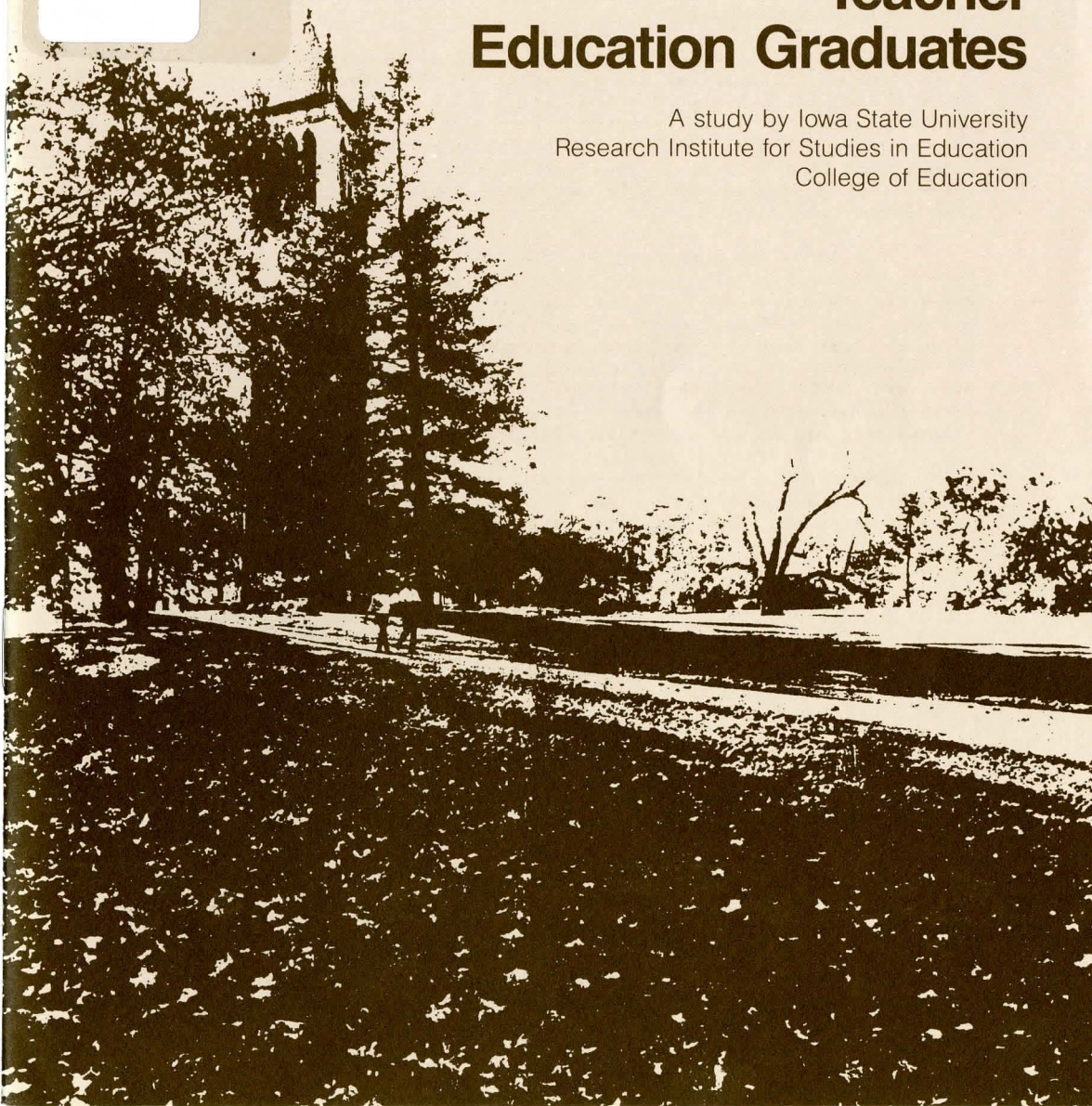


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Ten-Year
Follow-up Study

Teacher Education Graduates

A study by Iowa State University
Research Institute for Studies in Education
College of Education



A Note to Respondents

In recent years, the teaching profession has been marked by rapid change and the emergence of a number of issues and concerns. It is essential that teacher preparation programs be responsive to these concerns. Therefore, the ISU College of Education is developing a comprehensive model to evaluate and to improve the quality of the teacher preparation program. Your reactions to and responses about your preparation and subsequent employment experiences are major components of this model.

Various approaches are used by colleges of education to evaluate, improve, and modify programs for the preparation of educational personnel. Among these approaches in the evaluation process is a follow-up study of graduates from preparation programs. To provide the necessary information for program improvement, the data need to be collected on a regular basis and over a period of time. These longitudinal studies are beneficial in providing insights about program strengths and weaknesses and in assisting in program improvement and modification.

Since 1979, the Research Institute for Studies in Education (RISE) has been collecting data from teacher education graduates at major points in their preparation and careers. Now, ten years after graduation, we are contacting you again for information about your current attitudes, competencies, and personal characteristics and about your employment history since graduation. The information we receive is summarized and presented in a report that is discussed by faculty in the College of Education as they plan changes for improving and updating the teacher preparation program. As mentioned in the accompanying letter, no individual responses are ever reported.

These data, collected over the past ten years, have been very helpful in keeping the ISU Teacher Preparation Program current and responsive to changing educational needs. Your input is very much appreciated.

FIRST, we would like to ask you questions about your current employment.

1. What is your current employment situation?

_____ Teaching ---> Please answer PART A, then skip to page 3, PART C.

_____ Nonteaching ---> Please skip to PART B, page 2.

PART A (Teaching)

(a) What level do you teach?

_____ Preschool/Kindergarten

_____ Elementary (Grades 1-6)

_____ Secondary (Grades 7-12)

_____ K-12

(b) Are you teaching ...

_____ Full time?

_____ Part time?

_____ Permanent substitute?

_____ Day-to-day substitute?

_____ Other?

(c) At the present, what subject area(s) do you teach? _____

(d) What are your plans for next year?

_____ Remain in same position

_____ Seek similar position elsewhere

_____ Seek full-time teaching position

_____ Seek employment in education other than teaching

_____ Educational specialist (i.e., consultant, counselor, in a school district, AEA)

_____ School administrator in a local school district

_____ Position at college/university/government-department of education

_____ Other

_____ Seek employment outside education (Please specify--> _____)

_____ Temporarily out of work force (family care, continue education, military, etc.)

_____ Other (Please specify --> _____)

PART B (Nonteaching)

- (a) What are your reasons for not teaching at the present time? Check as many as apply.

☐ Graduate study. (Please specify area _____)

☐ Could not find a teaching position.

☐ Inadequate salaries and benefits.

☐ General working conditions (nonteaching duties, hours, classroom size, work load).

☐ Student related (motivation, lack of discipline, general attitudes).

☐ Feelings of ineffectiveness.

☐ Administrator related (lack of support, dissatisfaction with administration, incompetent administration).

☐ Lack of respect for profession.

☐ Emotional aspects (stress, burnout, frustration, boredom).

☐ Lack of support from parents and community.

☐ Lack of advancement opportunities.

☐ Family obligations.

☐ Had not planned to teach.

☐ Better salaries and career opportunities in other fields.

☐ Other (please specify--> _____)

- (b) What are your employment plans for next year?

☐ Remain in same position

☐ Seek another position

☐ Similar position elsewhere

☐ Teaching position

☐ Other education-related position

☐ Other type of position (Please specify _____)

☐ Other (Please specify--> _____)

PART C (All Respondents)

- (a) We are interested in your employment history (jobs) for the last ten years. Using the occupational code below, please circle the number related to your current position.

- | | |
|---|------------------------------------|
| 1 Teacher | 8 Clerical/Secretarial/ |
| 2 Education-related (i.e., specialist, counselor, school administrator) | Administrative support |
| 3 Other professional | 9 Service (including teacher aide) |
| 4 Technical | 10 Homemaker |
| 5 Managerial/Administrative | 11 Farmer |
| 6 Sales/Business | 12 Student |
| 7 Craftsman/Operative | 13 Unemployed |
| | 14 Other (specify) _____ |

In which state are you currently employed? _____

For the other years since graduation, please circle whether you taught and indicate the state where you were employed (lived).

| YEAR (Following graduation in Spring 1980) | TEACHING | LOCATION (State/Country) |
|--|----------|-----------------------------|
| First Year (1980-81) | Y N | _____ |
| Second Year (1981-82) | Y N | _____ |
| Third Year (1982-83) | Y N | _____ |
| Fourth Year (1983-84) | Y N | _____ |
| Fifth Year (1984-85) | Y N | _____ |
| Sixth Year (1985-86) | Y N | _____ |
| Seventh Year (1986-87) | Y N | _____ |
| Eighth Year (1987-88) | Y N | _____ |
| Ninth Year (1988-89) | Y N | _____ |

Any comments about your employment history: _____

- (b) Five years from now, do you plan to be...

- _____ Teaching
- _____ Employed in education other than teaching
- _____ Educational specialist (consultant, counselor, etc., in a school district, AEA)
- _____ School administrator in a school district
- _____ Position at college/university/government-department of education
- _____ Other
- _____ Employed outside the field of education (Please specify-->_____)
- _____ Temporarily out of work force (family care, continue education, military, etc.)
- _____ Other (Please specify-->_____)

2. On a scale of 0 to 10, how would you rate your general satisfaction with your current (most recent*) job?

Very Low Very High

0 1 2 3 4 5 6 7 8 9 10

*Note: If you are currently unemployed, please answer questions 2 through 5 as they pertained to your most recent position.

3. How important was each of the following factors in your decision to accept your most recent position? Please circle one number for each factor. Use the following response categories.

Very Important 5
 Important. 4
 Neutral. 3
 Unimportant. 2
 Very Unimportant . . . 1
 Not Applicable N

| | Please circle your response | | | | | |
|--|-----------------------------|---|---|---|---|---|
| a. Desirable location | 5 | 4 | 3 | 2 | 1 | N |
| b. Salary offered | 5 | 4 | 3 | 2 | 1 | N |
| c. Type of position | 5 | 4 | 3 | 2 | 1 | N |
| d. Size of organization | 5 | 4 | 3 | 2 | 1 | N |
| e. Reputation of school, firm or organization | 5 | 4 | 3 | 2 | 1 | N |
| f. Liked people with whom I interviewed | 5 | 4 | 3 | 2 | 1 | N |
| g. Spouse has a job in the community. . | 5 | 4 | 3 | 2 | 1 | N |
| h. Only job I was offered | 5 | 4 | 3 | 2 | 1 | N |

4. What do (did) you find most rewarding and satisfying about your current (most recent) position?

5. To what extent does (did) your most recent job provide you with the following characteristics? Please circle one number for each characteristic. Use the following response categories.

All of the Time 5
 Most of the Time 4
 Some of the Time 3
 Seldom 2
 Never 1

| | Please circle your response | | | | |
|---|-----------------------------|---|---|---|---|
| a. Opportunity to be creative and original. . . | 5 | 4 | 3 | 2 | 1 |
| b. Opportunity to use special abilities or aptitudes. | 5 | 4 | 3 | 2 | 1 |
| c. Opportunity to work with people rather than things. | 5 | 4 | 3 | 2 | 1 |
| d. Opportunity to earn a good deal of money . . | 5 | 4 | 3 | 2 | 1 |
| e. Social status and prestige | 5 | 4 | 3 | 2 | 1 |
| f. Opportunity to effect social change. | 5 | 4 | 3 | 2 | 1 |
| g. Relative freedom from supervision by others | 5 | 4 | 3 | 2 | 1 |
| h. Opportunity for advancement. | 5 | 4 | 3 | 2 | 1 |
| i. Opportunity to exercise leadership | 5 | 4 | 3 | 2 | 1 |
| j. Opportunity to help and serve others | 5 | 4 | 3 | 2 | 1 |
| k. Adventure. | 5 | 4 | 3 | 2 | 1 |
| l. Opportunity for a relatively stable and secure future. | 5 | 4 | 3 | 2 | 1 |
| m. Fringe benefits (health care, retirement benefits). | 5 | 4 | 3 | 2 | 1 |
| n. Variety in the work. | 5 | 4 | 3 | 2 | 1 |
| o. Responsibility | 5 | 4 | 3 | 2 | 1 |
| p. Control over what I do | 5 | 4 | 3 | 2 | 1 |
| q. Control over what others do. | 5 | 4 | 3 | 2 | 1 |
| r. Challenge. | 5 | 4 | 3 | 2 | 1 |

6. On a scale of 0 to 10, how would you rate the quality of the Teacher Preparation Program at Iowa State University as you remember it? (Please circle the appropriate number.)

Very Poor Very High

0 1 2 3 4 5 6 7 8 9 10

7. On a scale of 0 to 10, how would you rate the contribution of the Teacher Preparation Program at Iowa State University to being prepared for your first teaching or nonteaching position? (Please circle the appropriate number.)

No Major
Contribution Contribution

0 1 2 3 4 5 6 7 8 9 10

8. If you had it to do over again, would you prepare to become a teacher?

_____ Certainly would
_____ Probably would
_____ Undecided
_____ Probably would not
_____ Certainly would not

9. In terms of lifetime satisfactions, how does a teaching career compare to other possible careers?

Other Careers Teaching
Definitely More Definitely More
Satisfying Satisfying
Undecided

0 1 2 3 4 5 6 7 8 9 10

10. In general, how important is teaching to you?

Not at all Extremely
Important Important

0 1 2 3 4 5 6 7 8 9 10

NOW we would like to ask you about your professional development in the last ten years.

11. Have you upgraded your skills through formal education since graduating from the teacher preparation program?

_____ Yes ----> Please answer (a) and (b)
 _____ No

- (a) If yes, please check as many purposes as apply for participating in the formal education activities, and for each purpose you check, indicate where you participated in the activity.

| PURPOSE | LOCATION | | | |
|---|----------------------------------|-------------------|--------------------------------------|--------------------|
| | 4-Year college/ university | 2-Year college | Area Education Agency (AEA) | Other (specify) |
| _____ Prepare for different type teaching position (certification) | _____ | _____ | _____ | _____ |
| _____ Prepare for different type position in education--nonteaching | _____ | _____ | _____ | _____ |
| _____ Prepare for different type position outside education | _____ | _____ | _____ | _____ |
| _____ Recertification, job requirement | _____ | _____ | _____ | _____ |
| _____ Professional development | _____ | _____ | _____ | _____ |
| _____ Personal growth | _____ | _____ | _____ | _____ |

- (b) If yes, was this a degree program?

_____ Yes ---> Type of degree _____ Undergraduate _____ Masters
 _____ Graduate _____ Doctoral

_____ ---> _____ Number of semester hours taken

_____ No ---> _____ Number of semester hours taken
 _____ Number of CEU credits earned
 _____ Other (specify) _____

If you have NEVER TAUGHT during the ten years following graduation, go to page 13. CURRENT AND FORMER TEACHERS, please answer questions 12 through 20 first.

NOW we would like you to evaluate the Teacher Preparation Program.

12. We would like you to rate your Teacher Preparation Program in certain topic areas (a to h). Where appropriate, examples are listed below each topic to help you better define the area. First, rate the adequacy of preparation; second, indicate how important the area is (was) to your most recent teaching position.

| | | | |
|---------------------------|---|----------------------------|---|
| Very Adequate | 5 | Very Important | 5 |
| Adequate | 4 | Important | 4 |
| Neutral | 3 | Neutral | 3 |
| Inadequate | 2 | Unimportant | 2 |
| Very Inadequate | 1 | Very Unimportant | 1 |
| Not Applicable | N | Not Applicable | N |

a. PLANNING AND DELIVERING

INSTRUCTION 5 4 3 2 1 N 5 4 3 2 1 N

(Selecting and organizing materials;
using a variety of instructional
techniques; planning units of
instruction and individual lessons)

b. INTERPERSONAL RELATIONSHIPS

AND INDIVIDUAL DIFFERENCES . . . 5 4 3 2 1 N 5 4 3 2 1 N

(Appreciating and understanding
individual and intergroup differences
in values and lifestyles; working
with other teachers, parents, and
other professionals)

c. ASSESSING AND DEALING WITH

LEARNING PROBLEMS 5 4 3 2 1 N 5 4 3 2 1 N

(Methods of working with children
with learning problems; assessing
learning problems)

d. MONITORING, TESTING, AND

EVALUATING STUDENTS 5 4 3 2 1 N 5 4 3 2 1 N

(Developing tests; evaluating
and reporting student work and
achievement)

e. CLASSROOM MANAGEMENT 5 4 3 2 1 N 5 4 3 2 1 N

(Understanding and managing behavior
problems)

- f. MULTICULTURAL LEARNING 5 4 3 2 1 N 5 4 3 2 1 N
 (Techniques of infusing multicultural learning)
- g. DEVELOPING YOUR OWN TEACHING
 STYLE BY OBSERVING OTHERS . . . 5 4 3 2 1 N 5 4 3 2 1 N
- h. PREPARING AND USING MEDIA . . . 5 4 3 2 1 N 5 4 3 2 1 N

13. Based on your teaching experiences, what are the three key elements of a good teacher preparation program?

- (1) _____
- (2) _____
- (3) _____

14. What would you suggest teacher preparation programs do to help ease the transition of their graduates from student to first-year teacher?

- (1) _____
- (2) _____
- (3) _____

15. Preparation programs must adapt to the changing needs of teachers over time. Based on your recent experiences, what are the current and future trends that should be addressed in current preparation programs?

- (1) _____
- (2) _____
- (3) _____

16. We would like you to rate your perception of your teaching behavior in each of the following areas. Using the scale below, circle the number for each area that indicates how well you are doing or did in your most recent teaching position.

| | | Very Low | | | | | | | | | | | | | | | | | Very High |
|----|--|-------------|---|---|---|---|---|---|---|---|---|----|--|--|--|--|--|--|--------------|
| a. | Providing a setting conducive to learning | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| b. | Motivating students | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| c. | Demonstrating knowledge of subject matter. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| d. | Monitoring and evaluating student progress and understanding. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| e. | Providing clear, concise explanations and examples | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| f. | Managing instructional activities efficiently and ensuring student time on task. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| g. | Communicating effectively with students. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| h. | Demonstrating effective planning and organization skills | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| i. | Exhibiting a positive self-concept. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| j. | Using evaluation activities appropriately | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| k. | Implementing the lesson plans effectively | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| l. | Maintaining high expectations for student achievement | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| m. | Incorporating effective questioning techniques. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| n. | Maintaining high standards for student behavior. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |
| o. | Maintaining effective working relationships with peers and administrators | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | |

17. We also would like your perceptions about employment factors related to teaching. Please indicate how satisfied you are/were with each of the following aspects of teaching. Use the following response categories.

Very Satisfied 5
 Satisfied 4
 Neutral 3
 Dissatisfied 2
 Very Dissatisfied . . . 1
 Not Applicable NA

Please circle your response

- | | | | | | |
|--|---|---|---|---|---|
| a. Salary | 5 | 4 | 3 | 2 | 1 |
| b. General working conditions | 5 | 4 | 3 | 2 | 1 |
| c. Amount of administrative support received . . . | 5 | 4 | 3 | 2 | 1 |
| d. Relationship with other teachers | 5 | 4 | 3 | 2 | 1 |
| e. Extent of involvement in decision making . . . | 5 | 4 | 3 | 2 | 1 |
| f. Job benefits | 5 | 4 | 3 | 2 | 1 |
| g. Job responsibilities | 5 | 4 | 3 | 2 | 1 |
| h. Extent to which job challenged and provided for professional growth | 5 | 4 | 3 | 2 | 1 |
| i. Level of job performance | 5 | 4 | 3 | 2 | 1 |
| j. Opportunities for advancement | 5 | 4 | 3 | 2 | 1 |
| k. Method with which job performance evaluated . . | 5 | 4 | 3 | 2 | 1 |
| l. Frequency with which job performance evaluated | 5 | 4 | 3 | 2 | 1 |
| m. Size of community in which employed | 5 | 4 | 3 | 2 | 1 |
| n. Support given by family and friends for choice of teaching as a career | 5 | 4 | 3 | 2 | 1 |
| o. Amount of time spent working at job | 5 | 4 | 3 | 2 | 1 |
| p. Relationship with students | 5 | 4 | 3 | 2 | 1 |
| q. Level of parental involvement | 5 | 4 | 3 | 2 | 1 |
| r. Role played in professional associations . . . | 5 | 4 | 3 | 2 | 1 |
| s. Community support for education | 5 | 4 | 3 | 2 | 1 |
| t. Teaching as a career | 5 | 4 | 3 | 2 | 1 |
| u. Community respect for teachers as professionals | 5 | 4 | 3 | 2 | 1 |

18. The influence of various groups and approaches in assisting students to realize their potential has often been discussed. Using the scale below, please rate each of the following in terms of your perceptions of influence on student overall growth and development.

| Makes No Difference | | | | | Makes a Major Difference | | | | |
|------------------------|---|---|---|---|-----------------------------|---|---|---|------|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 10 |

Your rating

_____ Schools in general
 _____ Teachers in general
 _____ Students' socioeconomic background
 _____ Students' interest in learning
 _____ Parents of students
 _____ You as a teacher

19. For each of the following groups, how confident are you in working with students in achieving their potential? Use the rating scale below.

| Not Confident | | | | | Very Confident | | | | |
|------------------|---|---|---|---|-------------------|---|---|---|------|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 10 |

Your rating

_____ Talented and gifted student
 _____ Somewhat above average students
 _____ Average students
 _____ Somewhat below average students
 _____ At-risk students
 _____ Unmotivated students

20. Many teachers indicate that one or more of the following activities are helpful in becoming a better teacher.

- (a) Which activities do you view as most helpful?
 (b) Which activities are least helpful? (Check as many as apply.)

(a) Most helpful
 (b) Least helpful

_____ Observe and/or be observed by other teachers and talk with them.
 _____ Establish mentor relationship with experienced teacher.
 _____ Read professional journals/publications.
 _____ Take additional graduate courses in education.
 _____ Take additional graduate courses in areas other than education.
 _____ Participate in teacher inservices/workshops.
 _____ Teacher performance appraisal (evaluation) system in your school(s).

ALL RESPONDENTS

NOW we would like to ask you some general questions about you and your family.

21. Marital status -----> 22. Do you have any children?

_____ Single (never married)

_____ Married

_____ Divorced, separated, or widowed

_____ Yes --> How many? _____

_____ No

23. What is the population of the community where you are currently or were most recently employed?

_____ Under 1,000

_____ 1,000 - 2,499

_____ 2,500 - 4,999

_____ 5,000 - 9,999

_____ 10,000 - 24,999

_____ 25,000 - 50,000

_____ Over 50,000

24. Which of the following categories best describes your total income during last year? (If married, include spouse's income.)

_____ less than \$ 9,999

_____ \$10,000 to \$14,999

_____ \$15,000 to \$19,999

_____ \$20,000 to \$24,999

_____ \$25,000 to \$29,999

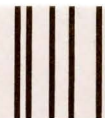
_____ \$30,000 to \$49,999

_____ \$50,000 and over

If you have any additional comments about teacher preparation or teaching in general, please use the space below.

The College of Education and the Research Institute for Studies in Education appreciate the time you have taken to complete this questionnaire.

Postage for the questionnaire is prepaid, so all you need to do is tape it and drop it in a mailbox.



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