

**Miami-Dade County Public Schools  
Office of Program Evaluation  
1500 Biscayne Boulevard  
Miami, Florida 33132**

**EVALUATION OF THE  
MIAMI TEACHING FELLOWS PROGRAM  
IN THE MIAMI-DADE COUNTY PUBLIC SCHOOLS**

**November, 2007**

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## EXECUTIVE SUMMARY

The evaluation of the MTF program was conducted by the Office of Program Evaluation of the M-DCPS in conjunction with the District's Office of Instructional Staffing and the regional MTF office.

The evaluation was initiated following an urgent request from the Office of Instructional Staffing to have the evaluation done within a very short period of time. The findings of the evaluation were to be used by the District prior to engaging in discussions with MTF staff regarding continuation of the project.

It should be noted that given the short time that was set to complete this evaluation, the impact of the MTF teachers on the students' academic performance was not assessed, although it is recommended to do in the future. Furthermore, other evaluation components such as face-to-face interviews with several MTF stakeholders (Teachers, Students, and Administrators) would have enhanced the evaluation design, but again because of time limitation, these components were not included.

Finally, it is important to keep in mind that the findings of this evaluation were based only on feedback received from MTF teachers and principals through on-line surveys.

Overall, most of the stakeholders (Previous MTF teachers, Current MTF teachers, and Principals of Current MTF teachers) reported a positive assessment of the MTF project.

Specifically, the principals who responded to the survey reported very positive assessment of the program in both sections of the survey: Qualitative and Quantitative. In the Qualitative section for example, the principals made statements such as "I hired MTF teacher because in my experience, MTF teachers receive much support from the program, thereby enhancing their instructional skills", or "Great training program; great screening process"; or "I had previous experience in working with MTF who were excellent teachers"

Most teachers thought that the MTF project prepared them well to be successful teachers. They also thought that the recruitment process was very good and that MTF administrators assisted them adequately.

MTF teachers who left, attributed their decisions to leave to factors such as a) lack of support from the M-DCPS school where they were teaching; b) desire to relocate; c) desire to pursue other career opportunities; d) lack of discipline and safety at the school; and e) other personal reasons.

MTF teachers who are still with the District reported more positive experiences with the MTF program. In particular, the MTF preparation, although it did not reflect the "real world of teaching in the classroom" was highly rated.

## INTRODUCTION

According to the literature of The New Teacher Project (TNTP), this organization is a national non-profit institution whose mission is: 1) to increase the number of outstanding individuals who become public school teachers, and 2) to create environments for all educators that maximize their impact on student achievement. TNTP strives to achieve these two overriding goals by:

- Creating innovative programs that bring high-quality teachers into hard-to-staff schools;
- Identifying the obstacles that school districts face as they attempt to hire the best teachers possible; and advocating for necessary reforms;

Since its inception in 1997, TNTP has recruited, prepared and/or certified approximately 23,000 new, high-quality teachers in partnership with more than 200 school districts in 23 states. In 2006, TNTP programs received more than 33,000 applications and recruited, trained, and/or hired a total of 4,605 new teachers. More than 80 percent of these teachers were eligible to teach shortage subject areas such as math, science, and special education.

The TNTP works hand-in-hand with school districts to optimize their teacher hiring and school staffing functions. On February 24, 2005, the School Board of the Miami-Dade County Public Schools (M-DCPS) entered into a contractual agreement with The New Teacher Project to provide the M-DCPS consulting services with respect to the recruitment, selection and pre-service training of new teachers to teach in public schools with the School District.

The evaluation of the MTF program was conducted by the Office of Program Evaluation of the M-DCPS in conjunction with the District's Office of Instructional Staffing and the regional MTF office.

The evaluation was initiated following an urgent request from the Office of Instructional Staffing to have the evaluation done within a very short period of time. The findings of the evaluation were to be used by the District prior to engaging in discussions with MTF staff regarding continuation of the project.

It should be noted that given the short time that was set to complete this evaluation, the impact of the MTF teachers on the students' academic performance was not assessed, although it is recommended to do in the future. Furthermore, other evaluation components such as face-to-face interviews with several MTF stakeholders (Teachers, Students, and Administrators) would have enhanced the evaluation design, but again because of time limitation, these components were not included.

Finally, it is important to keep in mind that the findings of this evaluation were uniquely based on feedback received from MTF teachers and principals through on-line surveys.

## SOURCES OF THE DATA

To define the scope of the MTF evaluation, a number of questions were formulated about the program. These questions were incorporated into four questionnaires that were disseminated to four MTF stakeholders, specifically:

1. MTF Current Teachers: Teachers who were recruited through the MTF project and are still teaching in M-DCPS at the time of the survey.
2. MTF Previous Teachers: Teachers who were recruited through the MTF project and have left M-DCPS.
3. MTF Current Principals: Principals who currently have MTF teachers at their schools.
4. MTF Previous Principals: Principals who had MTF teachers at their schools during the past two years.

The Surveys of the Principals (Current and Former) were designed to elicit the principals' perceptions of the MTF program. All the affiliated principals were targeted by the survey. Their responses were used in addressing the evaluation questions. However, the principals represented the primary source of data on the job performance of the MTF teachers, and the value of the MTF program to the district. The survey instruments adhered to a Likert format. They consisted of a series of statements about various aspects of the MTF program. All the statements were worded positively, so higher response scores (i.e., tending to agree) reflected a more favorable perception of the program than lower response scores (i.e., tending to disagree). A copy of the Survey of Principals appears in Appendix A.

The Survey of MTF Teachers (Current and Former) were designed to elicit the teachers' observations and opinions of both the MTF program and the M-DCPS. All the MTF teachers in the district were targeted by the survey. The MTF teachers' responses, like those of the principals, were used in addressing the evaluation questions. However, the MTF teachers represented the primary source of data on the aspects of the program that warrant improvement. The teachers' survey instrument adhered to the same format as the principal's survey instrument with regard to the response scale and the positively worded items. A copy of the Survey of MTF Teachers appears in Appendix B and Appendix C.

**I. ANALYSIS OF DATA FROM THE CURRENT MTF TEACHERS.**

Sixty-Nine (69) MTF teachers responded to the survey that was administered during the month of November 2007. Since 117 MTF teachers were targeted for the survey we have a 59% return rate.

**1.1 Demographic Characteristics of the Current MTF Teachers**

**a. When did the current MTF teachers join M-DCPS?**

	Frequency	Percent
Summer 2005	19	27.5
Summer 2006	15	21.7
Summer 2007	35	50.7

**b. What is the age distribution of the current MTF teachers?**

	Frequency	Percent
Above 51 years of age	4	5.8
Between 21 and 25 years of age	23	33.3
Between 26 and 30 years of age	17	24.6
Between 31 and 40 years of age	13	18.8
Between 41 and 50 years of age	11	15.9
Less than 20 years of age	1	1.4

**c. What is the gender distribution of the Current MTF teachers?**

	Frequency	Percent
Female	53	76.8
Male	16	23.2

**d. What is the distribution of the Current MTF teachers by Ethnicity?**

	Frequency	Percent
White	30	43.5
Hispanic	23	33.3
Black	17	24.6
Multiracial	1	1.4

**e. What is the distribution of the Current MTF teachers by academic degree?**

	Frequency	Percent
Bachelors	43	62.3
Doctorate	2	2.9
Masters	22	31.9
Other(Specify): D.D.S.	1	1.4
Specialist	1	1.4

**1.2 Current MTF Teachers Responses to Survey Questions (Quantitative Data)**

<b>Current Teachers' Assessment of the MTF project</b>	<b>Percent of Favorable Responses (*)</b>
Overall, how would you rate your experience with MTF?	81%
How well did MTF prepare you in the transition to your teaching job at M-DCPS?	81%
The assistance and training you received from MTF project made you feel confident in your abilities as a teacher.	97%
How would you describe your MTF recruitment experience.	94%
In comparison to the assistance and training you have received from MTF, do you believe that the M-DCPS training and support is lower?	54% (32% Same)
Even after your placement in M-DCPS, did you continue to receive support from MTF?	81%

<b>Current Teachers' Assessment of the M-DCPS</b>	<b>Percent of Favorable Responses (*)</b>
How would rate your satisfaction with your teaching experience at M-DCPS in terms of Leadership of the Principal?	84%
How would rate your satisfaction with your teaching experience at M-DCPS in terms of Management of Student Conduct by the School?	52%
How would rate your satisfaction with your teaching experience at M-DCPS in terms of work load?	49%
How would rate your satisfaction with your teaching experience at M-DCPS in terms of collegiality among faculty of the school?	72%
<b>Current Teachers' Assessment of Living in Miami-Dade</b>	
Do you feel you can afford to continue to live in Miami-Dade?	52%
Do you feel you want to continue to teach in M-DCPS?	78%
Do you feel that you are acquainted with the culture and the standard of living of Miami-Dade?	88%
Do you enjoy living in the Miami-Dade area?	80%
<b>Current Teachers' Future Professional Plans</b>	
Would you say your plans are for the next few years is to continue teaching in M-DCPS?	67%
Continue teaching but outside M-DCPS	13%
Do something else	20%

***(\*) Positive responses reflect statements of agreement or satisfaction with the program.***



**II. ANALYSIS OF DATA FROM FORMER MTF TEACHERS.**

Sixteen (16) Former MTF teachers responded to the survey that was administered during the month of November 2007. Thirty-five (35) teachers were targeted for the survey, therefore we have a 46% return rate.

**2.1 Demographic Characteristics of the Current MTF Teachers**

**a. When did the current MTF teachers join M-DCPS?**

	Frequency	Percent
Summer 2005	8	50.0
Summer 2006	6	37.5
Summer 2007	2	12.5

**b. What is the age distribution of the current MTF teachers?**

	Frequency	Percent
Between 21 and 25 years of age	10	62.5
Between 26 and 30 years of age	5	31.3
Between 31 and 40 years of age	1	6.3

**c. What is the gender distribution of the Current MTF teachers?**

	Frequency	Percent
Female	14	87.5
Male	2	12.5

**d. What is the distribution of the Current MTF teachers by Ethnicity?**

	Frequency	Percent
Multiracial	1	6.3
White	8	50.0
Hispanic	2	12.5
Black	5	31.3

**e. What is the distribution of the Current MTF teachers by academic degree?**

	Frequency	Percent
Bachelors	12	75.0
Masters	3	18.8
Other(Specify): ABD	1	6.3

## 2.2 Former MTF Teachers Responses to Survey Questions (Quantitative Data)

<b>Former Teachers' Assessment of the MTF Project</b>	<b>Percent of Favorable Responses</b>
Overall, how would you rate your experience with MTF?	50%
How well did MTF prepare you in the transition to your teaching job at M-DCPS?	31%
The assistance and training you received from MTF project made you feel confident in your abilities as a teacher.	56%
How would you describe your MTF recruitment experience	93%
In comparison to the assistance and training you have received from MTF, do you believe that the M-DCPS training and support is lower?	31% (50% the Same)
Even after your placement in M-DCPS, did you continue to receive support from MTF?	50%
<b>Former Teachers' Assessment of the M-DCPS</b>	
How would rate your satisfaction with your teaching experience at M-DCPS in terms of Leadership of the Principal?	50%
How would rate your satisfaction with your teaching experience at M-DCPS in terms of Management of Student Conduct by the School?	69%
How would rate your satisfaction with your teaching experience at M-DCPS in terms of work load?	44%
How would rate your satisfaction with your teaching experience at M-DCPS in terms of collegiality among faculty of the school?	56%

<b>Former Teachers' Assessment of living in Miami-Dade</b>	<b>Percent of Favorable Responses</b>
Do you feel you can afford to continue to live in Miami-Dade?	44%
You DID NOT feel you wanted to continue to teach in M-DCPS?	81%
Do you feel that you were acquainted with the culture and the standard of living of Miami-Dade?	81%
Did you enjoy living in the Miami-Dade area?	63%
<b>Former Teachers' Future professional plans</b>	
Continue teaching, but outside M-DCPS	25%
Do something else	75%

**III. ANALYSIS OF DATA FROM CURRENT PRINCIPALS OF MTF TEACHERS.**

Forty-eight (48) out of 66 Principals who were supervising MTF teachers responded to the survey that was administered during the month of November 2007, thus a return rate of 73%.

**3.1 Demographic Characteristics of the Current Principals of MTF Teachers**

**a. When did your school recruited MTF teachers?**

	Frequency	Percent
School year 2005-2006	10	20.8
School year 2006-2007	14	29.2
School year 2007-2008	24	50.0

**b. Is your school a ----- (Check all that apply)?**

	Frequency	Percent
Zone School	15	31.3
Title I School	32	66.7

### 3.2 Principals of MTF Teachers Responses to Survey Questions (Quantitative Data)

<b>Current Principals' Assessment of the MTF Project</b>	<b>Percent of Favorable Responses</b>
Overall, MTF teachers have performed at or above their Non MTF counterparts at my school.	71%
If you remain as a principal at your current school, would you hire MTF teachers again?	96%
If you transfer to another school, would you hire MTF teachers?	96%
<b>Principals' Assessment of MTF Teachers</b>	
MTF teachers at my school have solid grasp of the subject area they teach.	95%
The MTF teacher at my school manages the classroom environment in a way that facilitates learning.	87%
The MTF teacher at my school provides an environment that facilitates good interpersonal relationships with and among students.	94%
The MTF teacher at my school accommodates individual differences among students by using relevant teaching and learning activities.	90%
The MTF teacher at my school promotes and uses activities to enable students to develop creative thinking and higher order cognition and problem solving techniques.	91%
The MTF teacher at my school uses effective classroom-based assessments of learning (Monitoring, informal assessment, and feedback).	91%
<b>Current Principals Overall Assessment of the MTF Project</b>	
In general, MTF teachers are as effective or better than other teachers with comparable experience and qualifications	77%
Without the MTF project, I would have not been able to satisfactorily fill some teaching vacancies in my school.	73%
In my opinion, the MTF project is an asset to M-DCPS.	96%
In my opinion, the District should expand the MTF project, to provide more teachers and serve more schools.	94%

## CONCLUSIONS AND RECOMMENDATIONS

The evaluation was initiated following an urgent request from the Office of Instructional Staffing to have the evaluation done within a very short period of time. The findings of the evaluation were to be used by the District prior to engaging in discussions with MTF staff regarding continuation of the project.

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Specifically, the principals who responded to the survey reported very positive assessment of the program in both sections of the survey: Qualitative and Quantitative. In the Qualitative section for example, the principals made statements such as "I hired MTF teacher because in my experience, MTF teachers receive much support from the program, thereby enhancing their instructional skills", or "Great training program; great screening process"; or "I had previous experience in working with MTF who were excellent teachers"

Most teachers thought that the MTF project prepared them well to be successful teachers. They also thought that the recruitment process was very good and that MTF administrators assisted them adequately.

MTF teachers who left, attributed their decisions to leave to factors such as a) lack of support from the M-DCPS school where they were teaching; b) desire to relocate; c) desire to pursue other career opportunities; d) lack of discipline and safety at the school; and e) other personal reasons.

MTF teachers who are still with the District reported more positive experiences with the MTF program. In particular, the MTF preparation, although it did not reflect the "real world of teaching in the classroom" was highly rated.

## **APPENDICES**

## SURVEY OF MTF-Current Principals

### Instructions

This survey is being conducted as part of the evaluation of The Miami-Teaching Fellows (MTF). As a school principal, your opinions regarding MTF are an important part of the evaluation. Your responses will remain confidential. The results will be reported in aggregate form only. If you have any questions regarding this survey, please contact Dr. Tarek Chebbi, Office of Program Evaluation, at 305-995-7091 or [tchebbi@dadeschools.net](mailto:tchebbi@dadeschools.net).

Please read each item and check your response, based on your knowledge and experiences regarding the Miami-Teaching Fellows Project. For most answers, check the boxes most applicable to you or fill in the blanks.

<b>General Information</b>
----------------------------

Please reflect on your knowledge and/or familiarity with the Miami-Teaching Fellows project and respond to the following questions.

**1. Please type your 4-digit school number:**

**2. Is your school a ----- (Check all that apply):**

- Zone School
- STELLAR School
- Title I School
- Other (specify):

**3. How many teachers from the Miami-Teaching Fellows Project are currently teaching at your school?**

**4. Indicate when your school recruited MTF teachers (Check all that apply)?**

- School year 2005-2006
- School year 2006-2007
- School year 2007-2008

**5. How many years have you been the principal at your current school?**

- Less than one year
- 1 - 2 years
- 3 - 5 years
- More than 5 years

**6. How many of the current MTF teachers have you personally hired?**



7. Please briefly tell us why you hired Teaching Fellows in your school?

8. Please indicate the degree to which you agree with this statement "Overall, MTF teachers have performed at or above their COMPARABLE Non MTF teachers at my school". Note: By COMPARABLE, we mean in terms of experience, degree, certification, etc...

- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

9. If you remain as a principal at your current school, would you hire MTF teachers again?

- Yes
- No

10. If you transfer to another school, would you hire MTF teachers?

- Yes
- No

**Teacher A**

In this section, we would like you to think about one specific MTF teacher at your school and answer all questions in this section.

Please note that this evaluation is STRICTLY CONFIDENTIAL and will NOT be shared with the teacher. Furthermore, any information you provide will NOT be used against or in favor of the teacher and will NOT be part of his/her records.

The objective is to evaluate the MTF project as a whole, not INDIVIDUAL teachers. To that end, we ask you to please be as candid as possible with your answers.

11. What is the name of the first MTF teacher (will be referred to as Teacher (A) )?

12. This teacher (A) has a solid grasp of the subject area he/she teaches.

- Agree
- Slightly agree
- Slightly disagree
- Disagree

13. This teacher (A) manages the classroom environment in a way that facilitates learning.

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**14. This teacher (A) provides an environment that facilitates good interpersonal relationships with and among students.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**15. This teacher (A) accommodates individual differences among students by using relevant teaching and learning activities.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**16. This teacher (A) promotes and uses activities to enable students to develop creative thinking and higher order cognition and problem solving techniques.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**17. This teacher (A) uses effective classroom-based assessments of learning (Monitoring, informal assessment, and feedback).**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**Teacher B**

Please think about ANOTHER MTF teacher and respond as you did for the first MTF teacher. If you have only one teacher, just leave each question blank.

**18. What is the name of the SECOND MTF teacher (will be referred to as Teacher (B) )?**

**19. This teacher (B) has a solid grasp of the subject area he/she teaches.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**20. This teacher (B) manages the classroom environment in a way that facilitates learning.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**21. This teacher (B) provides an environment that facilitates good interpersonal relationships with and among students.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**22. This teacher (B) accommodates individual differences among students by using relevant teaching and learning activities.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**23. This teacher (B) promotes and uses activities to enable students to develop creative thinking and higher order cognition and problem solving.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**24. This teacher (B) uses effective classroom-based assessments of learning (Monitoring, informal assessment, and feedback).**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**Teacher C**

Please think about a THIRD MTF teacher and respond as you did for the first two MTF teachers. If you do not have a third teacher, just leave each question blank.

**25. What is the name of the THIRD MTF teacher (will be referred to as Teacher (C) )?**

**26. This teacher (C) has a solid grasp of the subject area he/she teaches.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**27. This teacher (C) manages the classroom environment in a way that facilitates learning.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**28. This teacher (C) provides an environment that facilitates good interpersonal relationships with and among students.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**29. This teacher (C) accommodates individual differences among students by using relevant teaching and learning activities.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**30. This teacher (C) promotes and uses activities to enable students to develop creative thinking and higher order cognition and problem solving.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**31. This teacher (C) uses effective classroom-based assessments of learning (Monitoring, informal assessment, and feedback).**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

Summary
---------

**32. In general, MTF teachers are as effective or better than other teachers with comparable experience and qualifications**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**33. Without the MTF project, I would have not been able to satisfactorily fill some teaching vacancies in my school.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**34. In my opinion, the MTF project is an asset to M-DCPS.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

**35. In my opinion, the District should expand the MTF project, to provide more teachers and serve more schools.**

- Agree
- Slightly agree
- Slightly disagree
- Disagree

## **SURVEY OF MTF-Current Teachers**

### **Instructions**

This survey is being conducted as part of the evaluation of The Miami-Teaching Fellows (MTF). As an MTF teacher currently working in M-DCPS, your opinions regarding MTF are an important part of this evaluation. Your responses will remain confidential. The results will be reported in aggregate form only. If you have any questions regarding this survey, please contact Dr. Tarek Chebbi, Office of Program Evaluation, at 305-995-7091 or tchebbi@dadeschools.net.

Please read each item and check your response, based on your knowledge and experiences regarding the Miami-Teaching Fellows Project. For most answers, check the boxes most applicable to you or fill in the blanks.

<b>General Information</b>
----------------------------

**1. When did you join M-DCPS as part of the Miami Teaching Fellows (MTF) Project?**

- Summer 2005
- Summer 2006
- Summer 2007

**2. What did you do prior to joining M-DCPS through the MTF Project?**

- College student
- Teacher outside M-DCPS
- Professional in public sector
- Professional in private sector
- Other(Specify):

**3. What is the name of the M-DCPS school where you currently teach?**

**4. Please enter your 4-digit school (Work Location) number:**

**5. Is the school where you currently teach a (Check all that apply):**

- Zone School
- STELLAR School
- Title I School
- Other(Specify):

**6. What is your age group?**

- |   |   |
|---|---|
| <input type="checkbox"/> Less than 20 years of age      | <input type="checkbox"/> Between 21 and 25 years of age |
| <input type="checkbox"/> Between 26 and 30 years of age | <input type="checkbox"/> Between 31 and 40 years of age |
| <input type="checkbox"/> Between 41 and 50 years of age | <input type="checkbox"/> Above 51 years of age          |

**7. What is your gender?**

- Male
- Female

**8. Which of the following best describes your ethnicity?**

- White
- Hispanic
- Black
- Asian Pacific Islander
- Multiracial
- Other(Specify):

**9. What is the highest degree you have completed:**

- Bachelors
- Masters
- Specialist
- Doctorate
- Other(Specify):

**10. Please select all your subject areas of certification:**

Experience with the Miami Teaching Fellows
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**11. Overall, how would you rate your experience with MTF?**

- Very Good
- Good
- Okay
- Poor
- Very Poor

**12. How well did MTF prepare you in the transition to your teaching job at M-DCPS?**

- Very Poorly
- Poorly
- Okay
- Well
- Very Well

**13. Please pick ONE aspect (Positive or Negative) of the MTF preparation program and comment on it in detail.**

**14. The assistance and training I received from the MTF project made me feel confident in my abilities as a teacher.**

- |   |  |
|---|--|
| <input type="checkbox"/> Strongly Agree | <input type="checkbox"/> Agree             |
| <input type="checkbox"/> Disagree       | <input type="checkbox"/> Strongly Disagree |

**15. How would you describe your MTF recruitment experience (from initial application to placement in an M-DCPS school)**

- Very Positive
- Positive
- Negative
- Very Negative

**16. Reflecting on your recruitment experience, please pick ONE aspect (Negative or Positive) and describe it in detail.**

Experience at M-DCPS
----------------------

**17. What grade level do you currently teach at M-DCPS?**

- Elementary
- Middle
- High School
- Other(Specify):

**18. How many other fellows (MTF) teachers were with you in your school when you first started?**

**19. How many other MTF teachers are CURRENTLY with you at your school?**

**20. To the best of your knowledge, how many MTF fellows have left M-DCPS?**

**21. In comparison to the assistance and training you have received from MTF, do you believe that the M-DCPS training and support are:**

- Superior
- Slightly higher
- About the Same
- Slightly lower
- Inferior

**22. If your answer to the previous question was different than "About the Same", please elaborate on the differences in few sentences.**



**23. Please indicate the level of your agreement or disagreement with the following statement: "Even after my placement in M-DCPS, I continue to receive support from MTF?"**

- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

<b>Teaching Experience at M-DCPS</b>
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**24. How would rate your satisfaction with your teaching experience at M-DCPS (So far) in terms of the LEADERSHIP of THE PRINCIPAL:**

- Very Satisfied
- Satisfied
- Not Satisfied
- Very Dissatisfied

**25. How would rate your satisfaction with your teaching experience at M-DCPS (So far) in terms of the MANAGEMENT of STUDENT CONDUCT by the SCHOOL:**

- Very Satisfied
- Satisfied
- Not Satisfied
- Very Dissatisfied

**26. How would rate your satisfaction with your teaching experience at M-DCPS (So far) in terms of the WORK LOAD:**

- Very Satisfied
- Satisfied
- Not Satisfied
- Very Dissatisfied

**27. How would rate your satisfaction with your teaching experience at M-DCPS (So far) in terms of the COLLEGIALLY among FACULTY of the SCHOOL:**

- Very Satisfied
- Satisfied
- Not Satisfied
- Very Dissatisfied

**28. Please reflect on your teaching experience (So far) and comment on ONE element that you consider the MOST POSITIVE/FAVORABLE**

**29. Please reflect on your teaching experience (So far) and comment on ONE element that you consider the MOST NEGATIVE in this experience.**

**Logistics and the Life in Miami-Dade**

**30. I feel I can afford to continue to live in Miami-Dade**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**31. I feel I want to continue to teach in M-DCPS**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**32. I feel that I have become acquainted with the culture of Miami-Dade**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**33. I enjoy living in the Miami-Dade area**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**34. What aspect of living in the Miami area do you LIKE the most?**

**35. What aspect of living in the Miami area do you DISLIKE the most?**

**Future Plans**

**36. At this point, what would you say your plans are for the next few years?**

- Continue teaching at M-DCPS
- Continue teaching in Miami-Dade BUT NOT with M-DCPS
- Continue teaching outside Miami-Dade, but within Florida
- Continue teaching outside Florida
- Other(specify):

## **SURVEY OF MTF-Previous Teachers**

### **Instructions**

This survey is being conducted as part of the evaluation of The Miami-Teaching Fellows (MTF). As a former MTF teacher who worked in M-DCPS, your opinions regarding MTF are an important part of this evaluation. Your responses will remain confidential. The results will be reported in aggregate form only. If you have any questions regarding this survey, please contact Dr. Tarek Chebbi, Office of Program Evaluation, at 305-995-7091 or tchebbi@dadeschools.net.

Please read each item and check your response, based on your knowledge and experiences regarding the Miami-Teaching Fellows Project. For most answers, check the boxes most applicable to you or fill in the blanks.

<b>General Information</b>
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**1. When did you join M-DCPS as part of the Miami Teaching Fellows (MTF) Project?**

- Summer 2005
- Summer 2006
- Summer 2007

**2. What did you do prior to joining M-DCPS through the MTF Project?**

- College student
- Teacher outside M-DCPS
- Professional in public sector
- Professional in private sector
- Other(Specify):

**3. What was the name of the M-DCPS school where you were teaching?**

**4. Please enter your 4-digit school (Work Location) number:**

**5. Was the school where teaching a (Check all that apply):**

- Zone School
- STELLAR School
- Title I School
- Other(Specify):

**6. What is your age group?**

- |   |   |
|---|---|
| <input type="checkbox"/> Less than 20 years of age      | <input type="checkbox"/> Between 21 and 25 years of age |
| <input type="checkbox"/> Between 26 and 30 years of age | <input type="checkbox"/> Between 31 and 40 years of age |
| <input type="checkbox"/> Between 41 and 50 years of age | <input type="checkbox"/> Above 51 years of age          |

**7. What is your gender?**

- Male
- Female

**8. Which of the following best describes your ethnicity?**

- White
- Hispanic
- Black
- Asian Pacific Islander
- Multiracial
- Other(Specify):

**9. What is the highest degree you have completed:**

- Bachelors
- Masters
- Specialist
- Doctorate
- Other(Specify):

**10. Please select all your subject areas of certification:**

Experience with the Miami Teaching Fellows
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**11. Overall, how would you rate your experience with MTF?**

- Very Good
- Good
- Okay
- Poor
- Very Poor

**12. How well did MTF prepare you in the transition to your teaching job at M-DCPS?**

- Very Poorly
- Poorly
- Okay
- Well
- Very Well

**13. Please pick ONE aspect (Positive or Negative) of the MTF preparation program and comment on it in detail.**

**14. The assistance and training I received from the MTF project made me feel confident in my abilities as a teacher.**

- |   |  |
|---|--|
| <input type="checkbox"/> Strongly Agree | <input type="checkbox"/> Agree             |
| <input type="checkbox"/> Disagree       | <input type="checkbox"/> Strongly Disagree |

**15. How would you describe your MTF recruitment experience (from initial application to placement in an M-DCPS school)**

- Very Positive
- Positive
- Negative
- Very Negative

**16. Reflecting on your recruitment experience, please pick ONE aspect (Negative or Positive) and describe it in detail.**

<b>Experience at M-DCPS</b>
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**17. What grade level did you teach at M-DCPS?**

- Elementary
- Middle
- High School
- Other(Specify):

**18. How many other fellows (MTF) teachers were with you in your school when you first started?**

**19. How many other MTF teachers were with you at your school prior to leaving M-DCPS?**

**20. To the best of your knowledge, how many MTF fellows have left M-DCPS?**

**21. In comparison to the assistance and training you have received from MTF, do you believe that the M-DCPS training and support are:**

- Superior
- Slightly higher
- About the Same
- Slightly lower
- Inferior

**22. If your answer to the previous question was different than "About the Same", please elaborate on the differences in few sentences.**

**23. Please indicate the level of your agreement or disagreement with the following statement: "Even after my placement in M-DCPS, I continued to receive support from MTF?"**

- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

Teaching Experience at M-DCPS
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**24. How would rate your satisfaction with your teaching experience at M-DCPS (prior to leaving) in terms of the LEADERSHIP of THE PRINCIPAL:**

- Very Satisfied
- Satisfied
- Not Satisfied
- Very Dissatisfied

**25. How would rate your satisfaction with your teaching experience at M-DCPS (prior to leaving) in terms of the MANAGEMENT of STUDENT CONDUCT by the SCHOOL:**

- Very Satisfied
- Satisfied
- Not Satisfied
- Very Dissatisfied

**26. How would rate your satisfaction with your teaching experience at M-DCPS (prior to leaving) in terms of the WORKLOAD:**

- Very Satisfied
- Satisfied
- Not Satisfied
- Very Dissatisfied

**27. How would rate your satisfaction with your teaching experience at M-DCPS (prior to leaving) in terms of the COLLEGIALITY among FACULTY of the SCHOOL:**

- Very Satisfied
- Satisfied
- Not Satisfied
- Very Dissatisfied

**28. Please reflect on your teaching experience (prior to leaving) and comment on ONE element that you consider the MOST POSITIVE/FAVORABLE**

29. Please reflect on your teaching experience (prior to leaving) and comment on ONE element that you consider the MOST NEGATIVE in this experience.

Logistics and the Life in Miami-Dade
--------------------------------------

30. I felt I cannot afford to continue to live in Miami-Dade

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

31. I felt I did not want to continue to teach in M-DCPS

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

32. I felt I have not acquainted with the culture of Miami-Dade

- |   |  |
|---|--|
| <input type="checkbox"/> Strongly Agree | <input type="checkbox"/> Agree             |
| <input type="checkbox"/> Disagree       | <input type="checkbox"/> Strongly Disagree |

33. I did not enjoy living in the Miami-Dade area

- |   |  |
|---|--|
| <input type="checkbox"/> Strongly Agree | <input type="checkbox"/> Agree             |
| <input type="checkbox"/> Disagree       | <input type="checkbox"/> Strongly Disagree |

34. What aspect of living in the Miami area did you LIKE the most?

35. What aspect of living in the Miami area did you DISLIKE the most?

Current Plans
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36. After leaving M-DCPS, I am currently:

- Teaching in Miami-Dade BUT NOT with M-DCPS
- Teaching outside Miami-Dade, but within Florida
- Teaching outside Florida
- Working outside education
- Not working
- Other(specify):

37. Please reflect on your experience with MTF and M-DCPS and briefly indicate WHY did you leave M-DCPS?