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**Measurement Incorporated**  
**Evaluation Services**

7-11 South Broadway, Suite 402  
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September 4, 2013

Dear Larry,

Greetings! The NBPTS and MI agreed to provide you with district-based results from the teacher survey that we administered last spring as part of the evaluation of *MSFE*. I hope that you find the survey results informative and useful to you and your staff as move forward into year four of the grant.

Overall, the response rate for Van Buren was excellent! Thank you very much for encouraging school staff to participate in the evaluation. It is greatly appreciated. When looking at the data, I want to point out some areas where I feel that your district showed particularly good results on the survey compared to the average of all districts participating in the grant. I have bulleted them below.

- Staff in Van Buren gave higher ratings on their perceptions of communication (items B1 and B2) compared to other districts. Most felt that communication efforts were helpful and improved from last year.
- Staff gave higher ratings to professional development meeting their needs (B7) compared to other district. 57% felt PD was meeting their needs to a moderate or great extent.
- Staff also gave higher satisfaction ratings to the compensation piece of the grant (B11) and to their participation in MSFE (B12). Many were either moderately or very satisfied.

In addition to the survey data, I would like to provide you with some additional information and insights that come from my discussions with your staff during my visit. They are bulleted below.

- Teachers who participated in the District Steering Committee felt that they had a better understanding of the grant compared to those who did not participate in the DSC and/or other meetings or PD related to the grant. They felt that teachers who didn't participate were more in the dark this past year and need more time to better understand all the components of the program.
- Teachers are still grappling with their understanding of the rubrics. They suggested that a "key of definitions" would be helpful.
- They would like less "paper." They feel like there is too much information. They would like to see it condensed.



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- Teachers appreciated that this grant has opened doors between grades. They were communicating with each other more to discuss best practice. They credit this to their TO experiences. They would like continued opportunities to collaborate.

If you have any questions about the survey data or my insights, please free to contact me at (630) 857-9592 or [smenendez@measinc.com](mailto:smenendez@measinc.com). I wish you the best of luck this school year and I look forward to another visit to Van Buren! I am aiming for double the moose sightings.

Sincerely,

A handwritten signature in blue ink that reads "Shelly Menendez" with a stylized flourish at the end.

Shelly Menendez, Ph.D.  
Senior Research Associate, Project Director



# Maine Schools for Excellence (MSFE) Spring 2013 Teacher Survey

Van Buren (N=37)

## Section A: Background

A1. In which school do you presently teach?

16 (43%) (16) Van Buren Elementary      21 (57%) (17) Van Buren High School

A2. What is your current position in your school? Choose ALL that apply.

- (73%) a) Classroom Teacher
- (8%) b) Unified Arts / Foreign Language Teacher
- (11%) c) Special Education / ELL Teacher
- (3%) d) Instructional Support / Title I Teacher
- (0%) e) Instructional Coach
- (8%) f) Other (please specify):

A3. Including this school year, how many years of experience do you have as a teacher? Important: Count part of a year as 1 year. Do NOT enter fractions or months.

a) Total years as a teacher

<b>Counts Respondents</b>	
<b>Base</b>	<b>37</b>
<b>Descriptive Statistics</b>	
<b>Count</b>	37
<b>Sum</b>	674
<b>Minimum</b>	1
<b>Maximum</b>	52
<b>Range</b>	51
<b>Mode</b>	6
<b>1st Quartile</b>	6
<b>Median</b>	17
<b>3rd Quartile</b>	28
<b>Mean</b>	18.2
<b>Standard Deviation</b>	12.3
<b>Variance</b>	152.2
<b>Standard Error of the Mean</b>	2.0
<b>Skewness</b>	0.5
<b>Kurtosis</b>	-0.3

b) Total years as a teacher in this school

<b>Counts Respondents</b>	
<b>Base</b>	<b>37</b>
<b>Descriptive Statistics</b>	
<b>Count</b>	35
<b>Sum</b>	555
<b>Minimum</b>	1
<b>Maximum</b>	46
<b>Range</b>	45
<b>Mode</b>	1
<b>1st Quartile</b>	5
<b>Median</b>	15
<b>3rd Quartile</b>	26
<b>Mean</b>	15.9
<b>Standard Deviation</b>	12.3
<b>Variance</b>	151.9
<b>Standard Error of the Mean</b>	2.1
<b>Skewness</b>	0.6
<b>Kurtosis</b>	-0.7

**A4. What is the highest level of education you have completed? Choose ONE.**

<b>0 (0%)</b> (1) High school	<b>19 (53%)</b> (5) Master's degree
<b>0 (0%)</b> (2) Some college	<b>3 (8%)</b> (6) Master's degree plus graduate work
<b>0 (0%)</b> (3) Associate's degree	<b>0 (0%)</b> (7) Doctoral degree
<b>14 (39%)</b> (4) Bachelor's degree	<b>0 (0%)</b> (8) Other (Please specify):

**Section B: MSFE Understanding & Perceptions**

**B1. To what extent were the following communication vehicles helpful to your understanding of the MSFE program? Choose ONE response for each.**

	Not at all (1)	Small extent (2)	Moderate extent (3)	Great extent (4)
a) Presentations by district and/or MSFE staff	<b>0 (0%)</b>	<b>5 (14%)</b>	<b>27 (73%)</b>	<b>5 (14%)</b>
b) Presentations by school principal	<b>1 (3%)</b>	<b>4 (11%)</b>	<b>24 (65%)</b>	<b>8 (22%)</b>
c) Information on the district/school website	<b>6 (16%)</b>	<b>10 (27%)</b>	<b>14 (38%)</b>	<b>7 (19%)</b>
d) Printed materials; e.g. TEPG Guide	<b>0 (0%)</b>	<b>9 (26%)</b>	<b>17 (49%)</b>	<b>9 (26%)</b>
e) District Steering Committee members	<b>0 (0%)</b>	<b>12 (32%)</b>	<b>17 (46%)</b>	<b>8 (22%)</b>

**B2. To what extent do you feel that communication of MSFE has improved since last school year?**

<b>3 (9%)</b> (1) Not at all	<b>8 (23%)</b> (2) Small extent	<b>17 (49%)</b> (3) Moderate extent	<b>7 (20%)</b> (4) Great extent
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**B3. How well do you understand each of the following?** Choose ONE response for each.

	Not at all (1)	Somewhat (2)	Moderately well (3)	Very well (4)
a) The recognition and reward (Performance- based compensation) component of the MSFE performance system including...				
i. The scorecard measures	1 (3%)	15 (41%)	19 (51%)	2 (5%)
ii. How student learning and growth are measured	1 (3%)	16 (43%)	16 (43%)	4 (11%)
iii. How your Performance- based pay is calculated	3 (8%)	19 (53%)	12 (33%)	2 (6%)
b) The performance management (teacher evaluation using TEPG) component of the MSFE performance system including...				
i. The National Board standards that are used in the evaluation rubric	0 (0%)	13 (35%)	22 (59%)	2 (5%)
ii. How the evaluation will be conducted	2 (5%)	14 (38%)	16 (43%)	5 (14%)
iii. How your annual summary performance (TEPG Rating) is calculated	2 (5%)	17 (46%)	15 (41%)	3 (8%)
c) The professional development component of the MSFE performance system including how professional development is or will be linked to your performance on TEPG.				
	0 (0%)	18 (49%)	18 (49%)	1 (3%)

**B4. Are you participating in any of the MSFE leadership roles listed below?** Choose ALL that apply.

- 2 (5%) a) *Take One!* Facilitator
- 7 (19%) b) TEPG Facilitator
- 0 (0%) c) NBC Candidate Support Provider
- 5 (14%) d) New Teacher Mentor
- 0 (0%) e) Site Coordinator
- 4 (11%) f) Steering Committee Member
- 0 (0%) g) Data Coordinator
- 28 (76%) h) *I am not participating in a MSFE leadership role this year*

**B4a. If you participated in a MSFE leadership role (as indicated in B4), to what extent do you feel that you've been adequately prepared to fulfill this role?**

- 0 (0%) (1) Not at all prepared
- 7 (88%) (3) Moderately prepared
- 0 (0%) (2) Somewhat prepared
- 1 (13%) (4) Very prepared

**B5. How would you rate the effectiveness of the following professional learning opportunities that you may have participated in this year? Choose ONE response for each.**

	Not at all effective (1)	Somewhat effective (2)	Moderately effective (3)	Very effective (4)	Did not participate
a) Identifying appropriate student learning goals or objectives	3 (8%)	7 (19%)	19 (51%)	8 (22%)	0 (0%)
b) Teachscape's observation training	6 (17%)	12 (33%)	10 (28%)	5 (14%)	3 (8%)
c) On site training provided by Teachscape	3 (8%)	12 (32%)	15 (41%)	4 (11%)	3 (8%)
d) Viewing videos for reinforcement of training	7 (19%)	15 (41%)	7 (19%)	6 (16%)	2 (5%)
e) Using RANDA technology	8 (22%)	9 (24%)	3 (8%)	1 (3%)	16 (43%)
f) Understanding the TEPG process	1 (3%)	11 (30%)	18 (49%)	7 (19%)	0 (0%)
g) Understanding the TEPG rubric	1 (3%)	11 (30%)	21 (57%)	4 (11%)	0 (0%)
h) TEPG Cohort meetings	3 (8%)	10 (27%)	14 (38%)	10 (27%)	0 (0%)
i) Post observation conference	2 (5%)	9 (24%)	13 (35%)	8 (22%)	5 (14%)

**B6. Which MSFE professional development course did you participate in this school year?**

1 (3%) (1) *Take One!*

2 (5%) (2) National Board Certification

34 (92%) (3) I did not engage in a MSFE/National Board course this year

**B6a. Did you submit your *Take One!*/National Board Certification entry(ies) to the National Board for scoring?**

3 (100%) (1) Yes      0 (0%) (2) No

**B6b. Please indicate your reason(s) for submitting your *Take One!*/National Board Certification entry(ies) to the National Board for scoring by checking all that apply.**

1 (33%) a) I am interested in earning or need to earn graduate credits toward my state certification.

2 (67%) b) I found the process meaningful to my practice.

2 (67%) c) I think there is value in pursuing National Board certification.

1 (33%) d) It will help to prepare me for full certification in the future

2 (67%) e) I wanted to earn the stipend for completing my work.

0 (0%) f) Other (Please specify):

**B6b. Please indicate your reason(s) for not submitting your *Take One!*/National Board Certification entry(ies) to the National Board for scoring by checking all that apply.**

- 0 (0%) a) I am not interested in earning or do not need to earn graduate credits toward my state certification.
- 0 (0%) b) I did not find this process meaningful to my practice
- 0 (0%) c) I am not interested in pursuing National Board certification in the future.
- 0 (0%) d) The stipend for completing the work was insufficient.
- 0 (0%) e) The time allotted for completion of this process was insufficient and not conducive to me doing my best work.
- 0 (0%) f) I do not feel this work should have been required.
- 0 (0%) g) Other (Please specify):

**B6c. If you have only submitted a *Take One!* entry, do you plan to continue with full certification in the future?**

0 (0%) (1) Yes                      0 (0%) (2) Not sure                      1 (100%) (3) No

**B6d. To what extent would you agree or disagree with each of the following statements about the quality of *Take One!* or National Board Certification professional development content, materials, and delivery, as well as your experiences as a participant? Choose ONE response for each.**

	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)
a) The professional development offerings provided me with sufficient guidance in completing my portfolio.	0 (0%)	0 (0%)	2 (67%)	1 (33%)
b) The materials and resources were well organized.	0 (0%)	1 (33%)	1 (33%)	1 (33%)
c) The facilitator was effective in delivering information.	0 (0%)	0 (0%)	2 (67%)	1 (33%)
d) The underlying theories and fundamentals of the process were well explained and easy to understand.	0 (0%)	1 (33%)	1 (33%)	1 (33%)
e) The content was relevant to my work as a teacher.	0 (0%)	0 (0%)	2 (67%)	1 (33%)
f) Follow-up support was available when I needed it.	0 (0%)	0 (0%)	2 (67%)	1 (33%)
g) The professional development offerings met my individual needs.	0 (0%)	1 (33%)	1 (33%)	1 (33%)
h) The right amount of time was provided for the coursework.	0 (0%)	2 (67%)	0 (0%)	1 (33%)
i) The work that I completed was worthwhile and helpful to my teaching.	0 (0%)	0 (0%)	2 (67%)	1 (33%)

**B7. To what extent do you feel that professional development is meeting your needs by supporting your growth in areas identified in your evaluation?**

3 (8%) (1) Not at all                      13 (35%) (2) Small extent                      17 (46%) (3) Moderate extent                      4 (11%) (4) Great extent



**B9. To what extent would you agree or disagree with each of the following statements about the new Teacher Evaluation and Professional Growth (TEPG) system? Choose ONE response for each.**

	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)	I don't know/ not sure
a) It is related to important instructional skills.	0 (0%)	4 (11%)	25 (69%)	7 (19%)	0 (0%)
b) It is based on clearly communicated standards.	0 (0%)	11 (31%)	18 (50%)	7 (19%)	0 (0%)
c) It facilitates collaboration by providing a common language to discuss performance.	1 (3%)	7 (19%)	19 (51%)	9 (24%)	1 (3%)
d) Procedures used are consistent and objective.	2 (5%)	14 (38%)	16 (43%)	4 (11%)	1 (3%)
e) It is linked to professional development opportunities/activities.	0 (0%)	10 (27%)	16 (43%)	8 (22%)	3 (8%)
f) Those conducting the evaluations have been trained to appropriately implement the system.	2 (5%)	6 (16%)	17 (46%)	5 (14%)	7 (19%)
g) Results of the evaluation are used to improve instructional practice.	1 (3%)	3 (8%)	17 (46%)	8 (22%)	8 (22%)

**B10. To what extent were the following components of your TEPG conducted in a timely manner this year in order to be useful to your work? Choose ONE response for each.**

	Not at all (1)	Small extent (2)	Moderate extent (3)	Great extent (4)	N/A-didn't conduct
a) Formal observation(s)	5 (14%)	12 (32%)	13 (35%)	4 (11%)	3 (8%)
b) Self assessment/reflection	4 (11%)	11 (30%)	16 (43%)	4 (11%)	2 (5%)
c) Peer observation/review	2 (5%)	14 (38%)	16 (43%)	5 (14%)	0 (0%)
d) Fall goal setting conference	3 (8%)	14 (38%)	11 (30%)	2 (5%)	7 (19%)
e) Spring summary conference(s)	3 (8%)	9 (24%)	7 (19%)	3 (8%)	15 (41%)
f) Formative walk-thrus	7 (19%)	4 (11%)	8 (22%)	2 (5%)	16 (43%)

**B11. To what extent were you satisfied with the compensation portion of the MSFE program in the following areas? Since incentive pay has not yet been distributed, please respond to the question based on last year's experience. Choose ONE response for each.**

	Not at all (1)	Somewhat satisfied (2)	Moderately satisfied (3)	Very satisfied (4)
a) Timing of the payout/award	5 (16%)	11 (34%)	9 (28%)	7 (22%)
b) Payout/award structure (e.g., award amounts tied to levels of performance)	6 (19%)	9 (28%)	13 (41%)	4 (13%)
c) Communication of payouts/awards	8 (25%)	11 (34%)	8 (25%)	5 (16%)
d) Amount that you were awarded	4 (13%)	11 (34%)	8 (25%)	9 (28%)

## B12. Overall, how satisfied are you with the MSFE program this year?

5 (15%) (1) Not at all satisfied

15 (44%) (3) Moderately satisfied

10 (29%) (2) Somewhat satisfied

4 (12%) (4) Very satisfied

## Section C: Perceived Changes

### C1. How have you changed your teaching practices this school year as a result of participation in professional learning opportunities provided through MSFE? Use the following rubric in making your decision:

	No change (1)	Now Implementing (2)	Implementing More (3)	Implementing Less (4)
a) Obtaining information about my students' backgrounds, interests, and abilities.	14 (38%)	7 (19%)	16 (43%)	0 (0%)
b) Setting high learning goals that are appropriate for my students and are aligned with standards.	13 (36%)	5 (14%)	18 (50%)	0 (0%)
c) Differentiating instruction in response to differences in student need and readiness.	17 (47%)	0 (0%)	19 (53%)	0 (0%)
d) Evaluating student learning throughout instruction.	17 (46%)	3 (8%)	17 (46%)	0 (0%)
e) Using data and assessments to inform classroom practice and instruction.	16 (44%)	8 (22%)	12 (33%)	0 (0%)
f) Assessing and improving practice through reflection and self assessment.	9 (24%)	8 (22%)	20 (54%)	0 (0%)
g) Building on student learning to set new goals.	11 (31%)	5 (14%)	20 (56%)	0 (0%)
h) Collaborating with other professionals to improve teaching and learning.	12 (33%)	6 (17%)	18 (50%)	0 (0%)
i) Assuming leadership roles at the grade/team/school/district level to improve teaching and learning.	23 (64%)	3 (8%)	9 (25%)	1 (3%)

**C2. To what extent do you feel that MSFE has had an impact on your school in the following areas? Choose ONE response for each.**

	Not at all (1)	Small extent (2)	Moderate extent (3)	Great extent (4)
a) Data and information provided from the observations has generated collaborative dialogue about meaningful teacher and student outcomes.	5 (14%)	10 (28%)	19 (53%)	2 (6%)
b) It has highlighted needed changes in our school.	6 (17%)	13 (36%)	13 (36%)	4 (11%)
c) It has created more opportunities for teachers to assume leadership responsibilities.	5 (14%)	13 (36%)	13 (36%)	5 (14%)
d) We are more aware of the need for evidence of effectiveness.	3 (8%)	12 (33%)	13 (36%)	8 (22%)
e) School improvement discussions are more grounded in evidence.	6 (17%)	11 (31%)	16 (44%)	3 (8%)
f) Our school is experiencing a cultural shift toward more collaboration.	5 (14%)	14 (39%)	15 (42%)	2 (6%)
g) Our school is building a common language to discuss meaningful practice.	4 (11%)	15 (42%)	14 (39%)	3 (8%)
h) Our school has a shared understanding of meaningful teaching practices.	4 (11%)	14 (39%)	13 (36%)	5 (14%)
i) Teachers are engaging in deeper inquiry about their teaching practices.	2 (6%)	13 (37%)	18 (51%)	2 (6%)
j) There is a genuine focus on ways to support growth in teaching practice.	5 (14%)	11 (31%)	16 (46%)	3 (9%)
k) Professional development is more targeted to my identified needs.	12 (33%)	11 (31%)	10 (28%)	3 (8%)
l) Our school is better able to identify teachers who are in need of more growth and improvement.	6 (17%)	15 (43%)	10 (29%)	4 (11%)
m) Our school is better able to reward and recognize highly effective/distinguished teachers.	9 (25%)	13 (36%)	9 (25%)	5 (14%)
n) Our school is better able to set goals for our teachers and students.	3 (8%)	12 (33%)	17 (47%)	4 (11%)

**C3. To what extent do you feel that your experience with *Take One!* has helped you in the following areas? Choose ONE response for each.**

	Not at all (1)	Small extent (2)	Moderate extent (3)	Great extent (4)
a) Improved your understanding of the NPBTS standards.	4 (11%)	6 (16%)	20 (54%)	7 (19%)
b) Improved your understanding of meaningful teaching practices.	4 (11%)	8 (22%)	19 (51%)	6 (16%)
c) Improved your teaching practices	5 (14%)	13 (35%)	15 (41%)	4 (11%)
d) Other (please specify):	1 (33%)	0 (0%)	2 (67%)	0 (0%)

**C4. Have there been any changes in the following student outcome areas this school year? Choose ONE response for each.**

	Yes (1)	No (2)	Not sure (0)
a) Students are demonstrating greater proficiency in ELA/English.	10 (28%)	1 (3%)	25 (69%)
b) Students are demonstrating greater proficiency in mathematics.	10 (27%)	0 (0%)	27 (73%)
c) Students are more actively engaged in learning.	17 (46%)	6 (16%)	14 (38%)
d) Wider ranges of students are meeting learning standards.	16 (43%)	2 (5%)	19 (51%)
e) Students are pursuing more challenging academic courses.	9 (24%)	8 (22%)	20 (54%)
f) Students are less frequently absent from school.	11 (30%)	9 (24%)	17 (46%)
g) Students are less disruptive in class.	14 (38%)	13 (35%)	10 (27%)
h) More students are graduating.	6 (16%)	6 (16%)	25 (68%)
i) Fewer students are dropping out.	7 (19%)	5 (14%)	25 (68%)
j) There has been a narrowing of the achievement gap.	7 (19%)	7 (19%)	22 (61%)
k) Other (please specify):	0 (0%)	0 (0%)	3 (100%)