

General Education (MS/SS) Program Completer Survey – 2018

HANFORD ELEMENTARY SCHOOL DISTRICT

Your program and Support Provider

1. How long after you were hired into an assignment that requires a California preliminary teaching credential were you **enrolled** in a Commission-approved induction or clear credential program?

	Program		Statewide	
	Count	Percentage	Count	Percentage
1 = At the time of hire or before beginning work with students	8	100.0%	9821	99.7%
2 = Within one to two months of beginning my assignment	4	50.0%	4220	43.0%
3 = Within three to five months of beginning my assignment	2	25.0%	2357	24.0%
4 = More than five months after beginning my assignment	0	0.0%	294	3.0%
5 = One year or more after beginning my assignment	0	0.0%	424	4.3%
	2	25.0%	2526	25.7%
Mean : SD	2.25	1.75	2.46	1.65

2. How long after you were enrolled in your induction/clear credential program did you begin **working with a Support Provider (SP)** or receive support from Clear Credential Personnel?

	Program		Statewide	
	Count	Percentage	Count	Percentage
1 = Within one month of enrolling in the program	8	100.0%	8570	87.4%
2 = Within two months of enrolling in the program	0	0.0%	783	8.0%
3 = More than three months after enrolling in the program	0	0.0%	165	1.7%
4 = I was assigned a Support Provider but never worked with him/her	0	0.0%	24	0.2%
5 = I was never assigned a Support Provider	0	0.0%	258	2.6%
Mean : SD	1.00	0.00	1.23	0.73

3. What was the length of **your** induction/clear credential program?

	Program		Statewide	
	Count	Percentage	Count	Percentage
1 = Less than 1 school year	0	0.0%	243	2.5%
2 = 1 school year	0	0.0%	1451	14.8%
3 = More than 1 school year but less than 2 school years	0	0.0%	403	4.1%
4 = 2 school years	8	100.0%	7535	76.9%
5 = More than 2 school years	0	0.0%	172	1.8%
Mean : SD	4.00	0.00	3.61	0.85

How helpful was your Support Provider/Mentor/System of Support in helping you impact students in learning regarding the following:

	4a. Modeling instruction while I observed				4b. Identifying Resources				4c. Providing feedback from observations to improve my instruction				4d. Teaching Practices			
	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
1 = Very Helpful	6	75.0%	5666	58.0%	6	75.0%	6447	66.0%	6	75.0%	6891	70.5%	6	75.0%	6431	65.9%
2 = Helpful	2	25.0%	2478	25.3%	2	25.0%	2458	25.2%	2	25.0%	2163	22.1%	2	25.0%	2558	26.2%
3 = Somewhat helpful	0	0.0%	1100	11.3%	0	0.0%	722	7.4%	0	0.0%	595	6.1%	0	0.0%	659	6.8%
4 = Not at all helpful	0	0.0%	532	5.4%	0	0.0%	145	1.5%	0	0.0%	122	1.2%	0	0.0%	109	1.1%
Mean : SD	1.25	0.46	1.64	0.88	1.25	0.46	1.44	0.70	1.25	0.46	1.38	0.66	1.25	0.46	1.43	0.67

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	4e. Content Support				4f. Instructional Design and Planning				4g. Creating and Maintaining a Safe and Positive Climate				4h. Using strategies to support English Learners			
	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
1 = Very Helpful	8	100.0%	9761	99.1%	8	100.0%	9756	99.0%	8	100.0%	9746	98.9%	8	100.0%	9752	99.0%
2 = Helpful	6	75.0%	5478	56.1%	6	75.0%	5639	57.8%	6	75.0%	6362	65.3%	6	75.0%	5171	53.0%
3 = Somewhat helpful	2	25.0%	2681	27.5%	2	25.0%	2886	29.6%	2	25.0%	2575	26.4%	2	25.0%	3081	31.6%
4 = Not at all helpful	0	0.0%	1215	12.4%	0	0.0%	1000	10.3%	0	0.0%	658	6.8%	0	0.0%	1222	12.5%
	0	0.0%	387	4.0%	0	0.0%	231	2.4%	0	0.0%	151	1.5%	0	0.0%	278	2.9%
Mean : SD	1.25	0.46	1.64	0.85	1.25	0.46	1.57	0.77	1.25	0.46	1.45	0.69	1.25	0.46	1.65	0.81

	4i. Using strategies to support students with disabilities				4j. Minimizing bias and using culturally responsive pedagogy				4k. Setting and reaching Professional Learning Goals			
	Program		Statewide		Program		Statewide		Program		Statewide	
1 = Very Helpful	8	100.0%	9741	98.9%	8	100.0%	9738	98.8%	8	100.0%	9750	98.9%
2 = Helpful	6	75.0%	4852	49.8%	6	75.0%	5533	56.8%	6	75.0%	6798	69.7%
3 = Somewhat helpful	2	25.0%	3192	32.8%	1	12.5%	2989	30.7%	2	25.0%	2317	23.8%
4 = Not at all helpful	0	0.0%	1377	14.1%	1	12.5%	979	10.1%	0	0.0%	523	5.4%
	0	0.0%	320	3.3%	0	0.0%	237	2.4%	0	0.0%	112	1.1%
Mean : SD	1.25	0.46	1.71	0.83	1.38	0.74	1.58	0.77	1.25	0.46	1.38	0.64

5. How well matched were you with your Support Provider?

	Program		Statewide	
		7	87.5%	9351
1 = Well matched	7	100.0%	8141	87.1%
2 = Somewhat well matched	0	0.0%	992	10.6%
3 = Not well matched	0	0.0%	218	2.3%
Mean : SD	1.00	0.00	1.15	0.42

If you responded that you were "Not well matched" or "Somewhat well matched" with your Support Provider please respond to questions 6a and 6b:

6a. in which of the following areas could the match have been improved? Mark all that apply

	Program		Statewide	
	0		1190	98.3%
Grade level or subject area experience or background	0		725	60.9%
Familiarity with site resources, expectations, policies, and procedures	0		262	22.0%
Schedules /opportunities to meet	0		364	30.6%
Personality, disposition, and working style	0		358	30.1%
Teaching philosophy and style	0		258	21.7%

6b. Did the program address the issue(s) with the match?

	Program		Statewide	
		0		1190
1 = Yes			281	23.6%
2 = To some extent, but not fully			441	37.1%
3 = No			468	39.3%
Mean : SD			2.16	0.78

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7. On average, how frequently did you and your Support Provider have meaningful communication about issues related to your teaching practice? This includes all face-to-face or virtual interactions via technology.

	Program		Statewide	
	Count	Percentage	Count	Percentage
1 = Daily	7	87.5%	9320	94.6%
2 = Two or three times per week	0	0.0%	800	8.6%
3 = Weekly	3	42.9%	2144	23.0%
4 = Twice per month	4	57.1%	4907	52.7%
5 = Less than twice per month	0	0.0%	1120	12.0%
	0	0.0%	349	3.7%
Mean : SD	2.57	0.53	2.79	0.89

9. What amount of interaction with your Support Provider would have been best for you?

	Program		Statewide	
	Count	Percentage	Count	Percentage
1 = Significantly more time	7	87.5%	9303	94.4%
2 = A little more time	0	0.0%	346	3.7%
3 = The same amount of time I had	1	14.3%	1126	12.1%
4 = A little less time	6	85.7%	7336	78.9%
5 = Much less time	0	0.0%	386	4.1%
	0	0.0%	109	1.2%
Mean : SD	2.86	0.38	2.87	0.58

8. Across the full induction/clear program, how frequently did your Support Provider observe and coach you in your classroom during the program (in person or via visual technology)?

	Program		Statewide	
	Count	Percentage	Count	Percentage
1 = More than ten times during the entire program	7	100.0%	2370	25.5%
2 = 6-10 times during the entire program	0	0.0%	3039	32.7%
3 = 3-5 times during the entire program	0	0.0%	3155	33.9%
4 = Once or twice during the entire program	0	0.0%	621	6.7%
5 = I was not observed by my Support Provider	0	0.0%	120	1.3%
Mean : SD	1.00	0.00	2.26	0.95

Connections between your induction/clear program and your Individual Induction Plan (IIP)

Reflecting on your engagement with formative assessment activities during your induction and credential program experience:

10. To what degree was there cohesion between the professional development received in district or on site and induction/clear credential program goals and activities?

	Program		Statewide	
	Count	Percentage	Count	Percentage
1 = Strong	7	87.5%	9066	92.0%
2 = Moderate	6	85.7%	4999	55.1%
3 = Weak	1	14.3%	3513	38.7%
Not applicable to me **	0	0.0%	554	6.1%
	0	-	207	-
Mean : SD	1.14	0.38	1.51	0.61

11. How strong was the collaboration between your induction or clear credential program and your site administration?

	Program		Statewide	
	Count	Percentage	Count	Percentage
1 = Very Strong	7	87.5%	8111	82.3%
2 = Strong	6	85.7%	3201	39.5%
3 = Not Strong	1	14.3%	3587	44.2%
I do not have sufficient information to answer this question **	0	0.0%	1323	16.3%
	0	-	1164	-
Mean : SD	1.14	0.38	1.77	0.71

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How much impact did participating in the following activities have on your classroom practice?

	12a. Collection and analysis of evidence of my teaching practice				12b. Analysis of my students' work				12c. Observation of experienced teachers				12d. Examination of my teaching practice against the CSTP (e.g., the Continuum of Teaching Practice)			
	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
1 = Extensive impact	7	87.5%	9269	94.1%	7	87.5%	9256	93.9%	7	87.5%	9259	94.0%	7	87.5%	9240	93.8%
2 = Limited impact	4	57.1%	6313	68.4%	4	57.1%	6813	73.9%	5	71.4%	6462	73.8%	4	57.1%	5587	61.5%
3 = No impact	0	0.0%	206	2.2%	0	0.0%	141	1.5%	0	0.0%	178	2.0%	0	0.0%	390	4.3%
I did not participate in this activity **	0	-	37	-	0	-	36	-	0	-	498	-	0	-	161	-
Mean : SD	1.43	0.53	1.34	0.52	1.43	0.53	1.28	0.48	1.29	0.49	1.28	0.49	1.43	0.53	1.43	0.58

	12e. Development of my Individual Induction Plan (IIP)/Individual Learning Plan (ILP)				12f. Professional Learning as identified on my IIP or ILP				12g. Collaboration with colleagues			
	Program		Statewide		Program		Statewide		Program		Statewide	
1 = Extensive impact	7	87.5%	9239	93.8%	7	87.5%	9247	93.8%	7	87.5%	9252	93.9%
2 = Limited impact	4	57.1%	5851	63.9%	5	83.3%	5858	64.0%	6	85.7%	7382	80.4%
3 = No impact	0	0.0%	2937	32.1%	1	16.7%	3004	32.8%	1	14.3%	1637	17.8%
I did not participate in this activity **	0	-	370	4.0%	0	0.0%	287	3.1%	0	0.0%	163	1.8%
Mean : SD	1.43	0.53	1.40	0.57	1.17	0.41	1.39	0.55	1.14	0.38	1.21	0.45

Impact of Induction on Teaching Practice

Engaging and Supporting All Students in Learning

To what degree did your overall INDUCTION/CLEAR CREDENTIAL EXPERIENCE impact your classroom practice in the following areas?

	13a. Connect classroom learning to the real world				13b. Engage students in inquiry, problem solving, and reflection to promote their critical thinking				13c. Meet the instructional needs of English learners				13d. Identify and address special learning needs with appropriate teaching strategies			
	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
1 = Very well	7	87.5%	9141	92.8%	7	87.5%	9139	92.7%	7	87.5%	9131	92.7%	7	87.5%	9130	92.7%
2 = Well	6	85.7%	3901	42.7%	7	100.0%	4418	48.3%	5	71.4%	3647	39.9%	5	71.4%	3932	43.1%
3 = Adequately	1	14.3%	3379	37.0%	0	0.0%	3200	35.0%	2	28.6%	3423	37.5%	2	28.6%	3316	36.3%
4 = Poorly	0	0.0%	1425	15.6%	0	0.0%	1227	13.4%	0	0.0%	1662	18.2%	0	0.0%	1494	16.4%
5 = Not at all	0	0.0%	296	3.2%	0	0.0%	215	2.4%	0	0.0%	292	3.2%	0	0.0%	300	3.3%
Mean : SD	1.14	0.38	1.84	0.91	1.00	0.00	1.72	0.84	1.29	0.49	1.88	0.89	1.29	0.49	1.83	0.88

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Creating and Maintaining Effective Environments for Student Learning

To what degree did your overall INDUCTION/CLEAR CREDENTIAL EXPERIENCE impact your classroom practice in the following areas?

14a. Establish and maintain a safe and respectful learning environment for all students

	Program		Statewide	
	7	87.5%	9131	92.7%
1 = Very well	6	85.7%	5288	57.9%
2 = Well	1	14.3%	2655	29.1%
3 = Adequately	0	0.0%	981	10.7%
4 = Poorly	0	0.0%	120	1.3%
5 = Not at all	0	0.0%	87	1.0%
Mean : SD	1.14	0.38	1.58	0.81

14b. Create a productive learning environment with high expectations for all students

	Program		Statewide	
	7	87.5%	9132	92.7%
1 = Very well	6	85.7%	5309	58.1%
2 = Well	0	0.0%	2715	29.7%
3 = Adequately	1	14.3%	912	10.0%
4 = Poorly	0	0.0%	114	1.2%
5 = Not at all	0	0.0%	82	0.9%
Mean : SD	1.29	0.76	1.57	0.79

Understanding and Organizing Subject Matter for Student Learning

To what degree did your overall INDUCTION/CLEAR CREDENTIAL EXPERIENCE impact your classroom practice in the following areas?

15a. Use effective instructional strategies to teach specific subject matter and skills

	Program		Statewide	
	7	87.5%	9124	92.6%
1 = Very well	5	71.4%	4681	51.3%
2 = Well	2	28.6%	3070	33.6%
3 = Adequately	0	0.0%	1077	11.8%
4 = Poorly	0	0.0%	185	2.0%
5 = Not at all	0	0.0%	111	1.2%
Mean : SD	1.29	0.49	1.68	0.85

15b. Select, adapt, and develop materials, resources, and technologies to make subject matter accessible to all students

	Program		Statewide	
	7	87.5%	9123	92.6%
1 = Very well	5	71.4%	4667	51.2%
2 = Well	1	14.3%	3075	33.7%
3 = Adequately	1	14.3%	1088	11.9%
4 = Poorly	0	0.0%	185	2.0%
5 = Not at all	0	0.0%	108	1.2%
Mean : SD	1.43	0.79	1.68	0.85

Planning Instruction and Designing Learning Experiences for All Students

To what degree did your overall INDUCTION/CLEAR CREDENTIAL EXPERIENCE impact your classroom practice in the following areas?

16a. Plan instruction based on students' prior knowledge, academic readiness, language proficiency, cultural background, and individual development

	Program		Statewide	
	7	87.5%	9115	92.5%
1 = Very well	5	71.4%	4448	48.8%
2 = Well	1	14.3%	3239	35.5%
3 = Adequately	1	14.3%	1176	12.9%
4 = Poorly	0	0.0%	166	1.8%
5 = Not at all	0	0.0%	86	0.9%
Mean : SD	1.43	0.79	1.71	0.83

16b. Plan and adapt instruction that incorporates appropriate strategies, resources and technologies to meet the learning needs of all students

	Program		Statewide	
	7	87.5%	9111	92.5%
1 = Very well	5	71.4%	4606	50.6%
2 = Well	2	28.6%	3179	34.9%
3 = Adequately	0	0.0%	1084	11.9%
4 = Poorly	0	0.0%	162	1.8%
5 = Not at all	0	0.0%	80	0.9%
Mean : SD	1.29	0.49	1.68	0.82

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Assessing Students for Learning

To what degree did your overall INDUCTION/CLEAR CREDENTIAL EXPERIENCE impact your classroom practice in the following areas?

	17a. Involve all students in self-assessment, goal setting, and monitoring progress				17b. Give productive feedback to students to guide their learning			
	Program		Statewide		Program		Statewide	
	7	87.5%	9112	92.5%	7	87.5%	9107	92.4%
1 = Very well	3	42.9%	3981	43.7%	3	42.9%	4071	44.7%
2 = Well	3	42.9%	3302	36.2%	4	57.1%	3327	36.5%
3 = Adequately	1	14.3%	1476	16.2%	0	0.0%	1395	15.3%
4 = Poorly	0	0.0%	249	2.7%	0	0.0%	230	2.5%
5 = Not at all	0	0.0%	104	1.1%	0	0.0%	84	0.9%
Mean : SD	1.71	0.76	1.81	0.88	1.57	0.53	1.78	0.86

Developing as a Professional Educator

To what degree did your overall INDUCTION/CLEAR CREDENTIAL EXPERIENCE impact your classroom practice in the following areas?

	18a. Evaluate the effects of actions on student learning and modify plans accordingly				18b. Work with colleagues to improve instruction			
	Program		Statewide		Program		Statewide	
	7	87.5%	9106	92.4%	6	75.0%	9102	92.4%
1 = Very well	6	85.7%	4531	49.8%	6	100.0%	4736	52.0%
2 = Well	0	0.0%	3282	36.0%	0	0.0%	2876	31.6%
3 = Adequately	1	14.3%	1076	11.8%	0	0.0%	1199	13.2%
4 = Poorly	0	0.0%	145	1.6%	0	0.0%	167	1.8%
5 = Not at all	0	0.0%	72	0.8%	0	0.0%	124	1.4%
Mean : SD	1.29	0.76	1.68	0.80	1.00	0.00	1.69	0.87

	19. Overall, how effective was your induction program at developing the skills, habits, or tools you needed to grow your teaching practice?				20. Overall, how effective was your induction program at developing the skills, habits, or tools you needed to continue in your career as a teacher?			
	Program		Statewide		Program		Statewide	
	7	87.5%	9106	92.4%	7	87.5%	9100	92.3%
1 = Very effective	7	100.0%	4536	49.8%	6	85.7%	4655	51.2%
2 = Effective	0	0.0%	3319	36.4%	1	14.3%	3247	35.7%
3 = Somewhat effective	0	0.0%	1073	11.8%	0	0.0%	1023	11.2%
4 = Not at all effective	0	0.0%	178	2.0%	0	0.0%	175	1.9%
Mean : SD	1.00	0.00	1.66	0.76	1.14	0.38	1.64	0.76

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Demographic Information

Demographic section omitted as the number of survey responders is too small for reporting.

	<u>Number of Program Completers Asked to Participate in Survey</u>	<u># and % of Respondents</u>		
Program:	8	8	100.0 %	<i>'Respondents' are those program completers who answered a minimum of 1 non-demographic question.</i>
Statewide:	10289	9854	95.8 %	