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/ethynicity.

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 our 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	ot Able to Observe
a. Effectively teaches the subject matter in	10	5	0	0	0
his/her licensure area.	67%	33%	0%	0%	0%
	[<i>N</i> =15]				
b. Selects instructional strategies to align	10	5	0	0	0
with learning goals and standards.	67%	33%	0%	0%	0%
	[N=15]				
h. Design and modify assessments to match	10	4	1	0	0
learning objectives.	67%	27%	7%	0%	0%
	[<i>N</i> =15]				
k. Use formative and summative assessments	7	6	0	0	0
to inform instructional practice.	54%	46%	0%	0%	0%
	[N=13]				
o. Use digital and interactive technologies to	7	7	1	0	0
achieve instructional goals.	47%	47%	7%	0%	0%
	[N=15]				

q. Help students develop critical thinking	7	7	1	0	0
processes.	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	ot Able to Observe
a. Effectively teach students from culturally	9	6	0	0	0
and ethnically diverse backgrounds and	60%	40%	0%	0%	0%
communities.	[N=15]				
b. Differentiate instruction for a variety of	9	6	0	0	0
learning needs.	60%	40%	0%	0%	0%
	[N=15]				
d. Differentiate to meet the needs of	9	6	0	0	0
students from various socioeconomic	60%	40%	0%	0%	0%
backgrounds.	[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	9	5	1	0	0
strategies to convey ideas and information to	60%	33%	7%	0%	0%
students.	[N=15]				
e. Develop and maintain a classroom	9	5	1	0	0
environment that promotes student	60%	33%	7%	0%	0%
engagement.	[N=15]				
g. Create a learning environment in which	10	5	0	0	0
differences such as race, culture, gender,	67%	33%	0%	0%	0%
sexual orientation, and language are respected.	[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	ot Able to Observe
a. Seeks out learning opportunities that align	10	5	0	0	0
with professional development goals.	67%	33%	0%	0%	0%
	[<i>N</i> =15]				
c. Collaborate with teaching colleagues to	13	2	0	0	0
improve student performance.	87%	13%	0%	0%	0%
	[N=15]				
d. Use colleague feedback to support my	11	4	0	0	0
development as a teacher.	720/	27%	0%	0%	0%
development as a teacher.	73%	2170	0 /0	0 /0	U 70

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	1	0	0	0	0
licensure area.	100%	0%	0%	0%	0%
	[N=1]				
b. Selects instructional strategies to align with learning	1	0	0	0	0
goals and standards.	100%	0%	0%	0%	0%
	[N=1]				
c. Designs activities where students engage with subject	1	0	0	0	0
matter from a variety of perspectives.	100%	0%	0%	0%	0%

	[N=1]				
d. Accounts for students' prior knowledge or	1	0	0	0	0
experiences in instructional planning.	100%	0%	0%	0%	0%
	[N=1]				
e. Designs long-range instructional plans that meet	1	0	0	0	0
curricular goals.	100%	0%	0%	0%	0%
	[N=1]				
f. Regularly adjusts instructional plans to meet students'	0	1	0	0	0
needs.	0%	100%	0%	0%	0%
	[N=1]				
g. Plans lessons with clear learning objectives/goals in	1	0	0	0	0
mind.	100%	0%	0%	0%	0%
	[N=1]				
h. Design and modify assessments to match learning	1	0	0	0	0
objectives.	100%	0%	0%	0%	0%
	[N=1]				
i. Provide students with meaningful feedback to guide	1	0	0	0	0
next steps in learning.	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	0	1	0	0	0
k. Use formative and summative assessments to informinstructional practice.	0%	100%	0%	0%	0%
	[N=1]				
I. Understand issues of reliability and validity in	0	0	0	0	1
assessment.	0%	0%	0%	0%	100%
	[N=1]				
m. Analyze appropriate types of assessment data to	0	1	0	0	0
identify student learning needs.	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	0	0	1	0	0
instructional goals.	0%	0%	100%	0%	0%
	[N=1]				
p. Engage students in using a range of technology tools	0	0	1	0	0
to achieve learning goals.	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	0	1	0	0	0
problems.	0%	100%	0%	0%	0%
	[N=1]			0 0% 0 0% 0 0 0%	
s. Makes interdisciplinary connections among core	0	0	1	0	0
subjects.	0%	0%	100%	0%	0%
	[N=1]				
t. Know where and how to access resources to build	0	1	0	0	0
global awareness and understanding.	0%	100%	0%	0%	0%
	[N=1]			0% 0% 0 0 0% 0% 0% end to sagree 0 0 0% 0% 0%	
u. Help students analyze multiple sources of evidence to	0	1	0	0	0
draw sound conclusions.	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	1	0	0	0	0
ethnically diverse backgrounds and communities.	100%	0%	0%	0%	0%
	[N=1]				
b. Differentiate instruction for a variety of learning	1	0	0	0	0
needs.	100%	0%	0%	0%	0%
	[N=1]				
c. Differentiate for students at varied developmental	1	0	0	0	0
levels.	100%	0%	0%	0%	0%
	[N=1]				
d. Differentiate to meet the needs of students from	1	0	0	0	0
various socioeconomic backgrounds.	100%	0%	0%	0%	0%
	[N=1]				
e. Differentiate instruction for students with IEPs and	1	0	0	0	0
504 plans.	100%	0%	0%	0%	0%
	[N=1]				
f. Differentiate instruction for students with mental	1	0	0	0	0
health needs.	100%	0%	0%	0%	0%
	[N=1]				
g. Differentiate instruction for gifted and talented	1	0	0	0	0
students.	100%	0%	0%	0%	0%
	[N=1]				
h. Differentiate instruction for English-language	1	0	0	0	0
learners.	100%	0%	0%	0%	0%
	[N=1]				
i. Access resources to foster learning for students with					

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	1	0	0	0	0
student behavior.	100%	0%	0%	0%	0%
	[N=1]				
b. Use effective communication skills and strategies to	1	0	0	0	0
convey ideas and information to students.	100%	0%	0%	0%	0%
	[N=1]				
c. Connect core content to students' real-life	1	0	0	0	0
experiences.	100%	0%	0%	0%	0%
	[N=1]				
d. Help students work together to achieve learning	1	0	0	0	0
goals.	100%	0%	0%	0%	0%
	[N=1]				
e. Develop and maintain a classroom environment that	1	0	0	0	0
promotes student engagement.	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	1	0	0	0	0
such as race, culture, gender, sexual orientation, and	100%	0%	0%	0%	0%
language are respected.	[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	1	0	0	0	0
classroom for instruction.	100%	0%	0%	0%	0%
	[N=1]				0,0
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	1	0	0	0	0
professional development goals.	100%	0%	0%	0%	0%
	[N=1]				
b. Collaborate with parents and guardians to support	1	0	0	0	0
student learning.	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	1	0	0	0	0
as a teacher.	100%	0%	0%	0%	0%
	[N=1]				
e. Uphold laws related to student rights and teacher	1	0	0	0	0
responsibility.	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	1	1	0	0	0
. Effectively teaches the subject matter in his/her censure area. . Selects instructional strategies to align with learning oals and standards. . Designs activities where students engage with subject natter from a variety of perspectives. . Accounts for students' prior knowledge or xperiences in instructional planning. . Designs long-range instructional plans that meet urricular goals. . Regularly adjusts instructional plans to meet studen eeds. . Plans lessons with clear learning objectives/goals in hind.	50%	50%	0%	0%	0%
	[N=2]				
b. Selects instructional strategies to align with learning	1	1	0	0	0
goals and standards.	50%	50%	0%	0%	0%
	[N=2]				
c. Designs activities where students engage with subject	1	1	0	0	0
matter from a variety of perspectives.	50%	50%	0%	0%	0%
	[N=2]				
d. Accounts for students' prior knowledge or	1	1	0	0	0
experiences in instructional planning.	50%	50%	0%	0%	0%
	[N=2]				
e. Designs long-range instructional plans that meet	1	1	0	0	0
curricular goals.	50%	50%	0%	0%	0%
	[N=2]				
f. Regularly adjusts instructional plans to meet students'	1	1	0	0	0
needs.	50%	50%	0%	0%	0%
	[N=2]				
g. Plans lessons with clear learning objectives/goals in	1	1	0	0	0
mind.	50%	50%	0%	0%	0%
	[N=2]				
h. Design and modify assessments to match learning	1	1	0	0	0
objectives.	50%	50%	0%	0%	0%
	[N=2]				
i. Provide students with meaningful feedback to guide	1	1	0	0	0
next steps in learning.	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	1	0	0	0	0
instructional practice.	100%	0%	0%	0%	0%
	[N=1]				
l. Understand issues of reliability and validity in	0	2	0	0	0
assessment.	0%	100%	0%	0%	0%

	[N=2]				
m. Analyze appropriate types of assessment data to	0	2	0	0	0
identify student learning needs.	0%	100%	0%	0%	0%
	[N=2]				
n. Differentiate assessment for all learners.	1	1	0	0	0
	50%	50%	0%	0% 0%	0%
	[N=2]				
o. Use digital and interactive technologies to achieve	0	2	0	0	0
instructional goals.	0%	100%	0%	0%	0%
	[N=2]				
p. Engage students in using a range of technology tools to achieve learning goals. q. Help students develop critical thinking processes. r. Help students develop skills to solve complex problems.	0	2	0	0	0
to achieve learning goals.	0%	100%	0%	0%	0%
	[N=2]			0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	
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	0	2	0	0	0
problems.	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	0	2	0	0	0
global awareness and understanding.	0%	100%	0%	0%	0%
	[N=2]				
u. Help students analyze multiple sources of evidence to	0	2	0	0	0
draw sound conclusions.	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	0	2	0	0	0
ethnically diverse backgrounds and communities.	0%	100%	0%	0%	0%
	[N=2]				
b. Differentiate instruction for a variety of learning	1	1	0	0	0
needs.	50%	50%	0%	0%	0%
	[N=2]				
	[14-2]				
c. Differentiate for students at varied developmental	1	1	0	0	0
c. Differentiate for students at varied developmental levels.		1 50%	0 0%	0 0%	0 0%
•	1				_
•	1 50%				_

	[N=2]				
e. Differentiate instruction for students with IEPs and	1	1	0	0	0
504 plans.	50%	50%	0%	0%	0%
	[N=2]				
f. Differentiate instruction for students with mental	1	1	0	0	0
health needs.	50%	50%	0%	0%	0%
	[N=2]			0% 0 0% 0 0% 0 0% 0 0% 0 0% 0 0% 0 0%	
g. Differentiate instruction for gifted and talented	1	1	0	0	0
students.	50%	50%	0%	0%	0%
	[N=2]				
h. Differentiate instruction for English-language	1	1	0	0	0
learners.	50%	50%	0%	0%	0%
	[N=2]				
i. Access resources to foster learning for students with	1	1	0	0	0
diverse needs.	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	1	1	0	0	0
student behavior.	50%	50%	0%	0%	0%
	[N=2]				• • • • • • • • • • • • • • • • • • • •
b. Use effective communication skills and strategies to	1	1	0	0	0
convey ideas and information to students.	50%	50%			0%
	[N=2]				• • • • • • • • • • • • • • • • • • • •
c. Connect core content to students' real-life	1	1	0	0	0
experiences.	50%	50%	0%	0%	0%
	[N=2]				0,1
d. Help students work together to achieve learning	1	1	0	0	0
goals.	50%	50%	0%	0%	0%
	[N=2]				
e. Develop and maintain a classroom environment that	0	2	0	0	0
promotes student engagement.	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	0	2	0	0	0
such as race, culture, gender, sexual orientation, and	0%	100%	0%	0%	0%
language are respected.	—				
	[N=2]				
h. Help students regulate their own behavior.	[N=2] 0	2	0	0	0

	[N=2]				
i. Effectively organize the physical environment of the	0	2	0	0	0
classroom for instruction.	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	1	1	0	0	0
professional development goals.	50%	50%	0%	0%	0%
	[N=2]				
b. Collaborate with parents and guardians to support	1	1	0	0	0
student learning.	50%	50%	0%	0%	0%
	[N=2]				
c. Collaborate with teaching colleagues to improve	1	1	0	0	0
student performance.	50%	50%	0%	0%	0%
	[N=2]				
d. Use colleague feedback to support my development	1	1	0	0	0
as a teacher.	50%	50%	0%	0%	0%
	[N=2]				
e. Uphold laws related to student rights and teacher	1	1	0	0	0
responsibility.	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	2	1	0	0	0
licensure area.	67%	33%	0%	0%	0%
	[N=3]				
b. Selects instructional strategies to align with learning	2	1	0	0	0
goals and standards.	67%	33%	0%	0%	0%
	[N=3]				
c. Designs activities where students engage with subject	2	1	0	0	0
matter from a variety of perspectives.	67%	33%	0%	0%	0%
	[N=3]				
d. Accounts for students' prior knowledge or	2	0	1	0	0
experiences in instructional planning.	67%	0%	33%	0%	0%
	[N=3]				
e. Designs long-range instructional plans that meet	2	1	0	0	0
curricular goals.	67%	33%	0%	0%	0%
	[N=3]				
f. Regularly adjusts instructional plans to meet students'	2	1	0	0	0
needs.	67%	33%	0%	0%	0%
	[N=3]				
g. Plans lessons with clear learning objectives/goals in	2	1	0	0	0
mind.	67%	33%	0%	0%	0%
	[N=3]				

n. Design and modify assessments to match learning	2	0	1	0	0
objectives.	67%	0%	33%	0%	0%
	[N=3]				
i. Provide students with meaningful feedback to guide	2	1	0	0	0
next steps in learning.	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	2	0	0	0	0
instructional practice.	100%	0%	0%	0%	0%
	[N=2]				
I. 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	2	1	0	0	0
identify student learning needs.	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	1	2	0	0	0
instructional goals.	33%	67%	0%	0%	0%
	[N=3]				
p. Engage students in using a range of technology tools	1	2	0	0	0
to achieve learning goals.	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	2	0	1	0	0
problems.	67%	0%	33%	0%	0%
	[N=3]				
s. Makes interdisciplinary connections among core	1	2	0	0	0
subjects.	33%	67%	0%	0%	0%
	[N=3]	-	-		3,5
t. Know where and how to access resources to build	2	1	0	0	0
global awareness and understanding.	67%	33%	0%	0%	0%
-	[N=3]		÷,,		370
u. Help students analyze multiple sources of evidence to	2	1	0	0	0
draw sound conclusions.	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	2	1	0	0	0
ethnically diverse backgrounds and communities.	67%	33%	0%	0%	0%
	[N=3]				
b. Differentiate instruction for a variety of learning	1	2	0	0	0
needs.	33%	67%	0%	0%	0%
	[N=3]				
c. Differentiate for students at varied developmental	2	1	0	0	0
levels.	67%	33%	0%	0%	0%
	[N=3]				
d. Differentiate to meet the needs of students from	1	2	0	0	0
various socioeconomic backgrounds.	33%	67%	0%	0%	0%
	[N=3]				
e. Differentiate instruction for students with IEPs and	1	2	0	0	0
504 plans.	33%	67%	0%	0%	0%
	[N=3]				
f. Differentiate instruction for students with mental	1	2	0	0	0
health needs.	33%	67%	0%	0%	0%
	[N=3]				0,0
g. Differentiate instruction for gifted and talented	1	2	0	0	0
students.	33%	67%	0%	0%	0%
	[N=3]				
h. Differentiate instruction for English-language	0	2	0	0	1
learners.	0%	67%	0%	0%	33%
	[N=3]				
i. Access resources to foster learning for students with	2	1	0	0	0
diverse needs.	67%	33%	0%	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	1	2	0	0	0
student behavior.	33%	67%	0%	0%	0%
	[N=3]				
b. Use effective communication skills and strategies to	1	1	1	0	0
convey ideas and information to students.	33%	33%	33%	0%	0%
	[N=3]				
c. Connect core content to students' real-life	2	1	0	0	0
experiences.	67%	33%	0%	0%	0%

	[N=3]				
d. Help students work together to achieve learning	1	2	0	0	0
goals.	33%	67%	0%	0%	0%
	[N=3]				
e. Develop and maintain a classroom environment that	2	1	0	0	0
promotes student engagement.	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	1	2	0	0	0
such as race, culture, gender, sexual orientation, and	33%	67%	0%	0%	0%
language are respected.	[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	2	1	0	0	0
classroom for instruction.	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	3	0	0	0	0
professional development goals.	100%	0%	0%	0%	0%
	[N=3]				
b. Collaborate with parents and guardians to support	3	0	0	0	0
student learning.	100%	0%	0%	0%	00/
			0,0	070	0%
	[N=3]		070	070	0%
c. Collaborate with teaching colleagues to improve	[N=3]	0	0	0	0%
c. Collaborate with teaching colleagues to improve student performance.					
	3 100%	0	0	0	0
	3	0	0	0	0
student performance.	3 100% [N=3]	0	0	0 0%	0 0% 0
d. Use colleague feedback to support my development	3 100% [N=3] 2	0 0%	0 0% 0	0 0% 0	0 0%
d. Use colleague feedback to support my development	3 100% [N=3] 2 67%	0 0%	0 0% 0	0 0% 0	0 0% 0
d. Use colleague feedback to support my development as a teacher.	3 100% [N=3] 2 67% [N=3]	0 0% 1 33%	0 0% 0 0	0 0% 0 0	0 0% 0 0
d. Use colleague feedback to support my development as a teacher. e. Uphold laws related to student rights and teacher	3 100% [N=3] 2 67% [N=3] 3 100%	0 0% 1 33%	0 0% 0 0%	0 0% 0 0%	0 0% 0 0 0%
d. Use colleague feedback to support my development as a teacher. e. Uphold laws related to student rights and teacher	3 100% [N=3] 2 67% [N=3] 3	0 0% 1 33%	0 0% 0 0%	0 0% 0 0%	0 0% 0 0 0%
d. Use colleague feedback to support my development as a teacher. e. Uphold laws related to student rights and teacher responsibility.	3 100% [N=3] 2 67% [N=3] 3 100% [N=3]	0 0% 1 33% 0 0%	0 0% 0 0% 0 0	0 0% 0 0% 0 0	0 0% 0 0% 0 0

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	6	3	0	0	0
licensure area.	67%	33%	0%	0%	0%
	[N=9]				
b. Selects instructional strategies to align with learning	6	3	0	0	0
goals and standards.	67%	33%	0%	0%	0%
	[N=9]				
c. Designs activities where students engage with subject	6	3	0	0	0
matter from a variety of perspectives.	67%	33%	0%	0%	0%
	[N=9]				
d. Accounts for students' prior knowledge or	7	1	1	0	0
experiences in instructional planning.	78%	11%	11%	0%	0%
	[N=9]				
e. Designs long-range instructional plans that meet	6	2	1	0	0
curricular goals.	67%	22%	11%	0%	0%
	[N=9]				
f. Regularly adjusts instructional plans to meet students'	5	3	1	0	0
needs.	56%	33%	11%	0%	0%
	[N=9]				
g. Plans lessons with clear learning objectives/goals in	6	3	0	0	0
mind.	67%	33%	0%	0%	0%
	[N=9]				• • • • • • • • • • • • • • • • • • • •
h. Design and modify assessments to match learning	6	3	0	0	0
objectives.	67%	33%	0%	0%	0%
	[N=9]				0,0
i. Provide students with meaningful feedback to guide	5	3	1	0	0
next steps in learning.	56%	33%	11%	0%	0%
	[N=9]	3370	11/0	0,0	070
j. Engage students in self-assessment strategies.	5	4	0	0	0
, ,	56%	44%	0%	0%	0%
	[N=9]	4470	070	070	070
k. Use formative and summative assessments to inform	4	5	0	0	0
instructional practice.	44%	56%	0%	0%	0%
·	[N=9]	3070	070	070	076
I. Understand issues of reliability and validity in	6	2	1	0	0
assessment.	67%	22%	11%	0%	0%
	[N=9]	22/0	11/0	070	070
m. Analyze appropriate types of assessment data to		3	1	0	0
identify student learning needs.	5			_	0
, state in the sta	56%	33%	11%	0%	0%
n. Differentiate assessment for all learners.	[N=9]	2	1	0	
ii. Differentiate assessment for all learners.	6	2	1 110/	0	0
	67%	22%	11%	0%	0%
o Hoo digital and interpreting to share a start a self-	[N=9]	2	0	0	
o. Use digital and interactive technologies to achieve instructional goals.	6	3	0	0	0
instructional goals.	67%	33%	0%	0%	0%

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

	[N=9]				
h. Differentiate instruction for English-language	6	2	0	0	1
learners.	67%	22%	0%	0%	11%
	[N=9]				
i. Access resources to foster learning for students with	6	3	0	0	0
diverse needs.	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	6	2	0	1	0
student behavior.	67%	22%	0%	11%	0%
	[N=9]				
b. Use effective communication skills and strategies to	6	3	0	0	0
convey ideas and information to students.	67%	33%	0%	0%	0%
	[N=9]				
c. Connect core content to students' real-life	7	2	0	0	0
experiences.	78%	22%	0%	0%	0%
	[N=9]				
d. Help students work together to achieve learning	5	3	1	0	0
goals.	56%	33%	11%	0%	0%
	[N=9]				
e. Develop and maintain a classroom environment that	6	2	1	0	0
promotes student engagement.	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	8	1	0	0	0
such as race, culture, gender, sexual orientation, and	89%	11%	0%	0%	0%
language are respected.	[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	6	2	0	1	0
classroom for instruction.	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	5	4	0	0	0
professional development goals.	56%	44%	0%	0%	0%

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

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	5	3	1	0	0
goals and standards.	56%	33%	11%	0%	0%
	[N=9]				
h. Design and modify assessments to match learning	6	2	1	0	0
objectives.	67%	22%	11%	0%	0%
	[N=9]				
k. Use formative and summative assessments to inform	6	3	0	0	0
instructional practice.	67%	33%	0%	0%	0%
	[N=9]				
o. Use digital and interactive technologies to achieve	7	2	0	0	0
instructional goals.	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	7	2	0	0	0
ethnically diverse backgrounds and communities.	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	6	2	1	0	0
various socioeconomic backgrounds.	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	7	2	0	0	0
convey ideas and information to students.	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	0	1	0	0	0
such as race, culture, gender, sexual orientation, and	0%	100%	0%	0%	0%
language are respected.	[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]				