



Survey Results -- Overview

Individual Responses

Initial Educator Survey 2007-2008: Pupil Services

Respondents: 75 displayed, 75 total **Status:** Open
Launched Date: 03/31/2008 **Closed Date:** N/A
Display:

1. Did you have an assigned mentor in this school year?

		Response Total	Response Percent
Yes		63	85%
No		12	16%
If "No", please check and proceed to question #21.			
		Total Respondents	74
		(skipped this question)	1

2. How often did you meet FORMALLY (specific appointment, observation, to work on activities, or to discuss your work) with your mentor?

		Response Total	Response Percent
Weekly		10	16%
Biweekly		4	6%
Monthly		14	23%
As needed		35	56%
		Total Respondents	62
		(skipped this question)	13

3. At your FORMAL meetings with your mentor, how much time did you typically spend together?

		Response Total	Response Percent
Less than .5 hour per week		26	44%
.5 hour to 1.0 hour per week		27	46%
1.25 hours to 2.5 hours per week		7	12%
2.75 hours or more per week		0	0%
1.25 hours to 2.5 hours biweekly		0	0%
		Total Respondents	59
		(skipped this question)	16

4. How often did you speak INFORMALLY (talking in hallway, email, phone calls) with your mentor?

		Response Total	Response Percent
Daily		21	34%
Weekly		18	30%
Biweekly		8	13%
Monthly		2	3%
As needed		13	21%
		Total Respondents	61

(skipped this question) 14

5. Were you offered any release time or substitute support to work with your mentor?

		Response Total	Response Percent
Yes		17	28%
No		44	73%
Total Respondents		60	
(skipped this question)			15

6. If you answered yes to question 5, did you use the release time/substitute support?

		Response Total	Response Percent
Yes		9	43%
No		13	62%
Total Respondents		21	
(skipped this question)			54

7. Was your mentor:

		Response Total	Response Percent
Located in the same school as you		33	53%
Located in the same district as you		29	47%
In another district		0	0%
Provided by an agency/organization outside my district		1	2%
Total Respondents		62	
(skipped this question)			13

8. My mentor is in a similar position/assignment as I am.

		Response Total	Response Percent
Yes		45	73%
No		18	29%
Total Respondents		62	
(skipped this question)			13

9. Did your mentor have current or recent experience in the same kind of pupil services position you are in?

		Response Total	Response Percent
Yes		42	68%
No		21	34%
Total Respondents		62	
(skipped this question)			13

10. What was your mentor's main job?



		Response Total	Response Percent
Full-time Pupil Services Professional		40	65%
Part-time Pupil Services Professional, part-time mentor		2	3%

Full-time Pupil Services mentor		3	5%
Retired Pupil Services professional		1	2%
Pupil Services professional in another district		0	0%
Other, please specify view		17	27%
		Total Respondents	62
		(skipped this question)	13

11. How often did your mentor observe you at your work?

		Response Total	Response Percent
1 time		3	5%
2 times		7	11%
3 or more times		25	40%
None		28	45%
If "None", please check and proceed to question #14.			
		Total Respondents	62
		(skipped this question)	13

12. Did you meet with your mentor to discuss the observations?

		Response Total	Response Percent
Yes		25	66%
No		14	37%
If "No", please check and proceed to question #14.			
		Total Respondents	38
		(skipped this question)	37

13. What was most helpful to you in the feedback discussion with your mentor?

View responses to this question [view](#)

Total Respondents **18**

(skipped this question) 57

14. How often did you observe your mentor at their work?

		Response Total	Response Percent
1 time		8	13%
2 times		6	10%
3 or more times		22	35%
None		27	44%
If "None", please check and proceed to question #17.			
		Total Respondents	62
		(skipped this question)	13

15. Did you meet with your mentor to discuss your observation of your mentor's work?

		Response Total	Response Percent
Yes		23	57%

No

If "No", please check and proceed to question #17.



18 45%

Total Respondents 40
(skipped this question) 35

16. What was most helpful to you in the feedback discussion with your mentor following your observation of them at their work?

View responses to this question [view](#)

Total Respondents 16
(skipped this question) 59

17. How often did you observe other pupil services professionals at their work?

		Response Total	Response Percent
1 time		6	10%
2 times		9	15%
3 or more times		21	34%
None		27	44%

If "None", please check and proceed to question #20.

Total Respondents 62
(skipped this question) 13

18. Did you meet with your mentor or the other pupil services professionals you observed to discuss the observations?

		Response Total	Response Percent
Yes		15	38%
No		26	65%

If "No", please check and proceed to question #20.

Total Respondents 40
(skipped this question) 35

19. What was most helpful to you in the feedback discussion following your observation(s) of other pupil services professionals?

View responses to this question [view](#)

Total Respondents 11
(skipped this question) 64

20. During any of the observations, was an observation tool used to document the observation findings?

		Response Total	Response Percent
Observations did not take place		5	8%
An observation tool developed by the district for the initial educator/mentor program was used		8	14%
The district supervision/evaluation form was used		7	12%
An observation tool developed by someone outside the district was used		1	2%
No observation tool was used		38	64%
Other, please specify view		1	2%

Total Respondents 59
(skipped this question) 16

21. About how many hours of orientation sessions and support seminars focusing on initial educator topics did you participate in this year?

		Response Total	Response Percent
1-5 hours		22	33%
6-10 hours		16	24%
11-15 hours		6	9%
16 or more hours		14	21%
None		9	13%
If "None", please check and proceed to question #26.			

Total Respondents 67
(skipped this question) 8

22. In my school district/agency attendance at support seminars is:

		Response Total	Response Percent
Required		37	62%
Voluntary		23	38%

Total Respondents 60
(skipped this question) 15

23. Who conducted/facilitated the support seminars that focus on initial educator topics? Check all that apply.

		Response Total	Response Percent
Employing district, agency or private school		46	78%
CESA		12	20%
University/college		9	15%
On-line course		1	2%
License Renewal Support Center		0	0%
Private consultant		0	0%
Other, please specify view		9	15%

Total Respondents 59
(skipped this question) 16

24. The support seminars I attended took place: (check all that apply)

		Response Total	Response Percent
At my worksite		23	39%
Within 5 miles of my worksite		21	36%
Within 10 miles of my worksite		9	15%
More than 10 miles from my worksite		17	29%
Online		1	2%

Total Respondents 59
(skipped this question) 16

25. Did you have an opportunity to meet and network with other initial educators who were pupil services professionals?

		Response Total	Response Percent
Yes		37	63%
No		22	37%
		Total Respondents	59
		(skipped this question)	16

Indicate how you were provided support in each of the topics listed. Check as many columns in each area as needed.

26.

Topics

	Mentor	District orientation or support seminars	Support seminar outside district	Educator Preparation Program	Did not receive Support	Response Total
Providing a friendly ear, reassuring you, commiserating with you about problems	72% (56)	27% (21)	10% (8)	4% (3)	6% (5)	78
Navigating school policies and procedures, handling district/school paperwork	64% (47)	49% (36)	3% (2)	1% (1)	7% (5)	73
Reporting grades/caseloads/assignments	46% (31)	30% (20)	1% (1)	3% (2)	27% (18)	67
Understanding school culture/climate	55% (42)	34% (26)	3% (2)	1% (1)	20% (15)	76
Connecting you to district resources	53% (41)	44% (34)	3% (2)	3% (2)	17% (13)	77
Total Respondents						66
(skipped this question)						9

Indicate how you were provided support in the following areas related to the Wisconsin Educator Standards.

27.

Topics

	Mentor	District orientation or support seminars	Support seminar outside district	Educator Preparation Program	Did not receive Support	Response Total
Understanding the Ten Teacher Standards (Standard 1)	18% (13)	24% (17)	11% (8)	25% (18)	35% (25)	72
Understanding the complexities of learning and knowledge of comprehensive, coordinated practice strategies that support pupil learning, health, safety and development (Standard 2)	33% (27)	26% (21)	7% (6)	22% (18)	22% (18)	81
Using research, research methods and knowledge about issues and trends to improve practice in schools and classrooms (Standard 3)	29% (22)	28% (21)	7% (5)	27% (20)	24% (18)	75
Using student and program assessment, screening, and evaluation (Standard 3)	33% (25)	30% (23)	5% (4)	24% (18)	20% (15)	76
Understanding and representing professional ethics and social behaviors appropriate for school and community (Standard 4)	37% (29)	30% (24)	6% (5)	23% (18)	18% (14)	79
Understanding the organization, development, management and content	34% (26)	29% (22)	12% (9)	22% (17)	21% (16)	77

of collaborative and mutually supportive pupil services programs within educational settings (Standard 5)						
Working with individual and small group student services (Standard 5)	45% (33)	18% (13)	7% (5)	23% (17)	21% (15)	73
Understanding classroom instruction (Standard 5)	28% (21)	23% (17)	14% (10)	20% (15)	31% (23)	74
Understanding conflict resolution strategies and their use (Standard 5)	33% (26)	24% (19)	10% (8)	22% (17)	21% (16)	78
Addressing comprehensively the wide range of social, emotional, behavioral and physical issues and circumstances which may limit pupils' abilities to achieve positive learning outcomes through development, implementation and evaluation of system-wide interventions and strategies, (Standard 6)	37% (29)	24% (19)	15% (12)	23% (18)	16% (13)	79
Understanding cultural diversity (Standard 6)	30% (22)	23% (17)	11% (8)	26% (19)	23% (17)	73
Interacting with pupils, parents, professional educators, and employers (Standard 7)	45% (34)	37% (28)	11% (8)	21% (16)	11% (8)	76
Interacting with community support systems such as juvenile justice, public health, human services, and adult education (Standard 7)	41% (29)	24% (17)	7% (5)	21% (15)	27% (19)	71
Using services for staff, home school communications, and collaboration with community-based systems (Standard 7)	35% (27)	27% (21)	8% (6)	18% (14)	25% (19)	77
				Total Respondents		67
				(skipped this question)		8

28. From the list, **check which 3 topics** were the **most challenging** for you as an Initial Educator. Please choose only 1 First choice, 1 Second choice, and 1 Third choice.

	First choice	Second choice	Third choice	Response Total
Understanding the Ten Teacher Standards (Standard 1)	18% (2)	45% (5)	36% (4)	11
Understanding the complexities of learning and knowledge of comprehensive, coordinated practice strategies that support pupil learning, health, safety and development (Standard 2)	6% (1)	62% (10)	31% (5)	16
Using research, research methods and knowledge about issues and trends to improve practice in schools and classrooms (Standard 3)	57% (13)	26% (6)	17% (4)	23
Using student and program assessment, screening, and evaluation (Standard 3)	8% (1)	69% (9)	23% (3)	13

Understanding and representing professional ethics and social behaviors appropriate for school and community (Standard 4)	25% (1)	50% (2)	25% (1)	4
Understanding the organization, development, management and content of collaborative and mutually supportive pupil services programs within educational settings (Standard 5)	20% (4)	45% (9)	35% (7)	20
Working with individual and small group student services (Standard 5)	0% (0)	50% (1)	50% (1)	2
Understanding classroom instruction (Standard 5)	55% (12)	23% (5)	23% (5)	22
Understanding conflict resolution strategies and their use (Standard 5)	11% (1)	44% (4)	44% (4)	9
Addressing comprehensively the wide range of social, emotional, behavioral and physical issues and circumstances which may limit pupils' abilities to achieve positive learning outcomes through development, implementation and evaluation of system-wide interventions and strategies, (Standard 6)	50% (11)	23% (5)	27% (6)	22
Understanding cultural diversity (Standard 6)	14% (1)	29% (2)	57% (4)	7
Interacting with pupils, parents, professional educators, and employers (Standard 7)	29% (2)	14% (1)	57% (4)	7
Interacting with community support systems such as juvenile justice, public health, human services, and adult education (Standard 7)	46% (11)	29% (7)	25% (6)	24
Using services for staff, home school communications, and collaboration with community-based systems (Standard 7)	20% (4)	30% (6)	50% (10)	20
			Total Respondents	200

29. From the list, **check which 3 topics** you felt **least prepared** for you as an Initial Educator. Please choose only 1 First choice, 1 Second choice, and 1 Third choice.

	First choice	Second choice	Third choice	Response Total
Understanding the Ten Teacher Standards (Standard 1)	50% (10)	40% (8)	10% (2)	20
Understanding the complexities of learning and knowledge of comprehensive, coordinated practice strategies that support pupil learning, health, safety and development (Standard 2)	15% (2)	46% (6)	38% (5)	13
Using research, research methods and knowledge about issues and trends to improve practice in schools and classrooms (Standard	54% (7)	31% (4)	15% (2)	13

3)				
Using student and program assessment, screening, and evaluation (Standard 3)	36% (4)	27% (3)	36% (4)	11
Understanding and representing professional ethics and social behaviors appropriate for school and community (Standard 4)	0% (0)	50% (1)	50% (1)	2
Understanding the organization, development, management and content of collaborative and mutually supportive pupil services programs within educational settings (Standard 5)	47% (7)	13% (2)	40% (6)	15
Working with individual and small group student services (Standard 5)	0% (0)	75% (3)	25% (1)	4
Understanding classroom instruction (Standard 5)	48% (12)	32% (8)	20% (5)	25
Understanding conflict resolution strategies and their use (Standard 5)	12% (1)	62% (5)	25% (2)	8
Addressing comprehensively the wide range of social, emotional, behavioral and physical issues and circumstances which may limit pupils' abilities to achieve positive learning outcomes through development, implementation and evaluation of system-wide interventions and strategies, (Standard 6)	56% (5)	11% (1)	33% (3)	9
Understanding cultural diversity (Standard 6)	29% (2)	0% (0)	71% (5)	7
Interacting with pupils, parents, professional educators, and employers (Standard 7)	17% (1)	50% (3)	33% (2)	6
Interacting with community support systems such as juvenile justice, public health, human services, and adult education (Standard 7)	32% (7)	45% (10)	23% (5)	22
Using services for staff, home school communications, and collaboration with community-based systems (Standard 7)	10% (2)	29% (6)	62% (13)	21
			Total Respondents	176

30. From the list, **check which 3 topics** you felt your mentor provided the **most support** in. Please choose only 1 First choice, 1 Second choice, and 1 Third choice.

	First choice	Second choice	Third choice	Response Total
Understanding the Ten Teacher Standards (Standard 1)	100% (1)	0% (0)	0% (0)	1
Understanding the complexities of learning and knowledge of comprehensive, coordinated practice strategies that support pupil learning, health, safety and development (Standard 2)	42% (5)	25% (3)	33% (4)	12



Using research, research methods and knowledge about issues and trends to improve practice in schools and classrooms (Standard 3)	0% (0)	50% (3)	50% (3)	6
Using student and program assessment, screening, and evaluation (Standard 3)	42% (5)	42% (5)	17% (2)	12
Understanding and representing professional ethics and social behaviors appropriate for school and community (Standard 4)	30% (3)	40% (4)	30% (3)	10
Understanding the organization, development, management and content of collaborative and mutually supportive pupil services programs within educational settings (Standard 5)	17% (3)	56% (10)	28% (5)	18
Working with individual and small group student services (Standard 5)	15% (2)	54% (7)	31% (4)	13
Understanding classroom instruction (Standard 5)	50% (6)	8% (1)	42% (5)	12
Understanding conflict resolution strategies and their use (Standard 5)	20% (1)	40% (2)	40% (2)	5
Addressing comprehensively the wide range of social, emotional, behavioral and physical issues and circumstances which may limit pupils' abilities to achieve positive learning outcomes through development, implementation and evaluation of system-wide interventions and strategies, (Standard 6)	50% (9)	22% (4)	28% (5)	18
Understanding cultural diversity (Standard 6)	25% (1)	50% (2)	25% (1)	4
Interacting with pupils, parents, professional educators, and employers (Standard 7)	50% (11)	14% (3)	36% (8)	22
Interacting with community support systems such as juvenile justice, public health, human services, and adult education (Standard 7)	33% (2)	17% (1)	50% (3)	6
Using services for staff, home school communications, and collaboration with community-based systems (Standard 7)	25% (1)	50% (2)	25% (1)	4
Total Respondents			143	

31. Did you receive any of the following kinds of support during your first year of professional practice? (check all that apply)

	Support	Response Total
Reduced caseload/schedule	100% (3)	3
Reduced number of assignments	100% (5)	5
Common planning time with pupil services professionals	100% (26)	26

Extra assistance completing your professional responsibilities	100% (11)	11
Regular supportive communication with your principal, other administrators, or department chair	100% (47)	47
	Total Respondents	53
	(skipped this question)	22

32. Did you have a support seminar that addressed the development of the PDP?

		Response Total	Response Percent
Yes		38	60%
No		25	40%
If "No", please check and proceed to question #35.			
	Total Respondents	63	
	(skipped this question)		12

33. The PDP development support seminar I attended was:

		Response Total	Response Percent
Developed and presented by my district		17	46%
Developed and presented by a CESA		10	27%
Developed and presented by an agency outside my district		10	27%
	Total Respondents	37	
	(skipped this question)		38

34. The PDP development support seminar I attended was:

		Response Total	Response Percent
Very helpful		17	45%
Somewhat helpful		19	50%
Not helpful		2	5%
	Total Respondents	38	
	(skipped this question)		37

35. Did your mentor provide support to you in reflecting for your PDP or writing your PDP goals?





		Response Total	Response Percent
Yes		23	38%
No		38	62%
	Total Respondents	61	
	(skipped this question)		14

36. To what extent do you feel you have been prepared/trained/educated on how to develop a PDP plan to advance to the professional educator stage?









		Response Total	Response Percent
Very prepared		7	11%
Somewhat prepared		33	53%

Not prepared		22	35%
		Total Respondents	62
		(skipped this question)	13







37. From what source(s) did you learn that your Initial Educator License would need to be advanced to the Professional Educator license through the PDP process? (check all that apply)

		Response Total	Response Percent
My college/university preparation program informed me		34	55%
The DPI informed me when I received my Initial Educator License		16	26%
My district informed me		11	18%
I do not know what I need to do to advance my license		1	2%
		Total Respondents	62
		(skipped this question)	13


38. Where would you go to find resources for completing a PDP?

		Response Total	Response Percent
My district		28	44%
My building administrator		10	16%
My mentor		21	33%
My college/university preparation program		16	25%
My professional organization		11	17%
CESA		20	32%
DPI Website		44	70%
Other, please specify view		8	13%
		Total Respondents	63
		(skipped this question)	12

39. Please identify two or more Wisconsin Educator Standards you plan to address in your PDP

		Response Total	Response Percent
The pupil services professional understands the Ten Teacher Standards.		6	10%
The pupil services professional understands the complexities of learning and knowledge of comprehensive, coordinated practice strategies that support pupil learning, health, safety and development.		19	31%
The pupil services professional has the ability to use research, research methods and knowledge about issues and trends to improve practice in schools and classrooms.		26	42%
The pupil services professional understands and represents professional ethics and social behaviors appropriate for school and community.		4	6%
The pupil services professional understands the organization, development, management and content of collaborative and mutually supportive pupil services programs within educational settings.		23	37%
The pupil services professional is able to address comprehensively the wide range of social, emotional, behavioral and physical issues and circumstances which may limit pupils' abilities to achieve positive learning outcomes through development, implement		39	63%

The pupil services professional interacts successfully with pupils, parents, professional educators, employers, and community support systems such as juvenile justice, public health, human services and adult education.













	28	45%
Total Respondents		62
(skipped this question)		13

40. If you have developed your PDP goal, please write your goal on the lines below (25 words or less).

View responses to this question [view](#)

Total Respondents	19
(skipped this question)	56

41. If you have selected your PDP goal approval team, please indicate the university/college your Institute of Higher Education (IHE) representative is from.

		Response Total	Response Percent
UW-Eau Claire		1	6%
UW-Green Bay		1	6%
UW-La Crosse		1	6%
UW-Madison		0	0%
UW-Milwaukee		0	0%
UW-Oshkosh		1	6%
UW-Parkside		0	0%
UW-Platteville		0	0%
UW-River Falls		0	0%
UW-Stevens Point		2	12%
UW-Stout		0	0%
UW-Superior		1	6%
UW-Whitewater		1	6%
Edgewood College		1	6%
Beloit College		0	0%
Cardinal Stritch University		0	0%
Carroll College		0	0%
Carthage College		0	0%
Concordia University-Wisconsin		1	6%
Viterbo College		2	12%
Lakeland College		0	0%
Lawrence University		0	0%
Maranatha Baptist Bible College		0	0%
Marian College		1	6%
Marquette University		2	12%
Mount Mary College		1	6%
Northland College		0	0%
Ripon College		0	0%
St. Norbet College		0	0%
Wisconsin Lutheran College		0	0%
Urban Education Fellows Program		0	0%
NTEC		0	0%
PAVE		0	0%
NORDA		0	0%
Other		1	6%
Total Respondents		17	
(skipped this question)			58

42. If you have written your PDP, which component of the writing process did you find most challenging?

		Response Total	Response Percent
Description of school and administrative situation		4	17%
Goal Statement		8	33%
Rationale for Goal		0	0%
Plan for assessing and documenting your goal		7	29%
Plan to meet your goal		5	21%
Total Respondents		24	
(skipped this question)			51

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