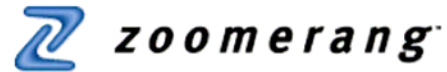


# Beginning Teacher Welcome Packet

## Results Overview



Date: 12/3/2009 4:51 AM PST  
 Responses: Completes  
 Filter: No filter applied

The Collaborative to Support Initially Licensed Professionals is planning to develop a "Welcome Packet" for beginning teachers in member districts. We want to do our best to make sure the contents of the packet will be most valuable to new teachers, so we are seeking your input for this initiative. Please complete the survey by November 30, 2009. Thank you for your contribution to this project. Ralph Evans, Director

In order for us to better understand the context from which your responses are provided, please answer the remaining questions.





### 3. I am a ...

1st Year Teacher		18	40%
2nd Year Teacher		14	31%
3rd Year Teacher		7	16%
Mentor		0	0%
Support Coach		3	7%
Collaborative Representative		1	2%
Other, please specify		2	4%
Total		45	100%



### 4. If you are a 1st, 2nd, or 3rd year teacher, select one of the first three options below; otherwise, select "Not Applicable."

I completed a teacher education program at a NC college/university.		17	38%
I completed a teacher education program out-of-state.		6	13%
I am a lateral entry teacher.		16	36%
Not Applicable		6	13%
Total		45	100%




**5.** I work in a(n):

elementary school		18	40%
middle school		10	22%
high school		16	36%
Other, please specify		1	2%
Total		45	100%





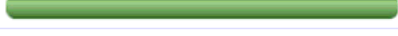




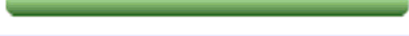

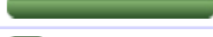

**6.** 1st Year Teachers Only:

I attended the 3-Day New Teacher Orientation in August.		14	67%
I did not attend a New Teacher Orientation this year.		7	33%
Total		21	100%

**7.** Do you understand the requirements of the Beginning Teacher Support Program?

Yes		26	58%
No		7	16%
Somewhat		12	27%
Total		45	100%

**8.** Check the types of assistance you received as a beginning teacher: (Select any or all choices)

Moral/personal support		37	82%
Lesson planning (materials, content, method)		33	73%
Classroom management		26	58%
School/district procedures/expectations		34	76%
IGP development		32	71%
Student performance/assessment issues		21	47%
Orientation to the community		19	42%
SCOS/Focus Calendars/Pacing guides		22	49%
Peer/colleague relations		33	73%
Observation/feedback from principal/AP		33	73%
Professional development		35	78%
Parent issues		16	36%
Other, please specify		2	4%

## ***Beginning Teacher Welcome Packet Survey Open-Ended Results***

**Question 1** *If you could have a packet of concise, readily accessible information, that would help you to be even more successful as a beginning teacher, what are the five (5) most important items you would find in that packet? (Response to all five items required).*

Requirements for staying employed	NCSCOS for your subject
SCOS for all subjects	Timesavers for Teachers
numbers of key office/admin officials	Examples of Classroom rules
What to do Your First Week Cheat Sheet	Bell Schedule
classroom helping chart ideas	Classroom management
CEU Info (I was told they do not count)	Lesson plans organization, how do we need to do it
examples of GP for social studies	Ways to Make Connection to Students
insurance packets	Explanation of workdays, optional workdays, etc.
The makeup of the community	Contact information
Numbers and procedures for taking leave/sick days	Grading guidelines/policy
demographic information on your school district	Mentor's name and number
Tips for Classroom Management	Classroom Management Tips
Tips on classroom management	Updated, more precise pacing guide
Management tips (paperwork)	Classroom Management Techniques/Strategies
School Handbook	Pacing Guides with clear expectations.
Dates and times for upcoming events	A list of outside resources for subject area
Pacing Guide	Instructions for preparing a pacing guide
Info about school & county assigned /Demographics	ideas for lesson plans
School Rules	Classroom management tips
school important papers not having to go to websit	Managment ideas
hints from veteran teachers	guide to city/county sites
NC Teaching Standards	PEPs and IEPs Reference Sheet for Lateral Entry
School grading system	files already made with important documents
classroom management materials	NCAE and what they can do for me IMMEDIATELY
SCOS for specific grade and class I'm teaching	examples of IP for social studies
lesson plan material	calendar
Standard course of Study for grade level	The statistics of how our kids do on the EOG

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- |  |  |
|--|--|
| All important dates in one place                   | Seating Charts                                     |
| starter supplies (paper, pencils, pens, etc.)      | Complete calendar of important dates for my school |
| Licensure Information                              | How to motivate students who are off-task?         |
| Relations with parents and community               | Alphabet and number line for classroom             |
| Organization of student work                       | Pencils and Pens                                   |
| Document of who to contact about what              | Instructions on lesson plans for the school system |
| What all the abbreviations mean                    | classroom management strategies                    |
| Community Packet on local businesses               | Strategies for differentiated instruction          |
| Classroom Management Tips                          | Blank documentation forms (examples)               |
| Teacher contact numbers                            | local phone book                                   |
| what are the rules of movie playing                | How to Read and Decipher Test Data                 |
| sample beginning of the year letter to students    | due dates of everything for the year               |
| Learning Styles Information                        | Observation materials                              |
| School discipline policy                           | how to deal with insubordination                   |
| educational websites for k-12                      | list of school directors/numbers to reach          |
| Book explaining technology information for school  | Reasonable expectations of growth in students      |
| important due dates                                | Responsibilities required by teacher and when due  |
| List of good websites for lesson plans/ideas       | The First Days of School by Harry Wang             |
| Pacing guide for you subject                       | County Information                                 |
| Classroom Management Tips                          | Grading procedures                                 |
| The schools policies & procedures for teachers     | Student Portfolio                                  |
| Dress Code   | School testing calendar                            |
| Project ideas for different skills                 | Information about EOG's                            |
| information about the population we will work with | Articles on Benchmark importance                   |
| How To Have Control In the Class?                  | Expectations as a teacher                          |
| Routine for disciplinary acts.                     | Classroom management tips                          |
| Classroom management tips                          | how to set up gradeing                             |
| Types of paperwork required from administration    | beginning of the year activities                   |
| Pacing guide template and sample guides            | Pacing Guide for each subject (school item??)      |

**Question 1** *If you could have a packet of concise, readily accessible information, that would help you to be even more successful as a beginning teacher, what are the five (5) most important items you would find in that packet? (Response to all five items required).*

pacing guide help	how to deal with student apathy towards work
collaboration and staff development opportunities	list of directors and job description
Discipline dos and don'ts	Websites of strategies for EC students
packet of all important forms	NCWise training
Overview of IGP process	a journal to reflect in
Book for your subject	County Procedures
Parent/Conference Tips	Requirements for new teachers
Where to go for what??(Supplies, forms, etc.)	Mentors
Procedures for Lesson Plans	Summary of important district policies
How to deal with discipline issues	How to use NCWISE
school's dress code policies	Discipline for Middle Schoolers
Effective Ways to Motivate Students	Schedule of Staff Development for new teachers
List of important numbers.	Important dates
Rules and Procedures from Central Office	when orient. sep. hs, ms, elem
Technology training/how to use as an aide in class	beginning of the year checklist
School handbook	Overall view of student population
Recommended classroom rules & consequences	Technology access
How to motivate students	clear pacing guides for each grade level
Using technology in a content area	List of things to do before the first day of school
Classroom Management strategies	classroom management information
inspirational posters/flyers	Tips on parent conferences
Information on PEPs ( methods of completing them)	Classroom management booklet
reading strategies for struggling readers	Organizational Material
Using data for effective instruction	Classroom Management
Ways to teach vocabulary for retention	Calendar of Scheduled events
teaching strategies-- hand outs	Steps for doing the paperwork (IEP's)
Classroom Management resources	classroom management tips
ideas for classroom management	Technology Activities in the Classroom
Formative / Summative assessment materials	Important dates.

**Question 1** *If you could have a packet of concise, readily accessible information, that would help you to be even more successful as a beginning teacher, what are the five (5) most important items you would find in that packet? (Response to all five items required).*

Traditions/Things to Expect from Weldon	diff dept phone numbers in one area
How to acquire effective resources	ways to make your classroom diverse
All schedules for different types of school days	Tips and Tricks of Teaching
Tips on preparing lesson plans	resource personnel
Clearer classroom consequence procedures	helpful tips for surviving the first years
Improve Test Scores(EOC)	Information on NCEA
Technology	important mentor information
a composition notebook for reflection	List of who I need to call in specific situations, ie. Special ed questions, transportation, ect.
Examples of Marzano's 9 Essentials	First day of school booklet
sources of high-interest reading material	Motivation Material for Students, Parents, & Staff
Summary of key resources and where to find them	Student rules and expectations
Professional Development Ideas	List of all Teachers and there room number
school calender	Ideas for interesting classrooms (visuals)
resources for cheap/free prizes for students	support and people we can go to if sth happens.
examples of field trip forms filled out	Students To Value Education
Places to go to go and relax	Other important school documents and forms.
when are the benefits(salary) schedule for insuran	Advice from veteran teachers
buddy system for new teachers/ 1/1 new teacher	Discipline/rules & procedures
Recommendations on doctors, dentists, food places	Identity of ec students and their particular need
PEP training	List of web resources for lessons, quizzes, tests,
a personalized welcome video from your school	Lists of available supplies, manipulatives, etc.
Expectations of a New Teacher	Learn Students Better
Time management	Basic Classroom supplies(pencils, pens, dry erase markers/erasers, etc.)
Grading	A list of professional developments(subject area)
N/A	A grade book
Examples of evaluations forms	writing activities
Coupons	
Websites for helpful information	
pay dates	

**Question 2** *If there are additional items you would really like to see included, list them here. (Optional)*

Relationships => Relevance => Rigor

School forms- media, referral, etc

technology advancements

First Days of School-Book

If lateral entry, a list of cohorts to assist them

Technology Intergation Tips

How and when to send student to receiving teacher

Resources for Bellringer Activities

Assessments for Learning

IEP and 504 data help

Decorations for the class to get them started

Best Practices for Content Area

Amount of money allotted for class supplies

Coupons for MacDonalds, Burger King, Wendy's etc.

Motivating the hard to reach student

Basic tips for classroom management

Teacher/parent handbook

What emails to keep for future reference

Managing day-to-day routines

The need for ink in class computer to be in budget

Sources of moral support

### Question 9 *How could your teaching experience have been improved?*

It would have been great if I had access to the multitude of resources available now for beginning teachers.

I believe it was an excellent first year; I have no complaints or issues for how my first year of teaching went.

By Central Office making decision about inclement weather on a consistent basis, most teachers commute to this school district.

As always--every school out or on delay except Hertford Co. Schools

Keep in mind that lateral entry teachers have not completed a teacher ed program and are learning about IEPs, PEPs, and how to read and decipher test data. Shadowing a master teacher would have been helpful as well.

I wish for more administration help. Meeting people who I have to send information to and having them come to seek me out as a new teacher instead of me having to hunt and find them. (pay roll, health care, funding, etc.)

If my observations were completed and reviewed in a timely manner. Only got feedback from one of my two observations.

given the situation, nothing really

I am not from the area. It would have been nice to have a chance to get to know the area and the community better. This would help me better understand the students that I teach every day.

I would have to like to have learned more strategies to teach my EC students

Meetings and things that are needed to be completed are often only told about on short notice which can cause stress. More opportunities to collaborate with other teachers would have been helpful too.

more elaboration on IGP's, PEP's, and other acronyms I don't understand

More time to prepare. I was unable to get into my classroom until the week before school started.

It could improve by reflecting more often.

I could have been informed of the paperwork that lingers in the shadows of teaching. The IGP's, PEP's, etc. These type assessments are always needed in a short length of time. As a lateral entry teacher, I am expected to teach, complete mandatory forms, join teams, be stellar during observations as well as study for the licensure test. I would recommend that our teaching experience, observations as documentation as well as peer teacher recommendations along with the principal, assistant principal, counselor should be a part of the lateral entry teachers licensure assessment. There is not enough quality time for a laterally entry teacher to study for the state test and become stellar at the work place. The pressure is enormous. My teaching experience is wonderful except for the fact of quality time for study time.

N/A

I would like to know about upcoming events and things that are due in a more timely fashion. It's hard when things are spun on you at the last minute.

Reflection time to sit down with mentor and consider how to improve my teaching and students success.

I believe more support from administrators with discipline would help.

More clarification on expectations

better involvement of parents

To be given more opportunities at the beginning of the school year to have in your classroom without things to do every day

I would like to have received pacing guides or some sort of outline to know where to begin and where I was going.

Help with day to day functions that work in the classroom

More support from ALL personnel in Bertie County (from Central Office to School Administration) would have made a easy transition into teaching.

More new teacher collaboration and staff development would be useful. Although, the Connections Program has been helpful and enjoyable so far.

Giving teachers more time in the class with their students and not constantly making changes in our school. Not having meetings during the school day when I should be in the classroom teaching students.

Orientation to the community

By having a better understanding of "How we do it." Many teachers have been teaching so long that they forget to tell us how we do or handle certain situations. I floundered many times because I did not know "how we did it."

My teaching experience could have been better if I would have started the first day of school, but there was no fixing that situation. Other than that it was fairly well with the help of my school and LEA advisor.

Training at the beginning of the year on a district and school level about different procedures

Just given more information on the in's and out's of the school

I like it so far. It's a little overwhelming. But I would expect nothing else. It's my first year. Got to work out the bugs.

It has gone very well so far

If they would have told me what kind of kids I was going to work with.

I am finding now, but I have worked it out by myself. I think we need professional development in order to know what the school and county expectations are.

by having available materials needed in my hands-on activities

**Question 9** *How could your teaching experience have been improved?*

More set routines within the school.

I would have liked to observe veteran teachers in the community. It would have also been nice to meet the board members.

Effective training prior to first day of school. Also clear expectations from administration.

My experience has been terrific thus far. The school has supported my questions on every topic. I guess I just need more hours in the day. So possibly more time management sessions?

Should have seminar on how to do IGP, Lesson Plans etc. before the school year begins.

It would have been helpful to have more knowledge and professional development on poverty and what it means to be a Title 1 school.

My teaching has been improved through professional development, by the help of mentor/support coach and full support of the principal.

By having the resources to have a warm and welcoming classroom.

I would like to have a little more freedom in the classroom on how I teach my subject area. I have build a relationship with my students and I know what teaching/learning style works for my students.

Attending a workshop or given instruction on formulating a pacing guide would have been most helpful.

I had a lot of misconceptions about teaching before I started last August. The biggest issue for me last year was classroom management -- I was a first-year teacher, brand new to the community and with classes of 28-30 seventh graders. I've grown a tremendous amount in the last year and have become a far, far better teacher, but I'm honestly not sure that anything could have prepared me for last year.