

Satisfaction of Employers-Supervisor Survey AY 2024 (CAEP Standard R4.2)

The 2024 NExT Supervisor Survey was sent to 43 supervisors of completers who graduated in AY 2022-2023. These completers are in their first year of teaching. The response rate was 37% ($n = 16$).

The 43 supervisors who were sent the survey during this data collection period represent 14 of our 19 initial teacher preparation programs.

Figure 1.

Programs represented in the Supervisor Survey Emails

Row Labels	Count	%
Art Education (BSED)	1	2.3%
Elem Ed-Certification (MEd)	3	7.0%
Elem Edu (BSED)	20	46.5%
ErlyChldEd&ErlyChldSPED (BSED)	1	2.3%
HlthSci-Phys Ed (BSED)	1	2.3%
Music Secondary Ed (BMED)	3	7.0%
SecEd-Chemistry (BSED)	1	2.3%
SecEd-Earth Sci (BSED)	1	2.3%
SecEd-English (BSED)	2	4.7%
SecEd-Hist&SSt (BSED)	1	2.3%
SecEd-Mathematics (BSED)	3	7.0%
Spc&Elem Educ(BSED)	4	9.3%
SpcEd-ErlChld w/ Cert (MED)	1	2.3%
Teaching Science w/ Cert (MAT)	1	2.3%
Grand Total	43	100.00%

Of the 16 supervisors ($n = 16$, or 37% response rate) who completed the survey as of September 8, 2024, 75% were principals. They supervise completers 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 that elementary education programs have the greatest number of potential respondents, followed by secondary education, and then special education: 53% potential respondents supervise elementary education completers; 33% secondary education programs; and 14% special education programs.

Figure 2.

Programs represented in Supervisor Survey Responses

Row Labels	Count	%
Art Education (BSED)	1	6%
Elem Ed-Certification (MEd)	2	13%
Elem Edu (BSED)	7	44%
HlthSci-Phys Ed (BSED)	1	6%
Music Secondary Ed (BMED)	1	6%
SecEd-English (BSED)	1	6%
Spc&Elem Educ(BSED)	3	19%
Grand Total	16	100%

The following table represents the demographics of the completers reviewed in the supervisor survey. All completers represented in the Fall 2024 NExT Supervisor Survey were female. In terms of race/ethnicity, 1 completer was American Indian/Alaska Native; 2 were Hispanic/Latine; 3 were 2 or more races; and 9 were White. The completed survey results are presented in aggregate, and following sections of the report present the survey results disaggregated by race/ethnicity.

Figure 3.

*Demographic table of Completers by Gender/Race/Ethnicity**

Demographic group	Count	%
Female	15	100%
American Indian/Alaska Native	1	6%
Hispanic/Latine	2	12.5%
2 or more races	3	19%
White	9	56%

*One completer is undetermined and not included in this demographic chart.

Analysis of results:

Instructional Practice

For 2024 we can see

- There was very little change in supervising employer' feedback regarding the strengths and weaknesses of completers in that almost all employers indicated "Agree" or "Tend to Agree" in all categories.
- Items K, O, and Q (Use formative and summative assessments to inform instructional practice; Use digital and interactive technologies to achieve instructional goals; Help students develop critical thinking processes) reflected a slightly lower level of confidence in that had a greater percentage of "tend to agree" (47%) rather than "agree" percentages.

Abilities to Work with Diverse Learners

For 2024 we can see that

- There was little change from the AY 2023 results.
- All scores showed that 60% of supervising employers marked "Agreed" and 40% marked "Tend to Agree"

Learning Environment

For 2024 we can see that

- There was very little change from AY 2023 in scoring;
- All supervising employers identified completers in the "Agree" and "Tend to Agree" range.

Levels of Professionalism

For 2024, we can see the following:

- Scores for a (seeks out learning opportunities that align with professional development goals) and d (Use colleague feedback to support my development as a teacher) were very similar to AY 2023 in that almost all supervising employers marked completers in the "agreed" and "tend to agree" range.
- Scores for c (Collaborate with teaching colleagues to improve student performance) showed a strong positive increase, with scores rising from 55% marking "agree" in AY 2023 to 87% marking "agree" in AY 2024.

2024 NExT Supervisor Survey

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	16	100%
Part-time teacher	0	0%

Short-term substitute	0	0%
Long-term substitute	0	0%
Paraprofessional	0	0%
Other*	0	0%
	[N=16]	

*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	12	75%
Assistant principal	2	13%
Department chair	2	13%
Other	0	0%
	[N=16]	

5. How are new teachers in your building evaluated in Student Achievement (mark all that apply)	#	%
Scores on statewide tests	8	50%
Scores on districtwide tests	12	75%
Performance on student learning objectives	14	88%
Value added scores	1	6%
Other	1	6%
Does not apply	0	0%
	[N=16]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	10	5	0	0	0
	67%	33%	0%	0%	0%
	[N=15]				
b. Selects instructional strategies to align with learning goals and standards.	10	5	0	0	0
	67%	33%	0%	0%	0%
	[N=15]				
h. Design and modify assessments to match learning objectives.	10	4	1	0	0
	67%	27%	7%	0%	0%
	[N=15]				
k. Use formative and summative assessments to inform instructional practice.	7	6	0	0	0
	54%	46%	0%	0%	0%
	[N=13]				
o. Use digital and interactive technologies to achieve instructional goals.	7	7	1	0	0
	47%	47%	7%	0%	0%
	[N=15]				

q. Help students develop critical thinking processes.	7	7	1	0	0
	47%	47%	7%	0%	0%
	[N=15]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	9	6	0	0	0
	60%	40%	0%	0%	0%
	[N=15]				
b. Differentiate instruction for a variety of learning needs.	9	6	0	0	0
	60%	40%	0%	0%	0%
	[N=15]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	9	6	0	0	0
	60%	40%	0%	0%	0%
	[N=15]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
b. Use effective communication skills and strategies to convey ideas and information to students.	9	5	1	0	0
	60%	33%	7%	0%	0%
	[N=15]				
e. Develop and maintain a classroom environment that promotes student engagement.	9	5	1	0	0
	60%	33%	7%	0%	0%
	[N=15]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	10	5	0	0	0
	67%	33%	0%	0%	0%
	[N=15]				
Levels of Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	10	5	0	0	0
	67%	33%	0%	0%	0%
	[N=15]				
c. Collaborate with teaching colleagues to improve student performance.	13	2	0	0	0
	87%	13%	0%	0%	0%
	[N=15]				
d. Use colleague feedback to support my development as a teacher.	11	4	0	0	0
	73%	27%	0%	0%	0%
	[N=15]				

By Gender

All candidates are female so there is no difference from the table above.

American Indian/Alaska Native. 2024 NExT Supervisor Survey

By Race - American Indian/Alaska Native

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	0	0%
Part-time teacher	0	0%
Sort-term substitute	0	0%
Long-term substitute	1	100%
Paraprofessional	0	0%
*Other (please describe):	0	0%
	[N=1]	

3. As this person's evaluator, which of the following best describes your position?	#	%
Principle	0	0%
Assistant principle	0	0%
Department chair	0	0%
*Other (please describe):	1	100%
	[N=1]	

5. Student Achievement (mark all that apply)	#	%
Scores on statewide tests	0	0%
Scores on districtwide tests	1	100%
Performance on student learning objectives	4	400%
Value added scores	11	1100%
*Other (please describe):	0	0%
Does not apply	0	0%
	[N=1]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
b. Selects instructional strategies to align with learning goals and standards.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
c. Designs activities where students engage with subject matter from a variety of perspectives.	1	0	0	0	0
	100%	0%	0%	0%	0%

	[N=1]				
d. Accounts for students' prior knowledge or experiences in instructional planning.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
e. Designs long-range instructional plans that meet curricular goals.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
f. Regularly adjusts instructional plans to meet students' needs.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
g. Plans lessons with clear learning objectives/goals in mind.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
h. Design and modify assessments to match learning objectives.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
i. Provide students with meaningful feedback to guide next steps in learning.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
j. Engage students in self-assessment strategies.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
k. Use formative and summative assessments to inform instructional practice.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
l. Understand issues of reliability and validity in assessment.	0	0	0	0	1
	0%	0%	0%	0%	100%
	[N=1]				
m. Analyze appropriate types of assessment data to identify student learning needs.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
n. Differentiate assessment for all learners.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
o. Use digital and interactive technologies to achieve instructional goals.	0	0	1	0	0
	0%	0%	100%	0%	0%
	[N=1]				
p. Engage students in using a range of technology tools to achieve learning goals.	0	0	1	0	0
	0%	0%	100%	0%	0%
	[N=1]				
q. Help students develop critical thinking processes.	0	1	0	0	0

	0%	100%	0%	0%	0%
	[N=1]				
r. Help students develop skills to solve complex problems.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
s. Makes interdisciplinary connections among core subjects.	0	0	1	0	0
	0%	0%	100%	0%	0%
	[N=1]				
t. Know where and how to access resources to build global awareness and understanding.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
u. Help students analyze multiple sources of evidence to draw sound conclusions.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
b. Differentiate instruction for a variety of learning needs.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
c. Differentiate for students at varied developmental levels.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
e. Differentiate instruction for students with IEPs and 504 plans.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
f. Differentiate instruction for students with mental health needs.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
g. Differentiate instruction for gifted and talented students.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
h. Differentiate instruction for English-language learners.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
i. Access resources to foster learning for students with	1	0	0	0	0

diverse needs.	100%	0%	0%	0%	0%
	[N=1]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Clearly communicate expectations for appropriate student behavior.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
b. Use effective communication skills and strategies to convey ideas and information to students.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
c. Connect core content to students' real-life experiences.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
d. Help students work together to achieve learning goals.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
e. Develop and maintain a classroom environment that promotes student engagement.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
f. Respond appropriately to student behavior.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
h. Help students regulate their own behavior.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
i. Effectively organize the physical environment of the classroom for instruction.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
b. Collaborate with parents and guardians to support student learning.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
c. Collaborate with teaching colleagues to improve	1	0	0	0	0

student performance.	100%	0%	0%	0%	0%
	[N=1]				
d. Use colleague feedback to support my development as a teacher.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
e. Uphold laws related to student rights and teacher responsibility.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
f. Acts as an advocate for all students.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				

Hispanic/Latino 2024 NExT Supervisor Survey

By Race - Hispanic/Latino

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	0	0%
Part-time teacher	0	0%
Sort-term substitute	1	50%
Long-term substitute	1	50%
Paraprofessional	0	0%
*Other (please describe):	0	0%
	[N=2]	

*She was a teacher here last year.

3. As this person's evaluator, which of the following best describes your position?	#	%
Principle	0	0%
Assistant principle	0	0%
Department chair	1	50%
*Other (please describe):	1	50%
	[N=2]	

5. Student Achievement (mark all that apply)	#	%
Scores on statewide tests	0	0%
Scores on districtwide tests	1	50%
Performance on student learning objectives	5	250%
Value added scores	11	550%
*Other (please describe):	0	0%

Does not apply	0	0%
	[N=2]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
b. Selects instructional strategies to align with learning goals and standards.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
c. Designs activities where students engage with subject matter from a variety of perspectives.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
d. Accounts for students' prior knowledge or experiences in instructional planning.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
e. Designs long-range instructional plans that meet curricular goals.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
f. Regularly adjusts instructional plans to meet students' needs.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
g. Plans lessons with clear learning objectives/goals in mind.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
h. Design and modify assessments to match learning objectives.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
i. Provide students with meaningful feedback to guide next steps in learning.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
j. Engage students in self-assessment strategies.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
k. Use formative and summative assessments to inform instructional practice.	1	0	0	0	0
	100%	0%	0%	0%	0%
	[N=1]				
l. Understand issues of reliability and validity in assessment.	0	2	0	0	0
	0%	100%	0%	0%	0%

	[N=2]				
m. Analyze appropriate types of assessment data to identify student learning needs.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
n. Differentiate assessment for all learners.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
o. Use digital and interactive technologies to achieve instructional goals.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
p. Engage students in using a range of technology tools to achieve learning goals.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
q. Help students develop critical thinking processes.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
r. Help students develop skills to solve complex problems.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
s. Makes interdisciplinary connections among core subjects.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
t. Know where and how to access resources to build global awareness and understanding.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
u. Help students analyze multiple sources of evidence to draw sound conclusions.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
b. Differentiate instruction for a variety of learning needs.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
c. Differentiate for students at varied developmental levels.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	1	1	0	0	0
	50%	50%	0%	0%	0%

	[N=2]				
e. Differentiate instruction for students with IEPs and 504 plans.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
f. Differentiate instruction for students with mental health needs.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
g. Differentiate instruction for gifted and talented students.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
h. Differentiate instruction for English-language learners.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
i. Access resources to foster learning for students with diverse needs.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Clearly communicate expectations for appropriate student behavior.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
b. Use effective communication skills and strategies to convey ideas and information to students.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
c. Connect core content to students' real-life experiences.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
d. Help students work together to achieve learning goals.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
e. Develop and maintain a classroom environment that promotes student engagement.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
f. Respond appropriately to student behavior.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
h. Help students regulate their own behavior.	0	2	0	0	0
	0%	100%	0%	0%	0%

	[N=2]				
i. Effectively organize the physical environment of the classroom for instruction.	0	2	0	0	0
	0%	100%	0%	0%	0%
	[N=2]				
Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
b. Collaborate with parents and guardians to support student learning.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
c. Collaborate with teaching colleagues to improve student performance.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
d. Use colleague feedback to support my development as a teacher.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
e. Uphold laws related to student rights and teacher responsibility.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
f. Acts as an advocate for all students.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				

Race—2 or more 2024 NExT Supervisor Survey

By Race - Two or More

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	0	0%
Part-time teacher	0	0%
Sort-term substitute	1	33%
Long-term substitute	2	67%
Paraprofessional	0	0%
*Other (please describe):	0	0%
	[N=3]	

*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	0	0%
Assistant principle	1	33%
Department chair	0	0%
*Other (please describe):	2	67%
	[N=3]	

5. Student Achievement (mark all that apply)	#	%
Scores on statewide tests	0	0%
Scores on districtwide tests	2	67%
Performance on student learning objectives	4	133%
Value added scores	12	400%
*Other (please describe):	0	0%
Does not apply	0	0%
	[N=3]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
b. Selects instructional strategies to align with learning goals and standards.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
c. Designs activities where students engage with subject matter from a variety of perspectives.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
d. Accounts for students' prior knowledge or experiences in instructional planning.	2	0	1	0	0
	67%	0%	33%	0%	0%
	[N=3]				
e. Designs long-range instructional plans that meet curricular goals.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
f. Regularly adjusts instructional plans to meet students' needs.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
g. Plans lessons with clear learning objectives/goals in mind.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				

h. Design and modify assessments to match learning objectives.	2	0	1	0	0
	67%	0%	33%	0%	0%
	[N=3]				
i. Provide students with meaningful feedback to guide next steps in learning.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
j. Engage students in self-assessment strategies.	2	0	1	0	0
	67%	0%	33%	0%	0%
	[N=3]				
k. Use formative and summative assessments to inform instructional practice.	2	0	0	0	0
	100%	0%	0%	0%	0%
	[N=2]				
l. Understand issues of reliability and validity in assessment.	2	0	1	0	0
	67%	0%	33%	0%	0%
	[N=3]				
m. Analyze appropriate types of assessment data to identify student learning needs.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
n. Differentiate assessment for all learners.	2	0	1	0	0
	67%	0%	33%	0%	0%
	[N=3]				
o. Use digital and interactive technologies to achieve instructional goals.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
p. Engage students in using a range of technology tools to achieve learning goals.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
q. Help students develop critical thinking processes.	2	0	1	0	0
	67%	0%	33%	0%	0%
	[N=3]				
r. Help students develop skills to solve complex problems.	2	0	1	0	0
	67%	0%	33%	0%	0%
	[N=3]				
s. Makes interdisciplinary connections among core subjects.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
t. Know where and how to access resources to build global awareness and understanding.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
u. Help students analyze multiple sources of evidence to draw sound conclusions.	2	1	0	0	0
	67%	33%	0%	0%	0%

	[N=3]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	2 67% [N=3]	1 33% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
b. Differentiate instruction for a variety of learning needs.	1 33% [N=3]	2 67% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
c. Differentiate for students at varied developmental levels.	2 67% [N=3]	1 33% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	1 33% [N=3]	2 67% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
e. Differentiate instruction for students with IEPs and 504 plans.	1 33% [N=3]	2 67% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
f. Differentiate instruction for students with mental health needs.	1 33% [N=3]	2 67% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
g. Differentiate instruction for gifted and talented students.	1 33% [N=3]	2 67% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
h. Differentiate instruction for English-language learners.	0 0% [N=3]	2 67% [N=3]	0 0% [N=3]	0 0% [N=3]	1 33% [N=3]
i. Access resources to foster learning for students with diverse needs.	2 67% [N=3]	1 33% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Clearly communicate expectations for appropriate student behavior.	1 33% [N=3]	2 67% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]
b. Use effective communication skills and strategies to convey ideas and information to students.	1 33% [N=3]	1 33% [N=3]	1 33% [N=3]	0 0% [N=3]	0 0% [N=3]
c. Connect core content to students' real-life experiences.	2 67% [N=3]	1 33% [N=3]	0 0% [N=3]	0 0% [N=3]	0 0% [N=3]

	[N=3]				
d. Help students work together to achieve learning goals.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
e. Develop and maintain a classroom environment that promotes student engagement.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
f. Respond appropriately to student behavior.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
h. Help students regulate their own behavior.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
i. Effectively organize the physical environment of the classroom for instruction.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	3	0	0	0	0
	100%	0%	0%	0%	0%
	[N=3]				
b. Collaborate with parents and guardians to support student learning.	3	0	0	0	0
	100%	0%	0%	0%	0%
	[N=3]				
c. Collaborate with teaching colleagues to improve student performance.	3	0	0	0	0
	100%	0%	0%	0%	0%
	[N=3]				
d. Use colleague feedback to support my development as a teacher.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
e. Uphold laws related to student rights and teacher responsibility.	3	0	0	0	0
	100%	0%	0%	0%	0%
	[N=3]				
f. Acts as an advocate for all students.	3	0	0	0	0
	100%	0%	0%	0%	0%
	[N=3]				

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
b. Selects instructional strategies to align with learning goals and standards.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
c. Designs activities where students engage with subject matter from a variety of perspectives.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
d. Accounts for students' prior knowledge or experiences in instructional planning.	7	1	1	0	0
	78%	11%	11%	0%	0%
	[N=9]				
e. Designs long-range instructional plans that meet curricular goals.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
f. Regularly adjusts instructional plans to meet students' needs.	5	3	1	0	0
	56%	33%	11%	0%	0%
	[N=9]				
g. Plans lessons with clear learning objectives/goals in mind.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
h. Design and modify assessments to match learning objectives.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
i. Provide students with meaningful feedback to guide next steps in learning.	5	3	1	0	0
	56%	33%	11%	0%	0%
	[N=9]				
j. Engage students in self-assessment strategies.	5	4	0	0	0
	56%	44%	0%	0%	0%
	[N=9]				
k. Use formative and summative assessments to inform instructional practice.	4	5	0	0	0
	44%	56%	0%	0%	0%
	[N=9]				
l. Understand issues of reliability and validity in assessment.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
m. Analyze appropriate types of assessment data to identify student learning needs.	5	3	1	0	0
	56%	33%	11%	0%	0%
	[N=9]				
n. Differentiate assessment for all learners.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
o. Use digital and interactive technologies to achieve instructional goals.	6	3	0	0	0
	67%	33%	0%	0%	0%

	[N=9]				
p. Engage students in using a range of technology tools to achieve learning goals.	5	4	0	0	0
	56%	44%	0%	0%	0%
	[N=9]				
q. Help students develop critical thinking processes.	5	4	0	0	0
	56%	44%	0%	0%	0%
	[N=9]				
r. Help students develop skills to solve complex problems.	5	4	0	0	0
	56%	44%	0%	0%	0%
	[N=9]				
s. Makes interdisciplinary connections among core subjects.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
t. Know where and how to access resources to build global awareness and understanding.	4	4	1	0	0
	44%	44%	11%	0%	0%
	[N=9]				
u. Help students analyze multiple sources of evidence to draw sound conclusions.	5	3	0	1	0
	56%	33%	0%	11%	0%
	[N=9]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
b. Differentiate instruction for a variety of learning needs.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
c. Differentiate for students at varied developmental levels.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
e. Differentiate instruction for students with IEPs and 504 plans.	7	2	0	0	0
	78%	22%	0%	0%	0%
	[N=9]				
f. Differentiate instruction for students with mental health needs.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
g. Differentiate instruction for gifted and talented students.	5	2	0	0	2
	56%	22%	0%	0%	22%

	[N=9]				
h. Differentiate instruction for English-language learners.	6	2	0	0	1
	67%	22%	0%	0%	11%
	[N=9]				
i. Access resources to foster learning for students with diverse needs.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Clearly communicate expectations for appropriate student behavior.	6	2	0	1	0
	67%	22%	0%	11%	0%
	[N=9]				
b. Use effective communication skills and strategies to convey ideas and information to students.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
c. Connect core content to students' real-life experiences.	7	2	0	0	0
	78%	22%	0%	0%	0%
	[N=9]				
d. Help students work together to achieve learning goals.	5	3	1	0	0
	56%	33%	11%	0%	0%
	[N=9]				
e. Develop and maintain a classroom environment that promotes student engagement.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
f. Respond appropriately to student behavior.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	8	1	0	0	0
	89%	11%	0%	0%	0%
	[N=9]				
h. Help students regulate their own behavior.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
i. Effectively organize the physical environment of the classroom for instruction.	6	2	0	1	0
	67%	22%	0%	11%	0%
	[N=9]				
Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	5	4	0	0	0
	56%	44%	0%	0%	0%

	[N=9]				
b. Collaborate with parents and guardians to support student learning.	8	1	0	0	0
	89%	11%	0%	0%	0%
	[N=9]				
c. Collaborate with teaching colleagues to improve student performance.	8	1	0	0	0
	89%	11%	0%	0%	0%
	[N=9]				
d. Use colleague feedback to support my development as a teacher.	7	2	0	0	0
	78%	22%	0%	0%	0%
	[N=9]				
e. Uphold laws related to student rights and teacher responsibility.	7	2	0	0	0
	78%	22%	0%	0%	0%
	[N=9]				
f. Acts as an advocate for all students.	8	1	0	0	0
	89%	11%	0%	0%	0%
	[N=9]				

White--2024 NExT Supervisor Survey

By Race – White

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	0	0%
Part-time teacher	0	0%
Sort-term substitute	3	33%
Long-term substitute	6	67%
Paraprofessional	0	0%
*Other (please describe):	0	0%
	[N=9]	

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

3. As this person's evaluator, which of the following best describes your position?	#	%
Principle	0	0%
Assistant principle	1	11%
Department chair	1	11%
*Other (please describe):	7	78%
	[N=9]	

5. Student Achievement (mark all that apply)	#	%
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Scores on statewide tests	0	0%
Scores on districtwide tests	1	11%
Performance on student learning objectives	7	78%
Value added scores	16	178%
*Other (please describe):	0	0%
Does not apply	0	0%
	[N=9]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
b. Selects instructional strategies to align with learning goals and standards.	5	3	1	0	0
	56%	33%	11%	0%	0%
	[N=9]				
h. Design and modify assessments to match learning objectives.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
k. Use formative and summative assessments to inform instructional practice.	6	3	0	0	0
	67%	33%	0%	0%	0%
	[N=9]				
o. Use digital and interactive technologies to achieve instructional goals.	7	2	0	0	0
	78%	22%	0%	0%	0%
	[N=9]				
q. Help students develop critical thinking processes.	5	2	0	0	2
	56%	22%	0%	0%	22%
	[N=9]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	7	2	0	0	0
	78%	22%	0%	0%	0%
	[N=9]				
b. Differentiate instruction for a variety of learning needs.	5	3	1	0	0
	56%	33%	11%	0%	0%
	[N=9]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	6	2	1	0	0
	67%	22%	11%	0%	0%
	[N=9]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
b. Use effective communication skills and strategies to convey ideas and information to students.	7	2	0	0	0
	78%	22%	0%	0%	0%
	[N=9]				

e. Develop and maintain a classroom environment that promotes student engagement.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
Levels of Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
c. Collaborate with teaching colleagues to improve student performance.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				
d. Use colleague feedback to support my development as a teacher.	0	1	0	0	0
	0%	100%	0%	0%	0%
	[N=1]				