Supervisor Survey Spring 2016

Table 1. New Teacher Performance: Instructional Practice. To what extent do you agree or disagree that this first-year teacher does the following?

	Total Respondents	Unable to Respond		Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%	#	%
Effectively teaches the subject matter in his/her licensure area.	26	0	0	0	0	0	0	2	7.7	24	92.3
Selects instructional strategies to align with learning goals and standards.	26	0	0	0	0	0	0	2	7.7	24	92.3
Designs activities where students engage with subject matter from a variety of perspectives.	26	0	0	0	0	0	0	3	11.5	23	88.4
Accounts for students' prior knowledge or experiences in instructional planning.	26	0	0	0	0	1	3.8	8	30.8	17	65.4
Designs long-range instructional plans that meet curricular goals.	26	0	0	0	0	0	0	6	23.1	20	76.9
Regularly adjusts instructional plans to meet students' needs.	26	0	0	0	0	1	3.8	5	19.2	20	76.9

	Total Respondents	Unable to Respond		Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%	#	%
Plans lessons with clear learning objectives/goals in mind.	26	0	0	0	0	1	3.8	2	7.7	23	88.5
Designs and modifies assessments to match learning objectives.	26	0	0	0	0	0	0	5	19.2	21	80.8
Provides students with meaningful feedback to guide next steps in learning.	26	0	0	0	0	0	0	5	19.2	21	80.8
Engages students in self-assessment strategies.	26	0	0	0	0	2	7.7	9	34.6	15	57.7
Uses formative and summative assessments to support student learning.	26	0	0	0	0	1	3.8	1	3.8	24	92.3
Identifies issues of reliability and validity in assessment.	26	0	0	0	0	2	7.7	6	23.1	18	69.2
Uses multiple and appropriate types of assessment data to identify student learning needs.	26	0	0	0	0	0	0	4	15.4	22	84.6
Uses digital and interactive technologies to achieve specific learning goals.	26	1	3.8	0	0	0	0	1	3.8	24	92.3
Engages students in using a range of technology tools to access, interpret, evaluate, and apply information.	26	1	3.8	0	0	0	0	4	15.4	21	80.8
Helps students develop critical thinking processes.	26	0	0	0	0	1	3.8	7	26.9	18	69.2
Helps students develop skills to solve complex problems.	26	0	0	0	0	2	7.7	5	19.2	19	73.1
Makes interdisciplinary connections among core subjects.	26	0	0	0	0	2	7.7	3	11.5	21	80.8

	Total Respondents	Unable to Respond		Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%	#	%
Knows where and how to access resources to build global awareness and understanding.	26	0	0	0	0	0	0	3	11.5	23	88.5
Helps students analyze multiple sources of evidence to draw sound conclusions.	25	0	0	0	0	0	0	4	16.0	21	84.0

Table 2.   New Teacher Performance: Instructional Practice. To what extent do you agree or disagree that this first-year teacher does the following?

	#	Mean[a]	SD
Effectively teaches the subject matter in his/her licensure area.	26	3.92	.27
Selects instructional strategies to align with learning goals and standards.	26	3.92	.27
Designs activities where students engage with subject matter from a variety of perspectives.	26	3.88	.33
Accounts for students' prior knowledge or experiences in instructional planning.	26	3.61	.57
Designs long-range instructional plans that meet curricular goals.	26	3.77	.43
Regularly adjusts instructional plans to meet students' needs.	26	3.73	.53
Plans lessons with clear learning objectives/goals in mind.	26	3.85	.46
Designs and modifies assessments to match learning objectives.	26	3.81	.40
Provides students with meaningful feedback to guide next steps in learning.	26	3.81	.40
Engages students in self-assessment strategies.	26	3.50	.65
Uses formative and summative assessments to support student learning.	26	3.88	.43
Identifies issues of reliability and validity in assessment.	26	3.62	.64
Uses multiple and appropriate types of assessment data to identify student learning needs.	26	3.85	.37
Uses digital and interactive technologies to achieve specific learning goals.	25	3.96	.20

	#	Mean[a]	SD
Engages students in using a range of technology tools to access, interpret, evaluate, and apply information.	25	3.84	.37
Helps students develop critical thinking processes.	26	3.65	.56
Helps students develop skills to solve complex problems.	26	3.65	.63
Makes interdisciplinary connections among core subjects.	26	3.73	.60
Knows where and how to access resources to build global awareness and understanding.	26	3.88	.33
Helps students analyze multiple sources of evidence to draw sound conclusions.	25	3.84	.37

Note. Data from items B1a-t. Scale: 1 = Disagree; 2 = Tend to Disagree; 3 = Tend to Agree; 4 = Agree.
[a]"Unable to Respond" responses were excluded from the mean calculation.

Table 3. New Teacher Performance: Diverse Learners. To what extent do you agree or disagree that this first-year teacher does the following?

	Total Respondents	Unable to Respond		Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%	#	%
Effectively teaches students from culturally and ethnically diverse backgrounds and communities.	26	0	0	0	0	0	0	4	15.4	22	84.6
Plans differentiated instruction for a variety of learning needs.	26	0	0	0	0	0	0	6	23.1	20	76.9
Uses developmentally appropriate practices to support student learning.	26	0	0	0	0	0	0	6	23.1	20	76.9
Addresses the needs of students from various socioeconomic backgrounds.	26	0	0	0	0	1	3.8	5	19.2	20	76.9
Designs instruction for students with IEPs and 504 plans.	26	0	0	0	0	2	7.7	1	3.8	23	88.5
Designs instruction for students with mental health needs.	26	0	0	0	0	1	3.8	4	15.4	20	76.9
Designs instruction for gifted and talented students.	26	6	23.1	0	0	2	7.7	4	15.4	14	53.4

	Total Respondents	Unable to Respond		Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%	#	%
Designs instruction for English-language learners.	26	6	23.1	0	0	1	3.8	4	15.4	15	57.7
Accesses resources, programs, and other school personnel to foster student learning.	26	0	0	0	0	1	3.8	3	11.5	22	84.6
Develops fair and unbiased assessments for all learners.	26	0	0	0	0	0	0	6	23.1	20	76.9

Table 4.   New Teacher Performance: Diverse Learners. To what extent do you agree or disagree that this first-year teacher does the following?

	#	Mean[a]	SD
Effectively teaches students from culturally and ethnically diverse backgrounds and communities.	26	3.85	.37
Plans differentiated instruction for a variety of learning needs.	26	3.77	.43
Uses developmentally appropriate practices to support student learning.	26	3.77	.43
Addresses the needs of students from various socioeconomic backgrounds.	26	3.73	.53
Designs instruction for students with IEPs and 504 plans.	26	3.81	.57
Designs instruction for students with mental health needs.	25	3.76	.52
Designs instruction for gifted and talented students.	20	3.60	.68
Designs instruction for English-language learners.	20	3.70	.57
Accesses resources, programs, and other school personnel to foster student learning.	26	3.81	.49
Develops fair and unbiased assessments for all learners.	26	3.77	.43

Note. Data from items B2a-j. Scale: 1 = Disagree; 2 = Tend to Disagree; 3 = Tend to Agree; 4 = Agree.
[a]"Unable to Respond" responses were excluded from the mean calculation.

Table 5. New Teacher Performance: Learning Environment. To what extent do you agree or disagree that this first-year teacher does the following?

	Total Respondents	Unable to Respond		Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%	#	%
Clearly communicates expectations for appropriate student behavior.	26	0	0	1	3.8	1	3.8	7	26.9	17	65.4
Uses effective communication skills and strategies to convey ideas and information to students.	26	0	0	1	3.8	0	0	5	19.2	20	76.9
Designs instruction and learning tasks that connect core content to real-life experiences for students.	26	0	0	0	0	1	3.8	5	19.2	20	76.9
Helps students work cooperatively to achieve learning goals.	26	0	0	0	0	0	0	6	23.1	20	76.9
Develops and maintains a classroom environment that promotes student engagement.	26	0	0	0	0	2	7.7	7	26.9	17	65.4
Responds appropriately to student behavior.	26	0	0	1	3.8	2	7.7	7	26.9	16	61.5

	Total Respondents	Unable to Respond		Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%	#	%
Creates a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	26	0	0	0	0	1	3.8	2	7.7	23	88.5
Use classroom management techniques that foster self-control and self-discipline among students.	26	0	0	1	3.8	3	11.5	4	15.4	18	69.2
Effectively organizes the physical environment of the classroom for instruction.	26	0	0	0	0	1	3.8	4	15.4	21	80.8

Table 6.   New Teacher Performance: Learning Environment. To what extent do you agree or disagree that this first-year teacher does the following?

	ND AGGREGATE		
	#	Mean[a]	SD
Clearly communicates expectations for appropriate student behavior.	26	3.54	.76
Uses effective communication skills and strategies to convey ideas and information to students.	26	3.69	.68
Designs instruction and learning tasks that connect core content to real-life experiences for students.	26	3.73	.53
Helps students work cooperatively to achieve learning goals.	26	3.77	.43
Develops and maintains a classroom environment that promotes student engagement.	26	3.58	.64
Responds appropriately to student behavior.	26	3.46	.81
Creates a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	26	3.85	.46
Use classroom management techniques that foster self-control and self-discipline among students.	26	3.50	.86
Effectively organizes the physical environment of the classroom for instruction.	26	3.77	.51

Note. Data from items B3a-i. Scale: 1 = Disagree; 2 = Tend to Disagree; 3 = Tend to Agree; 4 = Agree.
[a]"Unable to Respond" responses were excluded from the mean calculation.

Table 7. New Teacher Performance: Professionalism. To what extent do you agree or disagree that this first-year teacher does the following?

	Total Respondents	Unable to Respond		Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%	#	%
Seeks out learning opportunities that align with professional development goals.	26	0	0	0	0	3	11.5	1	3.8	22	84.6
Accesses the professional literature to expand knowledge about teaching and learning.	26	0	0	0	0	3	11.5	1	3.8	22	84.6
Actively engages with parent/ guardian/advocate about issues affecting student learning.	26	0	0	0	0	1	3.8	6	23.1	19	73.1
Collaborates with teaching colleagues to improve student performance.	26	0	0	0	0	1	3.8	3	11.5	22	84.6
Uses colleague feedback to support development as a teacher.	26	1	3.8	0	0	2	7.7	2	7.7	21	80.8
Upholds legal responsibilities as a professional educator and student advocate.	26	0	0	0	0	0	0	1	3.8	25	96.2

Table 8. New Teacher Performance: Professionalism. To what extent do you agree or disagree that this first-year teacher does the following?

	#	Mean[a]	SD
Seeks out learning opportunities that align with professional development goals.	26	3.73	.67
Accesses the professional literature to expand knowledge about teaching and learning.	26	3.73	.67
Actively engages with parent/ guardian/advocate about issues affecting student learning.	26	3.69	.55
Collaborates with teaching colleagues to improve student performance.	26	3.81	.49
Uses colleague feedback to support development as a teacher.	25	3.76	.60
Upholds legal responsibilities as a professional educator and student advocate.	26	3.96	.20

Note. Data from items B4a-f. Scale: 1 = Disagree; 2 = Tend to Disagree; 3 = Tend to Agree; 4 = Agree.
[a]"Unable to Respond" responses were excluded from the mean calculation.