

Data Collected Spring 2014
 Feedback from Administrators of 1st Year Teachers

Categories Surveyed:	RATING	
	ELEM	SECDY
Content Knowledge	2.91	3.14
Planning and Preparation	3.00	2.92
The Classroom Environment	2.82	2.86
Instruction/ Pedagogical Knowledge and Skills	2.73	2.79
Professional Responsibilities	3.18	3.00
Professional Dispositions	3.55	3.00
Student Learning	2.82	3.00
Differentiate Instruction	2.91	2.93
Overall success as a 1st year teacher	3.09	2.86

Key:
 Distinguished - 4
 Proficient - 3
 At Standard - 2
 Unsatisfactory - 1

(11 Elem and 14 Secdy respondents)

Comments from Administrators on the 1st year ELEM teachers:

<p>_____ and I have had a conversation this school year regarding her professional behavior. Our district focuses on collaboration and she appears to prefer to work in isolation. I wonder how many conversations your school has had with aspiring educators around professional learning communities.</p>
<p>_____ has been a fantastic addition to our staff! She plans well, is very attentive to student needs, works well with other teachers, and is really helping us re-shape and re-structure our inclusive education program. She has the drive and attention to detail that we really needed, and she always has a very positive attitude. I can tell that she has been trained well in Reformed Christian education and also special education law, plans, and details.</p>
<p>_____ has done a wonderful job as a first year teacher. She was challenged with a couple of students' extreme behaviors this fall. _____ was persistent, patient, structured, and caring as she diligently worked to meet these individual student needs along with meeting the entire classrooms needs socially, emotionally, and academically. She has made a significant impact on student learning along with social and emotion student growth. _____ was well prepared for her first year of teaching!</p>
<p>_____ is the most outstanding educator I've hired in 17 years as a school adminsitrator.</p>
<p>_____ was willing to learn and work hard. She is resigning her position because she desires to be an elementary teacher, so she is going to focus her attention on attaining an elementary position rather than pursuing her Strat II endorsement.</p>
<p>Classroom management has been a struggle.</p>
<p>We are blessed to have _____ as a teacher in our district. She is an outstanding role model and gifted educator. She has had a very successful first year, and our students, staff, and families know they can count on her to do what is best for others in both words and actions.</p>
<p>_____ has done an amazing job, and has learned a lot about teaching reading this year. She is an eager learner, attends conferences, trainings, and reads professionally.</p>

Comments from Administrators on the 1st year Secondary/K-12 teachers:

<p>_____ has done well as a first year teacher. His skills with lesson planning are low, as the push should be to show alignment to the Core. Relationships with parents has also been a challenge.</p>
<p>_____ came here with her SpEd degree and got a provisional license to teach TAG. She has done an AWESOME job reshaping our program. She is a good egg!</p>
<p>I would like to see more emphasis placed on professional responsibilities like the importance of daily attendance and daily lesson planning. It is frustrating when you have to remind first year teachers to be here on a daily basis and how to design effective lesson plans. I feel a lot of young teacher candidates are too caught up in their own personal lives to focus on their professional teaching responsibilities and don't really want to put in the time it takes to be a teacher, only take advantage of contractual benefits.</p>
<p>Use of SmartBoard technology is lacking. I'm finding that to be true of all recent grads, not just NWC. Also the use of technology for instruction in general. Teachers need to know the pedagogical skills that incorporate technology following the SAMR model. Technology is more than just use a SmartBoard as an overhead projector or doing research on the internet.</p>
<p>_____ has been an exceptionally good first year teacher, in my opinion. She has a thorough knowledge of her subject area and has a strong work ethic which helps her achieve a high level of proficiency. In addition, her attitude of service towards those students and parents in her teaching assignment is exceptionally good. I feel incredibly blessed to have _____ as part of my faculty at Western Christian High School</p>
<p>_____ has done a great job.</p>
<p>_____ is a breath of fresh air for our PE program. She is full of energy and the kids love her and PE.</p>
<p>_____ has done a nice job in her first year. She has a strong presence and seems mature beyond her years. She will need to continue to develop her skills and find the balance where she is an instructor and facilitator. _____ has a very bright future in education and I am glad she is a member of our staff.</p>
<p>_____ is an outstanding first year teacher who has demonstrated strong teaching skills. She works very hard, is professional, and has a heart for the students who need additional support. I could not be more please with the work that she does for the students at OHMS. She is an excellent addition to our staff.</p>