

**Administrator of First-Year-Teacher Data**  
**Spring 2016 collected from F14 and Sp15 grads**

<b>Categories Surveyed:</b>	<b>RATING</b>	
	<b>ELEM</b>	<b>SECDY</b>
Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals. <i>How important is this standard for beginning teachers?</i>	3.67	3.60
Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals. <i>How well is your new teacher prepared?</i>	3.60	3.40
Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals. <i>How well does your new teacher perform?</i>	3.60	3.20
Demonstrates competence in content knowledge appropriate to the teaching position. <i>How important is this standard for beginning teachers?</i>	3.70	3.80
Demonstrates competence in content knowledge appropriate to the teaching position. <i>How well is your new teacher prepared?</i>	3.70	3.40
Demonstrates competence in content knowledge appropriate to the teaching position. <i>How well does your new teacher perform?</i>	3.80	3.40
Demonstrates competence in planning and preparing for instruction. <i>How important is this standard for beginning teachers?</i>	3.80	3.60
Demonstrates competence in planning and preparing for instruction. <i>How well is your new teacher prepared?</i>	3.80	3.20
Demonstrates competence in planning and preparing for instruction. <i>How well does your new teacher perform?</i>	3.78	3.40
Uses strategies to deliver instruction that meets the multiple learning needs of students. <i>How important is this standard for beginning teachers?</i>	4.00	3.60
Uses strategies to deliver instruction that meets the multiple learning needs of students. <i>How well is your new teacher prepared?</i>	3.40	3.20
Uses strategies to deliver instruction that meets the multiple learning needs of students. <i>How well does your new teacher perform?</i>	3.60	3.00
Uses a variety of methods to monitor student learning. <i>How important is this standard for beginning teachers?</i>	3.67	3.60
Uses a variety of methods to monitor student learning. <i>How well is your new teacher prepared?</i>	3.40	3.20
Uses a variety of methods to monitor student learning. <i>How well does your new teacher perform?</i>	3.40	3.00
Demonstrates competence in classroom management. <i>How important is this standard for beginning teachers?</i>	4.00	3.80
Demonstrates competence in classroom management. <i>How well is your new teacher prepared?</i>	3.30	2.80
Demonstrates competence in classroom management. <i>How well does your new teacher perform?</i>	3.50	2.80
Engages in professional growth. <i>How important is this standard for beginning teachers?</i>	3.56	3.40
Engages in professional growth. <i>How well is your new teacher prepared?</i>	3.40	3.40
Engages in professional growth. <i>How well does your new teacher perform?</i>	3.50	3.40

Categories Surveyed:	RATING	
	ELEM	SECDY
Fulfills professional responsibilities established by the school district. <i>How important is this standard for beginning teachers?</i>	3.60	3.80
Fulfills professional responsibilities established by the school district. <i>How well is your new teacher prepared?</i>	3.50	3.40
Fulfills professional responsibilities established by the school district. <i>How well does your new teacher perform?</i>	3.50	3.40
CARING: Candidates with this set of dispositions value and appreciate all aspects of other persons' well-being -cognitive, emotional, physical, and spiritual-thereby enhancing opportunities for learning needs of other education students and in working with professionals. <i>How important is this standard for beginning teachers?</i>	3.78	3.80
CARING: Candidates with this set of dispositions value and appreciate all aspects of other persons' well-being -cognitive, emotional, physical, and spiritual-thereby enhancing opportunities for learning needs of other education students and in working with professionals. <i>How well is your new teacher prepared?</i>	3.60	3.60
CARING: Candidates with this set of dispositions value and appreciate all aspects of other persons' well-being -cognitive, emotional, physical, and spiritual-thereby enhancing opportunities for learning needs of other education students and in working with professionals. <i>How well does your new teacher perform?</i>	3.60	3.60
COMMUNICATION: Candidates with this set of dispositions are sensitive to and skillful in the various aspects of human activity. They have effective interpersonal relationship skills and attitudes that foster collaborative enterprises useful in enhancing the teaching-learning process. <i>How important is this standard for beginning teachers?</i>	4.00	3.80
COMMUNICATION: Candidates with this set of dispositions are sensitive to and skillful in the various aspects of human activity. They have effective interpersonal relationship skills and attitudes that foster collaborative enterprises useful in enhancing the teaching-learning process. <i>How well is your new teacher prepared?</i>	3.30	3.00
COMMUNICATION: Candidates with this set of dispositions are sensitive to and skillful in the various aspects of human activity. They have effective interpersonal relationship skills and attitudes that foster collaborative enterprises useful in enhancing the teaching-learning process. <i>How well does your new teacher perform?</i>	3.40	2.80
CREATIVE: Candidates with this set of dispositions display the capacity to envision and craft things in novel and meaningful ways to meet the needs of students. <i>How important is this standard for beginning teachers?</i>	3.44	3.40
CREATIVE: Candidates with this set of dispositions display the capacity to envision and craft things in novel and meaningful ways to meet the needs of students. <i>How well is your new teacher prepared?</i>	3.33	3.00
CREATIVE: Candidates with this set of dispositions display the capacity to envision and craft things in novel and meaningful ways to meet the needs of students. <i>How well does your new teacher perform?</i>	3.50	3.00

Categories Surveyed:	RATING	
	ELEM	SECDY
CRITICAL: Candidates with this set of dispositions have the ability to examine closely, to critique, and to ask questions. They do not accept the status quo at face value but employ higher level thinking skills to evaluate, analyze, and synthesize. Self-evaluation and reflection characterize candidates with this set of dispositions. <i>How important is this standard for beginning teachers?</i>	3.80	3.60
CRITICAL: Candidates with this set of dispositions have the ability to examine closely, to critique, and to ask questions. They do not accept the status quo at face value but employ higher level thinking skills to evaluate, analyze, and synthesize. Self-evaluation and reflection characterize candidates with this set of dispositions. <i>How well is your new teacher prepared?</i>	3.20	3.20
CRITICAL: Candidates with this set of dispositions have the ability to examine closely, to critique, and to ask questions. They do not accept the status quo at face value but employ higher level thinking skills to evaluate, analyze, and synthesize. Self-evaluation and reflection characterize candidates with this set of dispositions. <i>How well does your new teacher perform?</i>	3.30	3.20
PROFESSIONAL REQUIREMENTS: These are qualities and practices that teacher candidates must exhibit in order to be recommended for licensure, some of which are explicit in the Iowa Code of Ethics and Code of Responsibilities. <i>How important is this standard for beginning teachers?</i>	3.90	3.40
PROFESSIONAL REQUIREMENTS: These are qualities and practices that teacher candidates must exhibit in order to be recommended for licensure, some of which are explicit in the Iowa Code of Ethics and Code of Responsibilities. <i>How well is your new teacher prepared?</i>	3.90	3.40
PROFESSIONAL REQUIREMENTS: These are qualities and practices that teacher candidates must exhibit in order to be recommended for licensure, some of which are explicit in the Iowa Code of Ethics and Code of Responsibilities. <i>How well does your new teacher perform?</i>	3.90	3.40

**Key:**

*Very well/ Very important-4 Well/Important-3 Somewhat well/Somewhat important-2 Not well/Not important-1*

10 Elementary Ed Administrators Responded  
 6 Secondary/K-12 Administrators Responded

Comments on next page...

## Comments from Administrators of 1<sup>st</sup> year Elementary Education Teachers:

“ ” has done an excellent job in her first year of teaching!

“ ” has done a wonderful job in her role for us at Kinsey. She would be hard to pick out of a crowd of teachers as the new staff member.

Teacher education needs to continually improve in the following two areas: 1. Any new state initiatives- Literacy Block- for all public schools/ new techniques for instructors to use with all levels of students. 2. Teachers also need to have training in how to deal with other adults- Team-Teaching/ Teachers to Paras, etc.

“ ” is an outstanding educator!

“ ” seemed well prepared and versed in teaching, but classroom management with true Christian service is a growing process for her. She made great gains throughout the year.

All teaching candidates need to be reminded repeatedly that they are in the "service" business and therefore have been entrusted to care for many children (the student comes first and above all their own wants or desires) without any expectation of gain or entitlement because they are a teacher. True servanthood attitude that they will receive a reward for their endeavors beyond the monetary and earthly possessions.

## Comments from Administrators of 1<sup>st</sup> year Secondary/K-12 Education Teachers:

“ ” is a strong first year teacher with a lot to bring to our community.

“ ” has done a great job. He was very well prepared.

I have hired 3 grads from Northwestern in the past 5 years. You have a great program and [please keep it up. I have hired “ ”, “ ”, “ ”. These folks have been instructed well and are willing to put in the time to build relationships and are willing to change. Again your program is outstanding and keep up the great work!

“ ” has done a great job for us. She will continue to grow and has been a fantastic addition to our school. I am thankful for the educator she is and I look forward to watching her continue to improve. She has been prepared well. Thank you.