

## Induction Program Data Sources

**Professional Development Feedback:** A multiple choice and/or open-ended response survey is given to both Mentors and Participating Teachers after applicable Professional Development workshops. The qualitative and quantitative data from these surveys help to ensure the Professional Development workshops are meeting the needs of the Participating Teachers and Mentors. Induction Program Leaders review the data after each workshop, determine changes if needed, and share the results with the presenters.

NTC Professional Learning Series Survey

**Induction Mentor Effectiveness:** Survey questions related to the effectiveness of mentors are included in Mid-Year Feedback surveys and End-of-Year Feedback surveys. Data is analyzed by the Induction Program Leaders to ensure that Participating Teachers in the program are being supported and mentored to district standard. Concerns for lack of mentoring hours or Participating Teacher support are followed up by the Induction Program Director.

Sinclair Group Survey

**Induction Mentor Meeting Reflection:** A multiple choice and open-ended response survey is given to Induction Mentors after required meetings. This survey allows the mentor to reflect on the content of the meeting as it relates to their mentoring abilities. Data is analyzed by the Induction Program Leaders to ensure that Mentors in the program are reflective of not only mentor meetings, but their practice as a Mentor including identifying areas for improvement. The results of these surveys are also used to make changes to upcoming Mentor trainings and meetings for the following year.

NTC PLS Survey

**Mid-Year Feedback:** A multiple choice and open-ended response survey given to Participating Teacher and Mentors at the start of the second semester. This survey captures their needs from the program and their Mentor based on the first semester. Data is analyzed by the Induction Program Leaders to determine if changes for the second semester regarding the program experience, timelines, and/or mentoring relationship needs are warranted. Follow-up conversations occur between the Induction Program Director, Participating Teacher, and Mentor as needed.

Sinclair Group Survey

**End-of-Year Feedback:** A multiple choice and open-ended response survey given to the Participating Teachers and Mentors at the end of the second semester. This survey captures their needs from the program and their mentor based on the entire years' experience. Data is analyzed by the Induction Program Director and Lead Mentors. The collection of this data provides the Program with information needed to make any necessary changes for the upcoming school year and follow-up conversations with the Participating Teacher. The data is also used to follow up with Mentors about any issues or concerns they may have. It allows for the communication of information about the Mentor and/or the Induction experience with a relevant administrator.

Sinclair Group Survey

**Mentor Self-Assessment Report:** A multiple choice and/or open-ended response survey given to Mentors at the conclusion of a given school year. This survey allows the Mentor to reflect on their mentoring practice from the school year. Data is analyzed by the Induction Program Leaders to ensure mentors in the program are reflective about their mentoring and seeking areas of improvement as necessary. The results may also be used to change any upcoming mentor trainings or trainings for the coming school year.

Sinclair Group Survey