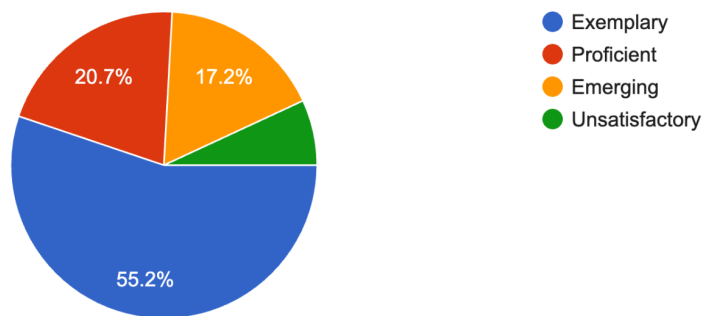


## Beginning Teacher Preparation Survey - Employer (2023-2024)

### Craft

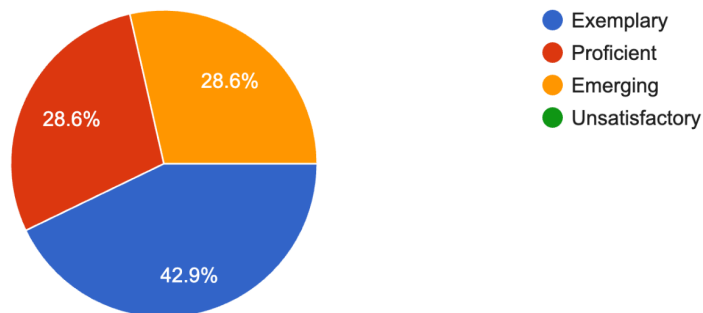
Demonstrates an understanding of and uses a variety of instructional strategies to encourage students' development of critical thinking, problem solving, and performance skills

29 responses



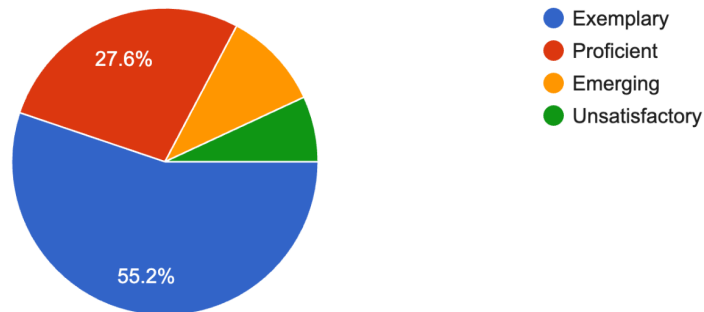
Provides instructional opportunities that are adapted to diverse students

28 responses



### Integrates current technology in planning and instruction

29 responses

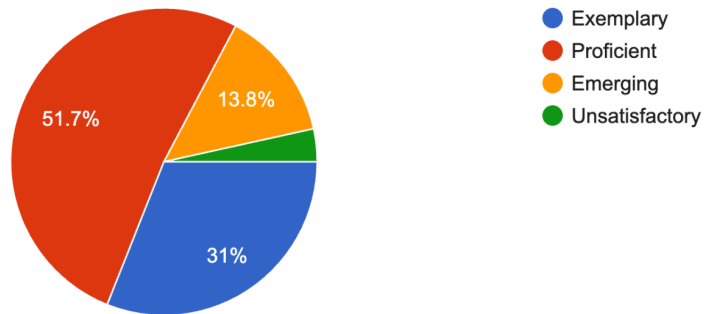


### Comments

- Very willing to work hard and listen to feedback. Seemed to lack confidence in the SpEd specifics when confronted with hard decisions to make. Confident she will get there, though.
- K\* is an excellent practitioner! She plans well and is a good colleague to her peers.
- E\* is an excellent teacher. She is eager to learn and seeks feedback.
- Ms. K\* has the verbal ability to discuss these concepts, but did not put the strategies into practice.
- D\* is working very diligently and collaborates with appropriate professionals to use a plethora of resources to meet the individual needs of her learners.
- Instructional Coach is working with R\* to develop skills.
- Ms F\* is a first year guidance counselor.
- Needs to continue to grow in how to differentiate instruction.

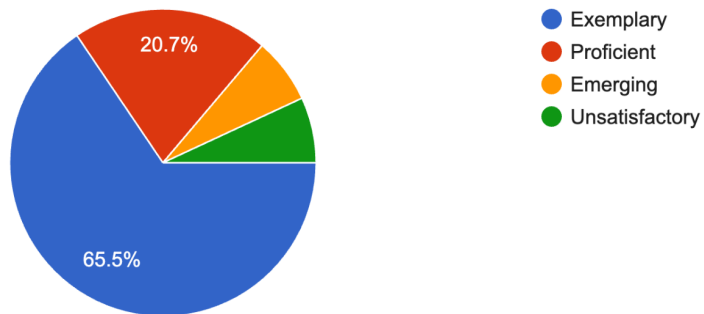
Uses appropriate classroom management techniques successfully

29 responses



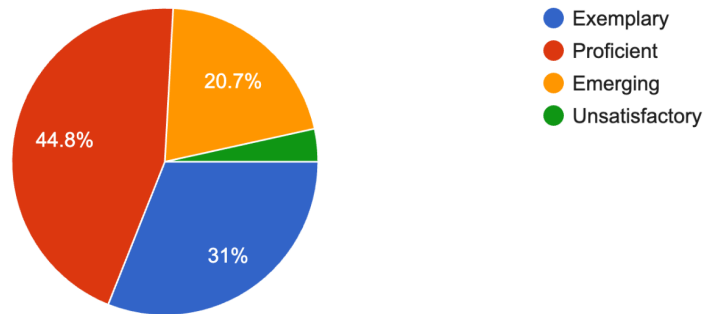
Establishes a positive learning environment that supports development of students.

29 responses



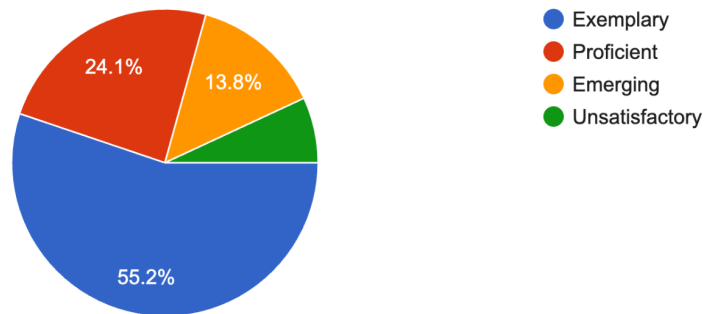
**Paces lessons appropriately and demonstrates flexibility**

29 responses



**Manages classroom resources (time, space, facilities) effectively**

29 responses

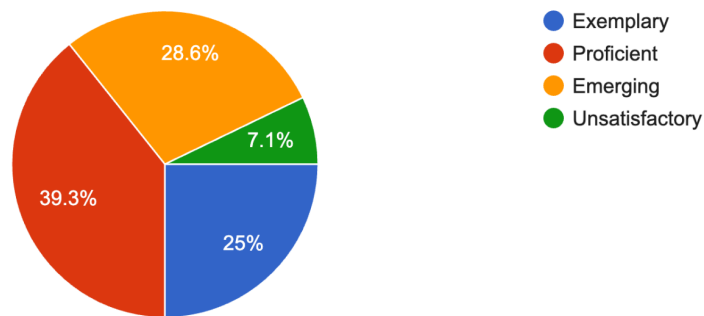


## Comments

- Built good relationships with students, but still working on when to push them to meet higher expectations
- E\* is building her classroom management skills, but she is very proficient for a first year teacher. She seeks advice and support when she has difficulty with students. She is an avid learner.
- After repeated coaching by repeated coaching sessions, the learning environment still was not conducive to learning.
- D\* creates an environment which is safe and welcomes all her students
- Behavioral Specialist is working with Romero on these skills
- Ms. C\* has done an excellent job of providing instructional strategies to the diverse learners at Bass.
- Teacher is learning to adjust student expectations to be more practical.

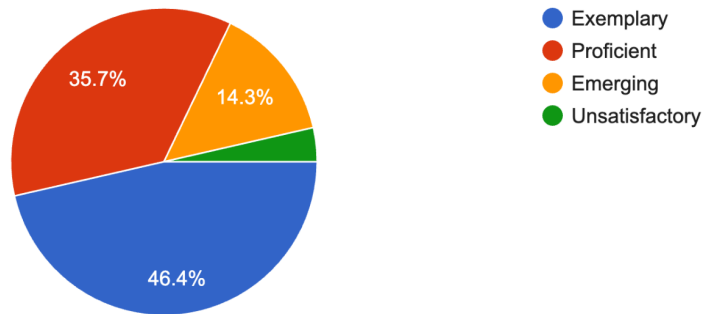
Uses appropriate assessment strategies and instruments to obtain information about students and their on-going progress and uses this information to make instructional decisions

28 responses



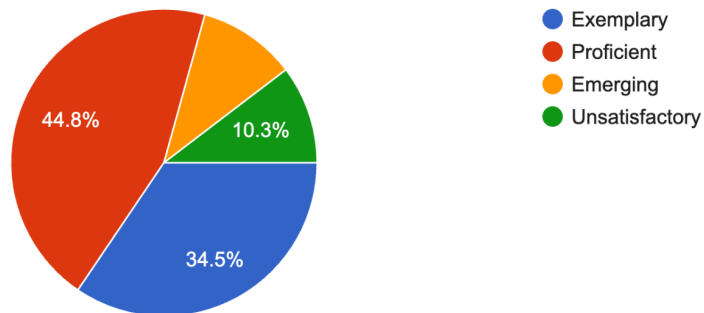
**Communicates student progress to students and their parents**

28 responses



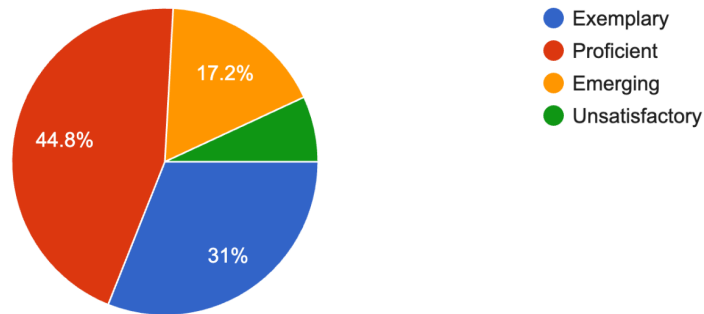
**Reflects on teaching practice by evaluating continually the effects of instruction**

29 responses



### Evaluates student performance and determines the amount of progress

29 responses



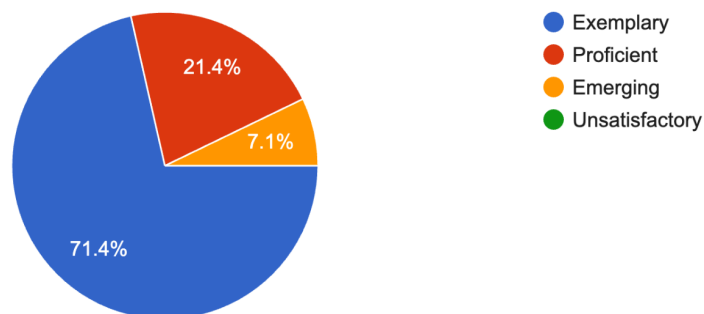
## Comments

- She works amazing with her parents!
- E\* is still learning how to use data in the classroom, but she seeks advice and support continuously.
- Ms. K\* was not very open to feedback and the feedback given was never reflected in her teaching practices.
- D\* is extremely communicative with her students and her families on a daily basis
- Encouraging teachers to be more reflective of their own teaching practices. Students are not always to blame.

## Attitude and Values

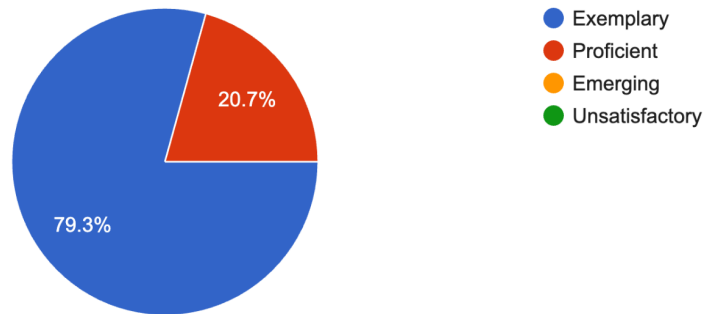
### Presents a professional appearance in dress and demeanor

28 responses



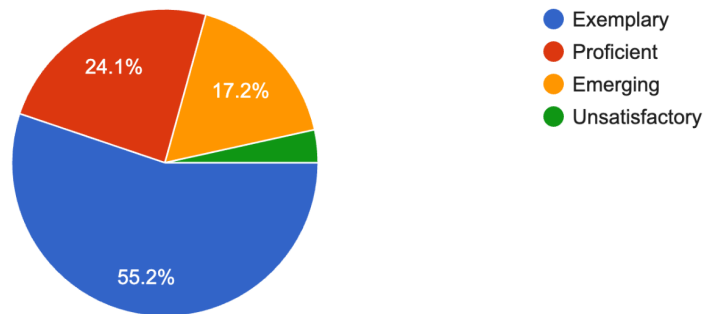
### Is punctual and regular in attendance

29 responses



### Projects confidence and takes initiative

29 responses



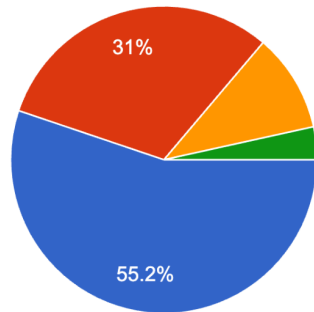
### Comments

- She arrives early and stays late EVERY DAY.
- D\* is a professional and takes her job responsibilities very seriously.
- High knowledge of the content area.



**Encourages and responds to evaluative feedback**

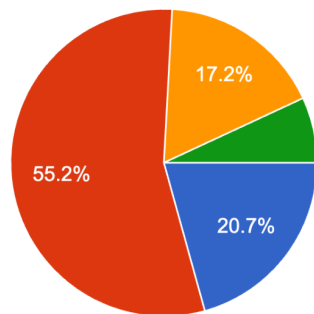
29 responses



- Exemplary
- Proficient
- Emerging
- Unsatisfactory

**Uses research in practice**

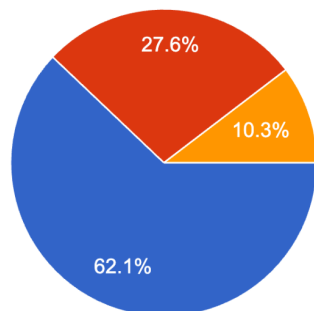
29 responses



- Exemplary
- Proficient
- Emerging
- Unsatisfactory

**Practices school policies and procedures**

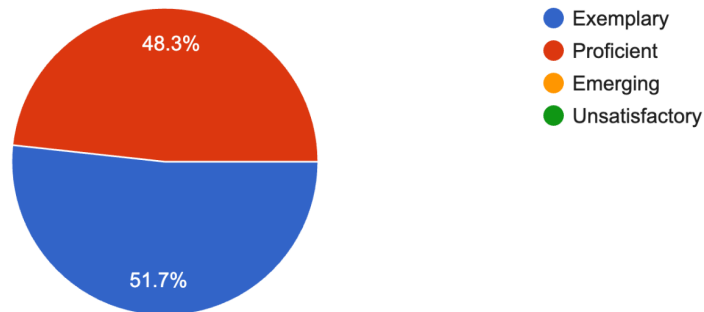
29 responses



- Exemplary
- Proficient
- Emerging
- Unsatisfactory

### Engages in professional development

29 responses

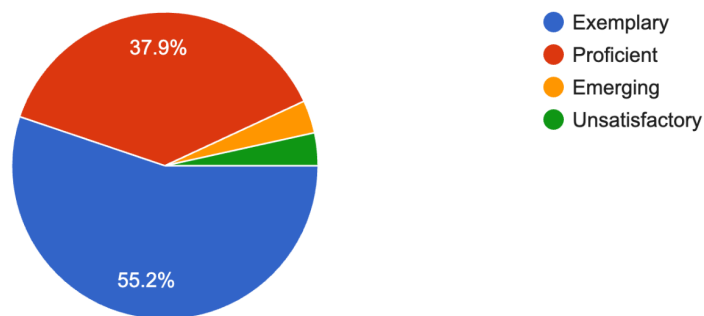


### Comments

- D\* continues to want to learn how to implement various programs and instructional strategies.
- Highly interested in elevating content mastery.

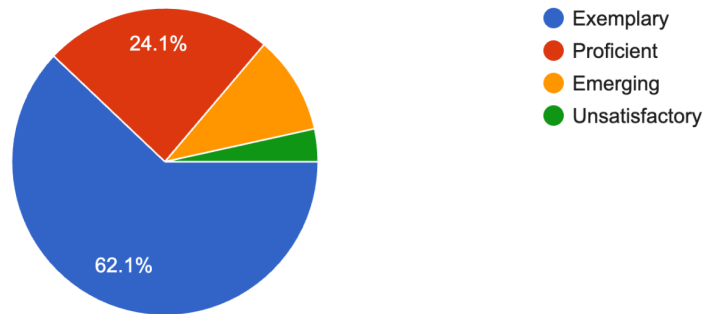
### Practices illustrate the belief that all children can learn

29 responses



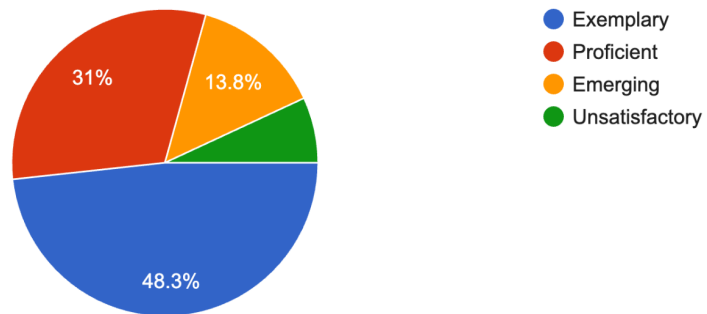
### Exhibits a joy of teaching

29 responses



### Demonstrates coping skills such as flexibility and a sense of humor

29 responses



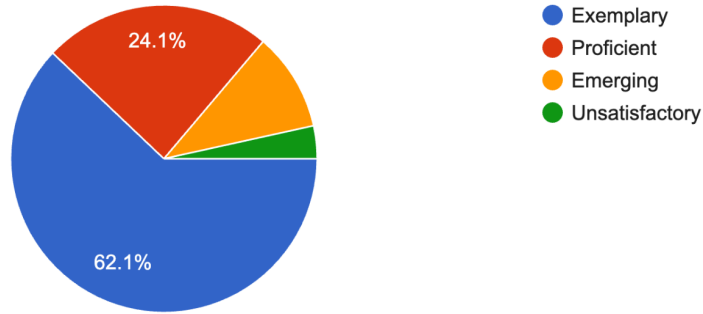
## Comments

- She moved to Elementary school this year in the hopes that that would be a better fit.
- Ms. K\* is very rigid in her thinking and interactions with her colleagues.
- D\* is doing an excellent job. We do discuss the importance of "self-care".

## Relationships

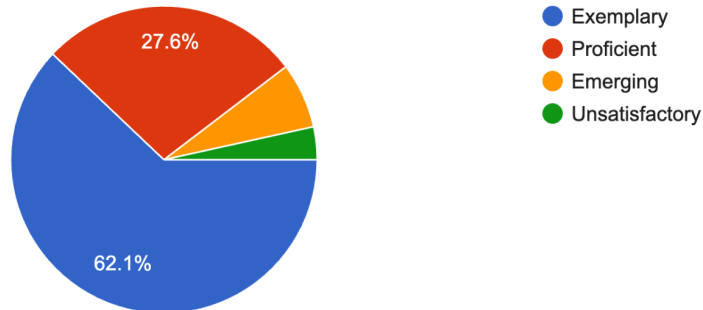
Collaborates with colleagues and appropriate others

29 responses



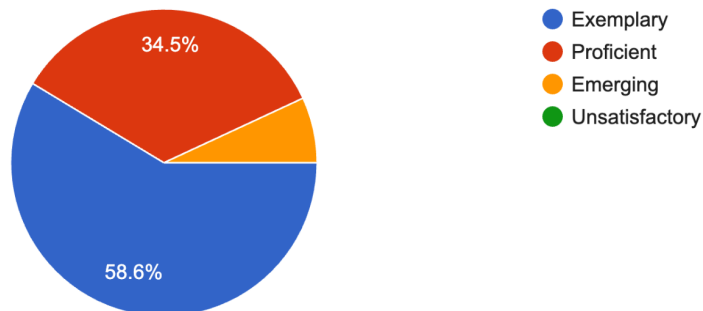
Respectful and cooperative during interactions with students, parents, and colleagues

29 responses



Uses discretion and protects students' rights

29 responses



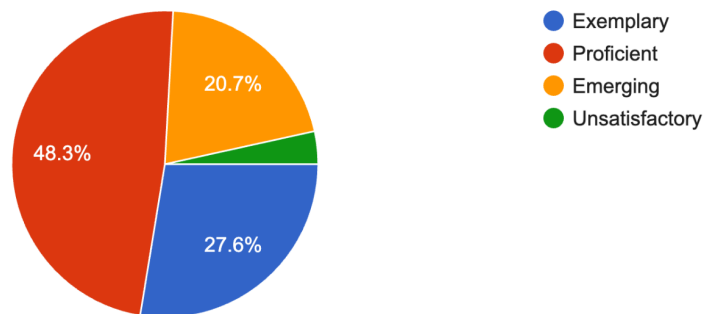
## Comments

- Ms. K\* is not collaborative with her colleagues.
- D\* collaborates continually with her colleagues
- A\* is almost too confident in her abilities and that can put other teachers off and make it challenging for some to want to work with her.

## Essential Knowledge

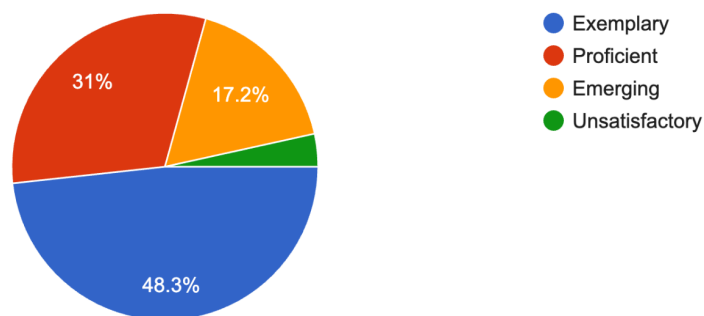
Establishes appropriate instructional goals, objectives and activities at the lesson plan and unit plan levels

29 responses



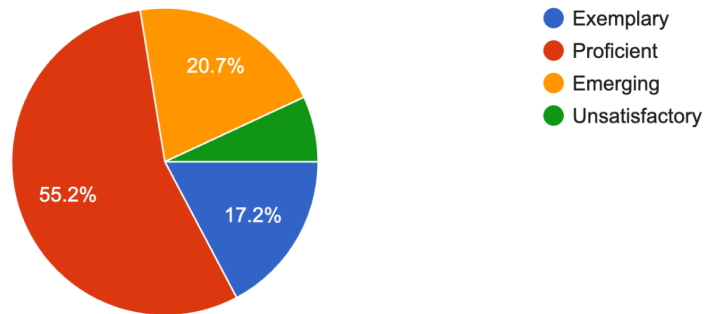
Handles routine duties in an organized and orderly manner with minimum transition time

29 responses



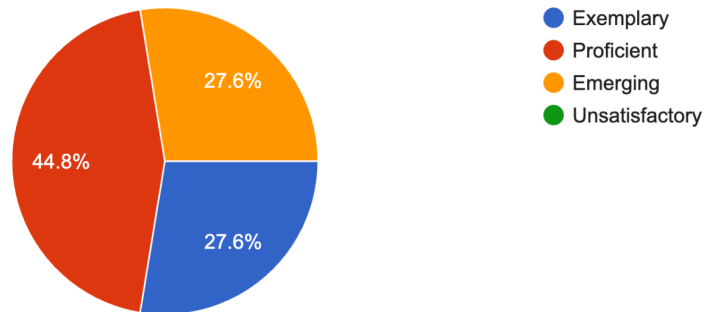
**Understands assessment data and how to use it to design lessons**

29 responses



**Has a thorough understanding of the content knowledge and the scope and sequence of the discipline.**

29 responses

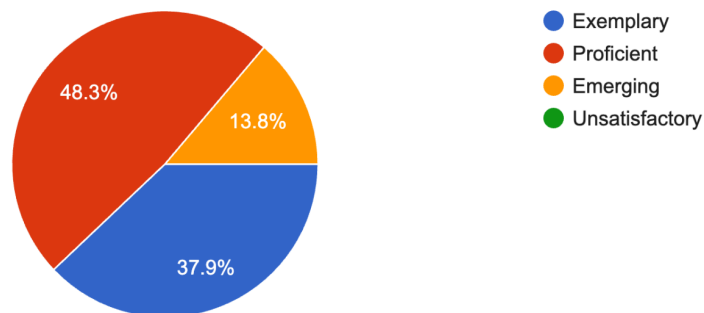


## Comments

- D\* is becoming familiar with assessments.
- Does the technical aspects of the job and profession well.

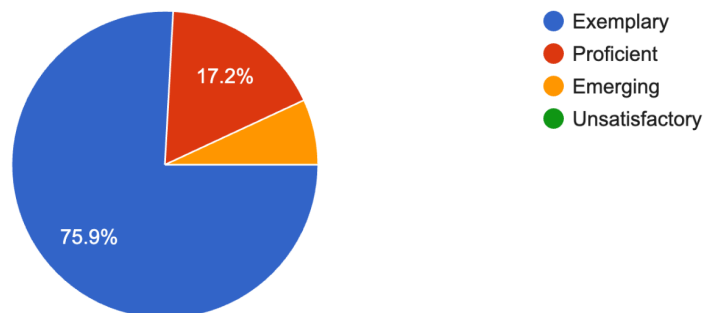
Uses appropriate verbal and non-verbal techniques to communicate effectively with students, parents, and the community at-large

29 responses



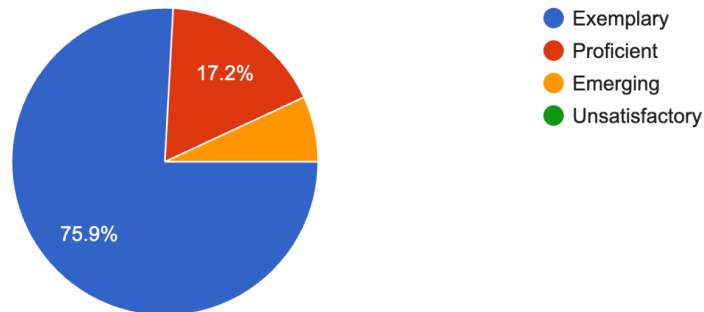
Writes clearly, legibly, and correctly

29 responses



### Speaks clearly, correctly, and with clarity of meaning

29 responses



## Comments

- At times allowed parents to push her around (verbally). But this is a common new-teacher challenge.
- Excellent communicator verbally and written.

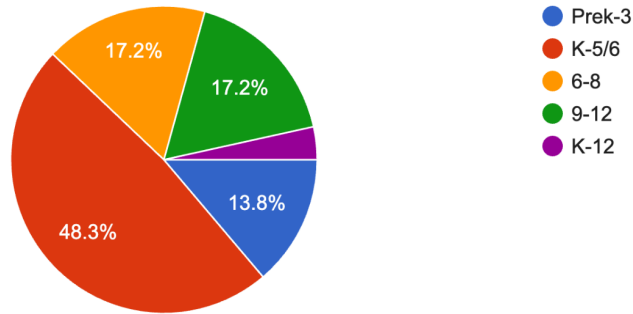
If you have answered unacceptable on any question, please give a brief statement as to what about the candidate's actions were unacceptable. We will use this information to improve our teacher education program.

- Ms. B\* is very thorough in all of her endeavors. She is a hard worker. She plans well and also works well with her team.
- Ms. K\* has the potential to be a proficient educator, but she has to have willingness to listen and learn. She doesn't put feedback into use to influence her instruction.
- We are coaching K\* frequently and are prayerful that this will work out. This is confidential of course. This is a second career for K\*, and I am not convinced that she really knew what she was walking into. She is highly protective of her down time and does not put in hours outside of work to be successful. This then paralyzes her at work and she cannot see this. She was an exemplary student teacher, but now that she has her own classroom, she struggles to bring all the pieces together. Her peers struggle with her and she exudes no joy whatsoever. I have a mentor teacher assigned to her and our reading/math coach works with her regularly. I have had very direct conversations with K\* sharing my concerns. This one is touch and go.



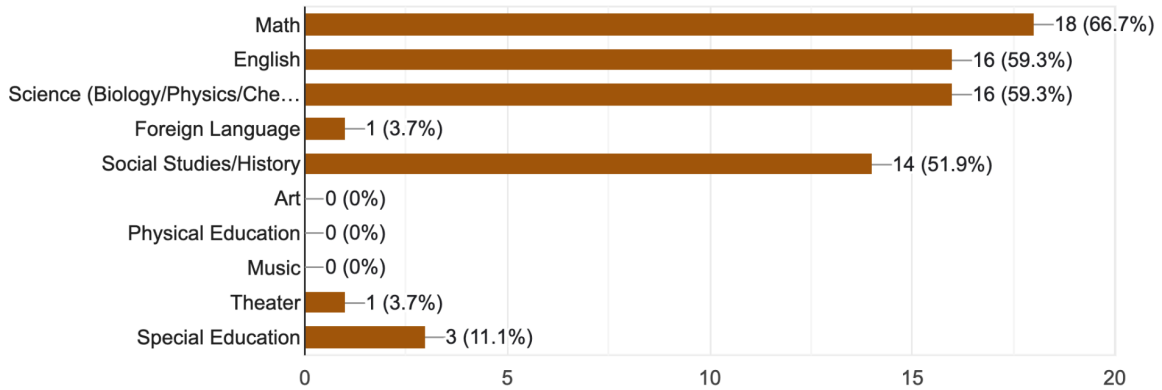
**Demographic information of school**

29 responses



**Subjects taught by teacher**

27 responses



**Demographic Information of School**

29 responses

