

## 2018-2019 Administrators of 1<sup>st</sup>-year Teacher Survey Data

4: Very well, 3: Well, 2: Somewhat well, 1: Not well

In your FIRST year of teaching, how well can you:	Elementary	Secondary
design and implement developmentally appropriate learning experiences for all learners?	3.75	3.60
ensure an inclusive learning environment for all learners?	3.33	3.60
develop and maintain a positive learning environment that engages all learners.	3.50	3.40
demonstrate understanding of the content area by using central concepts, tools of inquiry, and structures of your discipline.	3.58	3.60
make your discipline accessible and meaningful for learners.	3.42	3.60
integrate cross-disciplinary skills (e.g., critical thinking, problem solving, creativity, communication) to help learners use content.	3.17	3.40
develop and use multiple methods of assessment.	3.42	3.40
plan for instruction aligned to content standards.	3.58	3.60
use a variety of instructional strategies appropriately.	3.50	3.40
differentiate instruction for all learners.	3.17	3.20
differentiate for students with disabilities.	3.25	3.40
differentiate for English language learners.	3.00	3.40
use technology in the classroom appropriately to support instruction.	3.67	3.60
engage in ongoing professional learning to provide all learners with engaging learning experiences.	3.67	3.60
evaluate outcomes of teaching using a variety of data (e.g., systematic observation, information about learners, research) to adapt planning and practice.	3.33	3.20
reflect on teaching practice to improve instruction.	3.50	3.80
work collaboratively with colleagues to meet the needs of all learners.	3.83	3.80

Comments from Administrators 1 <sup>st</sup> -year teachers 2018-19:
**** is an outstanding teacher. **** will have an impact on students for years to come.
Learning how to differentiate can be tough; it is almost something that they need to be in the classroom to learn how to do. All teachers need to be trained in how to assist and help struggling students (academic problems, behavioral problems, social/emotional problems) so their classrooms can be as effective as possible.
**** is a very good teacher. **** is solid in the above areas and when **** doesn't understand something **** will communicate with people that can help ****. This is not a skill that all new teachers have. **** reflects on what went well and what could go better and grows as a result. **** is very good with her colleagues.
I would suggest that you continue to focus time on what differentiation of instruction is and how to best manage the classroom that implements it effectively.
**** was very prepared for her first teaching position. **** developed an excellent rapport with **** peers, **** students, and their families. **** is a very reflective teacher who is receptive to feedback. **** built strong relationships with each of **** students.
**** seemed very prepared for **** first year as a teacher. Through **** student teaching experience and **** instruction **** received at Northwestern prepared **** to be a successful first year teacher.
This teacher has been excellent in all areas. We are excited to see **** continue to grow. Some of the categories in which **** was rated "well" were rated in such a way because **** has not had much experience with them (for example, **** doesn't have many ELL students). **** has demonstrated that **** is very well prepared and works hard.
**** had the advantage of serving as a student teacher at **** prior to being employed full time for the 2018-19 school year. **** did a superb job as a first year teacher! **** was highly organized, connected very well with **** students, came well-prepared to every class, and spent a good deal of time on constructing **** own student assessments. **** came to class every day with a sheet of sample problems for the day that **** had worked through showing each step to getting the correct answer. The upper level math students were impressed by **** knowledge of math content.
As with any new teacher, classroom management can often times be a unique skill to develop and enhance. Experience is a great educator, however, having opportunities to watch and learn from experienced educators within the same teaching discipline, on a more-frequent basis, I think, could really help prospective teachers.
Overall **** is doing well. **** has a solid and thorough understanding of **** content area and effectively teaches **** students. One area of struggle is classroom management and student discipline.