



Perceptions of Success Inventory for Beginning Teachers

Executive Summary

In February of 2007, seventy beginning teachers in Any County responded to the Perceptions of Success Inventory for Beginning Teachers (PSI-BT). The survey feedback represents 82% of the beginning teachers for the school system.

Data from this survey provides teachers, school system leaders, and community stakeholders with a valuable tool for creating more supportive school contexts for beginning teachers. Ultimately this means that classrooms in the Any County become better places for teaching and learning.

Increasing the retention of beginning teachers in Any County by just *1 teacher* in the upcoming school year would save the school system a minimum of \$15,750.

Main Findings from the **Perceptions of Success Inventory for Beginning Teachers** (2007)

- 1. Beginning teacher commitment to students means more optimal student learning conditions. In Any County:**
 - Beginning teachers experience high levels of commitment to students. Further, they view ethical professional judgment as central to their effectiveness as a teacher.
 - Beginning teachers feel empowered to take action when they see vulnerable students that need their attention.

- 2. Effective classroom management is correlated with higher student achievement. In Any County:**
 - Beginning teachers are confident in their ability to establish clear and effective classroom routines and procedures.
 - School system leadership and mentoring has contributed to relatively high levels of beginning teacher confidence.
 - Despite high beginning teacher ratings of success in classroom management, 62.3% of the teachers noted that improved student discipline would increase their satisfaction with their current job.

- 3. Sufficient planning time without student contact and reduced extra duties increases new teacher retention. In Any County:**
 - Beginning teachers do not have a planning period per day they can devote to planning for their classes.
 - Beginning teachers are dissatisfied with the number of extra duties.



- 4. Opportunities to collaborate with teaching colleagues increase new teacher retention. In Any County:**
 - Beginning teachers value interactions with other teachers.
 - Beginning teachers would prefer more opportunities to observe exemplary teachers.

- 5. Organizing instruction for diverse learning needs is a hallmark of effective teaching. In Any County:**
 - Beginning teachers have a strong sense of efficacy in meeting the needs of diverse learners.
 - However, beginning teachers are less confident in their ability to meet the needs of students with limited English proficiency.

- 6. Interacting with other beginning teachers in a setting free of evaluation increases new teacher retention. In Any County:**
 - Beginning teachers value their interactions with other beginning teachers and view such interactions as essential to good teaching.
 - Beginning teachers have a colleague in the same subject or grade level who will answer their questions, and beginning teachers perceive this kind of collegial interaction as one of the most essential to effective teaching.

Recommendations

- 1. Identify a process for sharing promising instructional practices with beginning teachers.**
 - Conduct a survey of experienced teachers who are willing to share promising instructional practices.
 - Provide a structured and convenient process for beginning teachers to observe exemplary teachers.

- 2. Organize beginning teacher professional development related to students with English as a Second Language.**
 - Create professional development training and tools for beginning teachers to support instruction of ESL students.
 - Support sharing of successful instructional strategies that have been initiated with ESL students. Sharing might be done during regular meetings of beginning teachers.

- 3. Bolster curriculum resources for beginning teachers.**
 - Conduct a curriculum audit of beginning teachers early in the school year.
 - Make sure that needed curriculum resources are available to support classroom instruction.



**Any County's
Perceptions of Success Inventory for Beginning Teachers Findings**

■ Current Experience ■ Essential for Effective Teaching

Likert Scale Average Rating

