Bethany College
Education Program Survey Results
Spring 2019
The Education Program Survey was distributed through the Bethany Teaching Graduates Facebook page between February-March 2019.

Volunteering participants came from 13 states with the majority living in Kansas.

<table>
<thead>
<tr>
<th>State</th>
<th>Number of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kansas</td>
<td>107</td>
</tr>
<tr>
<td>Texas</td>
<td>5</td>
</tr>
<tr>
<td>Colorado</td>
<td>2</td>
</tr>
<tr>
<td>New Mexico</td>
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<tr>
<td>Arkansas</td>
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<td>Arizona</td>
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<tr>
<td>California</td>
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<td>Illinois</td>
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<td>Iowa</td>
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<tr>
<td>Nebraska</td>
<td>1</td>
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<tr>
<td>North Carolina</td>
<td>1</td>
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<tr>
<td>Oklahoma</td>
<td>1</td>
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<td>Washington</td>
<td>1</td>
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</table>
There were 125 total survey participants and educators.

*Other Role (e.g., school psychologist, Special Education, librarian, retired)
118 out of the 125 survey participants were Bethany alums between the graduation years of 1970-2018.
Survey participants’ numbers of years spent in their roles in education revealed a grand total of 1,010 years of experience.
As applicable, survey participants reflected on the following skills or performance areas that they were most satisfied with from their perceptions as a 1st year teacher and/or a 3rd year teacher.

**CONTENT KNOWLEDGE**
- accuracy, depth of knowledge, critical thinking, real-world applications

**CLASSROOM / ENVIRONMENT**
- conducive to student learning, safe, welcoming, well-managed

**BUILDING POSITIVE RELATIONSHIPS**
- with students, colleagues, staffs, and parents

Continued…
INSTRUCTIONAL STRATEGIES / PLANS

- use of objectives, meets student needs, engaging, challenging

ASSESSMENT

- relevant, varied, checks for student understanding, impacts student learning

PROFESSIONAL RESPONSIBILITIES

- reflective, accountable, timely, collaborative dedicated
The following visuals reflect the recent 1\textsuperscript{st} and 3\textsuperscript{rd} year Bethany graduate teachers’ responses on skills and performance areas that impact student learning.
Participants selected the skills or performance areas that they were most satisfied with in their 1st year of teaching (2017-2018).

This group of five 1st year teachers’ overall responses resulted in the top three skills of Professional Responsibilities, Building Positive Relationships, and Assessment.
Participants selected the skills or performance areas they were most satisfied with in their 1\textsuperscript{st} year of teaching (2016-2017) AND 3\textsuperscript{rd} year of teaching (2018-2019).

Responses from this group of eight teachers, for both 1\textsuperscript{st} and 3\textsuperscript{rd} years of teaching, were the same in the top skill of Building Positive Relationships, and the lowest skill was Assessment. Instructional Strategies ranked at 4\textsuperscript{th} and 3\textsuperscript{rd} respectively.
For comparison, here are the two different groups of 1\textsuperscript{st} year teachers (2016-2017) and (2017-2018) and their most satisfactory skills or performance areas.

Both 1\textsuperscript{st} year teacher groups shared the top two skills. Content Knowledge was 3\textsuperscript{rd} or 4\textsuperscript{th}, and Classroom Management was 5\textsuperscript{th}. Instructional Strategies was higher for the 2016-2017 group, while Assessment increased to 3rd for the 2017-2018 group.
Fourteen administrators reported if they had evaluated or observed a 1st year Bethany graduate teacher, and/or a 3rd year Bethany graduate teacher. They selected from the most satisfactory skills or performance areas in their assessment of these teachers.

The 14 administrators were consistent in the top two skills, and rated Content Knowledge higher than teachers’ self assessments. Classroom Management improved from 1st to 3rd year teachers. Instructional Strategies was 3rd or 4th, Professional Responsibilities 4th or 5th, and Assessment was the lowest skill.
The overall survey participants’ top three skills or performance areas selected as most satisfactory for 1\textsuperscript{st} year teachers were:

- Building Positive Relationships (61.6%)
- Professional Responsibilities (63.4%)
- Content Knowledge (61.6%)
The overall survey participants’ top three skills or performance areas selected as most satisfactory for 3rd year teachers were:

- Building Positive Relationships (86.2%)
- Classroom / Environment (85.3%)
- Content Knowledge (79.3%)
Survey participants reported on opportunities for professional growth, changes in status, position or titles, and/or other recognitions:

- Team, grade level, or committee leader, department head
- Ongoing professional learning through classes, inservice training, conferences, presentations
- Training in ESL, PBL, SEL, Trauma Informed Schools, Kagan, Quantum, and School Redesign initiatives
- Has received National Board Certification or Recognition in other areas
- Are pursuing or have completed a Masters or Doctoral degree
- Selected as school or district Teacher of the Year, Teacher of the Month, or Excellence awards
- Candidate or recipient for Kansas Teacher of the Year or Horizon Awards
- Has taught multiple content areas, grade levels, and transitioned to other roles
- Involved in school boards, state boards, board of directors, association leader, parent-teacher site councils, college partnerships
- Coaches, substitutes, tutors, choir director, after school involvements, student organizations/clubs
- Title I teacher, ESL, Pre-K, Special Education, counselor, technology coordinator, school psychologist
- Director of athletics, drama, arts, music, health initiatives, scholars' bowl, curriculum planning, school programs
What words of advice do you have for teaching candidates to be successful as they prepare for this career?
Every student is unique. You must learn to differentiate and teach to students at multiple levels of skills and readiness. Flexibility is a must!!

Take advantage of every opportunity you can to better your teaching. Take classes, and attend workshops and professional development sessions. Ask advice from other educators.

Teaching is hard work! It's not a walk in the park. It is exhausting on all levels. That being said, getting invited to weddings and showers of former students is amazing. Having former students request "friendship" on social media or that greeting from a high school kid who could have ignored you is priceless!

Know yourself, and be yourself. Know your WHY. Value everyone. Keep learning every day.

Be flexible. Know what is going on in education in your state. Even though it seems like it, most of your college assignments aren't just "busy work", but they are leading you to opportunities to learn more about what is coming up in education.

Get in the classroom! Be with kiddos! Try different age groups! Experience different school districts and buildings! Observe teachers who seem to have it "all together"; spend time conversing with them about their career!
Classroom management is the key.

Ask questions and get as much time in the classroom as possible.

Relationships are key! Build relationships with students, parents, and coworkers. Don’t be too hard on yourself; everyone makes mistakes. Move on and grow from the mistakes.

Be patient, and stick with it even when it gets hard. Stay on top of grading or entering scores.

It's not all about the strategies you find in the books. Loving your kids, loving your subject, and common sense are the best teaching strategies - everything else will fall into place. Also, never be content - always step out of your comfort zone and embrace change (for the better).

Get as much material as possible, and get it organized!

Be flexible and willing to ask for assistance if unsure.

Learn all that you can! Don’t take all of the wonderful opportunities Bethany provides for granted! Be on time! Dress nicely! Be dependable! Work hard!
Teaching is about building relationships and taking risks. Failure is not something to be scared of or to avoid. Show your kids the process of learning, which is making mistakes “failing forward,” and finding solutions to what you are trying to accomplish or what your students are trying to accomplish. Don’t be afraid to reach out to other teachers and ask for help but also share, share, share! You offer so much to the place where you are! Most importantly, have fun and laugh often. There is no reason school should not be a blast for kids!

Take the time to get to know your colleagues. Find one that is experienced and ask them questions! You can’t know everything your first year.

Work hard. Be willing to learn. Be confident. Find advocates in the building. Have fun!

Build relationships with people in your building.

Learn from other professional areas, OT, PT, SLP, Visual Impairment Specialist, Hearing Specialist, etc. People skills are critical, crucial, and required.

It’s a lot tougher than you think, but hang in there - the rewards will come when you least expect them.

Professionalism. When you step into a building, it is a beginning of an interview.
- Work hard, be collaborative, do whatever is possible to help students.

- Always reflect, never quit learning, and remember to take care of yourself.

- Solid classroom management!

- Don't stress out about or rely solely on strategies and methods you learn from the books. Loving your kids, loving your subject, and common sense are the only methods you need!

- There needs to be a strong sense of professionalism. It will go a long way. Building relationships is the biggest part of what I’ve learned, and it has to be there before students are able to learn.

- Be open to listening to other professionals. Be flexible and keep your sense of humor.

- Be prepared to think outside of the box, and take the time to make positive connections with students.

- Be positive, embrace change, smile, establish rapport early with the kids, their caregivers, and your colleagues, and get involved both in the school and in the community.
- Get in classrooms as much as you can. Behavior management is key.

- You will gain a lot of knowledge in your classes, but you will learn so much your first year (or two) of teaching through experiences and situations.

- Foreign study, observe much diversity, develop an understanding of how growth occurs based upon a clear understanding of diversity in today's society.

- Go to all professional training offered. Be a lifelong learner as your classroom changes. Get training for each year.

- It you build strong relationships, and understand the needs of your students, you and your students will accomplish great things. Be open to continuous learning.

- Don’t let perfection be the enemy of good, but also don’t let ‘good enough’ lead you to complacency.

- Work hard and build positive relationships.

- Take advantage of all of the classroom experience you get! I think almost all of the education courses require at least 10 hours in the classroom. I can’t emphasize enough how much this helped me. Even if it isn’t your content area or age group, there is still so much to learn! And absolutely do not be afraid to ask for help. It is not a sign of weakness.
Always do what’s best for kids! It may be a hard profession, but seeing the kids succeed is so worth it! Never give up!

Work hard- really hard. Don’t settle for being an average teacher- stand out and be great!

Get more out of the book experience!

Spend as much time observing in classrooms as you can. Go to several different grade levels in several different schools. This is where I stole my best ideas. I got to see the different teaching styles and different ways to manage a classroom in real time. Ask questions during student teaching. Do as much teaching during student teaching as you can. Start helping from day one. Ask about how to plan based off of a set curriculum.

Remember that every kid that you see is someone’s whole world, so it is important to treat each child like that!

Build your relationships with students! Also, teaching is just a job. Your family should have first priority.

Stay in the game! It’s so worth it!
- Do your best to get along with and be kind to everyone in the building. Additionally, make sure your prime effort happens from the start. If you work really hard at the beginning, then the following years can be led by your hard work in year 1. Some of the best work I believe is done the first year of teaching because of how focused we are (or should be). I would also add to make a strong effort to not get caught up in cliques that are formed by your colleagues, and do not get caught up in petty drama. Take pride in being the employee who refuses to talk negatively about students and other co-workers in the building. You will garner respect by all, if you do this.

- Focus on classroom management. Have a very good idea of what you plan and be stricter then you plan to be. You can also loosen up, but it’s harder to tighten down.

- Enthusiasm for learning is contagious. Build solid relationships with your students, and let them see your excitement for learning!

- Be ready to be exhausted and tired at all times - but able to reflect daily on the importance and wonderful impact you are having on a student(s).

- Always pay attention, and be active in the observation hours.
Interview as often as possible... even for jobs you think you may not want... they may very well be the right fit. If it does not feel like the right fit and it is offered to you... do not take the job, even if it is the only offer. You will not be happy, and your student will not have you at your best. They deserve for you to be happy!

Lots of extra-curricular activities!

Classroom management doesn't work as well for non-traditional classes. Learn to effectively use new technology, and keep focused.

Plan, plan, plan! Have back ups for your plans. Enjoy every student, even those that drive you bananas. You are going to learn so much more from them than they’ll learn from you. Relationships are more important than content. Give it your all and you’ll be just fine!

Be open to continuous learning, be adaptable, and understand relationships are the key.

Building positive relationships with students is both the most important and most rewarding part of this career. You will never be fully prepared for everything you will face in your first year, so being flexible and able to "roll with the punches" is vital!
Listen and observe what is going on within a building. Ask questions and observe as much as possible. Learning content is easy. Learning how to work with different students and the trauma backgrounds is difficult. Teaching is not easy, but it is so rewarding.

Be open to learning more.

Take it one day at a time. You aren’t always going to be perfect with the teaching, but if you build strong relationships with the kids, they tend to be on your side and make your life a little easier.

Don’t get down if a lesson goes wrong. Reflect on what you did, how you would like to change it, and move on from there. Things will not always go as planned.

Talk with the other teachers about what works for them, and build on that. Just because it worked for them, doesn’t mean it will work for you.

Have/get a good support system.

Make sure that you make time for yourself! You are never going to have everything checked off of your “to do list.” Set a time everyday to go home, and schedule in time for self care! You can spend hours and hours outside of school working, but students will not benefit from a burned out teacher!
Always ask for help.

Always be willing to change. Consider the first year as one, giant, learning experience or mistake. Learn to grow from it. The second and third year get much easier. Take it one day at a time, and talk to your administrators and mentors for help. With that being said, never stay at a job where an administrator doesn’t help you grow or appreciate your hard work. If they are always choosing to pick and dwell on your faults, they will never see your positives. Don’t put up with that.

Continue learning! Take advantage of professional learning opportunities. Also, love your students. The curriculum, lesson plans, and assessments should all take a back seat to the passion you have for whom you are teaching!

Spend as much time in a classroom as you can.

Learn as much as you can from those teachers you observe!

Remember why you are going in to the teaching field. The days are long, but the kids are worth it. You will be tired and you will not be financially rich, but your heart will be full, and you have an opportunity to impact many lives in a positive way, and that is no small gift.
- Make as many connections as you can. Networking is vital in the business, whether you're applying for a position or are looking for resources to use in your own classroom.

- Be an adult. Do the things that you believe to be right... Your job is to teach; do so fairly and consistently. Figure out strategies that work for your content and stick to what works; you don’t have to be fancy. Have a plan A, plan B, and plan C. Work for ALL students, not just the best ones. Have a sense of humor!!

- Take student teaching seriously. Treat it as though every day is a job interview, even towards the end. So many student teachers get senioritis towards the end of the semester, especially if they’ve already landed a job for the coming year. Finish strong - there is a lot of networking in teaching, and you don’t want to burn any bridges by coasting.

- Learn everything you can about technology. Take a statistics class, and really understand what you’re learning so you can effectively quantify data. Network as much as possible. Be in the classroom as much as you can before student teaching (days off, breaks, etc.). Go watch people teach. Love what you do; if you don’t, you won’t survive. Soak up all the knowledge you can, and embrace the learning process by asking questions and utilizing your resources.
Be open to feedback from peers and administrators. Seek feedback on your own from people you trust. Don't be afraid of bringing in people to your classroom to work with your students (especially music teachers).

You are going to feel overwhelmed, underworked, and underpaid. When you do, spend more time just talking to your students, and quit worrying about the test. Your students are smarter than you - give them credit for that (trust me, I know), and more caring than they appear.

Teach the kids in front you. Not the kids you want to have. Not the kids you think you should have. Not the kids you had last year. Teach the kids in front you. Every class is different.

Never be afraid to ask for help. Always build relationships with your students, first; the learning environment means more then you realize.

You will only learn 20% in your college classroom of what you need to be a good teacher. You will learn the other 80% in your first year in the classroom. Be gracious to yourself, and open to every opportunity.

Get into the classroom as much as possible!
- Be willing to work hard and change.

- Connect with your students on a personal level, and they will respect you more. Also, be willing to change and grow when it's best for students, even when it's hard for you to think about something in a new or unexpected way.

- Ask questions of your cooperating teacher and colleagues, and listen to their answers and all suggestions!

- Get into classrooms every chance you can get.

- Join your local association!

- Be open minded and flexible with change.

- Find a great mentor to guide you during your first years of teaching.

- Be prepared to feel like you have no idea what you are doing. You cannot change everyone, everyday, but you can impact one life every day. Focus on that.

- Ask questions, and find a good mentor. Most of all - love the kids.
Focus on social emotional learning, and building relationships with students. Don’t get hung up on the small things like trying to grade everything or homework. Never stop looking for ways to improve what you are doing.

Plan and prepare for anything.

Listen to those that have gone before you. I wish I had taken the advice of older teachers more willingly as a new teacher. Bethany gave me a great start, but there is so much more to learn once you actually step into your own classroom.

Be prepared for anything- every day is a new day.

Be organized, and stay ahead on planning so you are well prepared for each lesson you teach.

Be reflective as much as possible. Also, keep in mind that tomorrow is a new day! The practice of self-care, and having a work-life balance is important. Building relationships school-wide is very important, both inside and outside of the classroom!

Be passionate, and build relationships. Never underestimate the power of love. You never know what is happening in a person’s life outside of school. Be kind. Everyone deserves to be treated with dignity.
Think outside of the box. Education is changing, and there’s lots of options out there.

Go to several career days for interview opportunities. Get in as many classroom observations as you can.

Relationships matter. Leadership matters. Never fail to take a minute to KNOW and LEAD in your circle!

To love students- to make the connection- that’s what makes it worthwhile.

Have a thick skin. Be prepared every day. Don’t be the whiner and complainer among the staff. Build strong and healthy relationships with your boss/colleagues, students, and parents— in that order. If you want support in the classroom, you need to have built a rapport with team teachers, your principal, and counselor. You need them in your corner. ALWAYS try to make contact with a parent or guardian by the first month or two of school when kids are fresh and on their best behaviors. If your first parent contact is random or in praise of their child, a less pleasant conversation may be easier later if need be.

Be flexible and always growing.

Believe in yourself!
Learn how to collaborate, and learn all about the Professional Learning Community process!

Familiarize yourself with KSDE's Kansas Can and Redesign.

Develop the habits of reflecting on your work, identifying needs, and measuring growth. Most importantly - dedicate yourself to being a lifelong learner.

DO NOT play the victim. Be humble and accept that your first 5 years of teaching are a paid apprenticeship. You have much to learn, so be gracious and learn it.

Engage with your students and co-workers. Education is a relationship occupation.

There will be times when we are the only safe, caring adults some students will come in contact with all day. There will be times when they will come to us because they need our help, and other times they just need to talk to someone that they know will truly listen to them.

The way you teach 20 years from now will be vastly different from the way you teach today. Always keep learning, growing, and improving your craft.

Flexibility is key, but so is preparation.
Spend as much time in classrooms as you can. That’s where the real learning takes place.

Build positive relationships!

Find support systems, and accept, openly, all the supports offered to you!

Be confident, but humble. Don't take things personally, because sometimes people are defensive out of fear. All students and parents need is love and reassurance.

Don't give up! There are going to be hard times ahead, but there is a reason you chose this career. I suggest writing down why you want to be a teacher before you start your first year of teaching, and I suggest reflecting and rewriting that reason every year before you start a new school year. A positive attitude is key, but I think it's also important that the passion for teaching grows throughout the years. Although we are always told to do more with less, including less of a salary or even cuts to retirement, we should never have less love for what we do!

What makes Bethany unique?
What makes Bethany unique?

<table>
<thead>
<tr>
<th>Amazing community</th>
<th>Continued mentoring</th>
<th>Faith</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atmosphere</td>
<td>Classroom experience</td>
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<td>Awesome support</td>
<td>Community</td>
<td>Family</td>
</tr>
<tr>
<td>Amazing professors</td>
<td>Compassionate mentors</td>
<td>Family</td>
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<td>Caring</td>
<td>Connectedness</td>
<td>Family</td>
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<td>Connections</td>
<td>Family</td>
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<td>Caring</td>
<td>Dedication</td>
<td>Family</td>
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<td>Caring faculty</td>
<td>Dedicated to students</td>
<td>Family support</td>
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<td>Caring professors</td>
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<td>Friends</td>
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<td>Friendships</td>
</tr>
<tr>
<td>Caring professors</td>
<td>Faculty-student ratio</td>
<td>Go Swedes!</td>
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</table>

Home

HOME!
What makes Bethany unique?

- Faith, Friendship, and Success!
- Small classes, opportunities for involvement and diversity
- Professors’ personal investment in students
- Lifelong friendships & memories.

- Genuine - BC cares for each individual!
- Focused on people, first

- I loved my experience and the people I met.
- The Education department is wonderful and still supports me today.
<table>
<thead>
<tr>
<th>I felt cared about.</th>
<th>Like family</th>
<th>Personal relationships</th>
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</thead>
<tbody>
<tr>
<td>Individualized attention</td>
<td>Lindsborg</td>
<td>Personal relationships</td>
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<tr>
<td>Innovative excitement</td>
<td>Love, community</td>
<td>Personal, caring</td>
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<tr>
<td>Interpersonal relationships</td>
<td>Many opportunities</td>
<td>Personal, caring</td>
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<td>Intimate</td>
<td>Mentoring, relationships</td>
<td>Respectful relationships</td>
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<td>Its Core Values</td>
<td>Networking opportunities</td>
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<td>January ED200 Experience</td>
<td>Opportunity to thrive</td>
<td>Relationships</td>
</tr>
<tr>
<td>Level of passion</td>
<td>Outstanding faculty</td>
<td>Relationships</td>
</tr>
<tr>
<td>Lifelong family</td>
<td>Passion from professors</td>
<td>Relationships</td>
</tr>
<tr>
<td>Lifelong memories</td>
<td>Personal</td>
<td>Relationships</td>
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<tr>
<td>Lifelong relationships</td>
<td>Personal attention</td>
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<td></td>
<td>Personal education</td>
<td>Relationships</td>
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<td></td>
<td>Personal learning</td>
<td>Relationships</td>
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</tbody>
</table>
I learned that the whole person is important, not just the academic prowess but all of a person's talents and passions is important.

Bethany is unique in that education students are given support through their journey. The professors really care. The pedagogy and classroom behavior that we learned about early on really helped to set the foundation to build everything else on.

What makes Bethany unique?

Student and professor interactions: small classes allowed for personal experience. The small campus felt friendly and inviting. Career assistance was top notch!

Hands-on experiences and involvement in a variety of activities/experiences.
I think you learn how to build relationships. This was the most beneficial aspect of my education.

What makes Bethany unique?

- Some of the best students teachers we've had were from Bethany.
- The family and close-knit community
- The personal touch small class sizes provided
- Feedback from an administrator early in my career. “You are heads above the rest. You just can’t beat a Bethany graduate!”
<table>
<thead>
<tr>
<th>Relationships</th>
<th>Small classes</th>
<th>The people</th>
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<tbody>
<tr>
<td></td>
<td>Small class size, attention</td>
<td>The people</td>
</tr>
<tr>
<td></td>
<td>Small class size, caring</td>
<td>The people</td>
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<td></td>
<td>Solid preparation</td>
<td>The people</td>
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<td></td>
<td>Success!</td>
<td>The people</td>
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<td></td>
<td>Superb</td>
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<td>Relationships</td>
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<td>The continued mentoring</td>
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<tr>
<td>Relationships</td>
<td>The family and community</td>
<td>The personal touch</td>
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<tr>
<td>Relationships</td>
<td>ROCKAR STOKAR!</td>
<td>They love their students!</td>
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The Bethany College Education Department strives to instill in candidates the knowledge base, teaching skills, as well as professional attitudes and values necessary to become exceptional, reflective teachers in a diverse culture.