

IRB #: IRB-FY2024-115

Title: TEIEN - Montessori Teacher Sustainability

Creation Date: 7-13-2024

End Date:

Status: **Approved**

Principal Investigator: Kateri Carver

Review Board: UW Institutional Review Board

Sponsor:

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## Study History

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Submission Type	Initial	Review Type	Exempt	Decision	<b>Exempt</b>
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## Key Study Contacts

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Member	Kateri Carver	Role	Principal Investigator	Contact	kateri.carver@uwrf.edu
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Member	Martha Teien	Role	Primary Contact	Contact	martha.teien@my.uwrf.edu
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### About Cayuse IRB

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Cayuse IRB is an interactive web application. As you answer questions, new sections relevant to the type of research being conducted will appear on the left-hand side. Therefore not all numbered sections may appear. You do not have to finish the application in one sitting. All information can be saved.

**Additional information has been added throughout the form for guidance and clarity. That additional information can be found by clicking the question mark in the top-right corner of each section.**

For more information about the IRB submission Process, IRB Tracking, and Cayuse IRB Tasks, please refer to the UWRF IRB [website](#).

### Getting Started

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Throughout the submission, you will be required to provide the following:

- Detailed Study Information
- Informed Consent Forms
- Study Recruitment Document

- You cannot begin data collection until a formal approval letter from the chair of the IRB has been received.
- The IRB meets as needed during the regular academic year. Please submit the application as soon as possible.

\*required

**I have read the information above and I am ready to begin my submission.**

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Yes

No

\*required

**Is this a multi-institutional study?**

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Answer yes to this only if you are partnering with another research institution to conduct your study.

Yes

No

### 3- Study Information

\*required

#### What is your status at UWRF?

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Faculty

Student  
\*required

Undergraduate Student

Graduate Student

Staff

Other

#### Study Personnel

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*Note: If you cannot find a person in the people finder, please contact the IRB Office at [irb@uwrf.edu](mailto:irb@uwrf.edu). Please allow seven days for processing your request.*

*Also, once you have added a person, please click on Training - "View" for verification of CITI training. If it shows NONE, please attach a copy of the person's CITI completion certificate under study documents in section 7 attachments.*

\*required

#### Principal Investigator

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*Provide the name of the Principal Investigator of this study.*

Name: Kateri Carver

Organization: Teacher Education

Address: 410 S Third St , River Falls, WI 54022-0000

Phone:

Email: kateri.carver@uwrf.edu

\*required

## Primary Contact

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*Provide the name of the Primary Contact of this study.*

Name: Martha Teien

Organization: Users loaded with unmatched Organization affiliation.

Address: , River Falls, WI

Phone:

Email: martha.teien@my.uwrf.edu

## Co-Principal Investigator(s)

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*Provide the name(s) of Investigator(s) for this study.*

## Other University of Wisconsin-River Falls Personnel

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*Provide the name(s) of other personnel for this study. This includes students or other involved faculty or staff.*

\*required

## Study Site

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*Please select the location of the study.*

✓ UWRF Campus

\*required

**Please provide the names of UWRF locations.**

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*Provide building and room number. If this is an online study, please indicate that below.*

Online Study

External Site (non UWRF)

## Study Dates

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*Please provide the study start and end dates.*

\*required

### **Start Date**

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This is the date that you expect to start your study. You may not begin data collection until you receive IRB approval regardless of the date you put here.

08-26-2024

\*required

### **End Date**

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***You may request approval for up to one year.***

08-25-2025

## Description of Study

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### Research Question.

Type a brief statement of the research question(s) you are pursuing and the rationale for your research.

1. What is the average tenure of Montessori teachers in classrooms in the United States? 2. What key variables influence Montessori teachers' decisions to remain in or leave the classroom? 3. What are the relationships of the variables that impact a Montessori teacher's duration in the classroom in the US?

*Additional information and guidance can be found by clicking the question mark in the top-right corner of each section.*

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\*required

### **Subject Enrollment**

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*Enter the number of subjects that will be enrolled at UWRF, as well as at all study sites.*  
online study expecting 340

\*required

### **Ages**

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*Select the age range of subjects that will be enrolled in this study. Check all that apply.*

[Fetus](#)

[Birth to less than 1 month](#)

[1 month to less than 12 years old](#)

12 years old and less than 18 years old

18 years and older

\*required

### **Vulnerable Populations**

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*Please check the population(s) that will be enrolled. Check all that apply.*

Fetuses

Pregnant Women

Minors with Parental Consent

Minors Who can Consent Themselves

Prisoners

Cognitively Impaired Adult Subjects

Other

\*required

***Please describe.***

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Pregnant women may be among the participants.

None of the Above

***Additional information and guidance can be found by clicking the question mark in the top-right corner of each section.***

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\*required

### **Describe your recruitment procedures.**

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Please give a step by step description of how you will find people to participate in your research. You should include enough information here that the IRB members could begin recruitment from the information you include.

Initial Contact with Organizations:

- Phone call with Montessori organizations to express my interest in including them in my research. The organizations are the American Montessori Society (AMS), the Association Montessori Internationale United States of America (AMI-USA), the Montessori Accreditation Council of Teacher Accreditation (MACTE), Montessori Public Policy Initiative (MPPI), the Nature Institute, University of Wisconsin River Falls Research pool, and the Kansas University Research pool.
- I explain the purpose of my study on Montessori teacher sustainability, the lack of available baseline data, and its significance in understanding Montessori teacher retention. The target population is Montessori teachers in classrooms, and the data collection method will be a survey. It is emphasized that participation could lead to significant insights and improvements in Montessori education.
- An email will be sent to the above organizations highlighting the lack of data on Montessori teacher sustainability and the importance of the data to the Montessori community.
- *Example email attached: 'Email to Organizations'*

If that initial email is not responded to within two weeks, a polite follow-up email will be sent. It reiterates the request for and importance of the study.

Alternative Distribution: QR Code and Survey Link:

- If organizations prefer to keep email addresses private, they will receive a QR code and survey link to distribute to their members.
- I will ensure that the QR code and link lead directly and seamlessly to the online survey, providing a smooth experience for their members.
- I will ask the organizations to include the QR code and survey link in their newsletters, websites, or social media platforms to reach a wide audience.
- *Example email attached: 'Example e email for Request for sending teachers QR Codes and Survey Links'*

## Survey Distribution.

- **Email Distribution using Qualtrics**
- If email addresses are provided, the survey is sent directly to Montessori teachers with a clear introduction, consent information, and instructions.
- *An example email to Teachers is attached: a Survey Distribution link and QR code emails*
- **QR Code Distribution using Qualtrics**
- Clear message for organizations when sharing the QR code and survey link.
- *An example of a message to go with a survey link or QR Code is attached: a Survey Distribution link and QR code emails*

## Consent and Confidentiality

- All communications and the survey clearly explain the study's purpose, voluntary participation, confidentiality, and contact information for questions or concerns.
- A consent form is at the beginning of the survey for participants to acknowledge and agree to.

## Documentation for IRB

- Email templates
- QR Code
- Survey Link
- Consent Form
- The recruitment process will be documented, including organizational responses and any follow-up actions taken.

## Study Documents

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If applicable, this includes flyers used for recruitment, or the verbal statements that will be made when asking subjects to participate in the study.

[Email to Orgs.docx](#)

[Example email for Request for sending teachers QR Codes and Survey Links.docx](#)

[Survey Distribution link and QR code emails.docx](#)

[citi Completion Certificate\\_11256672\\_49524345 \(2\).pdf](#)

\*required

**Describe the amount of time study participants will be engaged, the length and number of study visits, and the timetable for study completion.**

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### **Participant Engagement and Study Timetable**

#### **Survey Participation:**

- Each participant will be engaged for approximately 15-20 minutes, the estimated time required to complete the online survey. The survey is designed to be comprehensive yet concise, minimizing the burden on participants while ensuring valuable data collection.

#### **Single Visit:**

- This study involves a single interaction with each participant, specifically through completing an online survey. No in-person visits or follow-up surveys are required. Participants will access the survey via a link or QR code provided by the Montessori organizations (AMS, AMI-USA, MACTE, MPPI, the Nature Institute, UWRF, and KU).

### **Timetable for Study Completion**

#### **Recruitment Phase:**

- **Month 1-2 (Aug - Sept):**
  - Initial contact with Montessori organizations (AMS, AMI-USA, MACTE, MPPI, and the Nature Institute) to request email addresses of Montessori teachers or their assistance in distributing the survey.
  - Follow-up communications with organizations to ensure collaboration and finalize the distribution method (email or QR code).

#### **Data Collection Phase:**

- **Month 3-4 (Oct-Nov):**
  - The survey will be distributed to Montessori teachers through the provided email addresses or via QR codes and links shared by the organizations.
  - The survey will remain open for four weeks to allow ample time for responses. Weekly reminders will be sent to encourage participation.

#### **Data Analysis Phase:**

- **Month 5-6 (Dec-Jan):**
  - Compilation and analysis of survey data using statistical software.

- Review and interpretation of the results to identify key factors influencing Montessori teacher retention.

### **Reporting Phase:**

- **Month 7-8 (Feb-March):**
  - Preparation of the final report, including findings, conclusions, and recommendations.
  - Disseminate the results to participating organizations and other relevant stakeholders.
  - Submission of the final dissertation to the academic institution.

### **Summary**

The study's total duration is expected to be approximately eight months, from the initiation of recruitment to the completion of data analysis and reporting. Participants will briefly engage (15–20 minutes) during a single online survey session. This streamlined approach minimizes the time commitment required from participants while allowing for comprehensive data collection and analysis.

\*required

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### **Describe the information to be gathered and the means for collecting and recording data.**

Give a general description of the types of data you will be collecting and the mechanism for collecting this information. If previously collected data is to be used, describe both the previous and proposed uses of the data.

**Participants will be given an online survey via email or a link or QR Code to the survey of 15-20 minutes.**

### **Information to Be Gathered**

The study aims to collect baseline quantitative data on the sustainability of Montessori teachers. The information to be gathered includes:

#### **1. School and Teaching Environment:**

- Montessori credential status
- Current teaching environment (urban, suburban, rural)
- Montessori credential status of school leadership
- Type of school (public, charter, magnet, Montessori public, private)
- Previous non-Montessori teaching experience, including duration and reasons for moving to Montessori education

#### **2. Personal Background and Intentions:**

- Attendance at a Montessori school as a child
- Current tenure at the current Montessori school
- Total length of service in Montessori classrooms
- Income from teaching in a Montessori classroom
- Future plans for continuing in Montessori education

### **3. Classroom Management and Methods:**

- Confidence in managing a Montessori classroom
- Ability to address and manage disruptive behaviors
- Effectiveness in implementing classroom management strategies aligned with Montessori principles
- Confidence in delivering Montessori lessons and using Montessori materials
- Ability to adapt teaching strategies to meet individual student needs
- Effectiveness in engaging students and involving parents in the educational process

### **4. Professional Development and Mentorship:**

- Professional development experiences, including encouragement, funding, contractual requirements, and personal pursuit
- Mentorship experiences, including the existence of formal structures, and roles as a mentor within and outside the school

### **5. Demographic Information:**

- Gender/Gender identity
- Ethnicity
- Geographic region
- Teaching experience duration
- Montessori Teacher Education Program (TEP) attended
- Montessori student age group trained and taught
- Decade of credential receipt
- Age at obtaining Montessori credential

### **6. Open-Ended Comments:**

- Additional comments on factors influencing Montessori teacher sustainability and other relevant insights

## **Collecting Data**

### **Survey Instrument:**

- Data will be collected using an online survey via Qualtrics. The survey will be distributed to Montessori teachers via email addresses provided by Montessori organizations (AMS, AMI-USA, MACTE, MPPI, the Nature Institute, UWRF, and KU) or through a QR code and link distributed by these organizations.

### **Survey Distribution:**

- Participants will be invited to complete the survey through direct email invitations or via the QR code and link shared by the Montessori organizations. The survey will remain open for four weeks to allow ample time for responses, with weekly reminders sent to encourage participation.

## **Recording Data**

### **Digital Data Collection:**

- Responses will be collected using an online survey platform Qualtrics. This platform will automatically record and store responses in a secure digital format, ensuring data integrity and confidentiality.

#### **Data Security:**

- All data will be anonymized and kept confidential. Access to the survey data will be restricted to the principal investigator and authorized research team members. The data will be stored in a secure, password-protected digital environment.

#### **Data Analysis:**

- Once the survey is complete, the data will be exported from the platform and analyzed using the statistical software Jamovi to identify key factors influencing Montessori teacher retention. Descriptive statistics, correlations, and other appropriate statistical analyses will be conducted.

#### **Reporting:**

- The findings will be compiled into a final report, including conclusions and recommendations for improving Montessori teacher sustainability. The results will be shared with the participating organizations and other relevant stakeholders and included in the final dissertation submitted to the academic institution.

#### **Conclusion**

The study ensures efficient, secure, and comprehensive data collection by using an online survey and digital tools for data recording and analysis. This approach minimizes the burden on participants while maximizing the quality and usefulness of the data collected.

\*required

#### **Study Instruments**

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Attach all instruments (i.e. personality scales, questionnaires, evaluation blanks, etc) to be used in the study.

[Instrument - Teien Aug 1 2024.docx](#)

**Step by Step description of everything subjects will be asked to do in your study.**

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Please be as complete as possible. The IRB members should be able to take these directions and carry out the study based on the steps you describe.

The participant is asked to open the Qualtrics digital survey. They will read and sign the consent form. If they do not consent, they will exit from the survey. The participant will answer 30 questions found in the instrument attached to the last section. They will click on submit.



*Additional information and guidance can be found by clicking the question mark in the top-right corner of each section.*

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\*required

### Potential Risks to Participants

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Describe immediate risks, long term risks, rationale for the necessity of such risks, alternatives that were or will be considered, and why alternatives may not be feasible.

Describe any potential legal, financial, social or personal effects on subjects of accidental data disclosure. Though the potential for disclosure may be extremely remote, how would it affect subjects?

Keep in mind the job of the IRB is to protect participants. While a risk may be highly unlikely in your study, it still must be addressed in the protocol here. The IRB considers 'worst-case scenarios' as well as whether the potential benefit outweighs the risks when reviewing studies.

#### Potential Risks

- **Emotional Discomfort:** Participants may experience mild emotional discomfort when reflecting on their teaching experiences, professional development, or personal background.
- **Time Commitment:** Given their busy schedules, some participants may find completing the survey inconvenient or burdensome.

#### Rationale for the Necessity of Such Risks:

- **Emotional Discomfort:** To gather comprehensive and honest insights into Montessori teacher sustainability, detailed questions about participants' experiences and backgrounds are essential. This information is critical for identifying factors that affect teacher retention and developing strategies to support educators. Participation is voluntary, and participants can skip any questions they find uncomfortable or withdraw from the survey at any time without any consequences.
- **Time Commitment:** A thorough survey is necessary to collect meaningful data that can inform educational policies and practices. The estimated 15-20 minutes is designed to balance the need

for detailed responses concerning participants' time. A user-friendly survey will allow for time efficiency.

## **Conclusion**

The potential risks associated with this study are minimal and primarily involve emotional discomfort and a time commitment. The benefits of this study, including the development of strategies to support Montessori teacher sustainability, are significant and promising.

\*required

## **Expected Benefits**

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The IRB is required to insure that the potential risks to subjects (however minimal) are clearly justified by the potential benefits of the research both to the subjects and to the current state of theoretical knowledge on the topic. You can assist this process by providing a statement clarifying the potential for new knowledge resulting from the study as well as any benefits directly to the subjects. (Stating that "more research is needed on this topic" will be of little help; explain why more research will be a benefit.)

### **Potential for New Knowledge**

#### **Advancement of Theoretical Knowledge:**

- This study aims to fill a significant gap in the current understanding of Montessori teacher sustainability. There is limited quantitative data on the factors that influence how long Montessori teachers remain in their roles after obtaining their credentials. By collecting and analyzing this data, the study will contribute to the theoretical knowledge on teacher retention, specifically within the Montessori educational framework. The insights gained from this research will help to identify key factors that affect teacher longevity, such as professional development opportunities, mentorship, classroom management practices, and personal background influences.

#### **Practical Applications:**

- The findings from this study will provide actionable data that can inform the development of targeted support programs for Montessori educators. Understanding the specific challenges and needs of Montessori teachers will allow educational organizations, policymakers, and training institutions to create more effective retention strategies. These strategies could include enhanced professional development programs, improved mentorship opportunities, and tailored support systems that address the unique needs of Montessori educators.

### **Direct Benefits to Subjects**

#### **Professional Development and Support:**

- Participants in this study will indirectly benefit from the research findings as the insights gained will be used to advocate for better support systems within Montessori education. The study aims to identify and address gaps in professional development, mentorship, and school leadership, which can lead to a more supportive and fulfilling work environment for Montessori teachers.

#### **Enhanced Retention Strategies:**

- By understanding the factors contributing to teacher retention, schools, and educational organizations can implement more effective strategies to retain skilled and experienced Montessori teachers. This, in turn, can lead to a more stable and supportive teaching environment, benefiting both teachers and students.

#### **Recognition and Validation:**

- Participation in this study allows Montessori educators to share their experiences and insights, which can validate their professional challenges and contributions. Knowing that their feedback contributes to meaningful research to improve their professional landscape can be empowering and encouraging.

#### **Conclusion**

The potential risks to participants in this study are minimal and are outweighed by the significant benefits. The research will provide valuable insights that can enhance the support and sustainability of Montessori teachers, benefiting both the educators themselves and the educational institutions they serve. By contributing to theoretical knowledge and practical applications, this study aims to impact Montessori education.

**Contact Information:** For any questions or concerns about the study, participants can contact the principal investigator, Martha Teien, at [martha.teien@my.uwrf.edu](mailto:martha.teien@my.uwrf.edu) or 970-390-3941.

\*required

**Will deception be used as a method of data gathering?**

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Yes

✓ No

\*required

**Safeguarding Participant's Identity**

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1. What uses will be made of the information obtained from the subjects? What elements of your project might be openly accessible to other agencies or appear in publications?
2. What precautions will be taken to safeguard identifiable records or individuals? How will confidentiality of data be protected?

#### Primary Uses:

1. **Research Analysis:** The data collected from the survey will be used to analyze factors that influence Montessori teacher sustainability. This analysis will focus on identifying key trends, challenges, and support mechanisms that affect teacher retention.
2. **Development of Support Strategies:** The data will provide insights into developing targeted support strategies for Montessori educators. These strategies aim to improve professional development, mentorship, classroom management, and overall teacher satisfaction.
3. **Educational Policy Recommendations:** The findings will inform recommendations for educational policies and practices that support Montessori teacher retention. These recommendations will be shared with Montessori organizations, educational institutions, and policymakers.

#### Secondary Uses:

1. **Publications:** The study's results will be disseminated through academic publications, including peer-reviewed journals, conference presentations, and possibly a dissertation. These publications will highlight the key findings and implications of the research.
2. **Reports to Participating Organizations:** Summarized findings will be shared with the organizations facilitating the survey's distribution (AMS, AMI-USA, MACTE, MPPI, the Nature Institute, UWRF, and KU). These reports will provide insights relevant to their contexts and help them better support their educators.

#### Precautions to safeguard identifiable records or individuals:

##### Data Collection:

- An online Qualtrics survey platform with secure data encryption and storage can be utilized behind the University of Wisconsin River Falls firewall.
- The researcher will maintain confidentiality.
- Identifying information kept separately from data collection ensures no identifying information is linked to individual data.
- Responses will be collected using an online survey platform, Qualtrics, behind the firewall provided by the University of Wisconsin River Falls. Qualtrics will automatically record and store responses in a secure digital format, ensuring data integrity and confidentiality.

##### Data Storage:

- Responses will be collected using an online survey platform, Qualtrics, behind the firewall provided by the University of Wisconsin River Falls. Qualtrics will automatically record and store responses in a secure digital format, ensuring data integrity and confidentiality.

- Identifying information will be stored separately from the data collection,

### Openly Accessible Elements:

- **Published Results:** The study's aggregated results will be available through academic publications and reports. These publications will include findings, trends, and recommendations but contain no personally identifiable information.
- **Professional Poster Sessions and/or presentations:** The study findings may be presented at academic conferences. These presentations will focus on the general results and implications without revealing individual participant data.
- Access to the data will be required to sign confidentiality agreements to protect participant information.

### Conclusion

The information obtained from subjects will be used to analyze and improve Montessori teacher sustainability, inform educational policies, and develop support strategies for educators. The findings will be disseminated through academic publications and reports to participating organizations. Stringent precautions will be taken to safeguard identifiable records and individuals, including data anonymization, secure storage, limited access, and the use of aggregated reporting. These measures will ensure the confidentiality and protection of participant data throughout the research process.

**Contact Information:** For questions or concerns about the study, participants can contact the principal investigator, Martha Teien, at [martha.teien@my.uwrf.edu](mailto:martha.teien@my.uwrf.edu) or 970-390-3941.

### Informed Consent

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\*required

#### **Informed Consent Procedures**

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*Describe the step-by-step procedures for obtaining informed consent, including who will give the consent information and where the forms will be submitted/stored.*

#### **Step-by-Step Procedures for Obtaining Informed Consent**

An Informed Consent form is embedded at the onset of the survey in Qualtrics. The exact information can be found in the attached Word document below name **'Consent'**.

\*required

#### **Informed Consent Form**

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*Please submit a PDF with the exact wording of your informed consent, whether it will be in writing or given verbally. If you are using de-identified secondary data, please upload a word document saying that you are using de-identified secondary data. If you are using identifiable secondary data, please upload the consent form from the original study. All studies must have a document uploaded in this section.*

[Consent Form Teien.pdf](#)

## Outside IRB of Record

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### Study Protocol

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*Attach the protocol for this study that was reviewed by the Outside IRB.*

### Outside IRB Approval

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*Attach the IRB Approval from the Outside IRB.*

### Outside IRB Review Meeting Minutes

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*Attach the minutes from the outside IRB meeting(s) for the review of this study.*

### Outside IRB Correspondence

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*Attach all correspondence concerning the review of this study by the Outside IRB.*

## Study Procedures

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### Study Documents

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If applicable, this includes flyers used for recruitment. This is also where you may upload CITI certificates of completion.

[Email to Orgs.docx](#)

[Example email for Request for sending teachers QR Codes and Survey Links.docx](#)

[Survey Distribution link and QR code emails.docx](#)

[citi Completion Certificate\\_11256672\\_49524345 \(2\).pdf](#)

## **Study Instruments**

---

Attach all instruments (i.e. personality scales, questionnaires, evaluation blanks, etc) to be used in the study.

[Instrument - Teien Aug 1 2024.docx](#)

## **Participant Protection**

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### **Informed Consent Form**

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[Consent Form Teien.pdf](#)

**Please provide a letter of support from the collaborating site (if appropriate).**

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*Preferably a PDF version of a letter or email with the agency's contact information.*