

Data item: Supervisor Survey

Timeframe completed: Completed by employers of first year teachers (completers) in the spring of the 1st year of teaching

Data available: 2020-2021, 2021-2022, 2022-2023, 2023-2024

Response Rates: 22% (2020-2021); 8% (2021-2022); 28% (2022-2023); 28% (2023-2024)

Standards measured as categories: Instructional practice (INTASC 4, 5, 6, 7, 8); Diverse Learners (INTASC 1, 2); Learning Environment (INTASC 3); Professionalism (INTASC 9 and 10)

Data analysis included:

- TLP data aggregated by category (Diverse Learners, Learning Environment, Instructional Practice, Professionalism), 2020-2024
- TLP data disaggregated by program if n>5, by category (Diverse Learners, Learning Environment, Instructional Practice, Professionalism), 2023-2024
- TLP Comparison table Transition to Teaching Survey (1st year teachers) and Supervisor Survey (principals of 1st year teachers), by category, 2023-2024
- TLP data disaggregation by program report, by category, 2020 – 2024 data, aggregation dates included for low enrolled programs (This table is included to assist the TLP in determining when all programs will have disaggregated information available.)

Data Interpretation:

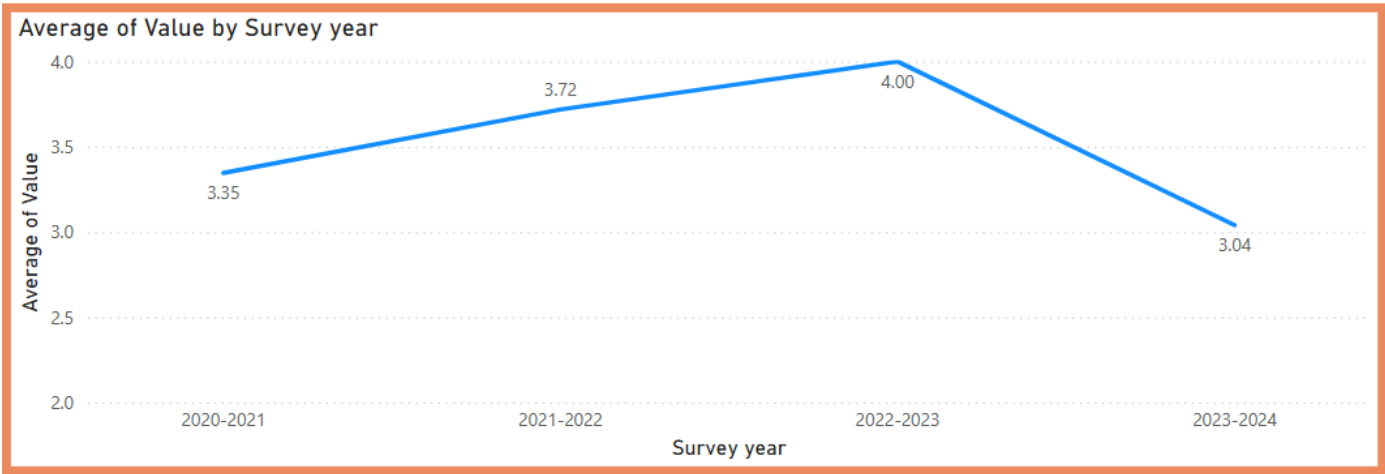
TLP data aggregated by category: Scores in all categories (instructional practice, diverse learners, learning environment, and professionalism) declined on the 2023-2024 survey from past years. All four categories had average scores below those in all previous years with data available. Scores from principals were .1 to .3 lower than the lowest prior average. Instructional practice dropped by over .9 from the year before and .31 from the prior lowest year. Scores on the learning environment category declined the least of all categories.

TLP data disaggregated by program if n>5: All programs reported, with the exception of Special Education, pooled data to achieve an acceptable “n.” Only three programs were able to achieve an n>5 by pooling data since 2020 and therefore are the only ones reported (Early Childhood Education, Elementary Education, and Special Education). In relation to Diverse Learner items, all three programs were above the target of 80% proficiency. Special education was the lowest of these with a proficiency of 87.3%. In relation to items associated with Learning Environment, all three programs achieved the target of 80% proficiency. Again, Special Education was the lowest with a proficiency rating of 88.97%. Two of the three programs met the proficiency target on items related to Instructional Practice. Special Education, however, fell below the target with a proficiency rating of 79.17%. In the Professionalism category, all programs met the target level and were above 90% proficiency.

TLP Comparison table Transition to Teaching Survey (1st year teachers) and Supervisor Survey (principals of 1st year teachers), by category, 2023-2024: The Transition to Teaching Survey is also sent to the same completers that are rated by supervisors in the Supervisor Survey. We regularly compare results on the two surveys to determine if completers are rating themselves differently than their supervisors are rating them. It is important to note that there are no guarantees that the same program completers and their supervisors both completed the survey; however, overall trends in this data have been illuminating. Analysis indicates that while overall proficiency levels are not very different between completers and supervisors, supervisors give both more ratings of “2” and more ratings of “4,” while completers give more ratings of “3” than do supervisors on three of the four categories (diverse learners, learning environment, and instructional practice). In relation to professionalism, completers gave more ratings of “2” and “4” while supervisors gave more ratings of “3.”

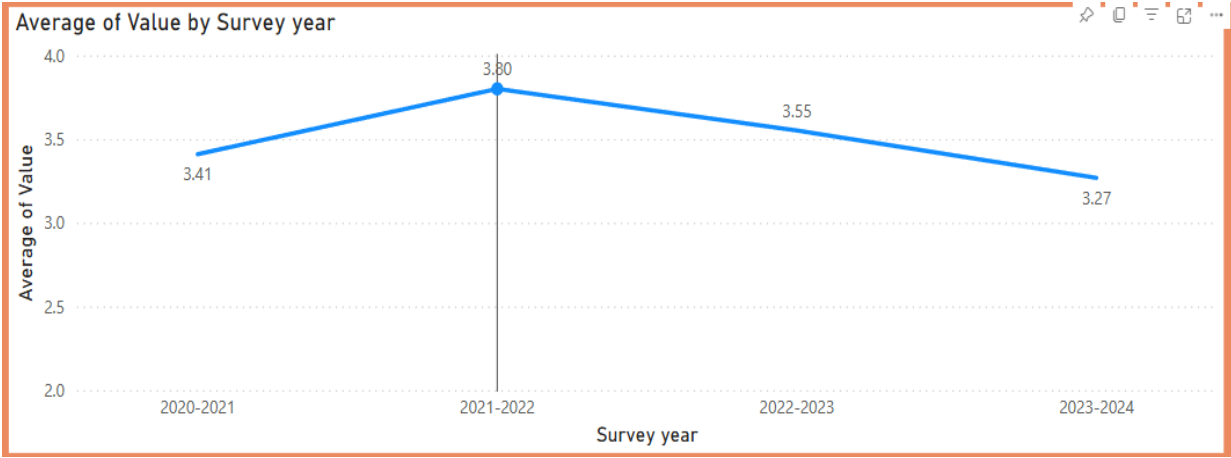
Supervisor Survey 2020-2024

Instructional Practice



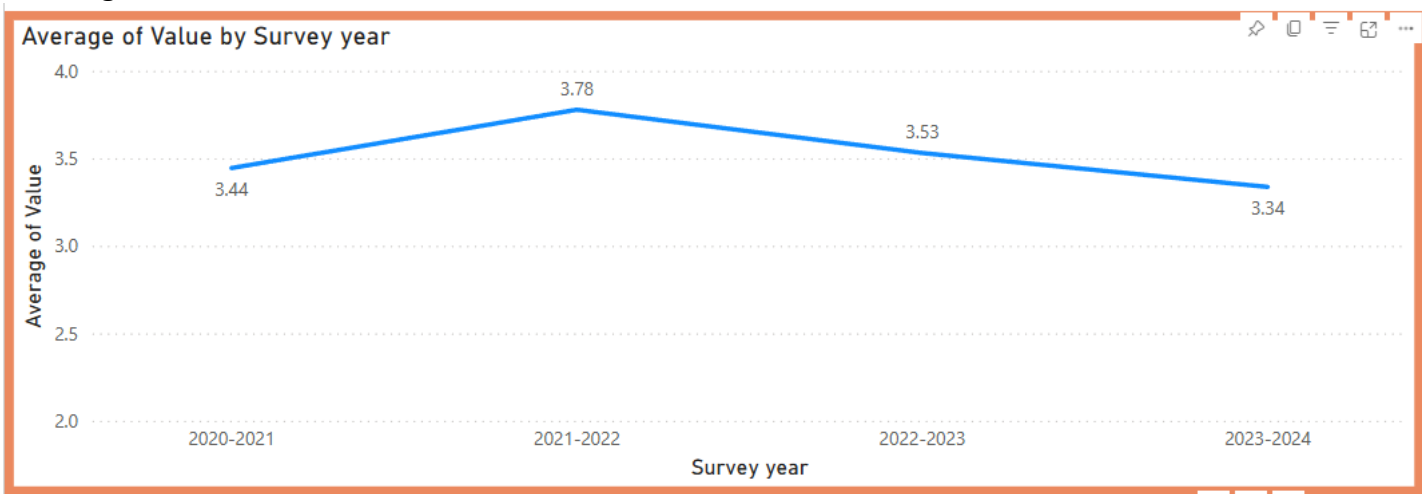
Supervisor Survey 2020-2024

Diverse Learners



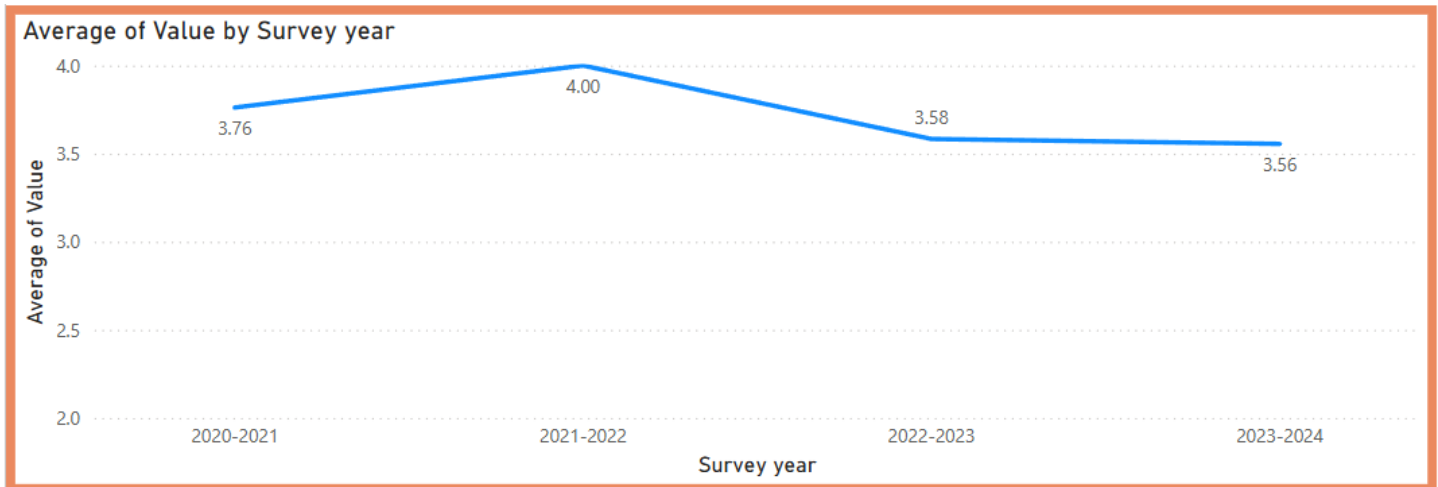
Supervisor Survey 2020-2024

Learning Environment



Supervisor Survey 2020-2024

Professionalism



TLP data disaggregated by program if n>5, by category (Diverse Learners, Learning Environment, Instructional Practice, Professionalism), 2020-2024

Early Childhood, Diverse Learners, n=6 (pooled data from 2020-2024)

Proficiency: 95.14%

Value	%GT Sum of Value
1	0.54%
2	4.32%
3	19.46%
4	75.68%
Total	100.00%

Elementary Education, Diverse Learners, n=11 (pooled data from 2022-2024)

Proficiency: 100%

Value	%GT Sum of Value
3	33.33%
4	66.67%
Total	100.00%

Special Education, Diverse Learners, n=5 (data from 2023-2024)

Proficiency: 87.31%

Value	%GT Sum of Value
1	4.76%
2	7.94%
3	14.29%
4	73.02%
Total	100.00%

Early Childhood, Learning Environment, n=6 (pooled data from 2020-2024)

Proficiency: 98.01%

Value	%GT Sum of Value
2	1.99%
3	16.42%
4	81.59%
Total	100.00%

Elementary Education, Learning Environment, n=11 (pooled data from 2022-2024)

Proficiency: 100%

Value	%GT Sum of Value
3	16.80%
4	83.20%
Total	100.00%

Special Education, Learning Environment, n=5 (data from 2023-2024)

Proficiency: 88.97%

Value	%GT Sum of Value
1	5.15%
2	5.88%
3	15.44%
4	73.53%
Total	100.00%

Early Childhood, Instructional Practice, n=6 (pooled data from 2020-2024)

Proficiency: 96.87%

Value	%GT Sum of Value
2	3.13%
3	18.12%
4	78.75%
Total	100.00%

Elementary Education, Instructional Practice, n=11 (pooled data from 2022-2024)

Proficiency: 100%

Value	%GT Sum of Value
3	3.46%
4	96.54%
Total	100.00%

Special Education, Instructional Practice, n=5 (data from 2023-2024)

Proficiency: 79.17

Value	%GT Sum of Value
1	7.20%
2	13.64%
3	12.50%
4	66.67%
Total	100.00%

Early Childhood, Professionalism, n=6 (pooled data from 2020-2024)

Proficiency: 100%

Value	%GT Sum of Value
3	10.79%
4	89.21%
Total	100.00%

Elementary Education, Professionalism, n=11 (pooled data from 2022-2024)

Proficiency: 100%

Value	%GT Sum of Value
3	12.00%
4	88.00%
Total	100.00%

Special Education, Professionalism, n=5 (data from 2023-2024)

Proficiency: 92.31%

Value	%GT Sum of Value
2	7.69%
3	23.08%
4	69.23%
Total	100.00%

TLP Comparison table Transition to Teaching Survey (1st year teachers) and Supervisor Survey (principals of 1st year teachers), by category, 2023-2024

Transition to Teaching Survey		Supervisor Survey	
Diverse Learners		Diverse Learners	
Level of Performance	Percent at Level	Level of Performance	Percent at Level
1	1.2%	1	1.7%
2	8.7%	2	10.1%
3	31.6%	3	19.4%
4	58.4%	4	68.7%

Transition to Teaching Survey**Learning Environment**

Level of Performance	Percent at Level		Level of Performance	Percent at Level
1	0.7%		1	1.8%
2	3.1%		2	7.8%
3	35.5%		3	15.6%
4	60.7%		4	74.8%

Supervisor Survey**Learning Environment**

Transition to Teaching Survey**Instructional Practices**

Level of Performance	Percent at Level		Level of Performance	Percent at Level
1	0.2%		1	2.5%
2	4.0%		2	11.4%
3	36.9%		3	18.6%
4	58.9%		4	67.5%

Supervisor Survey**Instructional Practices**

Transition to Teaching Survey**Professionalism**

Level of Performance	Percent at Level		Level of Performance	Percent at Level
1	0%		1	1.6%
2	7.2%		2	4.6%
3	14.0%		3	32.2%
4	78.9%		4	61.6%

Supervisor Survey**Professionalism**

Supervisor Survey	2021-2022	2022-2023	2023-2024
Professionalism			
TEU Overall/aggregated (agree/strongly agree combined)	100%	100%	92.83%
average	3.66	3.98	3.58
range	3 to 4	4 to 4	2 to 4
"n"	5	26	13
Art Ed (agree/strongly agree combined)			Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Business Ed (agree/strongly agree combined)			Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Early Childhood Educ (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	
average			3.86
range			3 - 4
"n"	n<5	n<5	n=6 (aggregated)
Elementary Educ (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	
average			3.79
range			3 - 4
"n"	n<5	n<5	n=11
English (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
History (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	
average			3.71
range			2 - 4
"n"	n<5	n<5	n=5
Math (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Music (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026

average			
range			
"n"	n<5	n<5	n<5
Physical Education (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Special Education (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	
average			3.50
range			2 - 4
"n"	n<5	n<5	n=7
Diverse Learners			
TEU Overall/aggregated (agree/strongly agree combined)	100%	98%	88.17%
average	3.67	3.52	3.06
range	3 to 4	1 to 4	1-4
"n"	5	26	13
Art Ed (agree/strongly agree combined)			Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Business Ed (agree/strongly agree combined)			Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Early Childhood Educ (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	
average			3.35
range			1 - 4
"n"	n<5	n<5	n=6 (aggregated)
Elementary Educ (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	
average			3.53
range			3 - 4
"n"	n<5	n<5	n=11
English (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5

History (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	
average			3.77
range			2 - 4
"n"	n<5	n<5	n=5
Math (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Music (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Physical Education (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Special Education (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	
average			2.98
range			1 - 4
"n"	n<5	n<5	n=7
Learning Environment			
TEU Overall/aggregated (agree/strongly agree combined)	100%	98%	90.39%
average	3.78	3.54	3.35
range	3 to 4	1 to 4	1-4
"n"	5	26	13
Art Ed (agree/strongly agree combined)			Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Business Ed (agree/strongly agree combined)			Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Early Childhood Educ (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	97.64%
average			3.76
range			2 - 4

"n"	n<5	n<5	n=6 (aggregated)
Elementary Educ (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	100%
average			3.76
range			2 - 4
"n"	n<5	n<5	n=11
English (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
History (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	98.51%
average			3.72
range			2 - 4
"n"	n<5	n<5	n=5
Math (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Music (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Physical Education (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Special Education (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	92.38%
average			3.18
range			1 - 4
"n"	n<5	n<5	n=7
Instructional Practice			
TEU Overall/aggregated (agree/strongly agree combined)	100%	97%	86.09%
average	4	3.6	3.08
range	4 to 4	1 to 4	1-4
"n"	5	26	13
Art Ed (agree/strongly agree combined)			Aggregate in 2025-2026
average			

range			
"n"	n<5	n<5	n<5
Business Ed (agree/strongly agree combined)			Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Early Childhood Educ (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	96.93%
average			3.73
range			2 - 4
"n"	n<5	n<5	n=6 (aggregated)
Elementary Educ (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	100%
average			3.94
range			3 - 4
"n"	n<5	n<5	n=11
English (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
History (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	100%
average			4.0
range			4
"n"	n<5	n<5	n=5
Math (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Music (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5
Physical Education (agree/strongly agree combined)	Aggregate in 2025-2026	Aggregate in 2025-2026	Aggregate in 2025-2026
average			
range			
"n"	n<5	n<5	n<5

Special Education (agree/strongly agree combined)	Aggregate in 2023-2024	Aggregate in 2023-2024	87.19%
average			3.03
range			1 - 4
"n"	n<5	n<5	n=7