

**Substitute Teaching Reflections (5/15/20) EDUC 350/EDUC 351 Teacher Candidate Responses
Fall 2018-Spring 2020 (four semesters of data)**

I. Please complete the following items about your substitute teaching experience.

How many days did I substitute teach?													
Number of Days	1 N=	2 N=	3 N=	4 N=	5 N=	6 N=	7 N=	8 N=	9 N=	10 N=	More than 10	Mean	Median
Number of Teacher Candidates	4	1	6	15	11	10	10	20	7	17	31	8.78	8

II. My substitute teaching experience helped me LEARN THE MOST about...

Teacher candidates were asked to rank the following the items by dragging them to the left of their computer screen and placing them in order of importance in relationship to their own learning experience. Candidates are free to choose "Not Applicable". The item the candidates drag to the top of the section receives the highest rating (1).

- Developmental Readiness of Learners (InTASC1)
- Differences Among Learners (InTASC2)
- Establishing A Supportive Learning Environment (InTASC 3)
- Managing Classroom Behavior (InTASC 3)
- Teaching Content to Learners (InTASC 4)
- Connecting Content in Meaningful Ways to Engage Learners (InTASC 5)
- Assessing Student Learning (InTASC 6)
- Providing Feedback to Students (InTASC 6)
- The Importance of Planning (InTASC 7)
- Implementing Instructional Strategies to Lead Lessons (InTASC 8)
- Using Technology in the Classroom (InTASC 8)
- Professionalism and Ethics (InTASC 9)
- Leadership and Collaboration (InTASC 10)

Data gathered from the teacher candidates' responses. **1= the highest rating possible.**

	1 N= Highest	2 N=	3 N=	4 N=	5 N=	6 N=	7 N=	8 N=	9 N=	10 N=	11 N=	12 N=	13 N=	Total Ratings N=
Developmental Readiness of Learners (InTASC1)	0	1	4	3	3	13	10	13	5	10	19	16	20	117
Differences Among Learners (InTASC2)	6	9	14	17	12	7	8	18	11	11	6	11	2	132
Establishing A Supportive Learning Environment (InTASC 3)	16	10	17	13	15	17	12	9	12	7	1	5	0	134
Managing Classroom Behavior (InTASC 3)	83	24	10	5	6	3	2	1	0	0	3	0	2	139
Teaching Content to Learners (InTASC 4)	4	17	24	15	10	13	12	16	8	6	4	1	3	133
Connecting Content in Meaningful Ways to Engage Learners (InTASC 5)	2	9	11	17	12	20	15	13	12	8	7	4	3	133
Assessing Student Learning (InTASC 6)	3	3	1	3	4	3	8	12	19	9	10	27	16	118
Providing Feedback to Students (InTASC 6)	1	1	8	6	8	7	7	8	15	23	23	13	6	126
The Importance of Planning (InTASC 7)	10	27	14	9	22	5	11	7	7	6	7	2	3	130
Implementing Instructional Strategies to Lead Lessons (InTASC 8)	2	12	11	19	19	9	17	8	8	12	1	9	3	130
Using Technology in the Classroom (InTASC 8)	0	1	4	8	6	13	12	8	15	12	14	11	30	134
Professionalism and Ethics (InTASC 9)	7	15	14	15	10	15	11	9	6	3	11	8	9	133
Leadership and Collaboration (InTASC 10)	5	10	7	7	10	11	10	11	12	16	12	5	10	126

My substitute teaching experience helped me LEARN THE MOST about...

Assessment Coordinator Comment: The data indicate the teacher candidates believe they are learning the most about Managing Classroom Behavior during their substitute teaching experiences (83 ratings at level 1). Managing Classroom Behavior is clearly the leading benefit for teacher candidates with an 83-16 lead over the next closest item. Establishing a Supportive Learning Environment and the Importance of Planning received the next most 1 or 2 ratings.

Teacher Candidate Comments: Feel free to write in an area of teaching not mentioned above:

- I think substitute teaching was a great learning experience for me. The first time I subbed for my cooperating teacher, I learned that the behavior of the students was different. They thought they could get away with more, which caused a lot of classroom behaviors. I am glad I got this experience, and got the practice of how to manage a classroom of 27 students.
- Setting expectations for the day with students
- I think most of them were very high on the list, so this was difficult! (*"them" meaning the assessment options*)
- how to work with students that were not handling the classroom well, example - yelling at teachers, running out of the room, etc.
- Confidence
- I think subbing has helped me become comfortable with being in front of the classroom. I use to get nervous last year when I was in front of the students. Now, I am comfortable and can practice the strategies I have learned in the classroom
- One of the areas not listed above was flexibility. That was one of the things I learned the most during my time substitute teaching. The teacher usually leaves a lesson plan, sometimes they don't, but things rarely go as planned. I learned to be OK with things not going exactly as planned and doing what was best for the class as a whole.
- Getting to peer teach was a good thing to have experienced.

Teacher Candidate Comments: Explain the reason for your top rated selection.

- I put importance of planning, differences among learners, establishing a supportive learning environment, and managing classroom behaviors at the top of my list. I think these are all very important when it comes to teaching in general. It is important to plan because everyone helping out needs to know what is going on. As a substitute you need to respect every student and understand that there are differences in us all. Managing a classroom is so important because the class you are in needs to be under control during the day.
- The classroom in which I am assigned has several students with behavioral issues. We have behavior plans for six out of 19 students. With almost one third of our class having these types of existing issues, it becomes cumbersome to maintain the classroom. Too often the behavior issues take learning opportunities away from the other students. Working with the BIT (Behavior Intervention Team) team, administration, ELL team, and Title personnel is necessary, but takes time to be effective.
- I put managing classroom behavior as the top most important. I found that when the cooperating teacher was gone, the students thought they could get away with a lot more. It was very important to have a well managed classroom in order for them to respect me, and also in order for me to be able to teach curriculum to them. Which is then why I put teaching content to learners next. I think these two were very important through my experience.
- When substitute teaching, classroom management is by far the most important aspect.
- I learned a lot about professionalism through the substitute experience. I learned how to dress, present myself, be punctual, and leave feedback.
- I learned a lot about classroom behavior. It was an opportunity to try new strategies and reflect on how they worked. Sometimes subbing was a difficult experience because it was nothing like teaching in your own classroom but it was challenging. It allowed be to work on skills I needed more work on.
- I think young children aren't typically on their best behavior. So I think finding ways to still be productive has been super important.
- As a substitute teacher, you are responsible to keep the students safe while their regular teacher is away. You are also responsible to complete the lesson notes given by the teacher.
- I feel that I learned about classroom management the most. I learned many new techniques that I look forward to using in my future classroom. By learning these new strategies I will be able to make sure my students learning is successful. I rated professionals and ethics toward the bottom because over the past couple years of being in the elementary education program I have learned about professionalism.
- Substitute teaching is an excellent way to learn how to manage classroom behavior because you do not have anybody else to rely on for their management system.
- I learned so much about positive classroom behavior. What works and what doesn't, classroom rules, teacher/student responsibilities, and how to set up a positive classroom environment.
- When subbing it is SO important to establish a supportive learning environment so that students feel safe and welcome.
- My top reason I chose is to have a safe environment for the classroom. I want them to feel safe in my classroom even I am there for one day.
- It's important to connect the content to students' everyday life.

- Subbing helped me realize how important planning and behavior management are. Also learned SO much about technology in the classroom- there were times where things didn't work correctly and I realized how important it is to think on your feet.
- Substitute teaching has a lot to do with classroom management because you are a new face in the classroom, and they try to get away with what they can. It is important to set expectations right away and enforce them throughout the day.
- Managing classroom behavior is something you learn by doing. Having the ability to substitute teach has provided me the opportunity to learn to manage behavior in a way that I wouldn't have learned in our classrooms.
- Connecting content in meaningful ways to engage learners is very important. In order to get your students excited about what they're learning and feel an importance of your instruction, you have to connect the content. I love to make my lessons relatable to what the students will need to know in their future.
- I ranked the importance of planning, behavior management, and teaching curriculum as the most impactful experiences. I would not have learned these strategies without having the practical, hands-on experience of substitute teaching.
- There were times where I had to keep a calm, level head in order to get through the day. It was either because of the lack of lesson plans left for me, the amount of times I felt like I was babysitting instead of teaching, or any time another staff member talked down to me.
- My junior year of subbing I was used more as a babysitter than a teacher, so I often was just watching them play games or take a test. I didn't learn as much as I wish about teaching lessons to students and differentiating them to fit their needs.
- I have been in a lot of very challenging classrooms that have really helped me develop good classroom management skills.
- Substitute teaching has developed my ability to manage a classroom like no other thing we have done in this program. It has allowed me to see many different styles of management different teachers use, and when substitute teaching, classroom management is a critical component of the job.
- Subbing is difficult because students act differently when they have a sub. Good classroom management is key to surviving each subbing day.
- Subbing has taught me a lot about managing classroom behaviors with every subbing experience being different. Every classroom has students with different needs and behaviors, so learning how to manage each classroom is a unique experience.
- Establishing a supportive learning environment is the first thing I do when walking into a new classroom. I like to sit the students down and tell them about myself and I also like to learn more about them so they feel as though I have made somewhat of a connection with them.
- Managing classroom behavior is hard to learn, after subbing I now have a better handle on what classroom behavior is and how to manage it.
- In all my subbing days, I have experienced many different types of classrooms. I could tell what classrooms had expectations that were being followed throughout the year by the teacher, and which were not. I was able to put to use all the behavior management strategies I have learned in the classroom. Some worked, some did not. I think this specific aspect was eye opening to me because it is something I would like to successfully have in my classroom some day.
- There is no better way to learn how to manage a classroom then to get thrown into a class with students who have no idea who you are and therefore, have no respect for you. If you can find ways to make the subbing days runs smoothly, there is no doubt your own classroom will be managed beautifully. I learned techniques like setting expectations at the beginning of the day, introducing yourself, and talk about consequence that will be used for misbehavior throughout the day. The most important part of that is following through with your consequences and giving them 0 chances. Once they have broken a rule you have already set, consequence should happen right away without a warning. This teaches students and their peers that you are serious. They shouldn't receive a warning because they already knew it was against the rules.
- I chose professionalism and ethics for the first selection because I feel as though it is important to establish yourself professionally within a group of educators, as well as establishing your values within the classroom. Doing both of these things first, right away at the beginning of the year, will set you up for continued success throughout the year.
- Some days there were little to no sub notes left and it made the day harder to get through. If everything is planned and laid out, anyone can follow it and the class can remain closer to on track.
- Being able to manage classroom behavior determines whether or not your students will actually be learning.
- Classroom management is a challenge almost every day.
- I think all of the above are important. However, I ranked them according to how I feel I need to organize and pan my classroom.
- I placed "Establishing a supportive learning environment" on the top. I chose this one because I believe it is important to make students feel comfortable and confident in their learning environment. All other aspects of learning can't occur if a student does not feel like they have support or trust from their peers and teachers.
- Classroom management is much hard in a room you have never been in before and do not know how they operate.

- I picked managing classroom behavior because you never really get practice and experience in managing classroom behavior until you are in charge of a classroom. I feel like the only way to get better at managing a classroom is to go out and try it in a real setting. You can talk about all the strategies in the world but until you are in a classroom they are nothing but ideas.
- During this time in education, students need to be motivated and stimulated more than before. As educators, we want to hold student focus as much as we can; therefore, we need to incorporate engaging lessons. This awareness creates a supportive learning environment that puts the students' needs before the material being presented. One of the key factors I learned the most about in during my subbing experience is classroom management, since it cannot be simulated very well in our classroom, college experience. The rest fade out in ranking and importance to me because I believe those are skills I was either knowledgeable about prior to subbing (professionalism, leadership, using technology, etc.) or wasn't something I handled while subbing (assessing students formally, developmental readiness, etc.)
- Students typically behave very poorly for a substitute teacher. Having the experience with subbing has prepared me for the worst in terms of classroom management.
- I feel establishing a supportive learning environment is the most important because students need to come into a classroom where they can learn in a safe and positive environment. Learning can be hard in an environment that is not open to it.
- I feel it is very important to create a classroom environment that encourages risk taking and runs off positivity. Too many times I would see students saying things are too hard and get discouraged. It is important for the teacher to establish relationships along with the safe environment. In a classroom like this, students will feel safe and enjoy their learning experience.
- I learned the most about managing a classroom. Standing in front of a class and having to take control of a class was what I learned the most. I learned that I am capable of managing a class, something that you can't learn on campus.
- The only one where I knew what rank I wanted to put it at, was Classroom Management as number 1. I couldn't rely on someone else to jump in if it got tough, so I had to prepare myself with strategies and use them in order to have an effective class.
- I feel that it is important for the teacher to first establish a supportive learning environment and being prepared with handling behaviors. If you cannot control the class you will never be able to help the students learn.
- I choose Leadership and Collaboration as this is very different than what we do in our classes. We have worked on projects with others, but this was on the spot working together to create a cohesive day for the students. I feel like this helped me the strengthen my leadership skills but also knowing how to work with someone that had a different style than me.
- I felt that my substitute teaching experience really helped me with classroom management strategies. It was basically my first time in a classroom without a cooperating teacher in there. So, we had to figure out how to keep the students engaged and on task on our own.
- I think that classroom management was the one area where I learned the most with my substitute teaching. I learned about the things I needed to improve on, and got to go back and try new things out, to see if they work. I still think I need more practice in the classroom, but substitute teaching really helped me learn a lot about my teaching style and whether it was effective or not.
- I picked implementing instructional strategies to lead lessons as the most important thing I learned. This is because every morning, I would go through the lesson plans and I would have to decide, in a short amount of time, how I wanted to introduce the lesson. I know it would not be the way the teacher did it but I wanted them to get the most out of the lesson.
- Working with a co-teacher helped me with leadership and collaboration. We brought our ideas together on how teaching the class would be more effective, but also I personally had to show leadership in the lessons I taught.
- Being able to manage classroom behavior is such an important thing because being able to manage your students is going to lead into every concept of teaching in your classroom.
- Classroom management is my top pick because if the classroom isn't well managed, then it is likely that not much will be done in the classroom. The time will be spent putting out 'fires' instead of teaching.
- Leadership is very important in the classroom because the students need to understand that I am here to teach them but also have fun at the same time. Collaboration is important as well because some of the classes I took in college didn't prepare me for it. it was great bouncing ideas off other teachers to help the students learn.
- Classroom management is the hardest thing to learn through classes and practicums because you do not see how students act in class or without their regular teacher in the room
- I feel that establishing a supportive learning environment is one of the most important things that a teacher can do because if your students do not feel comfortable or supported in their learning environment then the last thing that they are going to be focused on is wanting to learn. If your students feel comfortable and supported in the environment in which they are learning, then they will be able to develop a relationship with their teaching in which will assist them in wanting to learn.

- I feel from the substitute teaching experience I learned a lot about managing classroom behavior because this was something I hadn't had a ton of experience with in the past. I learned some of the best practices for managing behavior during these experiences, and found it extra helpful to have another college student in the classroom to help come up with ideas on managing behavior. These experiences allowed me to gain a better understanding of things that I will want to do in the future in my own classroom and make managing classroom behaviors easier.
- In my experiences the only trouble I thought I had was managing the class. I had a hard time getting their attention. I could maintain it but getting it was difficult.
- Classroom management was VERY important because a lot of the classes I was in they knew how to push the buttons of the subs so staying on top of behavior was vital.
- I believe creating a supportive and positive learning environment allows students to feel comfortable to be themselves and ready to learn from the teacher.
- I just learned how big of a role planning plays and how to have a backup plan. I was more comfortable making on the fly adjustments when I had everything planned out and knew what was next.
- Importance of planning was my number one because if you don't have good lesson plans the teacher may not know what is going on and your students may not be helpful.
- Learning how to teach to reach each students needs is the most important thing, in my opinion. Doing this allows ALL students to understand and comprehend what is being taught.
- There is nothing like real-life experience in the classroom. We can talk about classroom management all we want to in class, but until you are actually in the classroom and actually see these things and have to deal with it you will have no clue. If I were to be thrown into a classroom as a first year teacher without classroom management experience, the kids would eat me alive.
- Learning management in a classroom is one thing, but when you can do it hands on and try it out for real you learn way more.
- I think the most important thing I learned from substitute learning was classroom management. This was a big one for me as I was quite nervous to enter the classroom and have to react to students behaviors. By subbing, it helped me focus on classroom management more so than having to lesson plan.
- I chose these as my top choices because I feel these are most important to me, especially going into my classroom.
- When the kids are not your own, they are likely not going to be on their best behavior. This means that I had to really focus on my classroom management in order to get through all of the things that the teacher wanted me to get through.
- I chose managing classroom behavior first because it was the most important. I've subbed in multiple classes who have taught their students how to act and good classroom behavior and I have subbed in classes where the students have ran wild and were hard to control. Being able to manage their behavior directly effects how much learning and teaching is accomplished and subbing has helped me learn how to better manage student behavior.
- Never being in a classroom before this program, it really helped me to learn how to get through an entire day. I just listed them in the order of what I learned the most.
- Being in the classroom without the teacher makes you responsible for the classroom management. You need to learn strategies to handle that aspect of teaching.
- Managing a classroom to me is one of the most important aspects of teaching. I think if you can manage a classroom properly, everything else is encompassed in that.
- As a substitute teacher or student teacher the students really press to see if you are going to be "easy" or not. Setting a firm classroom management is very important.
- I feel as professionalism in the classroom is the most important in the classroom. Being professional sets the bar I feel as a teacher, when your students are acting out or being disruptive it is key for the teacher to be professional and defuse the situation. Another piece I felt was important was having a supportive learning environment. Having an encouraging space to learn is amazing, when no one will judge you and everyone is there to help you along the way.
- This was the first time that I was in a class and was in charge of said class. I was scared to be in a class by myself and I really think that I am way more comfortable in a classroom by myself now that I have had these experiences.
- When you're substitute teaching, the classroom teacher isn't there for back up to control behaviors occurring in the classroom. You are completely in charge of those students and finding ways to keep them on task and safe. Having this independence helps to put your own classroom management strategies into place instead of using those of a practicum teacher during field experiences.
- For me substitute teaching gives you a great amount of practice for managing a classroom. You get to understand the behaviors of children and practice with how to deal with them.
- Being in the classroom for those four days taught me how I need to act as the adult in the classroom. The second one that I chose was collaboration. This experience helped me to understand my role in the classroom and how to collaborate with the other student that I was with.

- I put teaching content to learners because ultimately that's the beginning point of a lot of those choices. Establishing a safe and supportive learning environment will allow for the rest to follow I believe.
- Being within the field you get experience without having a cooperating teacher there to fix everything for you. You learn classroom management skills and learn what to do and what not to do.
- I rated the importance of planning as most important because it really reflects on how the day will go. If the teacher I substitute for has everything set out and the directions on what I should do are easy to follow, then the day will go pretty smoothly. If this isn't the case, the day will get kind of long if I'm constantly having to look for the things that I'm supposed to teach.
- getting children to feel safe and want to learn in the classroom environment will get students to push boundaries and want to explore more while being respectful.
- I believe that substitute teaching has really helped me learn a lot about managing a classroom. Even though it is not your classroom, you still have to use what the teacher tells you works best but also bring in your own ideas to get the kids to respond to you. The ability to build connections in such a short amount of time will really benefit me.
- I believe that it taught me the most, because you are stepping into a classroom that is not yours. It is hard to come into a classroom and receive the same respect as their regular teacher. That being said, I found different ways to try and gain the respect of the students.
- Substitute teaching taught me very much about classroom management. When you are in a practicum, you always have a teacher doing the management. When you sub, you are given 25 students that you don't know and you have to learn how to manage them for the whole day. You are often not given any tools on what works for that class of students either. You just learn as you go.
- I think that subbing has helped me practice different strategies for classroom management. Some of the strategies worked and the days went super well, and other days the strategies did not work and the days were a struggle. However, I think it has made me more confident in classroom management, and I know different ways I want classroom management incorporated in my own classroom.
- teaching the standards to the students and managing the classroom behaviors
- I loved that I got to see a wide array of students and grades. I also knew that I had a job and I was there to do my job and hopefully make an impression on those teachers around me. Classroom management was also really beneficial because I learned so much about how important it is and understanding that it will be different when I have my own classroom.
- Every classroom I subbed in was different, so I never knew exactly what to expect when I walked in the door and because of this, I learned a lot of different ways to manage a classroom. Many teachers also wrote in their strategies for classroom management which were really effective, and I got many ideas for my own future classroom.
- I chose establishing a supportive learning environment because that is the foundation of learning. It's hard coming into the classroom for a day when the students don't know you. It was important to me whenever I subbed to make connections with students and make them more comfortable.
- As a substitute, you have to be able to manage the classroom or the entire day will go up in flames.
- Managing classroom behavior was my top rated section because I feel like I got A LOT of experience trying to manage a classroom. I feel like subbing taught classroom management really well because managing a classroom that isn't "yours" can be tough.
- Classroom behaviors have become a widely focused topic over the years, and when we substitute teach, we get a full taste of what the classroom is like when the teacher isn't there. Students have always, it seems, tried their best to make a substitute teacher's day difficult, and it's best to go into a classroom headfirst so that you are prepared and ready for anything that happens. I feel that after subbing last year and this year, I've gotten better at managing the classroom and being able to read the room, which is why I chose it as my top-rated selection.
- I focused on managing the classroom and behaviors because I am a new teacher and wanted to try out new ways to manage behaviors to see what worked best. I got to experience a lot of different behaviors while substitute teaching.
- I felt the subbing experience helped me mostly with classroom management and becoming familiar and comfortable in the classroom.
- Managing classroom behavior was definitely my most practiced aspect of teaching. I got a lot of practice to prepare me for my student teaching.
- I learned the most about classroom management because if you don't develop that, the day won't go well. You have to set your standards at the beginning of the day and remind them frequently.
- I chose managing classroom behavior was my number one thing I learned the most because going into a classroom where you don't know any students really makes you think about how the actual teacher managing their own classroom.
- Prior to my subbing experience, I had very little practice with controlling kids. This subbing experience definitely helped me practice this, but I realize that I still have a lot of work to do in this area. I do believe that this will improve when I have my own classroom and the same students/routines every day.

- It is necessary for a substitute teacher to model Leadership and Collaboration. A substitute teacher must exercise these skills in confidence with students and faculty in order to successfully establish a supportive learning environment, teach content to learners, connect content in meaningful ways to engage learners, and implement instructional strategies while managing classroom behaviors and differentiating among learners.
- I found that my substituting experience helped me most with my classroom management skills. I knew that my classroom management skills were a weaker area of mine so teaching in a variety of classrooms helped me strengthen these skills and find what strategies work best for myself and my students. I know I still have room to improve my classroom management skills but I learned a lot from these experiences.
- The ranking I provided above is in this order because I feel I learned the most about managing the classroom, being a professional and collaborating/reaching out to other professionals, and how to instruct my students in meaningful ways. I left assessing student learning at the bottom because as a single day sub, I did not assess my students.
- Every experience in the classroom helps me more with classroom management. I think classroom management is one of the most important parts of teaching.
- Managing classroom behavior is one of the toughest jobs a substitute can do I feel. We aren't their teacher and sometimes the respect isn't there from students, so it makes for a tough day if you can't manage behaviors.
- If teachers do not give you plans, your day will be extremely stressful. Planning is so important to substitute teaching.
- During my subbing experiences, I have not taught anything new to the students. I have just executed lesson plans, built relationships, and kept behaviors in check during work time by making sure everyone was safe.
- Relationships are a huge piece, if not all, of classroom and behavior management. When you go into a classroom and substitute teach you do not have prior relationships with the students. It is important to try to build relationships and respect right away, but it is hard to build it in the small amount of time you are subbing. Going into a classroom and subbing challenges teachers in a unique way. Behaviors may arise due to the lack of the relationships and you learn to think on your toes and make adjustments to manage said behavior. I have learned a lot about working with students and adjusting strategies based on their needs.
- I think it is important to assess your students' learning so you can always plan to keep pushing them to work hard. I want my students to always be improving. I do not want any of my students to fall between the cracks and I do not want my students to easily fly by.
- I chose the importance of planning because as a sub, the plans are already laid out for us, however you still have to plan for the day and make sure you know how long to spend on each area and which comes next.
- I chose managing classroom behavior as my top rated selection. Subbing helped me adapt to different behaviors and how to handle them on the spot.
- During substitute teaching, I believe that managing the classroom while the teacher is the most important thing. If you don't have control over your classroom while you are subbing, it will be difficult to get anything done.
- It is important for students to know and feel like you care about their learning and by creating a supportive learning environment you will be able to accomplish that. Learn about your students backgrounds, where they come from, what they believe in, what they like and what they don't, get to know them as much as you can do anything you can do to let them know that you care about them and their learning. Implement material into your content areas that will appeal to the students, this will help them excel. Take considerations and allow them to have a choice in how they want to learn allow them to feel like they have a control as to what they learn and how their learn them.
- For my top rated reason I put managing classroom behavior. While substitute teaching, I have learned a lot about classroom behavior. How to manage it, what to do when I am struggling, and evaluating myself when I need to. I have gotten a lot more comfortable with switching my teaching methods if the classroom seems to be struggling with the method I am doing.
- My subbing experiences have helped me tremendously with managing behaviors. I feel that I am prepared to handle different behaviors and situations in a calm and appropriate manner.
- It is important to assess student learning so you can always see where your students are. Once you know where each student is in their learning, you can make changes to meet their needs.
- Managing the classroom when substitute teaching is highly important because if you can't manage the classroom it causes chaos for the rest of the classroom.
- I choose the managing the classroom because I think that's how you create a solid foundation in your classroom and that is what needs to be developed first.
- Being in a classroom that is not yours, you have to come up with creative ways to manage behavior. Subbing in a classroom is more about managing behavior and diverting attention than it is about truly teaching.
- I learned the most about managing the classroom and different strategies. I learned that positive reinforcement works a lot better than negative reinforcement and then the vibes of the room are a lot happier. I also learned the power of quiet voices in the classroom that brings the down craziness of the environment. I found that if the students are enjoying

themselves they seem to learn a lot more and focus. It also helps a lot if you make connections to them. They listen to you more if they like you.

- Seeing how different classrooms are run and seeing how students can behave has helped me prepare for situations when it comes to my own classroom.
- I believe that managing classroom behaviors is the most important because if you can't control a class, then you can't successfully teach. Students will learn the best if a classroom is managed appropriately then students will learn to the best of their abilities.
- I put differences among students first because I am constantly conscious of that. I know that all students don't learn the same and that some students need more help than others. But with those differences, I keep in mind that their differences don't need to divide them and doesn't need to affect them negatively. I do my best to encourage these differences because those are what makes those students unique.
- I rated the managing classroom behavior as my top rated selection because the classroom behavior when subbing determines how your entire day will go as a teacher and for the class.
- I feel that classroom management is the most important thing as a teacher.
- The feedback that you give to the students means everything to them and their learning. It is very essential to provide positive personal feedback to your students because it will drive their learning.
- I have learned how important it is to be a professional, both in dress and personality. When addressing school personnel, I always kept in mind to speak professionally. Making a first impression is very important, so it is my intention to always communicate to the best of my ability.
- I felt that being prepared and having the right mindset for walking into a classroom where students were not familiar with my expectations or strategies was important to be aware of each time I picked up an assignment. The next thing that I always look for is a good lesson plan for direction for me and for the student's learning experience while I am there substituting for their teacher. I am grateful for a teacher that takes the time to write a thorough and achievable lesson plan(s), that I am able to implement in a professional manner and helps me to accomplish a productive, safe, and friendly environment.
- The subbing days provided more insight on how to manage a classroom. Some subbing days I could manage the kids well, other days they had a hard time listening to me. I felt like the subbing days it was hard to connect with the kids because it was movies or just worksheets. Not a lot of actual teaching going on.
- I think that having control over the class and seeing what does and doesn't work is very helpful for when it comes to classroom management in my future classroom.
- This was the first time I was really left alone and in charge of students by myself and I learned a lot about how to manage a classroom and behaviors.
- I chose differences among learners because every student you will come across is different and unique in their own way. It is important for us teachers to see and notice that each student learns a different way as well. It is our job to make sure every student is learning and is getting every resource they need to be successful.
- I think to be able to have a good environment classroom behavior is the most important. If you don't have good classroom behavior, I don't think your teaching or the students learning will be up to standard because other distractions will be happening.
- If you don't have strong management over a class, what you teach likely won't be taken seriously and your class may end up walking all over you.
- In the subbing program you have to work with your peers effectively in order to get the most out of the experience. It is also essential to present yourself as a professional in order for the students as well as the teacher to take you seriously. I also learned that classroom management is key in a classroom especially when you are coming in as a sub.

III. Which areas of teaching do you feel will be MOST CHALLENGING in the future?

The image below shows how the assessment appears to the teacher candidate in the Central Assessment System:

Which areas of teaching do you feel will be MOST CHALLENGING in the future?	Choose Three
Developmental Readiness of Learners (InTASC1)	
Differences Among Learners (InTASC2)	
Establishing A Supportive Learning Environment (InTASC 3)	
Managing Classroom Behavior (InTASC 3)	
Teaching Content to Learners (InTASC 4)	
Connecting Content in Meaningful Ways to Engage Learners (InTASC 5)	
Assessing Student Learning (InTASC 6)	
Providing Feedback to Students (InTASC 6)	
The Importance of Planning (InTASC 7)	
Implementing Instructional Strategies to Lead Lessons (InTASC 8)	
Using Technology in the Classroom (InTASC 8)	
Professionalism and Ethics (InTASC 9)	
Leadership and Collaboration (InTASC 10)	
Feel free to write in an area of teaching not mentioned above:	
Explain the reason for your top rated selection.	

Data gathered from the teacher candidates' responses to the previous image:

Developmental Readiness of Learners (InTASC1)	55
Differences Among Learners (InTASC2)	81
Establishing A Supportive Learning Environment (InTASC 3)	11
Managing Classroom Behavior (InTASC 3)	88
Teaching Content to Learners (InTASC 4)	9
Connecting Content in Meaningful Ways to Engage Learners (InTASC 5)	30
Assessing Student Learning (InTASC 6)	30
Providing Feedback to Students (InTASC 6)	20
The Importance of Planning (InTASC 7)	31
Implementing Instructional Strategies to Lead Lessons (InTASC 8)	22
Using Technology in the Classroom (InTASC 8)	22
Professionalism and Ethics (InTASC 9)	1
Leadership and Collaboration (InTASC 10)	9

Teacher candidates were asked to identify the top three areas of teaching they believe will be MOST CHALLENGING in the future?

Assessment Coordinator Comment: Eighty-eight (88) teacher candidates ranked Managing Classroom Behavior among the top three areas. The next two highest areas involved Differences Among Learners (81) and Developmental Readiness of Learners (55).

Teacher Candidate Comments:

Identify one area do you believe will be most challenging and briefly explain why.

- I feel as though technology can be difficult because it doesn't always work and every classroom can be different. I also feel that managing classroom behaviors can always be challenging especially if you don't know the students. Teaching content to learners can also be challenging because you are just placed in the room and don't really know where the students are at in the lesson. This can be very tricky and also challenging for the students.
- Managing classroom behavior is challenging when you have severe differences among learners. Students who are so far behind (2 or more grade levels) and have language difficulties are not engaged by grade level material, which we are legally required to present. These students get lost, frustrated, and shut down, which leads to misbehavior.
- As a substitute the previous teacher's planning really impacts my day. After that finding a way to teach lessons that includes a productive class environment is important for me. Classroom management becomes really important because I'm only there for a day. Being flexible and willing to try new things is also important for me as a teacher.

- I know managing classroom behavior will be challenging, until you get the hang of things and have been teaching for a few years. I also think differences among learners may be challenging, as all students are at different levels in their learning. We as educators need to know where each student stands, and make sure that each student is being challenged to their own ability. Finally, I chose the importance of planning. Although I know that planning ahead of time is very important, I think the part that is challenging is to always have your plans ready for all of the classes. There was a lot of times where I would be planning each night at home what to be teaching to students. This seems challenging as this is work you are doing outside of work.
- Planning lessons that support all my students, and their different skill levels is what I think will be most challenging in the future.
- There are several behaviors from class to class and a lot to learn.
- I feel planning units may be my biggest "fear". It seems like a tall task, as its an important choice. I don't know the time available to plan for this before my first year.
- These are the areas I have not physically taken part in while in a classroom. I have seen it in my courses but not in action with real students.
- Along with learning the most about classroom management I think that this will also be the most challenging.
- Making time to provide individual feedback to students needs to be purposeful so that it is fit into the day.
- I think depending on the students I have each year these options may change or not be a problem. But as a first year teacher I believe these will be my biggest struggles.
- All learners are different, at the beginning of the year it can be hard to tell where each student is at. Also, I feel as though tests can only measure so much and a student might not test well, so their tests won't reflect their actual knowledge. In the end it might be hard to determine their readiness.
- It is hard to build relationships with students when you are only there for one day
- Having a classroom of my own will change my role from being a substitute teacher. Managing my own students and their readiness will be a new experience and will take some time to master.
- They're just so incredibly important so it matters a lot for me to be aware of those and grow in those areas.
- We have learned all of these things throughout or education, but some of them just take practice.
- Technology has always intimidated me. I see it as the most challenging because it is easy to lose the class while you "fiddle" with it in the classroom in an attempt to get it to work.
- Being able to manage classroom behavior, be mindful of the developmental readiness of learners, and finding differences among learners will be the most difficult for me as a future classroom teacher. In order to manage the classroom, I must be aware of the developmental readiness of my students and the differences that each of my students carry. Through assessment and observations, I will be able to find what my students like, dislike, or do well with and use this information to better manage my classroom.
- I chose these three areas because they have the most impact on students' learning and I feel it will require a great deal of my time to ensure I am providing a quality education for all students.
- I haven't had as much experience as I would like with dealing with differentiation with learners.
- I know that I would be able to assess my students and use that data to my benefit, I just haven't gotten to do it in the field during subbing because they often leave us with easy work.
- Differences among learners is my top rated selection. All students learn differently and are at different paces for their learning. I saw first-hand in my 80 hour practicum how much work it is to differentiate lessons and content for a wide variety of students. I think that this will be a challenging area for me in my first years of teaching.
- All students learn in different ways. For this reason, I think teaching in a way that benefits every student is the most important thing for a teacher to do.
- I believe that managing classroom behavior is the toughest part of teaching.
- Since everyone learns in different ways, I feel it will be challenging to determine what learning style fits each student.
- I have learned a lot of managing classroom behavior, but I know I still have a lot to learn. Every classroom is different, so I need to know how to handle all different types of environments.
- Sometimes, I think it can be hard to engage every student for every lesson because not all students will be interested and/or learn in the same ways.
- There will always be so many things to plan and keep track of. It may become hard at times to be fully prepared for lessons.
- I chose the importance of planning as one of the most challenging areas of teaching in the future. While taking the time to plan for lessons and for your students is an important part of their success, sometimes planning may just not be as realistic for a certain day or certain lesson. I plan on setting aside time for planning and I plan on using that time to collaborate with other teachers on lessons, but we have learned to change and adapt to our environment and I foresee lesson planning becoming a challenge, especially in the first year.

- I think that in any classroom, it is a challenge to know how to get your group of students ready to learn when they are all at different levels. Once the school year progresses and you are able to learn more about your students, this task becomes easier. It is something that is very hard to do as a sub when you only get to know the kids for one day.
- I feel the importance of planning is going to be the most challenging in the future because there is always so much to plan for and not enough time to do it. At what point do you draw the line of not bringing your work home with you every night. I'm most afraid that I won't have the time to plan to ensure my students are getting the education they deserve.
- Instruction can be differentiated almost infinitely when trying to make learning effective for every student. I will need to find the balance between serving my students and taking care of my needs as well.
- I think these three will be the most difficult to ensure are happening well in my classroom. I want my classroom to entail a positive learning environment and provide students with the best possible opportunity to learn to the best of their ability.
- I think behavior management is difficult especially because each classroom of students come with a different dynamic. I think it will take a lot of trial and error to find out what strategies work for each group of students I teach.
- I will say leadership and collaboration as I have never had to do that in an elementary school setting.
- I picked these because I just need to get more practice in a real classroom setting teaching content and making the content relevant to students. I also picked the importance of planning just because I know the importance of planning and I could always get better at it. Plus your planning for a class changes every year and sometimes it changes within the year also well.
- Determining what students have met certain developmental stages may be hard when thinking about managing behaviors and understanding what are normal reaction and behaviors are to scenarios. Managing behaviors and making sure you have a hold on what will fly in your classroom and what won't. Teacher and student rules and anchor charts should be created together to hold students and the teacher accountable to the classroom rules. Differentiation is a difficult factor when thinking about the range in abilities in your classroom (gifted and talented students to students that need more assistance.)
- Leadership and collaboration will be a challenge for me because I am usually nervous to voice my opinions.
- Readiness of learners can be hard to figure with some students. It is something I have never really looked into either since I have not taught my own classroom yet. Differences among learners may be challenging because sometimes it is hard to differentiate when you have a class of 25 students. Planning can be a challenge for me. Lesson planning has never been my strong suite, but I know that it is important to help keep my class and I both on task in the future.
- I have chose the above three areas of teaching to be the most challenging in the future. I feel they are something you, the teacher, may prepare for a little, but you have no idea what the needs of the students will be in a given year.
- I would say technology in the classroom will be the most challenging. At VCSU we do have some technology, and more than I had in school, but going into local schools I see how much technology they do use. Additionally, when we were doing substitute teaching we did not have access to any of the technology. The students didn't use their ipads, no smart boards, or doc cameras. It was very difficult to teach without using the technology the students are used to and on our side teaching without technology.
- I think again the toughest one, would be classroom management. I'm still working out the kinks of what works and what doesn't. Some classes are definitely more challenging than others so once you think you got something down for one class, another class will need something completely different.
- I do not think these will be too challenging for me in the future but this three may take up the most time and may need to be planned more carefully.
- I chose these three as they are not ones that can be taught in the classroom, they are things that we will learn as we get into the classroom. Each student is going to be different as well as each class as a whole, so what works for one might not work for the other.
- I chose developmental readiness of learners because I feel like it will be challenging to make sure all students are where they are comfortable, but keeping up with the content at the same time. I also chose managing classroom behavior because every class is different. So, what works for one class may not work at all for another. I think it will be a lot of trial and error. I also chose using technology in the classroom because it depends on if your class can handle certain technology. Also, sometimes technology doesn't always work so you should have a back-up plan.
- I believe that the biggest challenge for me in the future will be my classroom management because it is something that I need to work on and is necessary in order to successfully teach lessons.
- These are things I saw a lot during my practicums and substitute teaching. This is something you will have to do every day in the classroom. Either reinforcing or prepping for the next class - it is part of the job. Although, I may succeed at all of those things that doesn't mean I will have to stop working at it.
- My top three challenges are differences among learners, managing classroom behavior, and providing feedback to students. Teaching different learning styles will be difficult because I don't learn the same way as my students. So, if I learn one way my students may not learn that way. Classroom management is difficult because times are changing and

some students aren't as respectful. Parental involvement is becoming more of a problem in schools. Assessing student learning is also an issue because schools use so many different programs to assess their students. While doing my classroom management practicum, my cooperating teacher showed me the scores of her students. In one of her programs her students were showing average, but in another program they were below average.

- Providing feedback to students can be such a touchy subject. Some kids can take criticism, and some absolutely cannot! Being able to do this for an entire classroom is a tricky subject for us as teachers!
- Classroom management is always something that can be improved. There are methods that work for some students, but not for others.
- The first one I chose was professionalism and ethics because there is a fine line between the two. A teacher needs to be professional but they also need to consider the ethical side of some situations. For example, there was an incident that happened and there was a lot of people affected by it. I had one of the students in my class and I did everything in my power to make them feel like they could be comfortable coming back to school.
- Classroom management is the hardest thing to learn through classes and practicums because you do not see how students act in class or without their regular teacher in the room
- My top rated selection would probably have to be differences among all learners. I definitely think that this is important to do in the classroom and to try our best to make sure we are implementing and revising instruction that sets each of our students up for success. The reason I feel like this could be challenging is because you might have classrooms where you have multiple students who learn best in multiple different ways. In order to allow your students to all learn in the ways that they learn best, you as the teacher are going to have to take a lot of time for differentiated instruction if that is what you choose to do. This can be especially challenging if you have students who work better one on one and as the teacher are the only adult in the classroom.
- I chose these selections because I feel that classroom management will be something that will constantly be changing and I will have to change my ways with each group of students. I also feel that the differences among learners will create a challenge that will sometimes make it difficult for teaching lessons and helping each student with learning the same things. I feel that after many years of teaching, I will get a better understanding on helping different students with learning, but again will be something I'm constantly working on. Leadership and collaboration is another thing that will be learned as the years go on and will be hard at first, but will get better. I feel this is something you have to experience before feeling like you can do it.
- Managing class because of reasons listed above. Instructional strategies because it might make sense to me but will it make sense to the students I am teaching. Leadership and collaboration because I am not sure of my abilities at the moment.
- I feel like I need most help in making my lessons different and using whole group instruction and small group instruction
- Some students just will not be engaged in learning for a number of reasons, and that goes for developing some students readiness to learn. While both can always be accomplished, I think it will be tougher and take longer than the other options.
- Just need more experience in it.
- The importance of planning has to be the toughest because you may not be ready to move on and you may have to change your lesson plans because of this and focus on what the students are struggling on for another day.
- I think I am going to struggle noticing whether or not students are ready to learn what I am going to teach. I am afraid that they will not speak up when they aren't understanding things and I will just confuse them more by continuing teaching.
- I think that now that I have got to practice classroom management and actually try and fail on my own. I think that I will be more prepared when it comes to my own classroom!
- These are my top rated because throughout my practicums, I have noticed the difficulty of these three. I believe I will be able to handle them well in my classroom, but it still might be difficult.
- I think that the developmental readiness of learners is something that will be a bit confusing, because some kids test better/worse than they perform in the classroom, so you can't rely on data completely. You need to get to know each and every one of your students. Establishing a supportive learning environment can be difficult because you have to be constantly aware of the kids and how they are treating each other. I think that it will be a struggle to make sure you are saying and doing the right things while also not taking away from them mastering their problem-solving skills. Connecting content is difficult, because not every student will have the same background or experiences, so finding something that every child has done may be difficult.
- I chose these 3 because I feel that they are hard to teach in a classroom setting. I think after trial and error and a couple years of teaching these will become easier.
- I feel like the three I chose deal more with having my own classroom and it is hard to get these experiences through subbing alone, and it is also hard to teach these things, so they are things that I will have to figure out on my own which is why I selected them.

- I believe that Implementing instructional strategies to lead lessons will be hard because I still have trouble with some strategies but I learn more and more everyday I am in my practicum classrooms.
- I think that being able to properly assess students is extremely important and with so many students and so many different behaviors and personalities, it can be very difficult. Again, classroom management is extremely important because it can dictate the effectiveness of your classroom. Finally, every student that comes into your classroom is going to be different. They are not all going to be at grade level, and not all of the students are going to be ready to learn all of the content.
- I am not good at planning so I feel for me it is going to be very hard for me to keep planning and being able to plan daily. Differences among learners I think will be a challenge, even though I know the differences in learners I just feel it will be a challenge to meet the needs of everyone. Finally, I think managing classroom behavior will be tough. Trying to get everyone to listen can be challenging, especially for younger elementary students.
- I chose these three because I was never a planner. I had never been but throughout my time here at VCSU i have slowly started to grow new habits. I still feel that I am below where i would feel comfortable at when it comes to planning. I think that the other two are just challenges that i need to just face and with time and experience i will become more comfortable with them.
- Although I've gain more experience in classroom management, I still feel as though this will be a challenging area for me in my future classroom. I will need to figure out what strategies will work best for me and my students and make adjustments as needed. I also hope to grow in the area of differentiation in order to provide to all needs of my students.
- These three things may be things that are not used all the time in the classroom. Finding the time and ways to implement them into the classroom setting may be challenging. In my eyes they still need to be brought in but they will just be harder than the other ones.
- I'm very confident with my classroom management skills and the other skills that I checked, but I haven't been in a classroom where there are extreme behavioral issues. I know that this happens and I'm concerned for how that could affect my classroom someday.
- I feel that managing a classroom is always tough because you have 30 different personalities in one small room. I chose differences among learners because not everyone is on the same page and no one has the same learning abilities. I chose connecting content in a meaningful way because I feel that it can be hard in certain areas to know that topics can trigger bad memories for students and what don't.
- I feel like the ability to learn more about them and best support my students will be really important to focus on.
- I believe these three will be the most challenging in the future because with managing classroom behavior you need to be able to gain the respect of the students. Once you are able to gain their respect, you have to set those routines and procedures. I also believe that it may be hard to connect the content in meaningful ways to keep the learners engaged. This will be challenging because every student will have different interests and learn differently. Lastly, I think it may be challenging to provide feedback to the students. It will be hard to decide what feedback will be beneficial for the students.
- I feel that it will be difficult to figure out all the different things I need to do in order for my lessons to fit everyone's needs. I also think I will struggle with telling students what they need to do to do better because I hated hearing that I wasn't doing good enough when I was younger.
- I think that I have had practice in all three of these areas. However, I think that it will take some time to master these three areas in particular. I will continue to improve as the years go by in these areas, but it will take some practice.
- I get anxious thinking about the planning that will need to be done when thinking about teaching. I also get anxious about the behaviors that may occur but I feel more prepared because of subbing.
- I feel managing classroom behavior will be a challenge. I want to be able to have a strong relationship and I like things to be 'perfect.' I know that I will have to be patient and understand that this will take time for the students to understand my routines and rules in order for me to have control over my classroom.
- I chose managing classroom behavior, differences among learners, and assessing student learning. While I learned so much through my subbing experiences, I still think this will be extremely difficult to manage behaviors because you never know what to expect. Behaviors can be difficult because they impact the students' ability to learn and they can impact the learning of other students as well. I also chose differences among learners because every student learns differently, so it could take a while to get to know your students and teach the content in a way that all students can be successful. Lastly, I chose assessing student learning because we haven't done a lot with this, especially when it comes to writing and writing samples. I had some practice with this during my 350 practicum experience, but I struggled with assessing students on open-ended responses.
- I chose Differences Among Learners as my top rated selection. Having students on several different academic levels makes it hard to be sure that they are all getting what they need.
- I think classroom management will always be a challenge. Each year is a new year and a different year.

- Managing classroom behavior can be a challenge across the board. I feel like I have had good experience with this but I'm sure that there is plenty more to learn.
- I feel these three areas will be difficult because technology is becoming more popular in the classroom environment and is also becoming harder to maintain and manage. I'm very old-school so I think I will struggle to implement technology 100% into my classroom one day, I'll definitely need more practice with it. As a substitute teacher, it's hard to know how to use classroom technology when no notes are left behind, so 100% when I have substitute teachers come into my classroom, I will leave detailed notes about technology. This goes hand-in-hand with connecting content with students, because the world is changing so much that it's hard to keep up to speed with student lifestyles and what is relevant or not. Relationships are going to become much more important with this so that I can relate to all students on some level. Lastly, feedback to students has become difficult in today's classroom, only because some students are either too sensitive or won't take feedback on their work because they're used to hearing "good job", we need to be trained on effective feedback.
- I believe that assessing students will be challenging in the future. This is because I do not want to be the teacher that just gives tests and worksheets. I want to create differentiation when assessing students and do this in creative ways.
- These areas were parts I struggled with when subbing. Usually, my struggles came from behaviors but in some cases, it was trying to stay to the routine the class would normally follow.
- I think my top choice would be assessing student learning. Because I haven't had an actual classroom yet, I haven't been able to see a lot of progress or growth in students (at least as much as I would with a full year class). I am looking forward to practicing this more.
- I chose these three because they are essential to a good learning environment, but they aren't the easiest to accomplish and need to be practiced and changed all the time.
- I chose these areas because I know each classroom will be different in their learning styles and future adjustments of content standards. Though these areas are dynamic, I am confident that through more experience in classrooms I will be more knowledgeable in these areas.
- I feel that those three selected topics I have the least interaction with so far. However, I am ready to learn!
- Sometimes I am unsure of the best ways to assess students as well as differentiate instruction to fit the needs of all students.
- If I don't build relationships and set my expectations at the beginning of the year, the students might show behaviors that make it tough on me as a teacher.
- Classroom behavior can be very challenging, this I feel will be challenging.
- Every classroom is so diverse and I am not quite confident in my abilities yet to fully differentiate for all students. I think finding time to instruct different levels of students will take lots of time and strategic planning.
- There are so many assessments so I feel it may be challenging to choose the right one to assess the student based on their needs.
- I think classroom behavior will always be a difficult obstacle because classroom behavior will always be changing over the years. I also think providing feedback in a supportive way will also be challenging because you don't want to negatively put down any of your students. Every student will learn differently but it will be hard to always incorporate multiple ways for students to learn in every subject.
- I chose the developmental readiness of learners because it is hard to determine where each student is and how that will effect their ability to complete the activity compared to the rest of the students.
- Even though I have dealt with some behaviors during my time subbing I am still worried about how I will handle them in my own classroom.
- I think that differentiating to learners and looking at their developmental readiness will be the most difficult in the future. It is so important to teach students at their own level, so we must make sure that we are doing that as teachers. I also think that managing the classroom will be difficult. I do not feel like we have learned much about different classroom management techniques. The management that you have of the classroom determines how well your classroom will work the whole year.
- I feel like I may struggle for a bit to try and find those differences among learners. I will most definitely get the hang of finding different activities for those who are below average or above average but I worry that I won't get the hang of it as fast as I would like.
- I feel it will be the hardest to find ways to differentiate for every learner to meet their needs. I also feel managing behavior is going to be an ongoing challenge for all teachers.
- I think that managing classroom behavior is always challenging when you are a substitute teacher. Some students take advantage that there is a new teacher in the room and it can be hard to manage that. Something for the future that I will make sure to start early in the year is managing classroom behavior. Another area that can be challenging in the future are differences among learners and implementing instructional strategies to lead every lesson.

- I chose those three because I believe that this will change every year with your classroom. I think that it will be challenging to do because you learn what your class needs but then you have to learn your new class and learn how to manage, learn new ways to teach the different students and teaching strategies that they need to know.
- I picked those three because I definitely feel that managing your classroom behavior is very difficult but I know if it's done right away then it will be challenging. I also think technology is a tricky thing to implement without it becoming a distraction so, I want to be very careful with that.
- Remembering to provide meaningful feedback to learners in the elementary grades is difficult because a lot of what you want to do with them is hands-on learning. I have also noticed that my lesson plans I have created rarely utilize technology to it's fullest possibility, this is something that will be necessary for me to work on as technology is such a large part of our world now. I also marked differences in learners, because I have struggled with authentically differentiating for students, I wish this was something we practiced more in classes.
- Classroom management is always going to be a challenge. Every year you will get new behaviors and trying to continually keep 20 students in focus will be hard. But learning your classroom will help you and you will learn your students and their needs.
- I think that knowing when my students are reading will be the most challenging because it requires having everything else covered. Teaching the content and assessments need to be done first before students move on.
- I think I will be challenged with planning because I am really bad with uncertainty. I don't always handle planning well and I will need to do a better job at planning to effectively give my students the best learning experience possible.
- Although subbing has given me a great amount of experience with classroom management and different strategies to use in the classroom, I feel like I still won't understand the depth of it until I have my own class that I've connected with and are managing on a daily basis.
- I think that the differences among learners is the most challenging because it is hard to keep the class on the same pace when students are on very different academic levels.
- Managing classroom behavior is what I put for the most challenging aspect of teaching in the future. It is the most important part of teaching in my opinion as well. You need to set clear expectations at the beginning of the year and be consistent throughout the whole year.
- The three I chose are ones that I struggle with personally. I know I will gain practice and experience when student teaching and hopefully do more substitute teaching before having a classroom of my own.
- I feel that classroom management is very important to plan but it is very hard to determine the unknown environment of a classroom environment until school has commenced and a teacher has time to learn about each student that is in each class period. I also feel that it is very difficult to enforce some of the policies when students have freedoms they feel are on their side; cell phone policies differ from school to school and classroom to classroom. Rules and expectations vary also from classroom to classroom and finding a medium that works for everyone involved can be challenging until a teacher finds a rhythm among teacher/student relationships.
- Classroom behavior I feel like is going to be a struggle for everyone. Also, in subbing the differences among learners was hard to demonstrate the differences between learners.
- I think that technology is a hard thing to have due to students relying on it so heavily.
- I chose managing classroom behavior because every new classroom you step in will bring a new challenge. Us teachers will have to create new relationships with our students and that will take time. That is why I believe that managing my classroom will be an important piece to my teaching career.
- I think learning about classroom management is extremely important for future use. It has been good to focus on ways to manage behavior in classrooms.
- I think that all students learn at different levels and it is difficult to get to know those students and the meet their needs. I think planning is very important and I have realized when subbing that the notes that you leave for subs are very important or it could lead to the sub being stressed. I think it is important to implement instructional strategies to lead lessons because you can't just teach traditionally every day or the students will be bored and not focused. Finding those strategies and different ways to teach will be tricky!
- Differences among learners - Having to plan for a variety of different learners may be difficult.
- I feel that differentiating content in the classroom will be difficult because most likely the class will always be made up of multiple different levels of students. Managing classroom behavior will also be challenging because once again you are often dealing with such a variety of students. Lastly connecting content in a meaningful way to the students may present as a challenge as well because you first have to get to know all your students individually as well as a whole class before you are able to engage them all successfully.