussion	11/28/2023 2:03 PM
32	I really like when we get to meet with other mentors in the same subject area. It gives us an opportunity to connect and discuss matters specific to our area.	11/28/2023 2:01 PM
33	Its always great to meet in person since the casual conversations with other mentors is priceless.	11/28/2023 1:51 PM
34	learning how to work with MS Teams	11/28/2023 1:46 PM
35	Having the opportunity to be in my space so that dinner was cooking for my family while I was training.	11/28/2023 1:36 PM
36	The topics felt more salient than past forums have.	11/28/2023 1:22 PM
37	I always enjoy listening to the data and learning from my colleagues.	11/28/2023 1:21 PM
38	Reassuring that mentors are seen as helpful overall	11/28/2023 1:13 PM
39	Time with the mentors in my department.	11/28/2023 1:06 PM
40	Good discussion in the second session on creating a list of mentorresponsibilities and administrator responsibilities with new interns. Especially in the area of Special Education and the many features of ROConnect.	11/27/2023 1:31 PM
41	I liked joining in break-out sessions with my fellow speech mentors to discuss challenges and successes with our interns. It is much easier when you are in the same department.	11/27/2023 1:12 PM
42	i greatly enjoy the smaller group breakouts for discussion; I'm sorry people have filled out surveys in the past with negative experiences or negative feedback. I honestly find them the most beneficial to me out of the entire meeting (no offense Stefan!)	11/27/2023 11:44 AM
43	Opportunity to collaborate with colleagues, particularly those within the same content area.	11/27/2023 10:45 AM
44	Meeting with fellow mentors who participate in the breakout sessions.	11/26/2023 9:41 PM
45	Opportunity to discuss relevant topics in small groups.	11/23/2023 10:03 PM
46	Collegial conversations but still not within my area.	11/21/2023 10:10 PM
47	Collaborating with a different group of people than I usually collaborate with.	11/21/2023 7:51 PM
48	Being able to look over and discuss how we are evaluated	11/21/2023 5:09 PM
49	I just like hearing ideas of others on how they approach different scenarios.	11/21/2023 3:52 PM
50	Debriefing and utilizing peers in discussion regarding practice/protocols	11/21/2023 2:30 PM
51	I enjoyed the time I got to speak with mentors in my same content	11/21/2023 2:12 PM
52	Discussion with colleagues.	11/21/2023 1:48 PM
53	Break out rooms with grade level colleagues	11/21/2023 12:51 PM
54	I enjoyed having the opportunity to engage with the other mentors.	11/21/2023 12:28 PM
55	Omgosh! Sharing our very own concerns and sending us to break out to reflect on them was fantastic. Hearing peers talk about their perceptions of an issue was very helpful.	11/21/2023 12:02 PM
56	Meeting with other mentors from my content area	11/21/2023 11:57 AM
57	The article we read before the seminar was interesting, albeit the information covered has been covered before. It was a nice reminder, but had little new impact. I missed much of the break-out room discussions because of computer issues or problems with Microsoft Teams.	11/21/2023 11:39 AM
58	I did like speaking with other mentors about challenges.	11/21/2023 11:31 AM
59	I would have loved to join the first breakout room to participate and hear what the group discussion was but was unable to join. Felt as though my time in the main room was a waste.	11/21/2023 11:21 AM

	That was frustrating.	
60	collaboration with peers	11/21/2023 11:13 AM
61	The conversations with fellow mentors.	11/21/2023 11:12 AM
62	As always, having a break-out room with colleagues in my specialty area is always helpful to connect and discuss ideas.	11/21/2023 11:08 AM
63	The discussion we had in the breakout room. Getting to hear other mentors are handling the various situations with their interns.	11/21/2023 11:01 AM
64	Meeting with colleagues	11/21/2023 10:29 AM
65	Packed with info	11/21/2023 10:05 AM
66	I think the breakout rooms are the most beneficial for me. It is helpful, too, for me to meet with mentors in the same, or similar, subject area and grade. Also, I appreciate the flexibility of the facilitators in terms of rolling with Microsoft Teams. It certainly is different. I think Zoom is more conducive to meetings, though.	11/21/2023 9:50 AM
67	Strengths: -Collaborative dialogue with fellow mentors. Provided reassurance as well as the "Why" for the program. -The data about how many interns felt their experience with the mentor was was beneficial was a terrific visual.	11/21/2023 9:42 AM
68	Topics of discussion	11/21/2023 9:39 AM
69	- You Stefan.. Your energy and sense of humor carry the meeting. I can tell that you spend many days preparing these forums, so my hat is off to you my friend. - The breakout rooms with fellow special ed teachers is always the best part. More time in the breakout rooms please. - Michael Carey	11/21/2023 9:38 AM
70	Opportunities to meet with fellow mentors	11/21/2023 9:29 AM
71	Breakout rooms, both within specialty and outside.	11/21/2023 9:22 AM
72	Time with colleagues who teach the same content and grade level.	11/21/2023 9:22 AM
73	I very much appreciated being put into a breakout room with my content area colleagues.	11/21/2023 9:20 AM
74	I was in a breakout room with excellent mentors and they gave good suggestions.	11/21/2023 9:18 AM
75	Breakout groups allow for rich discussions. I felt supported and valued in my work, especially by the veteran mentors.	11/21/2023 9:16 AM
76	I dont normlly say this, but this time I found the time in breakout rooms valuable. Different folks than before, we had some great discussions and shared ideas.	11/21/2023 9:03 AM
77	Teachers sharing information in regard to their intern and reminders, ie; professional learning updates and the Nov. deadline for the flex spending account.	11/21/2023 9:01 AM
78	ablility to speak with colleagues in my department	11/21/2023 8:48 AM
79	Sharing in break out rooms is nice, but rarely do we discuss the topic we are asked. Which isn't bad we are having good conversation and addressing issues we are having in the moment.	11/21/2023 8:37 AM
80	breakout sessions with colleagues in my field	11/21/2023 8:26 AM
81	Being able to talk to other mentors that were from my subject area.	11/21/2023 8:22 AM
82	It wasn't too cognitively heavy for a meeting in the evening right before Thanksgiving break. The social aspect was good as well. Both of my groups were nice. The sharing of brainstormed ideas at the end was good too.	11/21/2023 8:18 AM
83	First breakout session with content area	11/21/2023 8:09 AM
84	Opportunities to connect with both our speech group as well as a mix of mentors. The best of both worlds!	11/21/2023 8:09 AM
85	I really enjoyed the break out rooms and talking with other mentors about their experiences.	11/21/2023 8:08 AM
86	The last 10 minutes were the most helpful	11/21/2023 8:07 AM

87	I was able to connect with fellow colleagues in my department vs. other people that I do not know from other areas	11/21/2023 7:56 AM
88	Time to talk to other mentors. Tidbits shared.	11/21/2023 7:55 AM
89	Having conversations with other Mentors. Its unfortunate, but was comforting (maybe a weird thought) to hear that other interns had resigned. I was feeling like a failure that my intern was so unhappy and I couldn't support him enough or fast enough to keep him in the district.	11/21/2023 7:46 AM
90	Being able to work with other mentors who are working with similar interns. It allowed for great brainstorming and things I hadn't thought of.	11/21/2023 7:41 AM
91	Peer interactions. Prefer a mix up versus role specific.	11/21/2023 7:40 AM
92	The presentations where good	11/21/2023 7:39 AM
93	Teams is getting better each time. Still a lot of kinks but it's improving	11/21/2023 7:36 AM
94	Appropriate amount of time spent for each activity	11/21/2023 7:34 AM
95	Talking with other mentors.	11/21/2023 7:20 AM
96	Time to discuss with other mentors, didn't feel rushed, more options for our conversation	11/21/2023 7:11 AM
97	I actually got to talk to another mentor in my content area	11/21/2023 6:59 AM
98	Stefan. He is unflappable. Even when Teams creates challenges, he smiles and carries on. He went above and beyond to make sure people had what they needed. He is always a calming force- much like what we talked about we need to be for our interns! It is so clear that he puts great thought and planning into these meetings and his commitment to use our time in a meaningful way is appreciated!	11/21/2023 6:59 AM
99	Being able to collaborate with peers	11/21/2023 6:34 AM
100	As always, the agenda is well organized and engaging. I appreciate the acknowledgement of the tension and stress with the District's reorganization plan, and that we carried on with our work for scholars.	11/21/2023 6:14 AM
101	Talking to other mentors in the breakout sessions helped me. I learned about student teaching requirements, other people's mentoring styles, paperwork, and got an overall positive experience.	11/21/2023 6:11 AM
102	Enjoyed the breakout room sessions! In the first group, I had a wonderful discussion on the topics listed and walked away with some new ideas that will allow me to use in my mentoring role. I appreciated all the great conversations in both my break out rooms . Everyone participated and shared.	11/21/2023 5:55 AM
103	Smaller breakout rooms	11/21/2023 5:52 AM
104	The combination of breakout rooms and whole group.	11/21/2023 12:07 AM
105	Strong question about TOUGH DAY responses. I want that list	11/20/2023 11:42 PM
106	Breakout Rooms- time to talk about things!	11/20/2023 11:06 PM
107	Reviewing the intern survey independently and adding to the padlet, as well as discussing a topic of our choice with subject specific mentors. I would love to do both of those activities again! I could have used more time reading through the survey and padlet responses.	11/20/2023 11:00 PM
108	Breakout rooms	11/20/2023 10:52 PM
109	I enjoyed the break out room with other social workers. We had a great discussion about challenges specific to our role as social work mentors.	11/20/2023 10:10 PM

Q4 What might help you get the most out of our Mentor Forums?

Answered: 99 Skipped: 21

#	RESPONSES	DATE
1	One thought is to ask mentors what their biggest challenge with mentoring currently is vs what they rock at. Then pair up/break folks up into groups that can share and support each other. Or even ask for mentors to share ways that they handle some of the items others are struggling with and compile those to be shared. So many smart people with great ideas...	12/4/2023 10:50 AM
2	Splitting by elementary and high school, as well as special subject areas because of the different needs. Also, leaving more time for mentor questions. There is not enough time for us to ask questions because the breakout rooms go right up to the end.	12/3/2023 8:56 PM
3	Being in person	12/3/2023 10:50 AM
4	Meeting with people in different content areas.	12/1/2023 12:14 PM
5	Continue virtually	11/30/2023 9:33 AM
6	I would prefer to be in person.	11/30/2023 9:06 AM
7	Please continue to allow time to talk with colleagues.	11/30/2023 8:49 AM
8	more time discussing actual situations mentors are having with interns.	11/30/2023 8:16 AM
9	Go back to using Zoom, this forum was not effective	11/29/2023 7:51 PM
10	Being sent the slides in advance to follow along	11/29/2023 11:31 AM
11	More target questions and choice of discussions in each breakout room.	11/29/2023 10:17 AM
12	Using Zoom... I couldn't use the chat, so I couldn't access the links. Anna tried to email it to me, but then it said I needed access when I was on my district account. A friend had to email the pdf to me so I could read it.	11/29/2023 9:23 AM
13	Content specific interactions with other music mentors	11/29/2023 9:05 AM
14	I think it's more valuable to be split into groups by subject/ grade levels.	11/29/2023 7:48 AM
15	It would be helpful to work with mentors that have interns in the same building and/or same grade level. If we are with ppeople in the same grade level we could discuss subject area, assessment and behavior plans for the appropriate grade levels.	11/28/2023 9:22 PM
16	I prefer zoom...not loving teams. I got kicked off during the last session about 20 minutes earlier than when the session ended. I like the sharing and discussion but I think one break out room is enough for one session. I don't know that two hours is necessary for each session.	11/28/2023 7:51 PM
17	Would love to have more opportunities to learn how to better our craft- scenario based activities if this then what? Type of thing. I love bouncing ideas off each other but we don't always know what to do and I think always learning new and creative ways to approach scenarios we may encounter with interns would be so beneficial.	11/28/2023 7:08 PM
18	Not sure at the moment.	11/28/2023 7:03 PM
19	I'd like to have the agenda in advance so I am prepared for specific discussions.	11/28/2023 5:15 PM
20	Continuing to work with grade level teams	11/28/2023 4:36 PM
21	I enjoy the breakout rooms	11/28/2023 4:01 PM
22	More time with other mentors to share	11/28/2023 3:29 PM
23	I was put into a breakout room that wasn't with my content area even though I was supposed to be. There was only one other person in that breakout room so I felt like I couldn't leave her alone. The room was actually labeled with my content area, not hers. It was a little strange.	11/28/2023 2:48 PM

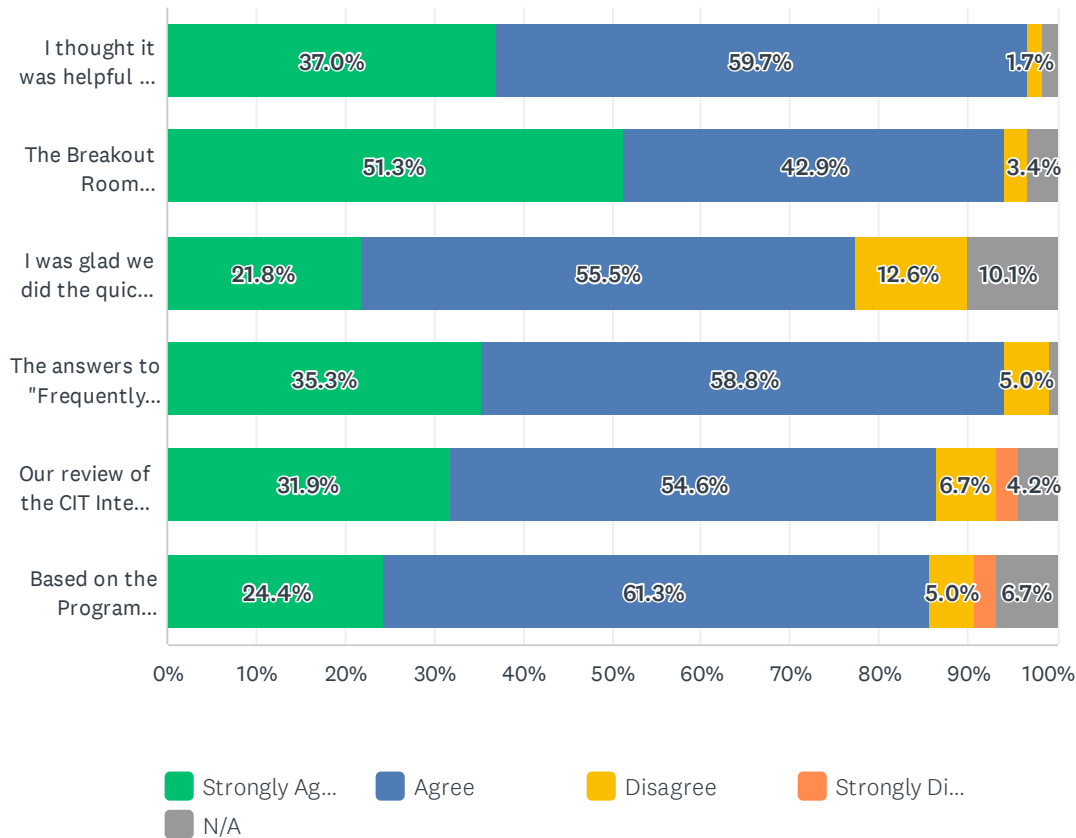
24	In-Person!!	11/28/2023 2:43 PM
25	I think the forum should continue to have time to discuss with other mentors.	11/28/2023 2:42 PM
26	Personally, I need PD on Google format. I was unable to attend last one offered.	11/28/2023 2:23 PM
27	Agenda/opening question sent ahead of time to refer to throughout the meeting	11/28/2023 2:22 PM
28	The Monday leading up to break was difficult. Our teacher brains and bodies are exhausted.	11/28/2023 2:03 PM
29	To continue to meet in small groups specific to our content area	11/28/2023 2:01 PM
30	If my life wasn't as crazy complicated as it is.	11/28/2023 1:51 PM
31	learning how to work with MS Teams	11/28/2023 1:46 PM
32	More time in breakout rooms with a team lead.	11/28/2023 1:36 PM
33	The conversation time felt too long this time--if we are going to have that long in breakout rooms, we need more structure for our time (a form to fill out and share or something).	11/28/2023 1:22 PM
34	I know I'm in the minority but the discussion sessions are too long.	11/28/2023 1:21 PM
35	I'd like to be in groups with related service providers rather than teachers- different roles and expectations	11/28/2023 1:13 PM
36	More time to talk about best practices and trouble shoot items with my fellow counseling mentors	11/28/2023 1:06 PM
37	Go back to meeting in person. Discussion, brainstorming, adding to Gallery walks helps me think outside the box and adds to solutions.	11/27/2023 1:31 PM
38	Two hours is a long time at the end of the day. The last 45 minutes of any meeting, forum, or PLE challenge my ability to stay focused.	11/27/2023 1:12 PM
39	I'm not sure;	11/27/2023 11:44 AM
40	Different timing, the Monday and Tuesday before a break were even more chaotic than "regular" days. More time on activities, particularly large ones like the progma evaluation survey.	11/27/2023 10:45 AM
41	No suggestions at this time.	11/26/2023 9:41 PM
42	We will continue to work on technical issues.	11/23/2023 10:03 PM
43	I think having consistent conversations about our struggles, and things we need to improve is what is best, which we do.	11/21/2023 7:51 PM
44	Go back to Zoom. Also enjoyed when we were grouped into collegial circles and were working on specific topics	11/21/2023 5:09 PM
45	I kept getting kicked out of the breakout rooms and at time's completely out of TEAMS.	11/21/2023 3:52 PM
46	If possible to have the slides/powerpoint emailed/put into the meeting invite PRIOR to the meeting, I think it would cut down a lot of issues with people saying they can't find something/don't have access/etc.	11/21/2023 2:12 PM
47	In person meetings to stay in the present.	11/21/2023 1:48 PM
48	meeting in person	11/21/2023 12:51 PM
49	I think that Teams is difficult with the high volume of participants.	11/21/2023 12:28 PM
50	Technology issues with Teams this time. I got kicked out of the Team meeting each time that we switched from whole group to break out rooms. I called MIS but wait exceeded my planning time. I will investigate.	11/21/2023 12:02 PM
51	I really do enjoy participating in these online, but I have to do it at home with my little kids and it's hard to parent while participating. So I generally prefer meeting in person. And perhaps more time with the other mentors in my content area.	11/21/2023 11:57 AM
52	I think at this point face-to-face meetings are necessary.	11/21/2023 11:39 AM

53	Focusing on specific challenges using resources from the Mentoring Matters text.	11/21/2023 11:31 AM
54	Using zoom or in-person. I wonder if breaking the large group of 144 in half would be helpful.	11/21/2023 11:21 AM
55	I am so frustrated with Teams that I'm not sure I will continue as a mentor if this is what will be used next year. I have no choice but to begin the meeting on my phone since I work at a late school. I was afraid to try to switch to my laptop when I got home yesterday because I got kicked out the last time when I tried to switch over. When I tried to work in the padlet, I was having difficulty on my phone, so I tried to switch to my laptop and I got thrown out of everything and couldn't get back in. Does the District know that Teams is not as effective as Zoom and that people are struggling?	11/21/2023 11:13 AM
56	To be able to problem solve with Mentors in my discipline.	11/21/2023 11:12 AM
57	I am not sure. I like the structure of most meetings.	11/21/2023 11:01 AM
58	Meeting with colleagues	11/21/2023 10:29 AM
59	Talking with other mentors who share content areas.	11/21/2023 10:05 AM
60	The breakout rooms are very valuable to me. I hear about other mentors' challenges and how they are dealing with--or overcome them. Yesterday, one of the mentors in my breakout room talked about feeling uncomfortable, at times, with leaving their building for intern visits. I wrestle with the same feeling at times, even though my administrators are extremely supportive of CIT. I want to be sure I am meeting all of my responsibilities well. It was helpful to hear that others felt the same way. That is why I appreciate the breakout rooms. They are an opportunity to check in with each other. Thank you for asking.	11/21/2023 9:50 AM
61	-Allowing from perspectives from willing interns from subgroups to discuss what they see concerns are at the ground level.	11/21/2023 9:42 AM
62	Continue to provide a mix between whole group/ break out room	11/21/2023 9:39 AM
63	The breakout rooms for sure.	11/21/2023 9:38 AM
64	I'm still navigating how to access certain functions of TEAMS	11/21/2023 9:29 AM
65	I am not sure. A break? Sitting for 2 hours is hard for me.	11/21/2023 9:22 AM
66	If more time was allocated to work on things with colleagues who are in the same content area and grade level. I don't feel that I had enough time to collaborate and ask my burning questions and strategize with them.	11/21/2023 9:22 AM
67	No ideas at this time.	11/21/2023 9:20 AM
68	I needed just a bit more time with my first breakout room! it would be great if there was a way you could ask while we were in the rooms if we need more time	11/21/2023 9:18 AM
69	Not sure. It's a good use of time and I always leave feeling positive and that I learned something new.	11/21/2023 9:16 AM
70	I like it the way they are, but one thing could make them even more relevant and timely. My breakout room discussed having you send an anonymous 1-question survey to all mentees a few days before our mentor forums asking what is one thing they need that they are not getting (or what would they like more support with) and then sharing those results with us.	11/21/2023 9:03 AM
71	I would love it if these were recorded. I have conflicts during our mentor meetings. I was late to our last meeting and feel I missed out on some vital information. Plus I did not get to see your beautiful face.	11/21/2023 9:01 AM
72	have people trained on teams.	11/21/2023 8:48 AM
73	More activities less talk.	11/21/2023 8:37 AM
74	Sometimes they seem too long	11/21/2023 8:26 AM
75	more time to talk to other mentors my subject area.	11/21/2023 8:22 AM
76	unsure	11/21/2023 8:09 AM
77	Maybe more time in the break out room. The time seemed to go by too fast.	11/21/2023 8:08 AM

78	Answering some questions that we have. If there could be review of upcoming due dates and paperwork etc that would be helpful	11/21/2023 8:07 AM
79	n/a	11/21/2023 7:56 AM
80	Different format (too many people are struggling with utilizing the technology and it makes the whole experience less enjoyable/worthwhile.	11/21/2023 7:55 AM
81	I know hours are a challenge getting everyone on the same time frame but 4-6 is really tough. I understand the meetings are not frequent, but I have heard and experienced myself often times people having to get dinner ready for the kids while listening in. It takes a little multi-tasking.	11/21/2023 7:46 AM
82	A list of people who are mentoring similar domains. I know there is a mentor list but I don't know who is also working with an intern in the same position as mine.	11/21/2023 7:41 AM
83	Na	11/21/2023 7:40 AM
84	New information, new techniques, new research, new ideas	11/21/2023 7:36 AM
85	The collegial conversations continue to be the ost valuable thing to me	11/21/2023 7:34 AM
86	Not having so many.	11/21/2023 7:20 AM
87	Less "read article, comments", more discussion about what is working....Teams is still a challenge	11/21/2023 7:11 AM
88	Shorter. Hard to stay focused that long	11/21/2023 6:59 AM
89	I know Teams is so challenging- but I love the small groups. I like how we have specific tasks and time limits- helps keep the focus and move forward.	11/21/2023 6:59 AM
90	Maybe sitting in a conference with someone who's been mentoring for a while	11/21/2023 6:34 AM
91	I like the flexibility of online meetings, but at the same time really hate technology.	11/21/2023 6:14 AM
92	Either live, which is often more relaxed, or a slightly shorter - as in 1.5 hour training. Maybe even a request that CIT gets a half day to use this year during one of our early release times.	11/21/2023 6:11 AM
93	Not sure - like the virtual option as I wasn't feeling well. If in person I most likely wouldn't have made it . Since virtual I was able to attend and not miss out .	11/21/2023 5:55 AM
94	Enjoy as is	11/21/2023 5:52 AM
95	Figuring out Teams, I'm getting there.	11/21/2023 12:07 AM
96	All good. I like to choose my group sometimes by people or topic. I think we did that in zoom before. Today we were three in a group and each of us had a different topic we wanted to address. So someone's topic was not addressed because we got cut off.	11/20/2023 11:42 PM
97	Less interruptions about tech issues on Teams... Wondering if we could have a protocol for what to do if you have a tech issue or a personal question to ask. You may be able to use the Q&A feature for chat messages that only go to the presenters. Or send us to breakout rooms right away and let those with tech issues stay back in the main room to get that squared away. Just some ideas to help our new Teams users.	11/20/2023 11:00 PM
98	Reviewing the survey data of intern mentor relationship appears to be consistent throughout the years . Not sure why we keep doing this.	11/20/2023 10:52 PM
99	I thought the variety of activities was good. It can be difficult trying to open documents and such on Teams, so I appreciate the additional few minutes that was given during the padlet activity.	11/20/2023 10:10 PM

Q5 Please evaluate the following session activities. Narrative comments are especially valuable. Review Mentor Forum slides and other materials here: CIT Mentor Forum Slides and Materials 11-20-2023.

Answered: 119 Skipped: 1



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I thought it was helpful to share advice for Interns on handling "Tough Days" and to hear some ideas to help Interns navigate the "Disillusionment" phase.	37.0% 44	59.7% 71	1.7% 2	0.0% 0	1.7% 2	119	3.36
The Breakout Room problem-solving discussions (subject/grade-level/special area) were constructive and valuable for my mentoring work.	51.3% 61	42.9% 51	2.5% 3	0.0% 0	3.4% 4	119	3.50
I was glad we did the quick review of Breakout Room discussion expectations. I think it helped.	21.8% 26	55.5% 66	12.6% 15	0.0% 0	10.1% 12	119	3.10
The answers to "Frequently Asked Questions" were relevant and helpful for our mentoring work. (See Mentor Forum slides)	35.3% 42	58.8% 70	5.0% 6	0.0% 0	0.8% 1	119	3.31
Our review of the CIT Intern Program Evaluation Survey results in the Padlet helped me think constructively about the responsibilities, challenges, and successes of our work as mentors. (See Survey Analysis Instructions.)	31.9% 38	54.6% 65	6.7% 8	2.5% 3	4.2% 5	119	3.21
Based on the Program Evaluation Survey results, during the second Breakout Room discussion I was able to share and hear useful insights, and to set a personal mentoring goal and/or contribute suggestions for strengthening the CIT Program	24.4% 29	61.3% 73	5.0% 6	2.5% 3	6.7% 8	119	3.15

Q6 Please comment further on any of the session activities above (optional--no need to repeat input from questions 2 and 3).

Answered: 40 Skipped: 80

#	RESPONSES	DATE
1	NA	12/4/2023 10:51 AM
2	I don't care for breakout room discussions. It takes too long to discuss when on the computer and it is hard to stay on topic.	11/30/2023 9:08 AM
3	none	11/30/2023 8:16 AM
4	I think we should reconsider having a mentor forum the week of thanksgiving-it would be appreciated.	11/28/2023 7:54 PM
5	N/a	11/28/2023 7:09 PM
6	I was glad to learn what will happen next with my reports.	11/28/2023 4:05 PM
7	I could not access Padlet	11/28/2023 1:14 PM
8	N/A	11/28/2023 1:14 PM
9	The second breakout room was good with everyone contributing to the discussion of division of duties between mentor and administrator. Good examples were shared. Possible solutions generated. Offering Mentor Office Hours every week with assistance in Technology (Powerschool, Powerteacher gradebook, IEPS, Progress Reports, Frontline, Resources, RCSD Curriculum)	11/27/2023 3:05 PM
10	I am struggling applying concepts that are predominately teacher focused to my support staff role. The more time that can be spent together with those in similar non-classroom teaching roles is very beneficial and appreciated. We are covering a lot of information in one forum that would be helpful to be broken up a bit or perhaps given prior to the forum to review ahead of time.	11/27/2023 10:51 AM
11	Breakout rooms were excellent with relevant topics to discuss. Some technical issues prevented full participation, but activities were well organized and very helpful.	11/23/2023 10:06 PM
12	What if... You did a blanket survey 1 question to interns right now - what is one thing you need from your mentor? Could even be a selection Then you could compile current data as to the needs of the interns with is right now with 3 making period to go. We could review their needs now and do a self reflection to see if we are best serving them in areas of need.	11/21/2023 10:12 PM
13	NA	11/21/2023 9:06 PM
14	I was not able to get into the 2nd breakout room and then got completely kicked out of TEAMS around 5:40 ish and couldn't get back in. I don't think I missed too much	11/21/2023 3:53 PM
15	Breakout session 2 was tough. People didn't want to engage in conversation. (Not the case with department time)	11/21/2023 2:14 PM
16	It was interesting to read the intern's input about the CIT program. It helped me focus on my own goals for my mentoring work.	11/21/2023 12:52 PM
17	The second breakout room and accessing materials was a little rough.	11/21/2023 12:29 PM
18	I have not been activated as a mentor, so frequently asked questions were not applicable for me. I don't have the paperwork the other mentors have. I think, as professionals, we know how to behave in a discussion so "breakout room discussion expectations" were not needed, personally. I think simply a reminder to "talk" or offer suggestions/opinions/insight would have been enough.	11/21/2023 11:43 AM
19	NA	11/21/2023 11:31 AM

20	The Padlet and last breakout session did not work for me because of trying to switch to my laptop and getting thrown out of the meeting at 5:30.	11/21/2023 11:14 AM
21	na	11/21/2023 9:51 AM
22	This was a well organized forum which provided insight into the various barriers we are seeing within interns both struggling and thriving. I think that something that would be beneficial for the program overall is trying to make an effort to attract a more diverse group of mentors. The collective knowledge within the group is well documented, but the program would benefit from a more diverse group of mentors. For example, more males, more educators of color, and more new mentors. I certainly do not want to assume, but if we have people complaining about breakout room norms in a group of 3, it is difficult for me to think how effective they may be with an intern. Just food for thought..	11/21/2023 9:47 AM
23	Hi. I could not get into the padlet, so that was kind of frustrating. Other than that, it was great. Love your meetings. Can we go back to zoom please? I find that works smoother... Just a suggestion! - So I got in all of my paperwork. Please let me know if I am missing anything. Both of my interns are rocking it. Have an awesome Thanksgiving Stefan. Thank you for this Job, I truly love it more than teaching honestly. Me, McLean, Robi, Laloggia, Palumbo are all mentors in the building and we chat often and really help each other. I love that. Anyways. Peace brother. Hope you find time to relax during this Disillusionment! ha	11/21/2023 9:43 AM
24	Great discussions!	11/21/2023 9:39 AM
25	I think we spend a fair amount of time reviewing the results of the Intern reports. Maybe it would be more useful to have time to read a short article and discuss it in relation to our mentoring practice. Also, it would be helpful if facilitators popped into the breakout rooms briefly to ensure that everyone is participating. Most of the people in my breakout room had cameras on and were responding but not all.	11/21/2023 9:32 AM
26	Our breakout room was not disrespectful this time, but there are people who will not contribute, even when prompted. Nlt's annoying.	11/21/2023 9:24 AM
27	Microsoft Teams is just not a great platform.	11/21/2023 9:23 AM
28	I found reading the survey results was too daunting at the end of a long workday tbh.	11/21/2023 9:05 AM
29	I was late to the forum due to a conflicting meeting.	11/21/2023 9:02 AM
30	during the second breakout room, the directions were to confusing for most to find so half my group was still reading. People not realizing they needed to toggle back and fourth between break out room chat and main chat.	11/21/2023 8:50 AM
31	I got kicked out of Microsoft Teams at the start of the 2nd breakout room and could not get back in	11/21/2023 8:27 AM
32	The Faq's were great!! Very informative!	11/21/2023 8:07 AM
33	n/a	11/21/2023 7:56 AM
34	Too long- 15 minute max	11/21/2023 7:41 AM
35	Due to my last name letter, the survey results section that was assigned to me was about things other than mentoring (ex: what could the district do better to support interns)	11/21/2023 7:36 AM
36	Break out rooms were great, getting to the padlet was a challenge and a frustration, but I guess a learning curve like we were with zoom at the beginning.	11/21/2023 7:12 AM
37	I did not complete the padlet section because I could not figure out how to do so. I worked with Peardeck during Covid. The second breakout sessions was too short.	11/21/2023 6:16 AM
38	Retention is becoming a problem and I'm glad we addressed it.	11/21/2023 5:53 AM
39	People are people, the talkers will talk, the digressers will digress. And I will keep trying to follow directions. The discussion expectations were helpful, but a slide of directions and a timer they can see keeps the kiddos more focused. ;D In the second breakout room we were just confused but had a good chat about some hiring issues. Good subs are hard to find.	11/20/2023 11:47 PM
40	It was good to review the breakout room norms. I tried to help facilitate a shared mic, but some people still take a majority of the mic time. Wonder if we could try a protocol that helps with more equitable discussion. This happened in both of my breakout rooms. The tough days	11/20/2023 11:07 PM

opener did not help me with my mentor work, but it was a nice idea. Maybe a good prompt to do a quick practice conversation with a partner.

Q7 Please share any Insights from the problem-solving Breakout Room discussions (with grade-level/subject/special-area Mentors) that would be valuable to share with entire group. See "Breakout Room Instructions" here: <https://www.rcsdk12.org/Page/58798>.

Answered: 64 Skipped: 56

#	RESPONSES	DATE
1	We discussed not having time to visit interns at the elementary level. It is very hard to be able to observe on a weekly basis even if you are in the same building. We wished that we had more time in the intern's classroom. We liked the suggestion of mentors sharing subs on a day. We will start using this strategy.	12/3/2023 9:05 PM
2	Mostly, we discussed ENL teachers and schools that we could send our interns to observe for CIT days. This was very helpful.	12/3/2023 11:00 AM
3	It was interesting to hear that some of us in the rooms had similar issues for problem solving.	12/1/2023 12:26 PM
4	Difficulty scheduling time - reminder about CIT days.	11/30/2023 9:36 AM
5	One of the topics of conversations was the challenge of supporting interns who had prior teaching experience outside of the district and are resistant to the support that mentors can offer. One of my suggestions was to focus conversations on what students are doing and learning and supporting students when visiting classrooms until intern becomes more comfortable with mentor.	11/30/2023 8:59 AM
6	love break out rooms, it allows us to speak with others who might be in similar situations. Would like slightly more time in break out rooms.	11/30/2023 8:19 AM
7	helpful to be paired with other professional support mentors	11/29/2023 1:08 PM
8	Strategies for approaching difficult topics.	11/29/2023 10:32 AM
9	It was nice to be with people in similar settings	11/29/2023 10:19 AM
10	I appreciated just talking with other music teachers about mentoring	11/29/2023 9:09 AM
11	This was super helpful working with others in my subject	11/29/2023 7:52 AM
12	It would be helpful to collaborate with other mentors that have interns in the same building or a mentor that also works in the building in order to discuss some of the logistics of how the building works	11/28/2023 9:48 PM
13	None at this time	11/28/2023 8:02 PM
14	Na	11/28/2023 7:10 PM
15	Helpful to speak to others about the process for setting up CIT days; learned a lot from veteran mentors.	11/28/2023 7:06 PM
16	Insights - CIT Breakout Room contact lists - so we can contact other "ENL" mentors during our own time.	11/28/2023 5:40 PM
17	Loved the idea of CIT subs	11/28/2023 4:40 PM
18	I was glad to share some of my insecurities as a new mentor and hear that I am not alone, and others have same feelings/ struggles. Further, that I actually seem to be doing it "right". I heard ideas to keep record to make next progress report more of an ease.	11/28/2023 4:19 PM
19	Co-teaching is tough but doable if everyone understands their roles	11/28/2023 4:16 PM
20	It didn't happen in my small group.	11/28/2023 2:54 PM
21	It was nice that everyone in the breakout room participated.	11/28/2023 2:44 PM

22	There were many out of compliance concerns about too many responsibilities being put on special education teachers because of vacancies throughout the building. All of those vacancies' responsibilities were being added to the other teacher's plate. Crazy.	11/28/2023 2:33 PM
23	helpful suggestions for sharing a sub to visit interns	11/28/2023 1:23 PM
24	N/A	11/28/2023 1:15 PM
25	Offering Office Hours like we did during Covid. Include mentors in Orientation Training. Delineate Administrative responsibilities and mentor responsibilities, especially when it come to Special Education and Bilingual Teachers. Who is guiding them and walking them through Case Manager duties, how a CSE is run, What to put in Progress Reports, How to Navigate Frontline, write IEP goals, etc. Yes. there are PDs that help but not in August -October when they need to get up and running. Interns don't know what they don't know. All of the above should not fall to the Mentor. What is the Assosicate Director's responsibility with new teachers	11/28/2023 8:58 AM
26	Using fellow mentors as a resource, contact information to help answer specific questions	11/27/2023 1:21 PM
27	Various strategies for special area mentor meetings - for example, splitting one hour as 30 minutes observation and 30 minutes meeting; meeting every other week.	11/27/2023 11:00 AM
28	NA	11/21/2023 9:57 PM
29	NA	11/21/2023 3:54 PM
30	Our group discussed the biggest challenge of time constraints to visit our interns at least once a week. We decided to ask for CIT release time more often to ensure we have quality time for our interns who are not in our buildings.	11/21/2023 1:55 PM
31	It was helpful to discuss problem specific to my grade level.	11/21/2023 12:54 PM
32	N/a	11/21/2023 11:46 AM
33	We shared similar experiences of being ghosted by interns. Is it generational or stress?	11/21/2023 11:33 AM
34	Sharing experiences with interns for fellow mentors.	11/21/2023 11:14 AM
35	Sharing with intern that when you came into the job your level functioning was similar at this point in the school year	11/21/2023 11:12 AM
36	finding building time to see intern	11/21/2023 10:31 AM
37	Teams makes it difficult to follow what's going on, when things are not sent to the chat, don't open, get bounced off, etc.	11/21/2023 10:24 AM
38	Talking about the content area issues district wide is important and should be a priority	11/21/2023 10:11 AM
39	na	11/21/2023 10:01 AM
40	N/A	11/21/2023 9:53 AM
41	- Just making connections, seeing old faces and friends. - Sharing success stories. - Sharing troubles and looking for answers.	11/21/2023 9:48 AM
42	It was helpful to meet with special area group for this discussion	11/21/2023 9:43 AM
43	Really enjoyed problem solving with other mentors as they were almost all supporting Pre-K teachers. One of the other mentors also gave me a great idea for how to use a Google folder to organize my interactions with my interns.	11/21/2023 9:43 AM
44	Working in the breakout room with the grade-level/subject/special-area mentors was very helpful.	11/21/2023 9:29 AM
45	collegiality between grade level / subject / special area's need to improve. Each position has different responsibilities and scheduling requirements. Essential interns are working hard and it is painful to see them having to struggle dealing with disrespectful comments from subject or classroom teachers. Mentors in other departments could help them realize the role essential teachers play in a school and that they each have unique responsibilities. I suspect even many mentors do not know of some of the different reporting requirements or responsibilities each essential teacher has.	11/21/2023 9:13 AM

46	Was great to discuss successes and issues with another health mentor.	11/21/2023 8:33 AM
47	This was a good opportunity for our speech group to brainstorm about addressing some common issues with our interns.	11/21/2023 8:18 AM
48	In my break out room we talked about interns frequently placed in a classroom to teach Spanish because they are Spanish speakers, but their English language is very minimal. This poses a big issue with classroom management. If there were more options for those teachers to be in bilingual classes/schools or teaching Spanish language arts.	11/21/2023 8:15 AM
49	Its somewhat helpful but its hard when you need a professional answer. There's some very difficult things teachers are experiencing and I dont feel comfortable giving advice because I dont know the answer myself	11/21/2023 8:12 AM
50	It was nice to discuss relevant issues with colleagues in my area	11/21/2023 7:58 AM
51	It was nice to chat grade level, same content.	11/21/2023 7:54 AM
52	I like being able to seek assistance from others. I learn by listening and brainstorming other's situations and it prepares me to be thinking or watching for similar events happening with my mentors. It is very helpful to hear from others and I can learn from their experiences.	11/21/2023 7:49 AM
53	Discussing difference between ICOT and CT and how the district made those changes years ago and what that meant for special education teachers. Nice to hear we all deliver the same no matter what.	11/21/2023 7:48 AM
54	Past mentees continue to seek support - balance	11/21/2023 7:45 AM
55	still many challenges with new Spanish teachers who speak little English. Is this the right placement for them? COuld they be better used as Bilingual SpEd teachers, working with another teacher? Teachers who speak little English make it difficult for students to learn, parents and colleagues to understand.	11/21/2023 7:15 AM
56	I was the only content teacher in the breakout room.	11/21/2023 6:18 AM
57	Student teaching expectations for intern librarians are not as daunting as thought. They are already doing the job and the universities know it, so there isn't as much paperwork as previously thought	11/21/2023 6:15 AM
58	It was great to talk with other mentors in my grade level band as we all are experiencing the same thing . It's good to know you aren't alone in some of these challenges.	11/21/2023 6:00 AM
59	Honestly I really don't recall but the conversation was pleasant and wwl shared.	11/21/2023 5:58 AM
60	In both sessions, a common concern was finding time to meet with our interns, especially those whose interns are in different buildings. One of the mentors suggested using Teams for observations or/or conferencing.	11/21/2023 12:22 AM
61	I wanted support about helping my intern connect with co teachers better. I also want to feel more confident.	11/20/2023 11:56 PM
62	More time, we got cut off	11/20/2023 11:08 PM
63	Changing the November forum date to December	11/20/2023 10:54 PM
64	It can be difficult to help interns balance the need to be a team player and involved in the school community with the need to set some boundaries and not take on too much their first year	11/20/2023 10:20 PM

Q8 Please share any significant Confirming, Challenging, or Extending insights from your analysis of the Program Evaluation Survey results using the CIT Program Evaluation Analysis Padlet that would be valuable to share with entire group. (See "Intern Program Evaluation Survey Analysis" here: <https://www.rcsdk12.org/Page/58798>.)

Answered: 60 Skipped: 60

#	RESPONSES	DATE
1	Data is always skewed in one form or another.	12/3/2023 9:05 PM
2	I think that as mentors, we do a very good job at adapting to the many needs of our interns. We are there for them and give them what they need as individuals.	12/3/2023 11:00 AM
3	Reading the program evaluation comments confirmed my thoughts of how important the role of a mentor is.	12/1/2023 12:26 PM
4	I think that it's important for interns to have a support system within the school because mentors can't be there every day. Perhaps helping intern make connections and guide them on who may be willing to be a good listener and trustworthy would be valuable.	11/30/2023 8:59 AM
5	It was ok, I understand the relevance.	11/30/2023 8:19 AM
6	very interesting to see results - confirms how important CIT is for interns	11/29/2023 1:08 PM
7	I am not alone	11/29/2023 10:32 AM
8	Just that it's really hard for first year teachers anywhere, and we do the best we can to support them	11/29/2023 9:09 AM
9	This program is super valuable for our new teachers	11/29/2023 7:52 AM
10	It can be helpful to work in the same building as your intern, but also challenging. It is challenging because you may be teaching at the same time, difficult to take time out of the classroom when it is hard to get subs at this time.	11/28/2023 9:48 PM
11	none at this time	11/28/2023 8:02 PM
12	Na	11/28/2023 7:10 PM
13	Confirming how interns feel about mentors; most of them grateful for their work.	11/28/2023 7:06 PM
14	N/A	11/28/2023 5:40 PM
15	Someone stated on stretch your thinking that they were shocked we need norms.... but the example from the slide show shows an example that we all need to be mindfull of others when they are "risk-taking" and sharing in a breakout.	11/28/2023 4:19 PM
16	Results were confirming of a program that I am honored to be a part of.	11/28/2023 2:54 PM
17	We do help reduce resignations in the district.	11/28/2023 2:33 PM
18	we wondered if it might be useful to have a cheat sheet for IT program support	11/28/2023 1:23 PM
19	N/A	11/28/2023 1:15 PM
20	The majority of responses show clear purpose and need for CIT mentor program.	11/28/2023 8:58 AM
21	It is always interesting to read the survey results. The results and information is both expected and unexpected.	11/27/2023 1:21 PM
22	It is great to see how valued this opportunity is.	11/27/2023 11:00 AM

23	The great majority of mentors are responsive and supportive to their interns, which is appreciated.	11/26/2023 9:46 PM
24	NA	11/21/2023 9:57 PM
25	NA	11/21/2023 3:54 PM
26	Many interns were requesting more support with onboarding. Stefan mentioned there is a little bit of this information on CIT website, but if there were a comprehensive document that can be emailed AND shared or even BOOKMARKED like the ROConnect link is, I think that would be really helpful. I'm happy to be on a team to help with this.	11/21/2023 2:16 PM
27	Excited to see that many mentors visit interns once a week. Surprised that some mentors visit interns 1-2 per year.	11/21/2023 1:55 PM
28	I was challenged by some feedback that wasn't all positive, especially about information that an intern could use to help them acclimate to the RCSD.	11/21/2023 12:54 PM
29	By viewing survey results it definitely shows the impact and importance of the job.	11/21/2023 12:32 PM
30	Again, since I don't have an intern this year, I'm not sure this was very helpful to me at the moment. There were a lot of good bits of advice though on the padlet.	11/21/2023 11:46 AM
31	I noticed that more than half of respondents considered their mentor experience before resigning.	11/21/2023 11:33 AM
32	It was nice to have positive feedback	11/21/2023 11:14 AM
33	Interns need to know that their mentor will listen and support them with no judgement.	11/21/2023 11:12 AM
34	none	11/21/2023 10:31 AM
35	this was insightful - felt a bit rushed but important work	11/21/2023 10:11 AM
36	na	11/21/2023 10:01 AM
37	There were a lot of reaffirmations as well as the "why" for this program which is providing high-level support for educators throughout our district.	11/21/2023 9:53 AM
38	Could not get in	11/21/2023 9:48 AM
39	Really awesome topics under 'questions' I would love to explore these in future mentor meetings	11/21/2023 9:43 AM
40	Nothing further to add	11/21/2023 9:29 AM
41	It is a bit concerning on how an intern's success can be based on their site location.	11/21/2023 9:13 AM
42	Was good to see that interns are appreciative of our work	11/21/2023 8:33 AM
43	The relationship developed between intern/mentor is incredibly important in retaining new staff.	11/21/2023 8:18 AM
44	na	11/21/2023 8:12 AM
45	the padlet worked smoothly except for directions on how to re-login	11/21/2023 7:58 AM
46	The section I read really highlighted that people appreciated the other teachers in their building as a positive resource!	11/21/2023 7:56 AM
47	It seems that several people left the district due to lack of supports either from admin or teaching needs. I wonder if there were mini workshops throughout the year for new interns if it would help them feel more supported.	11/21/2023 7:49 AM
48	couldn't get in even after logging in .Will try this morning.	11/21/2023 7:48 AM
49	Some felt admin was unkind and unsupportive making transfers a savings grace. Sad!	11/21/2023 7:45 AM
50	Mentors are critical for a first year teacher in this district.	11/21/2023 7:22 AM
51	na	11/21/2023 7:15 AM
52	Bringing the calming presence of someone who has been through challenging experiences and managed them. Reminding interns that they should focus on their own journey and avoid	11/21/2023 7:03 AM

	comparing themselves to others.	
53	This is where I ran out of time.	11/21/2023 6:18 AM
54	The majority of mentors really do a great job supporting their interns	11/21/2023 6:15 AM
55	We wondered what the numbers look like for retention when the mentor is in the building versus not.	11/21/2023 5:58 AM
56	We all noticed that most Interns are satisfied with the support we provide.	11/21/2023 12:22 AM
57	I wrote on the padlet	11/20/2023 11:56 PM
58	Interns attributed a lot of their considerations to resign based on school environment and admin support and considerations for staying based on mentor support- How do we help when interns are challenged by the school culture and admin?	11/20/2023 11:14 PM
59	Unnecessary	11/20/2023 10:54 PM
60	It all goes back to the relationship-establishing trust, being a confidante, and being patient and flexible.	11/20/2023 10:20 PM

Q9 If comfortable, please share any personal goals you set for your mentoring practice based on the review of the Program Evaluation Survey responses. (See "Intern Program Evaluation Survey Analysis" here: <https://www.rcsdk12.org/Page/58798>.)

Answered: 54 Skipped: 66

#	RESPONSES	DATE
1	A personal goal I have is to have interns observe me more often and set up CIT days for them to observe other classrooms.	12/3/2023 9:05 PM
2	My goal is to continue to bring passion and kindness to my interns during these challenging times.	12/3/2023 11:00 AM
3	One of my personal goals for my mentoring practice is to try to find more time to follow up with my interns and include some casual contacts to build relationships.	12/1/2023 12:26 PM
4	just to be more of a presence, my intern seems to be doing well, so I am taking more of a backed off approach, like, "I'm here if you need me." but I'd love to jump in and be more hands on... which I can't just do, haha.	11/30/2023 8:19 AM
5	To have a positive impact on my intern	11/29/2023 10:32 AM
6	Find more time to observe.	11/29/2023 10:19 AM
7	To improve long term goal setting for my intern beyond just "survive the first year"	11/29/2023 9:09 AM
8	Be more specific with 'written' feedback	11/29/2023 7:52 AM
9	Get up to date on my calendar!	11/28/2023 9:48 PM
10	I think I provide a lot of support in many different ways. I feel so lucky to be able to support interns in my building. I might be over supporting... While we talk all the time and recap or conference often, I am hoping to provide more written feedback and pass more of the cognitive load on to the teachers as we move into the new year.	11/28/2023 8:02 PM
11	Helping teachers not feel discouraged by building troubles	11/28/2023 7:10 PM
12	Providing even more resources for my intern	11/28/2023 7:06 PM
13	Personal goal is more time observing my intern teaching. Substitutes are not being procured so this has been a deterrent but I know this is an area I need improvement.	11/28/2023 5:40 PM
14	Paperwork worked on weekly	11/28/2023 4:40 PM
15	More observations with opportunity to model ideas. More district "in-and- out" type suggestions (like open enrollment/ flex-spending, etc.)	11/28/2023 4:19 PM
16	To try to talk less and listen more.	11/28/2023 2:44 PM
17	Be sure to check in on how intern is navigating district level issues/concerns.	11/28/2023 2:33 PM
18	to learn more about tech platforms	11/28/2023 1:23 PM
19	Be more organized	11/28/2023 1:15 PM
20	Ensure I visit my intern more often, even when not needed.	11/27/2023 1:21 PM
21	I get stressed with the paperwork so I'm making sure I'm not just present with my intern when I speak with them, but I'm also present with myself as a mentor and allow myself the time I need each week to keep my paperwork up to date;	11/27/2023 11:46 AM
22	Being and staying caught up with paperwork.	11/27/2023 11:00 AM

23	I'm going to work on providing better written feedback.	11/26/2023 9:46 PM
24	NA	11/21/2023 9:57 PM
25	NA	11/21/2023 3:54 PM
26	Use CIT release time to visit my interns once a week.	11/21/2023 1:55 PM
27	To make sure that I am connecting with my interns on a social-emotional level, particularly at this time of the year.	11/21/2023 12:32 PM
28	I continue to work on improving my instruction and mentoring skills.	11/21/2023 11:46 AM
29	Being there and being positive.	11/21/2023 11:33 AM
30	none	11/21/2023 10:31 AM
31	I need to re-read and more thoroughly understand the directions for the new paperwork.	11/21/2023 10:01 AM
32	My personal goals include: -Trying to be more organized with my documentation -Continually trying to set one goal per month or two alongside my interns so we are going more in depth rather than surface level.	11/21/2023 9:53 AM
33	- Just to remain always positive and flexible with my intern. - Phone is always on. I return emails within 24 hours. - Most issues are solved within an hour as I check my phone/email often. - To complete all of my CIT paperwork on time. - To revamp my organization (green notebook) It looks great!	11/21/2023 9:48 AM
34	Embrace critical conversations- even when they are tough- because in the long run, that's what interns want. It seems to be better to have these conversations with mentor rather than with supervisor	11/21/2023 9:43 AM
35	I want to be more consistent with my written feedback.	11/21/2023 9:43 AM
36	Nothing further to add	11/21/2023 9:29 AM
37	A goal that I set for myself is to observe more of my intern's instructional time.	11/21/2023 9:24 AM
38	my goal is to set a weekly meeting time with my struggling intern to check in about planning and behaviors	11/21/2023 9:21 AM
39	Make interns aware earlier in the year of opportunities at other schools if they seem to be spiraling.	11/21/2023 9:13 AM
40	A reminder that I can be reaching out to my PS person more often to see how I can support her.	11/21/2023 9:06 AM
41	Just to keep evolving in every area possible. Specifically with troubleshooting interns struggles	11/21/2023 8:33 AM
42	Be more patient and yet more 'lovingly' persistent at the same time	11/21/2023 8:28 AM
43	Regularly using the program evaluation as a third point to ensure I am hitting all of the highlights with my professional supports.	11/21/2023 8:18 AM
44	My personal goals is to continue supporting my interns. It has been a challenge for me to communicate with interns who are native Spanish speakers with minimal English to make sure I am getting my points across in conversation. I'm working on it and feel very valued by my interns.	11/21/2023 8:15 AM
45	na	11/21/2023 8:12 AM
46	n/a	11/21/2023 7:58 AM
47	Communicate more frequently via texts.	11/21/2023 7:54 AM
48	keeping better timing for paperwork to ensure thorough process	11/21/2023 7:48 AM
49	Help my mentees navigate a new program and stay positive and motivated.	11/21/2023 7:45 AM
50	Extend intern's thinking into learning and not just having fun with the	11/21/2023 6:18 AM
51	I need to become better organized with the new Google system.	11/21/2023 5:58 AM

52	I want to be a mentor who is better at getting paper work done on time. I would like to feel better about relationships at work. The eval mentioned mentors who are too chatty and those who are not available.	11/20/2023 11:56 PM
53	Take more time to think of and share at least 2 thought-provoking questions after each intern visit.	11/20/2023 11:14 PM
54	I would like to find ways to have my intern engage in more self reflection and identify goals and areas she would like to grow	11/20/2023 10:20 PM

Q10 If comfortable, please share any CIT Program goals or suggestions based on the review of the Program Evaluation Survey responses. (See "Intern Program Evaluation Survey Analysis" here: <https://www.rcsdk12.org/Page/58798>.)

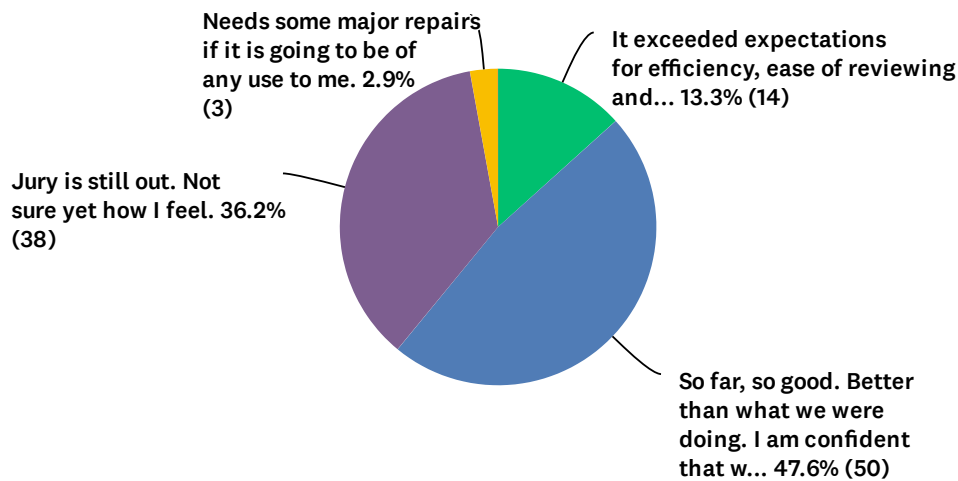
Answered: 33 Skipped: 87

#	RESPONSES	DATE
1	none	11/30/2023 8:19 AM
2	pairing interns with mentors in august - i was at a training with people who really wanted/needed a mentor but were not paired yet despite requests	11/29/2023 1:08 PM
3	na	11/29/2023 9:09 AM
4	It would be helpful to have the first status report due before or after report cards. (preferably before)	11/28/2023 9:48 PM
5	Not able to get in.	11/28/2023 8:02 PM
6	Na	11/28/2023 7:10 PM
7	Cheat sheet that provides additional insight I could offer my intern	11/28/2023 7:06 PM
8	N/A	11/28/2023 5:40 PM
9	Many of the responses included wanting mentor support extended past a year. One way to do this while also meeting the general need for more support with co-teaching would be starting to mentor co-teaching teams as a unit.	11/28/2023 5:03 PM
10	attempt to have mentors/ interns in same building and/ or close schools	11/28/2023 4:19 PM
11	Ongoing help for interns with district level issues/responsibilities via trainings/help sessions	11/28/2023 2:33 PM
12	N/A	11/28/2023 1:15 PM
13	I'd like to start a group meet with Amy Agnitti and a few other mentors in Sped and/or bilingual. Start to layout topics of what new Sped teachers need to know. A checklist to start.	11/28/2023 8:58 AM
14	if mentors need to be assigned to an intern outside of their building, perhaps pairing them up with the opposite start time school (so intern is late school, mentor is early school) so that the mentor is able to still visit them without a sub which is problematic	11/27/2023 11:46 AM
15	NA	11/21/2023 9:57 PM
16	I think we should either meet less or get paid extra for the after school meetings. Mentoring requires a lot of time.	11/21/2023 8:55 PM
17	NA	11/21/2023 3:54 PM
18	NA	11/21/2023 11:33 AM
19	How to navigate administration that does not/will not address concerns.	11/21/2023 11:24 AM
20	none	11/21/2023 10:31 AM
21	Yes. More office hours for the new process might be more helpful.	11/21/2023 10:01 AM
22	As noted above, this program is a great asset for our district. The collective wisdom and dialogue we have with one another benefits all. I would like to see the program integrate perspectives from interns at one of our forums as well as a more concentrated effort on recruiting a diverse group of mentors.	11/21/2023 9:53 AM
23	N/A	11/21/2023 9:48 AM

24	Nothing further to add	11/21/2023 9:29 AM
25	I think it would be helpful for interns to have at least one day each month to observe other teachers/schools/programs in the RCSD. Having more CIT days was a common suggestion from the interns last year.	11/21/2023 9:24 AM
26	work with IT to provide more training on programs. We have been discussing in the library department how we have a habit of introducing something, doing a flurry of PD and then expect the next few years of new people to just "catch on".	11/21/2023 9:13 AM
27	na	11/21/2023 8:12 AM
28	n/a	11/21/2023 7:58 AM
29	Na	11/21/2023 7:45 AM
30	More honesty to CO about why teachers are frustrated and/or leaving	11/21/2023 7:15 AM
31	Keep the focus on the intern!	11/21/2023 6:18 AM
32	I think that it's very hard thing to determine without considering numbers and circumstances.	11/21/2023 5:58 AM
33	Changing November forum date to after thanksgiving	11/20/2023 10:54 PM

Q11 If you have used the new CIT Department Google Drive for writing, sharing, signing, or uploading your November CIT Mentor Reports, which of the following most closely reflects your current thoughts about this shift to the on-line Google Drive folders? (See links here for CIT Department Google Drive Instructions and Frequently Asked Questions.)

Answered: 105 Skipped: 15



ANSWER CHOICES	RESPONSES	
It exceeded expectations for efficiency, ease of reviewing and submitting reports, and the sharing of feedback. it will be a time saver. Definitely a significant improvement.	13.3%	14
So far, so good. Better than what we were doing. I am confident that we will iron out the bumps.	47.6%	50
Jury is still out. Not sure yet how I feel.	36.2%	38
Nice try. Not sure it was worth the effort.	0.0%	0
Needs some major repairs if it is going to be of any use to me.	2.9%	3
Worse than what we had. What were you thinking?!	0.0%	0
What a disaster! Told you so.	0.0%	0
TOTAL		105

Q12 Optional...Additional comments or suggestions related to the rollout of the CIT Department Google Drive:

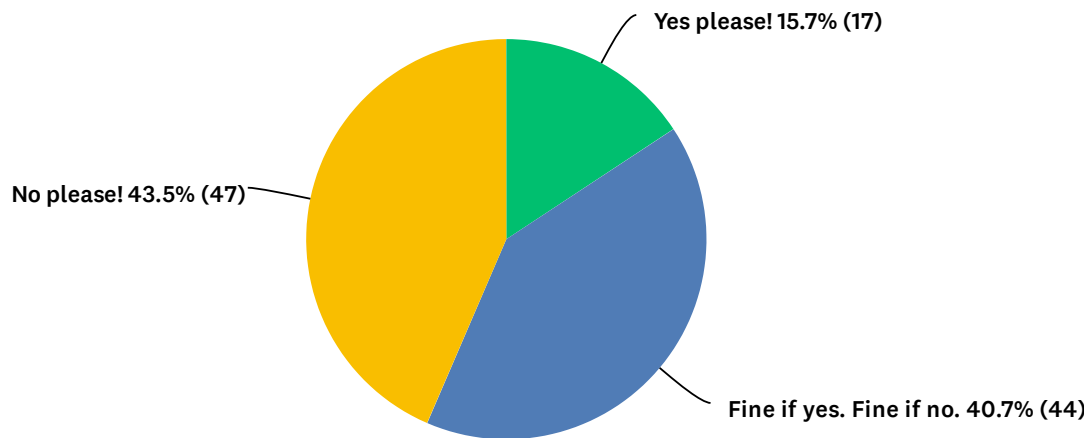
Answered: 31 Skipped: 89

#	RESPONSES	DATE
1	I am not sure if the status reports have been submitted correctly. I am assuming they have been or I would have gotten an email. I am sure that there is a way to know, but I don't know what it is.	12/3/2023 9:05 PM
2	It helps me to stay organized.	12/1/2023 12:26 PM
3	n/a	11/30/2023 8:19 AM
4	easy and helpful	11/29/2023 1:08 PM
5	Very confusing to navigate. I feel there are docs all over and then they are not labeled in user friendly ways.	11/29/2023 10:32 AM
6	It will take some time to get used to, but in the long run it will be great.	11/28/2023 9:48 PM
7	Na	11/28/2023 7:10 PM
8	The only snag was the signature - using the Google Form felt like an unnecessary step. Wonder if this can be streamlined.	11/28/2023 5:40 PM
9	One thing I don't love is that there is no way to edit the document without everyone it's shared with being able to see it. Can we not add interns to the reports until we are done editing them?	11/28/2023 5:03 PM
10	I have not used it yet. My documents were uploaded for me.	11/28/2023 2:54 PM
11	It made signatures much easier, not having to obtain the signatures, then go make copies, then hand the copies back out.	11/28/2023 2:33 PM
12	N/A	11/28/2023 1:15 PM
13	I've used it once to upload a document. I have no idea if it was viewed.	11/27/2023 1:21 PM
14	Thanks for your work with this.	11/21/2023 9:57 PM
15	NA	11/21/2023 3:54 PM
16	NA	11/21/2023 11:33 AM
17	none	11/21/2023 10:31 AM
18	Not activated - not used google drive	11/21/2023 10:11 AM
19	More information and training would be appreciated.	11/21/2023 10:01 AM
20	I am old-school. Grew up before computers.. prefer hard copies, handing in papers, etc. So please... if I am missing something PLEASE let me know. I am not great with Google Drive, I am sorry. Thanks for your patience.	11/21/2023 9:48 AM
21	My panel contact did not use the drive - I followed her instructions and paper signed and sent to her and Stefan as she asked me to. I didn't want to be the messenger of bad news that we are using Google Drive now.	11/21/2023 9:25 AM
22	I struggle with google drive anyway....and I can never find my folders	11/21/2023 9:21 AM
23	It may be more difficult for interns especially if there uncertified and not great with technology	11/21/2023 8:33 AM
24	Are we supposed to upload status reports into the drive??	11/21/2023 8:12 AM
25	I am not sure I did it correctly. I have a need to send it the "old" way to be sure I did it correctly. I will try to hold back and not send it to prove I did it.	11/21/2023 7:49 AM

26	I am just so thankful for this- so much easier than all the copying printing, etc	11/21/2023 7:03 AM
27	Think the signing of the documents adds another step to then click the link saying it was us who actually signed it. Perhaps we should print out sign like usual , scan and email it back like we used to . Cuts the extra step out of the google link authorizing that we signed it .	11/21/2023 6:00 AM
28	I just need to get used to it and make it second nature. Old habits die hard	11/21/2023 5:58 AM
29	It is fine.	11/20/2023 11:56 PM
30	Google drive is meant for collaboration and it would be helpful in sharing notes and keeping a running log with my intern	11/20/2023 11:14 PM
31	I am still a little confused about the e signature process.	11/20/2023 10:20 PM

Q13 We are strongly considering holding the next CIT Mentor Forum (January 8, 2024) in person. What do you think?

Answered: 108 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes please!	15.7%	17
Fine if yes. Fine if no.	40.7%	44
No please!	43.5%	47
TOTAL		108

Q14 Optional...Additional comments about the possibility of an in-person Mentor Forum in 2024:

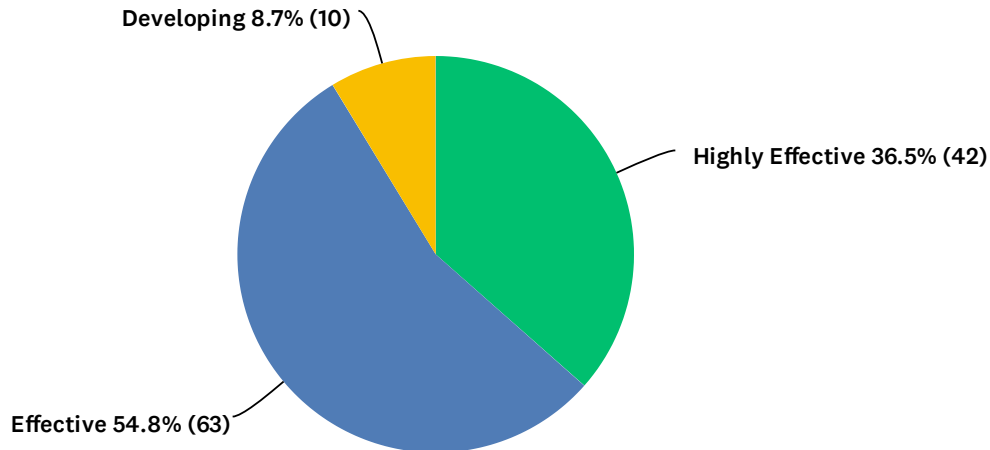
Answered: 48 Skipped: 72

#	RESPONSES	DATE
1	Meeting in person is more personable. I am not sure why we are still meeting on teams or zoom or either. You miss so much quality in person connection when on the computer.	12/3/2023 9:05 PM
2	I feel that this is critical to our ability to connect with each other. The virtual meetings are fine now and then, but it makes everything feel very distant.	12/3/2023 11:00 AM
3	LOVE teams and being home and meeting virtually. Especially in WINTER TIME! Travel during winter months isn't the best.	11/30/2023 8:19 AM
4	I teach Driver Ed. until 4:30 after school everyday, so I would not be able to make it to an in-person training	11/29/2023 7:56 PM
5	Team meets would be fine if it worked for everyone.	11/29/2023 10:32 AM
6	It would be nice to be at a school, I don't think food is necessary.	11/29/2023 7:52 AM
7	Snow, parking, dark, late, cold...I don't think in person provides any added benefit to our meeting.	11/28/2023 8:02 PM
8	Na	11/28/2023 7:10 PM
9	I'll be on maternity leave but I'll see you all in the spring!	11/28/2023 7:06 PM
10	I will be better with in person meetings in like March/ April. I hate late night winter driving	11/28/2023 6:35 PM
11	I'd prefer to hold off until spring simply because while we are not in a pandemic, there has been A LOT of illness. I went to the RTA SBPT training at the temple in Brighton and everyone was coughing - I was out sick a few days later :)	11/28/2023 5:40 PM
12	We need to know as soon as possible if it's going to be in person.	11/28/2023 5:03 PM
13	It is difficult to get somewhere in person for people at late schools. Online is easier.	11/28/2023 2:44 PM
14	It is easier for after school children pick up and evening family dinner/homework etc. when the forum is remote, but I understand the pros of meeting in person.	11/28/2023 2:33 PM
15	Video sessions are something to consider when the weather makes the roads hazardous.	11/28/2023 1:55 PM
16	yes please!	11/28/2023 1:23 PM
17	N/A	11/28/2023 1:15 PM
18	I learn so much from other mentors and it is often the informal catching up in person that triggers an idea or common concern to address with the group.	11/28/2023 8:58 AM
19	I'd prefer to meet online. Having meetings after a long work day is challenging both in person and online. The less traveling is preferred as well.	11/27/2023 1:21 PM
20	We've gotten used to zoom for its convenience, but I'm fine with either.	11/21/2023 9:57 PM
21	Teams or Zoom is easiest.	11/21/2023 8:55 PM
22	NA	11/21/2023 3:54 PM
23	Can we not hold Mentor Forum meetings on the same date documents are due.	11/21/2023 1:55 PM
24	I prefer being at home versus rushing from work, arriving on time, find a parking spot, sitting for two hours then arriving home late during the dark cold winter nights. AVOID the snow.	11/21/2023 12:18 PM
25	NA	11/21/2023 11:33 AM

26	January is the worst time to have in person because the weather is normally so crappy that no one really wants to go anywhere after work.	11/21/2023 11:12 AM
27	none	11/21/2023 10:31 AM
28	teams is nice to avoid commute and considerate of people with different schedules and kid responsibilities after school	11/21/2023 10:11 AM
29	I said "No," because of the weather in January. I think an in-person Mentor Forum would be better in the spring.	11/21/2023 10:01 AM
30	I think that providing an option for in person and online is a terrific option for January 8th. I am unsure of the logistics of that, but it demonstrates that you are willing to meet the needs of the interns. Personally, this is challenging for me due to constraints with after school care with my children. Appreciate all of the teams work and effort in improving the processes for a successful group of educators leading our district in the future.	11/21/2023 9:53 AM
31	N/A	11/21/2023 9:48 AM
32	Although it is great to see everyone in person, there is a lot of chit chat that makes it difficult for me to hear the speaker in a large room.	11/21/2023 9:43 AM
33	I prefer Zoom/Teams.	11/21/2023 9:21 AM
34	will be to dark to drive and very weather dependent. winter ones should be virtual and fall / spring ones in person.	11/21/2023 9:13 AM
35	Easier on my family to not do it in person	11/21/2023 8:33 AM
36	I think it would be great to hold an in-person meeting in the future but right after the holidays might not be the best time. Illnesses will be running rampant as a result of families getting together for the holidays and that just might not be the month to do it. My two cents. :)	11/21/2023 8:18 AM
37	The online meetings are much better because we work all day and travel is difficult and time consuming.	11/21/2023 8:12 AM
38	I would rather be in microsoft teams. My school gets out at 2:30 and I have home obligations that make meeting on teams a lot more feasible.	11/21/2023 7:58 AM
39	Do Zoom!	11/21/2023 7:54 AM
40	We are always struggling to find time and it's more time when driving to a location and back home.	11/21/2023 7:39 AM
41	January has the potential for hazardous weather. Warmer months would be better for in-person	11/21/2023 7:37 AM
42	I think for later schools being able to meet online makes getting to the meeting less chaotic and rushed.	11/21/2023 7:03 AM
43	Virtual is great! Especially with it being so late . Many of us at early schools start school at 7:30- that makes for a long day especially in the winter . With sickness going around - you can still attend now even if not feeling well if you decide to .	11/21/2023 6:00 AM
44	Winter driving is difficult and unpredictable.	11/21/2023 5:58 AM
45	I'd prefer to have it over Teams, but would go in in person if necessary.	11/21/2023 12:22 AM
46	snow- I want to be home. Or at a cabin with a fire.	11/20/2023 11:56 PM
47	Always appreciate food/snacks and coffee :) Especially love the camaraderie and social aspects of in person	11/20/2023 11:14 PM
48	It is much easier for me to do these virtually so I don't have to worry about childcare	11/20/2023 10:28 PM

Q15 Overall, how would you rate this Mentor Forum for engaging mentors in valuable professional learning?

Answered: 115 Skipped: 5



ANSWER CHOICES	RESPONSES	
Highly Effective	36.5%	42
Effective	54.8%	63
Developing	8.7%	10
Ineffective	0.0%	0
TOTAL		115

#	ADDITIONAL COMMENTS:	DATE
1	Team meets...	11/29/2023 10:33 AM
2	Stefan, I think you do an outstanding job! Slides are always full of useful information and necessary links. You are engaging and make the most out of our trainings on Microsoft. You cover important and helpful information.	11/28/2023 2:04 PM
3	Thank you so much!	11/27/2023 1:21 PM
4	Awesome job Stefan and team. Thanks for the hard work on the google forms.	11/21/2023 10:13 PM
5	NA	11/21/2023 3:54 PM
6	Keep the meeting to less than 2 hours if on Teams.	11/21/2023 1:56 PM
7	Rated developing due to technical difficulties- (on part of district disabling a more user-friendly platform)	11/21/2023 11:26 AM
8	go back to Zoom!	11/21/2023 11:15 AM
9	none	11/21/2023 10:31 AM
10	na	11/21/2023 10:16 AM
11	I liked the way that the session was organized and facilitated. I understand that we needed to address the breakout room norms between mentors, but I also think as educators we have to	11/21/2023 9:54 AM

do a better job advocating for ourselves by using our own voice. Stefan should not have to take time out of our session to address this in my opinion.

12	Knocked it out of the park Stefan. I still think you should have been a stand up comedian!	11/21/2023 9:49 AM
13	Once again I was late and not there for the full effect.	11/21/2023 9:04 AM
14	Na	11/21/2023 5:59 AM
15	Thank you ALL for your humor and joy in our work.	11/20/2023 11:57 PM