

Q1 Please provide ideas you may have to recruit new candidates into the teacher education program at UT Martin.

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	-Offer \$500 scholarships to students who are part of FTA in high school. (Establish criteria to be eligible) -Offer incentives for local teachers to establish at FTA in their high school.	1/26/2021 9:58 AM
2	Marketing the teaching profession as an attractive and fulfilling profession. One that can make a difference in many lives. Developing a relationship with those who can support teachers through the process. Possibly partnering with school admin or district personnel to serve as a coach/mentor/real world advisor.	1/25/2021 12:07 PM
3	Partner with districts to "sponsor" students similar to the EPP grant that UTM did not receive.	1/25/2021 10:37 AM
4	Reaching out to high school guidance counselors and/or Future Teachers of America Club sponsors could possibly give your department the opportunity to share program highlights with possible candidates.	1/25/2021 10:32 AM
5	I would like to see more teacher recruiters at high school and Junior High schools job fairs.	1/25/2021 8:14 AM
6	It seems some of our best recruits are the teacher assistants that are able to go back to school and then move into teacher position. Maybe have something to send out to them about programs, types of licenses, and opportunities to teach as they are finishing school.	1/22/2021 3:37 PM
7	I am not sure if these are possible or even needed, but a couple ideas: 1. More scholarship opportunities for students interested in teacher ed.? 2. Local school partnerships with UT Martin students for job placement after graduating from the UTM teacher ed. program.	1/22/2021 10:19 AM
8	Get a list of students who do not make the cut in nursing. Those are students who want to be in a helping profession. You may already do that, but many of our new teachers started out as nursing majors. When we can open back up, having some of your sophomore or junior EPP majors come into our schools to talk about education as their chosen profession would be great. I would welcome them. We need to let our students see who is in the pipeline because they think we are all old.	1/22/2021 10:11 AM
9	Any lower cost incentives	1/22/2021 9:42 AM

Q2 What are your thoughts concerning selection strategies for candidates to enter the teacher program?

Answered: 7 Skipped: 2

#	RESPONSES	DATE
1	Candidates who enter the teacher program need to have a passion and drive to teach and have an understanding of what that entails. Candidates need to see this as a calling and not just a job. They need to be able to communicate and have some knowledge as to what being a teacher all encompasses. Understanding academic content is one thing but being able to effectively present material is something completely different. They should be in good academic standing, and show they are responsible.	1/25/2021 12:07 PM
2	The current process of interviews seems to work well.	1/25/2021 10:37 AM
3	Obviously, a candidate must have a strong academic background, great communication skills, understand the value of an education, and a love for all children.	1/25/2021 10:32 AM
4	I feel that more training should be done as far as lesson preparation and dealings with behavior issues should be addressed.	1/25/2021 8:14 AM
5	I think the current selection process is working well.	1/22/2021 10:19 AM
6	My question here is what is keeping students out? Is it ACT score, GPA, etc. Is there anything that we can lobby the state board of education around that would broaden our perspective pool of applicants?	1/22/2021 10:11 AM
7	pass a background check. have a drivers license. great teachers are not determined by their gpa or act scores.	1/22/2021 9:42 AM

Q3 Will you suggest goals you would like to see as part of our program to produce classroom ready teachers?

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	As new teachers start in the classroom, they are not always prepared for the management of the classroom. One of the goals could be, having an understanding of how to effectively manage a classroom full of a variety of behaviors. Ensure the new teachers have a vast "toolbox" or list of strategies that can be pulled from.	1/25/2021 12:07 PM
2	Added emphasis on the use of data to guide instruction. Less time designing bulletin boards and more time disseminating data.	1/25/2021 10:37 AM
3	Aside from the necessary educator curriculum, allowing candidates the opportunity to experience multiple "classroom settings" is crucial. Also aligning SDE requirements (Ex. evaluation-Assessment) with educator programming is essential.	1/25/2021 10:32 AM
4	A lot of teachers do not want to come to small districts, I suggest you invite us to your job fairs as well.	1/25/2021 8:14 AM
5	Behavior strategies and maybe the teachers going to observe students with behaviors	1/22/2021 3:37 PM
6	UTM is doing a great job with goals for their students.	1/22/2021 10:19 AM
7	Hit social media hard!!! We have more who get in trouble for posting before thinking. It can haunt them. We do check Facebook, Instagram, Snapchat, etc. before we hire. It is a really big deal that teacher ethics are hammered into our next generation. Those new teacher ethics standards should be woven throughout the program from beginning to end.	1/22/2021 10:11 AM
8	physically healthy. prompt. workaholic.	1/22/2021 9:42 AM

Q4 In your opinion, what should be included in our candidate selection criteria?

Answered: 7 Skipped: 2

#	RESPONSES	DATE
1	Included in candidate selection could include questions about the following: Why do they want to teach? How do you communicate effectively with others? How do you handle adversity? What do you think a school day would like? How do motivate a student who is not easy to motivate? Of course academic standing is important as well, but a lot can be found from asking and answering questions.	1/25/2021 12:07 PM
2	Appropriate communication skills	1/25/2021 10:37 AM
3	Candidates should have the right mix of knowledge and skills to meet a diverse range of student needs. They should also have the ability to communicate effectively with both students and adults, be flexible, enthusiastic, and value the importance of continuous learning.	1/25/2021 10:32 AM
4	I don't have any suggestions.	1/25/2021 8:14 AM
5	I am not certain that the UTM candidate selection criteria needs to be changed. However, I certainly wish there were more candidates, and that they would all come to teach at Lake County. :)	1/22/2021 10:19 AM
6	Make the gate as wide as we can. If people have a heart for students and a desire to teach, there has to be a way to find them a path to completion.	1/22/2021 10:11 AM
7	participated in one extra-curricular activity in high school.	1/22/2021 9:42 AM

Q5 Would you like to suggest ideas to better prepare of our teacher candidates?

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	More preparation in delivery of content. Understanding of how and why to differentiate and scaffold content. How to handle a variety of behaviors and classroom management.	1/25/2021 12:07 PM
2	Study of TEAM evaluation rubric; Instructional Focus Documents training for prospective math teachers.	1/25/2021 10:37 AM
3	As mentioned earlier, I feel a variety of in-person class time for candidates is really important. Using "boots on the ground" mentors to support new teachers during all stages (seasoned vs newly hired) during classroom classroom experiences is key and allows for true transparency. This support would also build an honest, safe, relationship between a new teacher and an experienced mentor.	1/25/2021 10:32 AM
4	More should be included about virtual learning since Covid -19.	1/25/2021 8:14 AM
5	Praxis preparation classes IEP knowledge	1/22/2021 3:37 PM
6	I think UTM teacher graduates are very well prepared. Again, I wish there were more graduates. This is selfish on my part because I hope to get more UTM teachers to come teach in Lake County.	1/22/2021 10:19 AM
7	I would see if you could take them to the Tyson chicken plant or some other local factory to show them that if they don't stick with the program this is what they are setting themselves up for. Get someone from a district to come and talk about teacher pay, benefits, how the longer you stay in the profession the more secure your future will be. They never think about the security of putting in their 30 years and what that is going to mean to them when they get old. Benefits = dollars you are not spending out of your own pocket. Your dollars go farther when your benefits are better.	1/22/2021 10:11 AM
8	get their boots on the ground. in the early 80's we spent an entire year teaching PE at Martin Elementary. We team taught for 1 hour each day.	1/22/2021 9:42 AM

Q6 Based on your experience, how would you like to see our teacher candidates evaluated?

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	Teacher candidate need to be evaluated like a teacher is evaluated. This way they would know what the expectations are for them in the classroom.	1/25/2021 12:07 PM
2	In addition to UTM EPP evaluations, being observed on the TEAM rubric would benefit teachers and school districts.	1/25/2021 10:37 AM
3	I have interviewed many aspiring new teachers and completed many teacher evaluation forms. (In house and for UTM.) Obviously, these are helpful ways to ensure selectivity prior to a candidate entering the educator program or being hired for a teaching position in a district. And while these processes are important, I believe it is just as important to instill in our future teachers a more "self reflective approach" to evaluation. Education is constantly changing which means educators must continue to change as well . Maybe a "growth mindset" approach to evaluation would be more beneficial to new teachers. This type of thinking helps teachers internalize their teaching, focusing on specific feedback and knowing that there is not a "one size fits all" approach to teaching students. It also emphasizes that evaluation should be a voluntary process and not something only performed by an administrator a few times a year. I feel self assessment and reflection are key to teacher effectiveness.	1/25/2021 10:32 AM
4	I believe they should have to teach several lessons for you all before going out to student teach.	1/25/2021 8:14 AM
5	TEAM or other programs that will be used in the school systems	1/22/2021 3:37 PM
6	They are well evaluated in the current process from UTM.	1/22/2021 10:19 AM
7	Align evaluation to TEAM. They will be prepared for what is to come.	1/22/2021 10:11 AM
8	unannounced	1/22/2021 9:42 AM

Q7 Please offer suggestions as to how we may better support teachers?

Answered: 6 Skipped: 3

#	RESPONSES	DATE
1	Provide teacher candidates with a mentor who could be a support for them and see them through the program. This person would be able to provide insight on teaching and teacher concerns. This person could also be a sounding board when the candidate has questions or concerns, as well as provide feedback. The relationship between the candidate and the mentor could also be a way of networking.	1/25/2021 12:07 PM
2	Continue open communication between UTM and districts.	1/25/2021 10:37 AM
3	Placing student's with supportive mentors in positive school environments is critical. Providing on-going feedback that will help to strengthen prospective teachers is also significant.	1/25/2021 10:32 AM
4	We need better training for instructional supervisors, assistant principals, and principals.	1/25/2021 8:14 AM
5	I am not sure that this is needed, but we could always improve on communication efforts and involvement with UTM. Most of our "new graduate" teachers come from the UTM teacher ed. program and we are so thankful.	1/22/2021 10:19 AM
6	Summer STEAM training for our teachers is so helpful.	1/22/2021 10:11 AM

Q8 Do you have ideas concerning the retention of high quality clinical mentors?

Answered: 7 Skipped: 2

#	RESPONSES	DATE
1	We discussed a lot of these with UTM during our Primary Partnership meeting. High quality mentors are hard to find. Maybe continue the mentor training at UTM with possible incentives.	1/26/2021 9:58 AM
2	I am unsure as to the role and the turnover rate for high quality mentors.	1/25/2021 12:07 PM
3	I'm assuming HQCMs are what I would call student teacher advisors?? If so, my only question would be how current are their coaching strategies? Nothing can devalue their experience yet, it is important to stay up-to-date on the ever changing approaches to teaching and learning.	1/25/2021 10:32 AM
4	No, I do not.	1/25/2021 8:14 AM
5	Perhaps a stipend (\$) of some sort provided for quality clinical mentors.	1/22/2021 10:19 AM
6	I'm not sure what high quality clinical mentors are. We need to know more about this. Are these university employees or our district employees? This is new lingo for me.	1/22/2021 10:11 AM
7	stipends	1/22/2021 9:42 AM