

ID	Start time	Completion time	Email
1	5/2/19 16:06:25	5/2/19 16:13:36	anonymous
2	5/2/19 16:12:41	5/2/19 16:27:02	anonymous
3	5/2/19 16:48:17	5/2/19 16:50:31	anonymous
4	5/2/19 17:02:07	5/2/19 17:05:39	anonymous
5	5/2/19 20:59:19	5/2/19 21:41:35	anonymous
6	5/3/19 7:36:02	5/3/19 7:38:42	anonymous
7	5/3/19 7:45:41	5/3/19 7:49:22	anonymous
8	5/3/19 8:33:08	5/3/19 8:33:43	anonymous
9	5/3/19 8:37:12	5/3/19 8:40:41	anonymous
10	5/3/19 9:11:32	5/3/19 9:12:56	anonymous
11	5/3/19 8:58:41	5/3/19 9:25:56	anonymous
12	5/3/19 9:39:14	5/3/19 9:40:26	anonymous
13	5/3/19 10:05:31	5/3/19 10:15:48	anonymous
14	5/3/19 10:29:41	5/3/19 10:38:56	anonymous
15	5/3/19 9:20:49	5/3/19 11:57:48	anonymous
16	5/3/19 15:13:35	5/3/19 15:16:34	anonymous
17	5/6/19 9:21:46	5/6/19 9:24:27	anonymous
18	5/6/19 10:46:17	5/6/19 10:52:18	anonymous
19	5/6/19 13:04:58	5/6/19 13:13:19	anonymous
20	5/6/19 13:58:41	5/6/19 14:07:11	anonymous
21	5/6/19 15:15:00	5/6/19 15:20:03	anonymous
22	5/6/19 15:30:01	5/6/19 15:33:11	anonymous
23	5/6/19 15:39:49	5/6/19 15:45:40	anonymous
24	5/6/19 16:00:28	5/6/19 16:07:10	anonymous
25	5/6/19 16:04:39	5/6/19 16:17:28	anonymous
26	5/6/19 16:26:30	5/6/19 16:35:25	anonymous
27	5/7/19 8:13:16	5/7/19 8:16:14	anonymous
28	5/7/19 9:42:12	5/7/19 9:45:22	anonymous
29	5/7/19 10:54:40	5/7/19 11:01:06	anonymous
30	5/7/19 11:16:17	5/7/19 11:19:24	anonymous
31	5/7/19 11:38:09	5/7/19 11:41:31	anonymous
32	5/7/19 12:06:16	5/7/19 12:11:42	anonymous
33	5/7/19 12:20:11	5/7/19 12:20:27	anonymous
34	5/7/19 14:41:34	5/7/19 14:45:13	anonymous
35	5/7/19 15:17:21	5/7/19 15:19:15	anonymous
36	5/7/19 16:58:01	5/7/19 17:00:54	anonymous
37	5/8/19 7:14:18	5/8/19 7:18:21	anonymous
38	5/8/19 7:14:54	5/8/19 7:22:07	anonymous
39	5/8/19 10:19:09	5/8/19 10:22:08	anonymous
40	5/8/19 13:11:55	5/8/19 13:19:17	anonymous
41	5/8/19 13:57:06	5/8/19 14:01:08	anonymous
42	5/8/19 14:58:13	5/8/19 15:00:22	anonymous
43	5/8/19 18:02:07	5/8/19 18:10:44	anonymous
44	5/9/19 15:27:14	5/9/19 15:29:41	anonymous
45	5/10/19 12:27:10	5/10/19 12:39:20	anonymous
46	5/10/19 14:45:04	5/10/19 14:49:23	anonymous
47	5/12/19 22:37:10	5/12/19 22:43:24	anonymous
48	5/17/19 11:06:10	5/17/19 11:14:26	anonymous
49	5/17/19 8:08:08	5/17/19 14:24:13	anonymous

50	5/20/19 8:06:18	5/20/19 8:09:17 anonymous
51	5/27/19 19:50:50	5/27/19 20:02:51 anonymous
52	6/7/19 9:13:01	6/7/19 9:13:50 anonymous

Name	The goal of the FUSD Ind	My participation in the I	The FUSD Induction Prog
	Strongly Agree	Strongly Agree	Strongly Agree
	Agree	Strongly Agree	Agree
	Strongly Agree	Strongly Agree	Agree
	Agree	Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Agree	Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Neutral	Disagree	Neutral
	Agree	Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Agree	Strongly Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Agree	Agree	Agree
	Neutral	Agree	Agree
	Agree	Strongly Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Agree	Strongly Disagree
	Agree	Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Agree	Agree	Agree
	Agree	Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Strongly Agree	Strongly Agree
	Strongly Agree	Agree	Agree
	Strongly Agree	Strongly Agree	Agree
	Strongly Agree	Strongly Agree	Strongly Agree

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Strongly Agree	Strongly Agree	Strongly Agree
Strongly Agree	Strongly Agree	Strongly Agree
Agree	Agree	Agree

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The Induction Program's	Please rank (1 star to 5 s	My Mentor has encoura	My Mentor provided me
Strongly Agree	5	Strongly Agree	True
Agree	5	Strongly Agree	True
Agree	5	Strongly Agree	True
Neutral	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Neutral	4	Agree	True
Agree	5	Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Neutral	4	Strongly Agree	True
Strongly Agree	4	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Agree	4	Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Agree	True
Neutral	4	Agree	True
Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Agree	5	Strongly Agree	True
Strongly Agree	5	Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	False
Strongly Agree	5	Strongly Agree	True
Agree	5	Agree	True
Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True
Strongly Agree	5	Strongly Agree	True

Strongly Agree	5 Strongly Agree	True
Strongly Agree	5 Strongly Agree	True
Agree	4 Agree	True

With my Mentor and thr	The Individualized Learn	Through my participatio	What are some of the be
True	True	Strongly Agree	My mentor helped me u
True	True	Neutral	Working with my mentor
True	True	Agree	My mentor was extreme
True	True	Strongly Agree	Flexible, open communic
True	True	Strongly Agree	Absolutely no challenges
True	True	Strongly Agree	All benefits. It has been g
True	True	Strongly Agree	My mentor provided me
True	True	Strongly Agree	1
True	True	Agree	Benefits were having a re
True	True	Strongly Agree	Some of the benefits hav
True	True	Strongly Agree	Persky was an exceptioni
True	True	Strongly Agree	She is super encouraging
True	True	Strongly Agree	The weekly meetings hel
True	True	Strongly Agree	Some of the benefits tha
True	True	Neutral	My Mentor was very sup
True	True	Agree	Observations with other
True	True	Strongly Agree	My mentor is my soundir
True	True	Strongly Agree	With the experience that
True	True	Strongly Agree	Ryan was there for me th
True	True	Agree	Benefits include a strong
True	True	Strongly Agree	I have not encountered a
True	True	Strongly Agree	So many new ideas!
True	True	Strongly Agree	One benefit of my mento
True	True	Agree	Some of the benefits I ha
True	True	Strongly Agree	The benefits of working v
True	True	Agree	I feel that my mentor wa
True	True	Strongly Agree	Ryan was super helpful a
True	True	Strongly Agree	My mentor, Chris Torre, '
True	True	Strongly Agree	Ryan Knapp has been a g
True	True	Strongly Agree	Being able to talk throug
True	True	Strongly Agree	Benefit: Someone to gair
True	True	Strongly Agree	My mentor gives me roo
True	True	Strongly Agree	My mentor helped me su
True	True	Strongly Agree	I haven't encountered an
True	True	Strongly Agree	My mentor has been exti
True	True	Strongly Agree	My mentor has encourag
True	True	Strongly Agree	The benefits are many. S
True	True	Strongly Agree	I was able to apply learni
True	True	Strongly Agree	Instant feedback and sup
True	True	Agree	She was there to help me
True	True	Agree	I am very fortunate to ha
True	True	Strongly Agree	I have loved working wtl
True	True	Strongly Agree	My mentor has been am
True	True	Strongly Agree	My mentor has been ver
True	True	Strongly Agree	There were several bene
True	True	Agree	My mentor has been suc
True	True	Neutral	Benefits: Having someon
True	True	Strongly Agree	my mentor was great, W
True	True	Strongly Agree	My mentor was very help

True	True	Strongly Agree	Deanna was a great reso
True	True	Strongly Agree	My mentor was incredibl
True	True	Agree	n/a



Please rank (1 star to 5 stars)	The design of the Induction Program	The Induction Program	Is there anything else you would like to see added to the program?
5 Strongly Agree	Strongly Agree	Strongly Agree	I would add an additional
5 Neutral	Agree	Agree	ONE program modificatic
5 Agree	Agree	Agree	Thank for all that you all
5 Agree	Strongly Agree	Strongly Agree	
5 Agree	Strongly Agree	Strongly Agree	I appreciate the levels of
5 Strongly Agree	Strongly Agree	Strongly Agree	I wish it could be shorter.
4 Strongly Agree	Strongly Agree	Strongly Agree	Everything was great!
5 Strongly Agree	Strongly Agree	Strongly Agree	1
3 Agree	Agree	Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	
3 Strongly Agree	Neutral	Neutral	There is a Professional De
5 Strongly Agree	Strongly Agree	Strongly Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	I was really thankful to be
5 Strongly Agree	Strongly Agree	Strongly Agree	My mentor helped me so
1 Agree	Neutral	Neutral	Audry Wiens was not ver
5 Agree	Agree	Agree	No.
4 Strongly Agree	Strongly Agree	Strongly Agree	
3 Strongly Agree	Strongly Agree	Strongly Agree	I liked the differentiated
3 Agree	Strongly Agree	Strongly Agree	N/A
5 Strongly Agree	Strongly Agree	Strongly Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	The only program modifi
3 Agree	Strongly Agree	Strongly Agree	
5 Strongly Agree	Agree	Agree	
5 Agree	Agree	Agree	
2 Agree	Agree	Agree	I felt that it was redundan
5 Agree	Agree	Agree	None.
4 Strongly Agree	Strongly Agree	Strongly Agree	NA
5 Strongly Agree	Strongly Agree	Strongly Agree	N/A
3 Strongly Agree	Strongly Agree	Strongly Agree	Ryan is a truly great men
4 Agree	Neutral	Neutral	N/A
4 Agree	Agree	Agree	Continue to have a variet
5 Strongly Agree	Agree	Agree	Keep your one " inquiry c
5 Agree	Agree	Agree	No
5 Strongly Agree	Agree	Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	Making the PDs a little la
5 Strongly Agree	Agree	Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	
5 Agree	Agree	Agree	N/A
4 Agree	Agree	Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	I love the time I have spe
5 Strongly Agree	Strongly Agree	Strongly Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	
5 Strongly Agree	Strongly Agree	Strongly Agree	
4 Strongly Agree	Strongly Agree	Strongly Agree	My experience has been
5 Strongly Agree	Strongly Agree	Strongly Agree	
5 Agree	Strongly Agree	Strongly Agree	As a science teacher havi
5 Strongly Agree	Strongly Agree	Strongly Agree	

5 Strongly Agree	Strongly Agree	
5 Agree	Agree	
4 Agree	Agree	n/a

I would like to share regarding your Induction experience? Are there any program modifications that you

on I would like to suggest is the decrease of work for the induction program. The PD's are great and high

support provided. The challenges of a first year teacher are at times overwhelming. I looked forward and

development that I did not enjoy at all this year, and it was the Opening and Closing of a lesson held on 2/

much during my first year of teaching and gave me the support I needed to have a successful first year.

ly helpful at the beginning of my induction program in August. She assigned me a mentor originally. Two

approach to the PD hours that I did this year, and the power of choice they gave us as we chose where v

ation I would suggest is to allow more time to observe other grade level classrooms. Perhaps at the be

nt the amount of forms that were a part of the program perhaps making these forms into one might help

y of PD trainings for Induction teachers. This is where I learned the most about strategies and methods.

ycle" PTRAs because it allow me as a teacher to really do it meaningfully and engage with it at a deeper l

nt with my mentor and the safe space to ask questions, discuss concerns and hear new ideas.



ly beneficial. However, an ILP is JUST BUSY WORK. As a first year teacher, there is already an insurmount

d benefitted from weekly debriefings about the previous week's challenges. My induction mentor reassu

'28. I was hoping to be exposed to new strategies for opening/closing but walked away with nothing. The

o weeks later, the mentor told me she no longer was my mentor due to a conflict in her schedule. I calle

o minimize this issue. In addition, when uploading documents sometimes those documents that were dc



able amount of work to cover. Staff meeting, PD's, parent conferences, school events etc. On top of all t

ured me that my experience and challenges are not unique, are to be expected, while offering practical a

ere wasn't any opportunity for us to make a mock lesson, develop our own opener/closer, and then rece

rd Audry and she told me that I would have to wait until next year to be assigned a mentor because it wa

wnloaded into the program would often disappear. I also think that more support should have been off





the work one has to do as a teacher (and even more as a novice teacher) something like an ILP is what m

ive some form of constructive feedback/modifications to the openers/closers. Without some time for us

is too late in the year to assignment me one at this time. I told Ms. Wiens that I wanted to start the indu

ered in terms of what the expectations were for the forms by providing an example or guiding questions



ight be causing teacher to "burn out". I would like to suggest that the FUSD induction program significant

s to interact, and digest the information, we did not gain anything from this particular PD. If it were to be

uction program this year. Ms. Wiens said that in-order for me to be assigned a mentor, I would have to n



ntly decrease the work load or completely eliminate this section of the induction program. In order to hav

redone for next year, I would like for us teachers to be able to make a group/individual lesson plan that

meet with my mentor early in the morning (before 6:00 am) or be willing to meet after school between t



e happy teachers who are going to teach effective and quality lessons for success, they also need to hav

: focused on us using an opener/closer. Maybe we could be provided a small list of openers/closers w/des

he hours of (2:30 – 7:00). Ms. Wiens said the I needed to have a flexible schedule and that if I wasn't fle





e the opportunity to take upon a "realistic" work load. Happy teachers = happy students, happy students

xible with my schedule that she could not assign me a mentor this year. I then, took matters into my ow



in hands and found myself another mentor in FUSD that was willing to mentor me but Ms. Wiens said th



at I could not do that. My current mentor was a Special Ed. teacher