

## Ad.23\_Satisfaction of Employers-Supervisor Survey 2023\_(R4.2)

### Additional Cycle of Supervisor Survey Data

The 2023 NExT Supervisor Survey was sent to 95 supervisors of completers who graduated in AY 2021-2022. These completers are in their first year of teaching.

The 95 supervisors who were sent the survey during this data collection period represent 15 of our 19 initial teacher preparation programs.

Figure 1.

#### *Programs represented in the Supervisor Survey Emails*

Art Education (BSED)	2	2%
Elem Ed-Certification (MEd)	15	16%
Elem Edu (BSED)	31	33%
Elem Edu Yuma (BSED)	3	3%
English-Secondary Ed (MA)	1	1%
Music Secondary Ed (BMED)	4	4%
SecEd-Biology (BSED)	2	2%
SecEd-Chemistry (BSED)	1	1%
SecEd-English (BSED)	6	6%
SecEd-Hist&SSt (BSED)	6	6%
SecEd-Mathematics (BSED)	3	3%
SecEd-Physics (BSED)	4	4%
SecEd-Spanish (BSED)	1	1%
Spc&Elem Educ (BSED)	12	13%
SpecEd-Mild/Mod Dis Cer (MEd)	4	4%
<b>Grand Total</b>	<b>95</b>	<b>100%</b>

Of the 20 supervisors ( $n = 20$ , or 21% response rate) who completed the survey as of December 3, 2023, all were principals. The completers whom they supervise are from the eight programs presented in Figure 2. The proportion of programs represented is roughly equal to the proportion of candidates enrolled in our various programs in the elementary education has the greatest number followed by secondary education and special education: 55% elementary education programs; 25% secondary education programs; and 20% special education programs.

Figure 2.

#### *Programs represented in Supervisor Survey Responses*

Elem Ed-Certification (MEd)	5	25%
Elem Edu (BSED)	6	30%
Music Secondary Ed (BMED)	2	10%
SecEd-English (BSED)	1	5%
SecEd-Hist&Sst (BSED)	1	5%
SecEd-Spanish (BSED)	1	5%
Spc&Elem Educ(BSED)	2	10%
Spec Ed-Cross-Cat AdvCrt (MEd)	2	10%
<b>Grand Total</b>	<b>20</b>	<b>100%</b>

## Analysis of results:

### Instructional Practice

For 2023 we can see

- a 13% dip in percentage of Supervisors who marked “agree” for “Use digital and interactive technologies to achieve instructional goals”;
- a 15% dip in percentage of Supervisors who marked “agree” for “Help students develop critical thinking processes” & 7% increase in supervisors who tends to disagree for same;
- a 9% increase in percentage of Supervisors who tends to disagree for “Use formative and summative assessments to inform instructional practice.”

### Abilities to Work with Diverse Learners

For 2023 we can see a

- 15% dip in percentage of Supervisors who marked “agree” for “Effectively teaches students from culturally and ethnically diverse backgrounds and communities”;
- 13% dip in percentage of Supervisors who marked “agree” for “Differentiates to meet the needs of students from various socioeconomic backgrounds”

### Learning Environment

For 2023 we can see

- 10% dip in percentage of Supervisors who marked “agree” for “Creates a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected”;
- 7% dip in percentage of Supervisors who a marked “agree” for “Develops and maintains a classroom environment”

### Levels of Professionalism

For 2023, we can see the following:

- 26% dip in percentage of Supervisors who marked “agree” for “Collaborate with teaching colleagues to improve student performance”;
- 13% increase in Supervisors who tends to disagree on “Seeks out learning opportunities that align with professional development goals”
- 14% dip in percentage of Supervisors who marked “agree” for “Use colleague feedback to support my development as a teacher”

## 2023 NExT Supervisor Survey

2. Which of the following best describes the individual’s employment situation?	#	%
Full-time teacher	19	95%
Part-time teacher	0	0%
Sort-term substitute	0	0%
Long-term substitute	0	0%
Paraprofessional	0	0%
Other*	1	5%
	N = 20	

\*She was a teacher here last year at Dreaming Summit.

3. As this person’s evaluator, which of the following best describes your position?	#	%
Principal	20	105%
Assistant principal	0	0%
Department chair	0	0%
Other	0	0%
	N = 20	

5. How are new teachers in your building evaluated in <b>Student Achievement</b> (mark all that apply)	#	%
Scores on statewide tests	15	30%
Scores on districtwide tests	16	32%
Performance on student learning objectives	16	32%
Value added scores	2	4%
Other	1	2%
Does not apply	0	0%
	N = 20	

<b>Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?</b>	<b>Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Disagree</b>	<b>Not Able to Observe</b>
a. Effectively teaches the subject matter in his/her licensure area.	14	5	1	0	0
	70%	25%	5%	0%	0%
	[N=20]				
b. Selects instructional strategies to align with learning goals and standards.	13	6	1	0	0
	65%	30%	5%	0%	0%
	[N=20]				
h. Design and modify assessments to match learning objectives.	11	8	1	0	0
	55%	40%	5%	0%	0%
	[N=20]				
k. Use formative and summative assessments to inform instructional practice.	10	4	2	0	2
	56%	22%	11%	0%	11%
	[N=18]				
o. Use digital and interactive technologies to achieve instructional goals.	10	10	0	0	0
	50%	50%	0%	0%	0%
	[N=20]				
q. Help students develop critical thinking processes.	7	10	3	0	0
	35%	50%	15%	0%	0%
	[N=20]				
<b>Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?</b>	<b>Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Disagree</b>	<b>Not Able to Observe</b>
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	11	7	1	0	1
	55%	35%	5%	0%	5%
	[N=20]				
b. Differentiate instruction for a variety of learning needs.	11	6	3	0	0
	55%	30%	15%	0%	0%
	[N=20]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	10	6	2	0	1
	53%	32%	11%	0%	5%
	[N=19]				
<b>Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?</b>					
b. Use effective communication skills and strategies to convey ideas and information to students.	15	4	1	0	0
	75%	20%	5%	0%	0%
	[N=20]				
e. Develop and maintain a classroom environment that promotes student engagement.	14	5	1	0	0
	70%	25%	5%	0%	0%
	[N=20]				
	13	7	0	0	0

g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	65%	35%	0%	0%	0%
	[N=20]				
<b>Levels of Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?</b>	<b>Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Disagree</b>	<b>Not Able to Observe</b>
a. Seeks out learning opportunities that align with professional development goals.	15	1	3	0	1
	75%	5%	15%	0%	5%
	[N=20]				
c. Collaborate with teaching colleagues to improve student performance.	11	7	1	1	0
	55%	35%	5%	5%	0%
	[N=20]				
d. Use colleague feedback to support my development as a teacher.	13	4	2	1	0
	65%	20%	10%	5%	0%
	[N=20]				