

Post-Graduation Survey for Teachers_2019

1. Name of school for your first teaching assignment

| | |
|--------------------------|-----------|
| <i>answered question</i> | 28 |
| <i>skipped question</i> | 0 |

2. Type of school

| Answer Options | Answer Options | Response Percent | Response Count |
|--------------------------|----------------|------------------|----------------|
| Public | Public | 92.60% | 25 |
| Non-public | Non-public | 0.00% | 0 |
| Church related | Church related | 0.00% | 0 |
| Charter | | | 2 |
| <i>answered question</i> | | | 27 |
| <i>skipped question</i> | | | 1 |

3. How would you best describe your school setting?

| Answer Options | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| suburban | 50.00% | 14 |
| urban | 21.40% | 6 |
| rural | 28.60% | 8 |
| <i>answered question</i> | | 28 |
| <i>skipped question</i> | | 0 |

4. Your Teacher's License is in the following developmental level

| Answer Options | Response Percent | Response Count |
|--------------------------------|------------------|----------------|
| Elementary | 55.60% | 15 |
| Middle School (specialization) | 3.70% | 1 |
| Secondary | 40.70% | 11 |
| <i>answered question</i> | | 28 |
| <i>skipped question</i> | | 0 |

5. What Teacher Education program did you complete?

| Answer Options | Elementary | Middle School | Secondary | Response Count |
|--------------------------|-------------------|----------------------|------------------|-----------------------|
| Elementary Education | 10 | 1 | 1 | 11 |
| Special Education | 1 | 0 | 0 | 1 |
| Art | 1 | 1 | 0 | 1 |
| Biology | 0 | 0 | 0 | 0 |
| Chemistry | 0 | 0 | 1 | 1 |
| English | 0 | 0 | 1 | 1 |
| Foreign Language | 0 | 0 | 1 | 1 |
| General Science | 0 | 1 | 1 | 2 |
| History | 0 | 0 | 0 | 0 |
| Math | 0 | 2 | 3 | 5 |
| Music | 2 | 1 | 1 | 3 |
| PE | 0 | 0 | 0 | 0 |
| Social Studies | 0 | 0 | 0 | 0 |
| LEAPS/ Graduate | 0 | 0 | 0 | 0 |
| Woodrow Wilson/ Graduate | 0 | 0 | 0 | 0 |
| Other/ Physics | 1 | 0 | 1 | 2 |
| <i>answered question</i> | | | | 28 |
| <i>skipped question</i> | | | | 0 |

2019 Graduate Follow-up Survey Summary_POST GRADUATES Responses

| | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|--|-------------|---|--------------|---|---------|---|---------------|---|----------------|---|----------------|------|
| | n | % | n | % | n | % | n | % | n | % | | |

6. I demonstrate knowledge of subject matter/content area.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|-----|---|------|----|-----|
| 2010 | 5 | 19.2 | 19 | 73.1 | 2 | 7.7 | 0 | 0 | 0 | 0 | 26 | 3.1 |
| 2011 | 10 | 38.5 | 6 | 23.1 | 8 | 30.8 | 2 | 7.7 | 0 | 0 | 26 | 2.9 |
| 2012 | 6 | 35.3 | 7 | 41.2 | 2 | 11.8 | 0 | 0 | 2 | 11.8 | 15 | 3.3 |
| 2013 | 5 | 29.4 | 2 | 52.9 | 2 | 11.8 | 0 | 0 | 1 | 5.9 | 9 | 3.3 |
| 2014 | 13 | 39.4 | 18 | 54.5 | 2 | 6.1 | 0 | 0 | 0 | 0 | 33 | 3.3 |
| 2015 | 12 | 57.1 | 7 | 33.3 | 2 | 9.5 | 0 | 0 | 0 | 0 | 21 | 3.5 |
| 2016 | 12 | 42.9 | 16 | 57.1 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 3.4 |
| 2017 | 8 | 30.77 | 15 | 57.69 | 3 | 11.54 | 0 | 0 | 0 | 0 | 26 | 3.2 |
| 2018 | 6 | 30.0 | 14 | 70.00 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 3.3 |
| 2019 | 9 | 37.5 | 15 | 62.50 | 0 | 0 | 0 | 0 | 0 | 0 | 24 | 3.4 |

7. I understand and address social, intellectual, and personal needs of students.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|------|---|---|---|------|----|-----|
| 2010 | 8 | 28.6 | 17 | 60.7 | 3 | 10.7 | 0 | 0 | 0 | 0 | 28 | 3.2 |
| 2011 | 6 | 21.4 | 14 | 50 | 8 | 28.6 | 0 | 0 | 0 | 0 | 28 | 2.9 |
| 2012 | 4 | 21.1 | 11 | 57.9 | 2 | 10.5 | 0 | 0 | 2 | 10.5 | 17 | 3.1 |
| 2013 | 5 | 27.8 | 8 | 44.4 | 4 | 22.2 | 0 | 0 | 1 | 5.6 | 17 | 3.1 |
| 2014 | 12 | 36.4 | 18 | 54.5 | 3 | 9.1 | 0 | 0 | 0 | 0 | 33 | 3.3 |
| 2015 | 9 | 42.9 | 10 | 47.6 | 2 | 9.5 | 0 | 0 | 0 | 0 | 21 | 3.3 |
| 2016 | 9 | 32.1 | 14 | 50 | 5 | 17.9 | 0 | 0 | 0 | 0 | 28 | 3.1 |
| 2017 | 8 | 30.77 | 15 | 57.69 | 2 | 7.69 | 0 | 0 | 1 | 3.85 | 26 | 3.1 |
| 2018 | 5 | 25.0 | 11 | 55.0 | 4 | 20.0 | 0 | 0 | 0 | 0 | 20 | 3.1 |
| 2019 | 6 | 26.1 | 16 | 69.60 | 1 | 4.4 | 0 | 0 | 0 | 0 | 24 | 3.1 |

8. I foster critical thinking and problem-solving in students.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|------|---|------|----|-----|
| 2010 | 5 | 17.9 | 16 | 57.1 | 6 | 25 | 0 | 0 | 0 | 0 | 27 | 3.0 |
| 2011 | 8 | 29.6 | 11 | 40.7 | 7 | 25.9 | 1 | 3.7 | 0 | 0 | 27 | 3.0 |
| 2012 | 5 | 26.3 | 8 | 42.1 | 4 | 21.1 | 0 | 0 | 2 | 10.5 | 17 | 3.1 |
| 2013 | 6 | 33.3 | 7 | 38.9 | 4 | 22.2 | 0 | 0 | 1 | 5.6 | 17 | 3.1 |
| 2014 | 12 | 36.4 | 17 | 51.5 | 4 | 12.1 | 0 | 0 | 0 | 0 | 33 | 3.2 |
| 2015 | 4 | 19 | 13 | 61.9 | 4 | 19 | 0 | 0 | 0 | 0 | 21 | 3.0 |
| 2016 | 7 | 25.9 | 19 | 70.4 | 1 | 3.7 | 0 | 0 | 0 | 0 | 27 | 3.2 |
| 2017 | 5 | 19.23 | 15 | 57.69 | 5 | 19.23 | 1 | 3.85 | 0 | 0 | 26 | 2.9 |
| 2018 | 2 | 10.53 | 9 | 47.37 | 7 | 36.84 | 1 | 5.26 | 0 | 0 | 19 | 2.6 |
| 2019 | 5 | 20.8 | 17 | 70.80 | 2 | 8.3 | 0 | 0 | 0 | 0 | 24 | 3.1 |

Graduates responses after year of teaching (cont)

| 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total n | Mean |
|-------------|---|--------------|---|---------|---|---------------|---|----------------|---|---------|------|
| n | % | n | % | n | % | n | % | n | % | | |

9. I reflect on and revise instructional strategies to meet student needs.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|------|---|------|---|------|----|-----|
| 2010 | 13 | 46.4 | 10 | 35.7 | 4 | 14.3 | 1 | 3.6 | 0 | 0 | 28 | 3.3 |
| 2011 | 10 | 35.7 | 13 | 46.4 | 5 | 17.9 | 0 | 0 | 0 | 0 | 28 | 3.2 |
| 2012 | 7 | 36.8 | 8 | 42.1 | 2 | 10.5 | 0 | 0 | 2 | 10.5 | 17 | 3.3 |
| 2013 | 5 | 27.8 | 10 | 55.6 | 2 | 11.1 | 0 | 0 | 1 | 5.6 | 17 | 3.2 |
| 2014 | 10 | 30.3 | 19 | 57.6 | 3 | 9.1 | 0 | 0 | 1 | 3 | 32 | 3.2 |
| 2015 | 11 | 52.4 | 8 | 38.1 | 2 | 9.5 | 0 | 0 | 0 | 0 | 21 | 3.4 |
| 2016 | 9 | 32.1 | 19 | 67.9 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 3.3 |
| 2017 | 6 | 23.08 | 18 | 69.23 | 1 | 3.85 | 1 | 3.85 | 0 | 0 | 26 | 3.1 |
| 2018 | 4 | 20.0 | 14 | 70.0 | 2 | 10.0 | 0 | 0 | 0 | 0 | 20 | 3.1 |
| 2019 | 8 | 33.3 | 14 | 58.30 | 2 | 8.3 | 0 | 0 | 0 | 0 | 24 | 3.3 |

10. I manage classroom activities effectively.

| | | | | | | | | | | | | |
|------|---|------|----|-------|----|-------|---|-----|---|------|----|-----|
| 2010 | 6 | 18.5 | 15 | 55.6 | 6 | 25.9 | 0 | 0 | 0 | 0 | 27 | 3.0 |
| 2011 | 5 | 18.5 | 14 | 51.9 | 6 | 22.2 | 2 | 7.4 | 0 | 0 | 27 | 2.8 |
| 2012 | 4 | 21.1 | 7 | 36.8 | 5 | 26.3 | 1 | 5.3 | 2 | 10.5 | 17 | 2.8 |
| 2013 | 4 | 22.2 | 7 | 38.9 | 6 | 33.3 | 0 | 0 | 1 | 5.6 | 17 | 2.9 |
| 2014 | 5 | 15.2 | 17 | 51.5 | 11 | 33.3 | 0 | 0 | 0 | 0 | 33 | 2.8 |
| 2015 | 3 | 15 | 14 | 70 | 2 | 10 | 1 | 5 | 0 | 0 | 20 | 3.0 |
| 2016 | 9 | 32.1 | 15 | 53.6 | 4 | 14.3 | 0 | 0 | 0 | 0 | 28 | 3.2 |
| 2017 | 2 | 7.69 | 17 | 65.38 | 7 | 26.92 | 0 | 0 | 0 | 0 | 26 | 2.8 |
| 2018 | 2 | 10.0 | 15 | 75.0 | 3 | 15.0 | 0 | 0 | 0 | 0 | 20 | 3.0 |
| 2019 | 5 | 20.8 | 12 | 50.00 | 6 | 25 | 0 | 0 | 0 | 0 | 24 | 2.8 |

11. I manage students' behavior effectively.

| | | | | | | | | | | | | |
|------|----|------|----|-------|----|-------|---|------|---|------|----|-----|
| 2010 | 8 | 29.6 | 9 | 33.3 | 9 | 33.3 | 1 | 3.7 | 0 | 0 | 27 | 2.9 |
| 2011 | 6 | 22.2 | 12 | 44.4 | 7 | 25.9 | 2 | 7.4 | 0 | 0 | 27 | 2.8 |
| 2012 | 1 | 5.3 | 11 | 57.9 | 3 | 15.8 | 2 | 10.5 | 2 | 10.5 | 17 | 2.6 |
| 2013 | 3 | 16.7 | 7 | 38.9 | 7 | 38.9 | 0 | 0 | 1 | 5.6 | 17 | 2.8 |
| 2014 | 3 | 9.1 | 18 | 54.5 | 12 | 36.4 | 0 | 0 | 0 | 0 | 33 | 2.7 |
| 2015 | 7 | 35 | 7 | 35 | 4 | 20 | 2 | 10 | 0 | 0 | 20 | 3.0 |
| 2016 | 10 | 35.7 | 12 | 42.9 | 6 | 21.4 | 0 | 0 | 0 | 0 | 28 | 3.1 |
| 2017 | 0 | 0 | 19 | 73.08 | 6 | 23.08 | 1 | 3.85 | 0 | 0 | 26 | 2.7 |
| 2018 | 3 | 15.0 | 9 | 45.0 | 5 | 25.0 | 3 | 15.0 | 0 | 0 | 20 | 2.6 |
| 2019 | 4 | 16.7 | 11 | 45.80 | 7 | 29.1 | 2 | 8.3 | 0 | 0 | 24 | 2.7 |

Graduates responses after year of teaching (cont)

| | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|--|-------------|---|--------------|---|---------|---|---------------|---|----------------|---|----------------|------|
| | n | % | n | % | n | % | n | % | n | % | | |

12. I motivate students effectively.

| | | | | | | | | | | | | |
|------|---|-------|----|-------|---|-------|---|------|---|------|----|-----|
| 2010 | 6 | 22.2 | 16 | 59.3 | 5 | 18.5 | 0 | 0 | 0 | 0 | 27 | 3.0 |
| 2011 | 5 | 18.5 | 12 | 44.4 | 8 | 29.6 | 2 | 7.4 | 0 | 0 | 27 | 2.7 |
| 2012 | 3 | 15.8 | 8 | 42.1 | 6 | 31.6 | 0 | 0 | 2 | 10.5 | 17 | 2.8 |
| 2013 | 4 | 22.2 | 9 | 50 | 4 | 22.2 | 0 | 0 | 1 | 5.6 | 17 | 3.0 |
| 2014 | 9 | 27.3 | 16 | 48.5 | 8 | 24.2 | 0 | 0 | 0 | 0 | 33 | 3.0 |
| 2015 | 4 | 20 | 10 | 50 | 6 | 30 | 0 | 0 | 0 | 0 | 20 | 2.9 |
| 2016 | 9 | 32.1 | 15 | 53.6 | 4 | 14.3 | 0 | 0 | 0 | 0 | 28 | 3.2 |
| 2017 | 4 | 15.38 | 17 | 65.38 | 5 | 19.23 | 0 | 0 | 0 | 0 | 26 | 3.0 |
| 2018 | 3 | 15.79 | 13 | 68.42 | 2 | 10.53 | 1 | 5.26 | 0 | 0 | 19 | 2.9 |
| 2019 | 4 | 16.7 | 16 | 66.70 | 4 | 16.7 | 0 | 0 | 0 | 0 | 24 | 3.0 |

13. I use effective verbal communication skills.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|------|---|-----|---|------|----|-----|
| 2010 | 11 | 40.7 | 15 | 55.6 | 1 | 3.7 | 0 | 0 | 0 | 0 | 27 | 3.4 |
| 2011 | 12 | 44.4 | 13 | 48.1 | 1 | 3.7 | 1 | 3.7 | 0 | 0 | 27 | 3.3 |
| 2012 | 6 | 33.3 | 7 | 38.9 | 3 | 16.7 | 0 | 0 | 2 | 11.1 | 16 | 3.2 |
| 2013 | 5 | 27.8 | 11 | 61.1 | 1 | 5.6 | 0 | 0 | 1 | 5.6 | 17 | 3.2 |
| 2014 | 13 | 39.4 | 16 | 48.5 | 4 | 12.1 | 0 | 0 | 0 | 0 | 33 | 3.3 |
| 2015 | 8 | 40 | 8 | 40 | 4 | 20 | 0 | 0 | 0 | 0 | 20 | 3.2 |
| 2016 | 12 | 42.9 | 15 | 53.6 | 1 | 3.6 | 0 | 0 | 0 | 0 | 28 | 3.4 |
| 2017 | 5 | 19.23 | 19 | 73.08 | 2 | 7.69 | 0 | 0 | 0 | 0 | 26 | 3.1 |
| 2018 | 7 | 35.0 | 9 | 45.0 | 4 | 20.0 | 0 | 0 | 0 | 0 | 20 | 3.2 |
| 2019 | 9 | 39.1 | 11 | 47.90 | 2 | 8.7 | 1 | 4.3 | 0 | 0 | 23 | 3.2 |

14. I use effective written communication skills.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|---|---|------|----|-----|
| 2010 | 9 | 33.1 | 16 | 59.3 | 1 | 3.7 | 0 | 0 | 1 | 3.7 | 26 | 3.3 |
| 2011 | 11 | 40.7 | 15 | 55.6 | 1 | 3.7 | 0 | 0 | 0 | 0 | 27 | 3.4 |
| 2012 | 5 | 26.3 | 9 | 47.4 | 3 | 15.8 | 0 | 0 | 2 | 10.5 | 17 | 3.1 |
| 2013 | 8 | 44.4 | 6 | 33.3 | 3 | 16.7 | 0 | 0 | 1 | 5.6 | 17 | 3.3 |
| 2014 | 12 | 36.4 | 16 | 48.5 | 5 | 15.2 | 0 | 0 | 0 | 0 | 33 | 3.2 |
| 2015 | 8 | 40 | 10 | 50 | 2 | 10 | 0 | 0 | 0 | 0 | 20 | 3.3 |
| 2016 | 11 | 39.3 | 16 | 57.1 | 1 | 3.6 | 0 | 0 | 0 | 0 | 28 | 3.4 |
| 2017 | 7 | 26.92 | 15 | 57.69 | 4 | 15.38 | 0 | 0 | 0 | 0 | 26 | 3.1 |
| 2018 | 6 | 30.0 | 11 | 55.0 | 2 | 10.0 | 0 | 0 | 1 | 5.0 | 20 | 3.1 |
| 2019 | 12 | 50.0 | 9 | 37.50 | 3 | 12.5 | 0 | 0 | 0 | 0 | 24 | 3.4 |

Graduates responses after year of teaching (cont)

| 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|-------------|---|--------------|---|---------|---|---------------|---|----------------|---|----------------|------|
| n | % | n | % | n | % | n | % | n | % | | |

15. I prepare and implement lessons and units aligned to student learning outcomes.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|-----|---|------|----|-----|
| 2010 | 7 | 26.9 | 12 | 46.2 | 7 | 26.9 | 0 | 0 | 0 | 0 | 26 | 3.0 |
| 2011 | 7 | 26.9 | 14 | 53.8 | 4 | 15.4 | 0 | 0 | 1 | 3.8 | 25 | 3.1 |
| 2012 | 4 | 23.5 | 6 | 35.3 | 4 | 23.5 | 1 | 5.9 | 2 | 11.8 | 15 | 2.9 |
| 2013 | 6 | 33.3 | 4 | 22.2 | 6 | 33.3 | 0 | 0 | 2 | 11.1 | 16 | 3.0 |
| 2014 | 10 | 31.3 | 16 | 50 | 5 | 15.6 | 1 | 3.1 | 0 | 0 | 32 | 3.1 |
| 2015 | 5 | 25 | 10 | 50 | 4 | 20 | 1 | 5 | 0 | 0 | 20 | 3.0 |
| 2016 | 8 | 28.6 | 20 | 71.4 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 3.3 |
| 2017 | 6 | 23.08 | 16 | 61.54 | 4 | 15.38 | 0 | 0 | 0 | 0 | 26 | 3.1 |
| 2018 | 4 | 21.05 | 11 | 57.89 | 4 | 21.05 | 0 | 0 | 0 | 0 | 19 | 3.0 |
| 2019 | 8 | 33.3 | 14 | 58.30 | 2 | 8.3 | 0 | 0 | 0 | 0 | 24 | 3.3 |

16. I prepare and implement lessons and units relevant to student needs and interests.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|-----|---|------|----|-----|
| 2010 | 5 | 19.2 | 14 | 53.8 | 7 | 26.9 | 0 | 0 | 0 | 0 | 26 | 2.9 |
| 2011 | 10 | 38.5 | 7 | 26.9 | 8 | 30.8 | 1 | 3.8 | 0 | 0 | 26 | 3.0 |
| 2012 | 2 | 12.5 | 11 | 68.8 | 2 | 12.5 | 0 | 0 | 1 | 6.3 | 15 | 3.0 |
| 2013 | 3 | 16.7 | 6 | 33.3 | 7 | 38.9 | 0 | 0 | 2 | 11.1 | 16 | 2.8 |
| 2014 | 8 | 25 | 18 | 56.3 | 6 | 18.8 | 0 | 0 | 0 | 0 | 32 | 3.1 |
| 2015 | 4 | 20 | 12 | 60 | 3 | 15 | 1 | 5 | 0 | 0 | 20 | 3.0 |
| 2016 | 9 | 32.1 | 19 | 67.9 | 0 | 0 | 0 | 0 | 0 | 0 | 28 | 3.3 |
| 2017 | 3 | 11.54 | 18 | 69.23 | 5 | 19.23 | 0 | 0 | 0 | 0 | 26 | 2.9 |
| 2018 | 3 | 15.79 | 11 | 57.89 | 5 | 26.32 | 0 | 0 | 0 | 0 | 19 | 2.9 |
| 2019 | 4 | 16.7 | 18 | 75.00 | 2 | 8.3 | 0 | 0 | 0 | 0 | 24 | 3.1 |

17. I use formative assessment results to adjust instruction and improve student learning.

| | | | | | | | | | | | | |
|------|---|-------|----|-------|---|-------|---|-----|---|------|----|-----|
| 2010 | 5 | 19.2 | 13 | 50 | 7 | 26.9 | 0 | 0 | 1 | 3.8 | 25 | 2.9 |
| 2011 | 5 | 19.2 | 11 | 42.3 | 8 | 30.8 | 0 | 0 | 2 | 7.7 | 24 | 2.9 |
| 2012 | 4 | 23.5 | 10 | 58.8 | 2 | 11.8 | 0 | 0 | 1 | 5.9 | 16 | 3.1 |
| 2013 | 1 | 5.6 | 10 | 55.6 | 5 | 27.8 | 0 | 0 | 2 | 11.1 | 16 | 2.8 |
| 2014 | 7 | 21.9 | 18 | 56.3 | 6 | 18.8 | 1 | 3.1 | 0 | 0 | 32 | 3.0 |
| 2015 | 4 | 22.2 | 9 | 50 | 5 | 27.8 | 0 | 0 | 0 | 0 | 18 | 2.9 |
| 2016 | 8 | 28.6 | 15 | 53.6 | 5 | 17.9 | 0 | 0 | 0 | 0 | 28 | 3.1 |
| 2017 | 3 | 11.54 | 19 | 73.08 | 4 | 15.38 | 0 | 0 | 0 | 0 | 26 | 3.0 |
| 2018 | 2 | 11.11 | 11 | 61.11 | 5 | 27.78 | 0 | 0 | 0 | 0 | 18 | 2.8 |
| 2019 | 9 | 37.5 | 9 | 37.50 | 6 | 25 | 0 | 0 | 0 | 0 | 24 | 3.1 |

Graduates responses after year of teaching (cont)

| | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|--|-------------|---|--------------|---|---------|---|---------------|---|----------------|---|----------------|------|
| | n | % | n | % | n | % | n | % | n | % | | |

18: I evaluate students fairly.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|-----|---|-----|----|-----|
| 2010 | 11 | 42.3 | 11 | 42.3 | 3 | 11.5 | 0 | 0 | 1 | 3.8 | 25 | 3.3 |
| 2011 | 14 | 53.8 | 7 | 26.9 | 2 | 7.7 | 2 | 7.7 | 1 | 3.8 | 25 | 3.3 |
| 2012 | 6 | 35.3 | 8 | 47.1 | 2 | 11.8 | 0 | 0 | 1 | 5.9 | 16 | 3.3 |
| 2013 | 5 | 27.8 | 8 | 44.4 | 4 | 22.2 | 0 | 0 | 1 | 5.6 | 17 | 3.1 |
| 2014 | 15 | 46.9 | 13 | 40.6 | 3 | 9.4 | 1 | 3.1 | 0 | 0 | 32 | 3.3 |
| 2015 | 10 | 50 | 6 | 30 | 3 | 15 | 0 | 0 | 1 | 5 | 20 | 3.2 |
| 2016 | 15 | 53.6 | 12 | 42.9 | 0 | 0 | 0 | 0 | 1 | 3.6 | 28 | 3.4 |
| 2017 | 12 | 46.15 | 11 | 42.31 | 3 | 11.54 | 0 | 0 | 0 | 0 | 26 | 3.3 |
| 2018 | 9 | 47.37 | 9 | 47.37 | 1 | 5.26 | 0 | 0 | 0 | 0 | 19 | 3.4 |
| 2019 | 12 | 50.0 | 10 | 41.70 | 2 | 8.3 | 0 | 0 | 0 | 0 | 24 | 3.4 |

19: I use technology available at my school to improve student learning.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|----|-------|---|----|---|------|----|-----|
| 2010 | 6 | 23.1 | 9 | 34.6 | 10 | 38.5 | 0 | 0 | 1 | 3.8 | 25 | 2.8 |
| 2011 | 10 | 38.5 | 6 | 23.1 | 9 | 34.6 | 0 | 0 | 1 | 3.8 | 25 | 3.0 |
| 2012 | 6 | 35.3 | 6 | 35.3 | 4 | 23.5 | 0 | 0 | 1 | 5.9 | 16 | 3.1 |
| 2013 | 5 | 27.8 | 6 | 33.3 | 6 | 33.3 | 0 | 0 | 1 | 5.6 | 17 | 2.9 |
| 2014 | 8 | 25 | 13 | 40.6 | 10 | 31.3 | 0 | 0 | 1 | 3.1 | 31 | 2.9 |
| 2015 | 9 | 45 | 8 | 40 | 1 | 5 | 2 | 10 | 0 | 0 | 20 | 3.2 |
| 2016 | 12 | 42.9 | 12 | 42.9 | 4 | 14.3 | 0 | 0 | 0 | 0 | 28 | 3.3 |
| 2017 | 5 | 19.23 | 14 | 53.85 | 6 | 23.08 | 0 | 0 | 1 | 3.85 | 26 | 2.8 |
| 2018 | 6 | 31.58 | 11 | 57.89 | 2 | 10.53 | 0 | 0 | 0 | 0 | 19 | 3.2 |
| 2019 | 13 | 54.2 | 7 | 29.20 | 4 | 16.7 | 0 | 0 | 0 | 0 | 24 | 3.4 |

20: I adapt teaching strategies and materials for special education students.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|------|---|------|----|-----|
| 2010 | 7 | 26.9 | 15 | 57.7 | 3 | 11.5 | 0 | 0 | 1 | 3.8 | 25 | 3.2 |
| 2011 | 4 | 15.4 | 8 | 30.8 | 8 | 30.8 | 0 | 0 | 6 | 23.1 | 20 | 2.8 |
| 2012 | 6 | 35.3 | 5 | 29.4 | 5 | 29.4 | 0 | 0 | 1 | 5.9 | 16 | 3.1 |
| 2013 | 3 | 16.7 | 5 | 27.8 | 7 | 38.9 | 0 | 0 | 3 | 16.7 | 15 | 2.7 |
| 2014 | 12 | 37.5 | 17 | 53.1 | 3 | 9.4 | 0 | 0 | 0 | 0 | 32 | 3.3 |
| 2015 | 3 | 15.8 | 11 | 57.9 | 3 | 15.8 | 0 | 0 | 2 | 10.5 | 19 | 2.7 |
| 2016 | 7 | 25 | 13 | 46.4 | 6 | 21.4 | 0 | 0 | 2 | 7.1 | 28 | 2.8 |
| 2017 | 3 | 12 | 14 | 56 | 7 | 28 | 0 | 0 | 1 | 4 | 25 | 2.7 |
| 2018 | 2 | 11.11 | 6 | 33.33 | 8 | 44.44 | 1 | 5.56 | 1 | 5.56 | 18 | 2.4 |
| 2019 | 5 | 20.8 | 13 | 54.20 | 5 | 20.8 | 0 | 0 | 0 | 0 | 24 | 2.9 |

Graduates responses after year of teaching (cont)

| 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|-------------|---|--------------|---|---------|---|---------------|---|----------------|---|----------------|------|
| n | % | n | % | n | % | n | % | n | % | | |

21: I effectively address needs of students of diverse cultural and language backgrounds.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|-----|---|-------|----|-----|
| 2010 | 5 | 19.2 | 13 | 50 | 6 | 23.1 | 0 | 0 | 2 | 7.7 | 24 | 3.0 |
| 2011 | 10 | 38.5 | 10 | 38.5 | 2 | 7.7 | 2 | 7.7 | 2 | 7.7 | 24 | 3.2 |
| 2012 | 5 | 29.4 | 8 | 47.1 | 2 | 11.8 | 0 | 0 | 2 | 11.8 | 15 | 3.2 |
| 2013 | 2 | 11.1 | 11 | 61.1 | 4 | 22.2 | 0 | 0 | 1 | 5.6 | 17 | 2.9 |
| 2014 | 8 | 25 | 15 | 46.9 | 8 | 25 | 1 | 3.1 | 0 | 0 | 32 | 2.9 |
| 2015 | 7 | 35 | 8 | 40 | 2 | 10 | 1 | 5 | 2 | 10 | 20 | 2.9 |
| 2016 | 5 | 17.9 | 18 | 64.3 | 4 | 14.3 | 0 | 0 | 1 | 3.6 | 28 | 2.9 |
| 2017 | 4 | 15.38 | 15 | 57.69 | 4 | 15.38 | 0 | 0 | 3 | 11.54 | 26 | 2.7 |
| 2018 | 3 | 15.79 | 9 | 47.37 | 6 | 31.58 | 0 | 0 | 1 | 5.26 | 19 | 2.7 |
| 2019 | 8 | 33.3 | 10 | 41.70 | 5 | 20.8 | 0 | 0 | 0 | 0 | 24 | 3.0 |

22: I demonstrate professional behavior and attitudes.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|---|-------|---|-----|---|-----|----|-----|
| 2010 | 12 | 48 | 13 | 52 | 0 | 0 | 0 | 0 | 0 | 0 | 25 | 3.5 |
| 2011 | 10 | 38.5 | 10 | 38.5 | 4 | 15.4 | 2 | 7.7 | 0 | 0 | 26 | 3.1 |
| 2012 | 6 | 35.3 | 9 | 52.9 | 1 | 5.9 | 0 | 0 | 1 | 5.9 | 16 | 3.3 |
| 2013 | 7 | 41.2 | 7 | 41.2 | 2 | 11.8 | 0 | 0 | 1 | 5.9 | 16 | 3.3 |
| 2014 | 7 | 21.9 | 17 | 53.1 | 7 | 21.9 | 0 | 0 | 1 | 3.1 | 31 | 3.0 |
| 2015 | 11 | 55 | 7 | 35 | 2 | 10 | 0 | 0 | 0 | 0 | 20 | 3.5 |
| 2016 | 13 | 46.4 | 14 | 50 | 1 | 3.6 | 0 | 0 | 0 | 0 | 28 | 3.4 |
| 2017 | 8 | 30.77 | 15 | 57.69 | 3 | 11.54 | 0 | 0 | 0 | 0 | 26 | 3.2 |
| 2018 | 8 | 42.11 | 10 | 52.63 | 1 | 5.26 | 0 | 0 | 0 | 0 | 19 | 3.4 |
| 2019 | 16 | 66.7 | 7 | 29.20 | 1 | 4.2 | 0 | 0 | 0 | 0 | 24 | 3.6 |

23: I participate in professional development opportunities.

| | | | | | | | | | | | | |
|------|----|-------|----|-------|----|-------|---|-----|---|------|----|-----|
| 2010 | 10 | 38.5 | 14 | 53.8 | 2 | 7.7 | 0 | 0 | 0 | 0 | 26 | 3.3 |
| 2011 | 7 | 26.9 | 6 | 23.1 | 13 | 50 | 0 | 0 | 0 | 0 | 26 | 2.8 |
| 2012 | 8 | 47.1 | 3 | 17.6 | 3 | 17.6 | 0 | 0 | 3 | 17.6 | 14 | 3.4 |
| 2013 | 5 | 31.3 | 5 | 31.3 | 4 | 25 | 0 | 0 | 2 | 12.5 | 14 | 3.1 |
| 2014 | 3 | 9.4 | 14 | 43.8 | 12 | 37.5 | 0 | 0 | 3 | 9.4 | 29 | 2.7 |
| 2015 | 9 | 45 | 6 | 30 | 5 | 25 | 0 | 0 | 0 | 0 | 20 | 3.2 |
| 2016 | 11 | 39.3 | 10 | 35.7 | 6 | 21.4 | 0 | 0 | 1 | 3.6 | 28 | 3.1 |
| 2017 | 9 | 34.62 | 10 | 38.46 | 7 | 26.92 | 0 | 0 | 0 | 0 | 26 | 3.1 |
| 2018 | 7 | 36.84 | 8 | 42.11 | 4 | 21.05 | 0 | 0 | 0 | 0 | 19 | 3.2 |
| 2019 | 12 | 50.0 | 7 | 29.20 | 4 | 16.7 | 1 | 4.2 | 0 | 0 | 24 | 3.3 |

Graduates responses after year of teaching (cont)

| 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|-------------|--|--------------|--|---------|--|---------------|--|----------------|--|----------------|------|
|-------------|--|--------------|--|---------|--|---------------|--|----------------|--|----------------|------|

| n | % | n | % | n | % | n | % | n | % |
|---|---|---|---|---|---|---|---|---|---|
|---|---|---|---|---|---|---|---|---|---|

| 24. I interact and collaborate effectively with other school professionals. | | | | | | | | | | | | |
|---|----|-------|----|-------|---|-------|---|-----|---|------|----|-----|
| 2010 | 9 | 34.6 | 17 | 65.4 | 0 | 0 | 0 | 0 | 0 | 0 | 26 | 3.3 |
| 2011 | 13 | 50 | 4 | 15.4 | 8 | 30.8 | 1 | 3.8 | 0 | 0 | 26 | 3.1 |
| 2012 | 8 | 47.1 | 6 | 35.3 | 2 | 11.8 | 0 | 0 | 1 | 5.9 | 16 | 3.4 |
| 2013 | 7 | 41.2 | 9 | 52.9 | 0 | 0 | 0 | 0 | 1 | 5.9 | 16 | 3.4 |
| 2014 | 6 | 18.8 | 18 | 56.3 | 6 | 18.8 | 1 | 3.1 | 1 | 3.1 | 31 | 2.9 |
| 2015 | 8 | 40 | 7 | 35 | 4 | 20 | 1 | 5 | 0 | 0 | 20 | 3.1 |
| 2016 | 15 | 55.6 | 11 | 40.7 | 0 | 0 | 0 | 0 | 1 | 3.7 | 27 | 3.4 |
| 2017 | 12 | 46.15 | 11 | 42.31 | 3 | 11.54 | 0 | 0 | 0 | 0 | 26 | 3.3 |
| 2018 | 8 | 42.11 | 10 | 52.63 | 1 | 5.26 | 0 | 0 | 0 | 0 | 19 | 3.4 |
| 2019 | 12 | 50.0 | 11 | 45.60 | 1 | 4.2 | 0 | 0 | 0 | 0 | 24 | 3.5 |
| 25. I interact and collaborate effectively with parents and guardians of students. | | | | | | | | | | | | |
| 2010 | 5 | 19.2 | 19 | 73.1 | 2 | 7.7 | 0 | 0 | 0 | 0 | 26 | 3.1 |
| 2011 | 10 | 38.5 | 6 | 23.1 | 8 | 30.8 | 2 | 7.7 | 0 | 0 | 26 | 2.9 |
| 2012 | 6 | 35.3 | 7 | 41.2 | 2 | 11.8 | 0 | 0 | 2 | 11.8 | 15 | 3.3 |
| 2013 | 5 | 29.4 | 9 | 52.9 | 2 | 11.8 | 0 | 0 | 1 | 5.9 | 16 | 3.2 |
| 2014 | 13 | 40.6 | 15 | 46.9 | 2 | 6.3 | 2 | 6.3 | 0 | 0 | 32 | 3.2 |
| 2015 | 5 | 25 | 11 | 55 | 4 | 20 | 0 | 0 | 0 | 0 | 20 | 3.1 |
| 2016 | 7 | 25 | 18 | 64.3 | 1 | 3.6 | 0 | 0 | 2 | 7.1 | 28 | 3.0 |
| 2017 | 5 | 19.23 | 17 | 65.38 | 4 | 15.38 | 0 | 0 | 0 | 0 | 26 | 3.0 |
| 2018 | 4 | 21.05 | 9 | 47.37 | 6 | 31.58 | 0 | 0 | 0 | 0 | 19 | 2.9 |
| 2019 | 11 | 45.8 | 13 | 54.20 | 0 | 0 | 0 | 0 | 0 | 0 | 24 | 3.5 |

2019 Graduate Follow-up Survey Summary PRINCIPALS Responses

| | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|--|-------------|-------|--------------|-------|---------|-------|---------------|------|----------------|------|----------------|------|
| | n | % | n | % | n | % | n | % | n | % | | |
| 6. This teacher demonstrates knowledge of subject matter/content area. | | | | | | | | | | | | |
| 2010 | 13 | 44.8 | 14 | 48.3 | 2 | 6.9 | 0 | 0 | 0 | 0 | 29 | 3.4 |
| 2011 | 7 | 21.9 | 23 | 71.9 | 2 | 6.3 | 0 | 0 | 0 | 0 | 32 | 3.2 |
| 2012 | 2 | 18.2 | 6 | 54.5 | 3 | 27.3 | 0 | 0 | 0 | 0 | 11 | 2.9 |
| 2013 | 8 | 33.3 | 13 | 54.2 | 3 | 12.5 | 0 | 0 | 0 | 0 | 24 | 3.2 |
| 2014 | 12 | 35.3 | 18 | 52.9 | 3 | 8.8 | 0 | 0 | 1 | 2.9 | 33 | 3.3 |
| 2015 | 19 | 50 | 15 | 39.5 | 4 | | 0 | 0 | 0 | 0 | 38 | 3.4 |
| 2016 | 13 | 39.4 | 17 | 51.5 | 3 | 9.1 | 0 | 0 | 0 | 0 | 33 | 3.3 |
| 2017 | 14 | 48.28 | 11 | 37.93 | 4 | 13.79 | 0 | 0 | 0 | 0 | 29 | 3.3 |
| 2018 | 15 | 44.12 | 14 | 50 | 2 | 5.88 | 0 | 0 | 0 | 0 | 34 | 3.1 |
| 2019 | 13 | 46.4 | 13 | 46.4 | 2 | 7.14 | 0 | 0 | 0 | 0 | 28 | 3.4 |
| 7. This teacher understands and addresses social, intellectual, and personal needs of students. | | | | | | | | | | | | |
| 2010 | 6 | 21.4 | 17 | 60.7 | 3 | 10.7 | 2 | 7.1 | 0 | 0 | 28 | 3.0 |
| 2011 | 7 | 21.9 | 17 | 53.1 | 6 | 18.8 | 2 | 6.3 | 0 | 0 | 32 | 2.9 |
| 2012 | 2 | 18.2 | 6 | 54.5 | 3 | 27.3 | 0 | 0 | 0 | 0 | 11 | 2.9 |
| 2013 | 8 | 33.3 | 7 | 29.2 | 9 | 37.5 | 0 | 0 | 0 | 0 | 24 | 3.0 |
| 2014 | 7 | 20.6 | 21 | 61.8 | 5 | 14.7 | 1 | 2.9 | 0 | 0 | 34 | 3.0 |
| 2015 | 13 | 34.2 | 18 | 47.4 | 6 | 15.8 | 1 | 2.6 | 0 | 0 | 38 | 3.1 |
| 2016 | 9 | 27.3 | 18 | 54.5 | 6 | 18.2 | 0 | 0 | 0 | 0 | 33 | 3.1 |
| 2017 | 7 | 24.14 | 18 | 62.07 | 3 | 10.34 | 1 | 3.45 | 0 | 0 | 29 | 3.1 |
| 2018 | 9 | 26.47 | 22 | 64.71 | 2 | 5.88 | 1 | 2.94 | 0 | 0 | 34 | 3.1 |
| 2019 | 13 | 46.4 | 11 | 39.3 | 4 | 14.3 | 0 | 0 | 0 | 0 | 28 | 3.3 |
| 8. This teacher fosters critical thinking and problem solving in students. | | | | | | | | | | | | |
| 2010 | 6 | 20.7 | 18 | 62.1 | 2 | 6.9 | 2 | 6.9 | 1 | 3.4 | 28 | 3.0 |
| 2011 | 4 | 12.5 | 21 | 65.6 | 7 | 21.9 | 0 | 0 | 0 | 0 | 32 | 2.9 |
| 2012 | 2 | 18.2 | 4 | 36.4 | 4 | 36.4 | 0 | 0 | 1 | 9.1 | 10 | 2.8 |
| 2013 | 6 | 26.1 | 9 | 39.1 | 8 | 34.8 | 0 | 0 | 0 | 0 | 23 | 2.9 |
| 2014 | 7 | 20.6 | 22 | 64.7 | 4 | 11.8 | 0 | 0 | 1 | 2.9 | 33 | 3.1 |
| 2015 | 12 | 31.6 | 21 | 55.3 | 4 | 10.5 | 1 | 2.6 | 0 | 0 | 38 | 3.2 |
| 2016 | 11 | 33.3 | 14 | 42.4 | 7 | 21.2 | 0 | 0 | 1 | 3 | 33 | 3.0 |
| 2017 | 9 | 31.03 | 14 | 48.28 | 5 | 17.24 | 0 | 0 | 1 | 3.45 | 29 | 3.0 |
| 2018 | 10 | 29.41 | 21 | 61.76 | 3 | 8.82 | 0 | 0 | 0 | 0 | 34 | 3.2 |
| 2019 | 6 | 21.4 | 17 | 60.7 | 3 | 10.7 | 1 | 3.6 | 1 | 3.6 | 28 | 2.9 |

Principals responses after year of teaching (cont)

2

| | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|--|-------------|-------|--------------|-------|---------|-------|---------------|------|----------------|------|----------------|------|
| | n | % | n | % | n | % | n | % | n | % | | |
| 9. This teacher reflects on and revises instructional strategies to meet student needs. | | | | | | | | | | | | |
| 2010 | 10 | 34.5 | 14 | 48.3 | 4 | 13.8 | 1 | 3.4 | 0 | 0 | 29 | 3.1 |
| 2011 | 5 | 15.6 | 19 | 59.4 | 5 | 15.6 | 2 | 6.3 | 1 | 3.1 | 31 | 2.9 |
| 2012 | 3 | 27.3 | 5 | 45.5 | 2 | 18.2 | 0 | 0 | 1 | 9.1 | 10 | 3.1 |
| 2013 | 8 | 33.3 | 10 | 41.7 | 6 | 25 | 0 | 0 | 0 | 0 | 24 | 3.1 |
| 2014 | 14 | 41.2 | 14 | 41.2 | 4 | 11.8 | 1 | 2.9 | 1 | 2.9 | 33 | 3.2 |
| 2015 | 17 | 44.7 | 14 | 36.8 | 7 | 18.4 | 0 | 0 | 0 | 0 | 38 | 3.3 |
| 2016 | 12 | 36.4 | 17 | 51.5 | 4 | 21.1 | 0 | 0 | 0 | 0 | 33 | 3.2 |
| 2017 | 11 | 37.93 | 11 | 37.93 | 5 | 17.24 | 1 | 3.45 | 1 | 3.45 | 29 | 3.0 |
| 2018 | 16 | 47.06 | 16 | 47.06 | 1 | 2.94 | 1 | 2.9 | 0 | 0 | 34 | 3.4 |
| 2019 | 9 | 32.1 | 13 | 46.4 | 5 | 17.9 | 0 | 0 | 1 | 3.6 | 28 | 3.0 |
| 10. This teacher manages classroom activities effectively. | | | | | | | | | | | | |
| 2010 | 12 | 41.4 | 10 | 34.5 | 5 | 17.2 | 2 | 6.9 | 0 | 0 | 29 | 3.1 |
| 2011 | 5 | 15.6 | 20 | 62.5 | 5 | 15.6 | 2 | 6.3 | 0 | 0 | 32 | 2.9 |
| 2012 | 1 | 10 | 7 | 70 | 2 | 20 | 0 | 0 | 0 | 0 | 10 | 2.9 |
| 2013 | 5 | 20.8 | 11 | 45.8 | 6 | 25 | 2 | 8.3 | 0 | 0 | 24 | 2.8 |
| 2014 | 9 | 26.5 | 18 | 52.9 | 6 | 17.6 | 1 | 2.9 | 0 | 0 | 34 | 3.0 |
| 2015 | 15 | 39.5 | 16 | 42.1 | 6 | 15.8 | 1 | 2.6 | 0 | 0 | 38 | 3.2 |
| 2016 | 11 | 33.3 | 14 | 42.4 | 8 | 24.2 | 0 | 0 | 0 | 0 | 33 | 3.1 |
| 2017 | 6 | 20.69 | 13 | 44.83 | 9 | 31.03 | 1 | 3.45 | 0 | 0 | 29 | 2.8 |
| 2018 | 10 | 29.41 | 19 | 55.88 | 5 | 14.71 | 0 | 0 | 0 | 0 | 34 | 3.1 |
| 2019 | 8 | 29.6 | 13 | 48.1 | 4 | 14.8 | 2 | 7.4 | 0 | 0 | 27 | 3.0 |
| 11. This teacher manages students' behavior effectively. | | | | | | | | | | | | |
| 2010 | 8 | 27.6 | 13 | 44.8 | 5 | 17.2 | 3 | 10.3 | 0 | 0 | 29 | 2.9 |
| 2011 | 7 | 21.9 | 17 | 53.1 | 5 | 15.6 | 3 | 9.4 | 0 | 0 | 32 | 2.9 |
| 2012 | 2 | 18.2 | 5 | 45.5 | 3 | 27.3 | 1 | 9.1 | 0 | 0 | 11 | 2.7 |
| 2013 | 5 | 21.7 | 8 | 34.8 | 9 | 39.1 | 1 | 4.3 | 0 | 0 | 23 | 2.7 |
| 2014 | 8 | 23.5 | 16 | 47.1 | 8 | 23.5 | 2 | 5.9 | 0 | 0 | 34 | 2.9 |
| 2015 | 13 | 34.2 | 16 | 42.1 | 8 | 21.1 | 1 | 2.6 | 0 | 0 | 38 | 3.1 |
| 2016 | 9 | 28.1 | 12 | 37.5 | 11 | 34.4 | 0 | 0 | 0 | 0 | 32 | 2.9 |
| 2017 | 7 | 24.14 | 10 | 34.48 | 10 | 34.48 | 2 | 6.9 | 0 | 0 | 29 | 2.8 |
| 2018 | 10 | 29.41 | 18 | 52.94 | 5 | 14.71 | 1 | 2.94 | 0 | 0 | 34 | 3.1 |
| 2019 | 10 | 37 | 8 | 29.6 | 7 | 26 | 2 | 7.4 | 0 | 0 | 27 | 3.0 |

Principals responses after year of teaching (cont)

3

| | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|--|-------------|-------|--------------|-------|---------|-------|---------------|------|----------------|------|----------------|------|
| | n | % | n | % | n | % | n | % | n | % | | |
| 12. This teacher motivates students effectively. | | | | | | | | | | | | |
| 2010 | 11 | 39.3 | 11 | 39.3 | 4 | 14.3 | 2 | 7.1 | 0 | 0 | 28 | 3.1 |
| 2011 | 10 | 31.3 | 13 | 40.6 | 6 | 18.8 | 3 | 9.4 | 0 | 0 | 32 | 2.9 |
| 2012 | 2 | 18.2 | 5 | 45.5 | 3 | 27.3 | 1 | 9.1 | 0 | 0 | 11 | 2.7 |
| 2013 | 8 | 34.8 | 6 | 26.1 | 8 | 34.8 | 1 | 4.3 | 0 | 0 | 23 | 2.9 |
| 2014 | 9 | 26.5 | 18 | 52.9 | 7 | 20.6 | 0 | 0 | 0 | 0 | 34 | 3.1 |
| 2015 | 8 | 21.6 | 21 | 56.8 | 7 | 18.9 | 1 | 2.7 | 0 | 0 | 37 | 3.0 |
| 2016 | 10 | 30.3 | 16 | 48.5 | 7 | 21.2 | 0 | 0 | 0 | 0 | 33 | 3.1 |
| 2017 | 5 | 17.24 | 18 | 62.07 | 5 | 17.24 | 1 | 3.45 | 0 | 0 | 29 | 2.9 |
| 2018 | 12 | 36.36 | 17 | 51.52 | 2 | 6.06 | 2 | 6.06 | 0 | 0 | 33 | 3.2 |
| 2019 | 11 | 39.3 | 11 | 39.3 | 6 | 21.4 | 0 | 0 | 0 | 0 | 28 | 3.2 |
| 13. This teacher uses effective verbal communication skills. | | | | | | | | | | | | |
| 2010 | | | | | | | | | | | | |
| 2011 | | | | | | | | | | | | |
| 2012 | | | | | | | | | | | | |
| 2013 | 10 | 41.7 | 8 | 33.3 | 5 | 20.8 | 1 | 4.2 | 0 | 0 | 24 | 3.1 |
| 2014 | 15 | 44.1 | 17 | 50 | 2 | 5.9 | 0 | 0 | 0 | 0 | 34 | 3.4 |
| 2015 | 16 | 42.1 | 17 | 44.7 | 5 | 13.2 | 0 | 0 | 0 | 0 | 38 | 3.3 |
| 2016 | 10 | 31.3 | 18 | 56.3 | 4 | 12.5 | 0 | 0 | 0 | 0 | 32 | 3.2 |
| 2017 | 9 | 31.03 | 15 | 51.72 | 4 | 13.79 | 1 | 3.45 | 0 | 0 | 29 | 3.1 |
| 2018 | 14 | 41.18 | 17 | 50 | 3 | 8.82 | 0 | 0 | 0 | 0 | 34 | 3.3 |
| 2019 | 13 | 46.4 | 10 | 35.7 | 5 | 17.9 | 0 | 0 | 0 | 0 | 28 | 3.3 |
| 14. This teacher uses effective written communication skills. | | | | | | | | | | | | |
| 2010 | 7 | 24.1 | 17 | 58.6 | 3 | 10.3 | 0 | 0 | 2 | 6.9 | 27 | 3.1 |
| 2011 | 6 | 18.8 | 20 | 62.5 | 6 | 18.8 | 0 | 0 | 0 | 0 | 32 | 3.0 |
| 2012 | 1 | 9.1 | 9 | 81.8 | 1 | 9.1 | 0 | 0 | 0 | 0 | 11 | 3.0 |
| 2013 | 10 | 41.7 | 7 | 29.2 | 4 | 16.7 | 1 | 4.2 | 2 | 8.3 | 22 | 3.2 |
| 2014 | 13 | 38.2 | 21 | 61.8 | 0 | 0 | 0 | 0 | 0 | 0 | 34 | 3.4 |
| 2015 | 14 | 36.8 | 19 | 50 | 3 | 7.9 | 0 | 0 | 2 | 5.3 | 38 | 3.1 |
| 2016 | 9 | 27.3 | 19 | 57.6 | 2 | 6.1 | 0 | 0 | 3 | 9.1 | 33 | 2.9 |
| 2017 | 8 | 27.59 | 15 | 51.72 | 5 | 17.24 | 0 | 0 | 1 | 3.45 | 29 | 3.1 |
| 2018 | 9 | 26.47 | 23 | 67.65 | 1 | 2.94 | 1 | 2.94 | 0 | 0 | 34 | 3.2 |
| 2019 | 12 | 42.9 | 11 | 39.3 | 2 | 7.1 | 0 | 0 | 3 | 10.7 | 28 | 3.0 |

Principals responses after year of teaching (cont)

4

| | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | Total <i>n</i> | Mean |
|---|-------------|-------|--------------|-------|---------|-------|---------------|------|----------------|------|----------------|------|
| | n | % | n | % | n | % | n | % | n | % | | |
| 15: This teacher prepares and implements lessons and units aligned to student learning outcomes. | | | | | | | | | | | | |
| 2010 | 9 | 31 | 17 | 58.6 | 3 | 10.3 | 0 | 0 | 0 | 0 | 29 | 3.2 |
| 2011 | 4 | 12.5 | 21 | 65.6 | 7 | 21.9 | 0 | 0 | 0 | 0 | 32 | 2.9 |
| 2012 | 1 | 9.1 | 7 | 63.6 | 2 | 18.2 | 0 | 0 | 1 | 9.1 | 10 | 2.9 |
| 2013 | 7 | 29.2 | 12 | 50 | 3 | 12.5 | 1 | 4.2 | 1 | 4.2 | 23 | 3.1 |
| 2014 | 12 | 35.3 | 18 | 52.9 | 2 | 5.9 | 0 | 0 | 2 | 5.9 | 32 | 3.3 |
| 2015 | 13 | 34.2 | 16 | 42.1 | 6 | 15.8 | 0 | 0 | 3 | 7.9 | 38 | 2.9 |
| 2016 | 11 | 33.3 | 16 | 48.5 | 3 | 9.1 | 1 | 3 | 2 | 6.1 | 33 | 3.0 |
| 2017 | 8 | 27.59 | 16 | 55.17 | 4 | 13.79 | 0 | 0 | 1 | 3.45 | 29 | 3.0 |
| 2018 | 13 | 38.24 | 18 | 52.94 | 3 | 8.82 | 0 | 0 | 0 | 0 | 34 | 3.3 |
| 2019 | 11 | 40.7 | 12 | 44.4 | 3 | 11.11 | 1 | 3.7 | 0 | 0 | 27 | 3.2 |
| 16: This teacher prepares and implements lessons and units relevant to student needs and interests. | | | | | | | | | | | | |
| 2010 | 8 | 27.6 | 17 | 58.6 | 2 | 6.8 | 2 | 6.9 | 0 | 0 | 29 | 3.1 |
| 2011 | 5 | 15.6 | 20 | 62.5 | 7 | 21.9 | 0 | 0 | 0 | 0 | 32 | 2.9 |
| 2012 | 1 | 9.1 | 6 | 54.5 | 2 | 18.2 | 0 | 0 | 2 | 18.2 | 9 | 2.9 |
| 2013 | 7 | 29.2 | 11 | 45.8 | 4 | 16.7 | 1 | 4.2 | 1 | 4.2 | 23 | 3.0 |
| 2014 | 12 | 35.3 | 16 | 47.1 | 5 | 14.7 | 0 | 0 | 1 | 2.9 | 33 | 3.2 |
| 2015 | 11 | 28.9 | 19 | 50 | 6 | 15.8 | 0 | 0 | 2 | 5.3 | 38 | 3.0 |
| 2016 | 11 | 33.3 | 16 | 48.5 | 4 | 12.1 | 1 | 3 | 1 | 3 | 33 | 3.1 |
| 2017 | 8 | 27.59 | 15 | 51.72 | 5 | 17.24 | 1 | 3.45 | 0 | 0 | 29 | 3.0 |
| 2018 | 13 | 38.24 | 18 | 52.94 | 3 | 8.82 | 0 | 0 | 0 | 0 | 34 | 3.3 |
| 2019 | 9 | 33.3 | 14 | 51.9 | 3 | 11.11 | 1 | 3.7 | 0 | 0 | 27 | 3.1 |
| 17: This teacher uses formative assessment results to adjust instruction and improve student learning. | | | | | | | | | | | | |
| 2010 | 4 | 13.8 | 19 | 65.5 | 4 | 13.8 | 0 | 0 | 2 | 6.9 | 27 | 3.0 |
| 2011 | 2 | 6.3 | 19 | 59.4 | 8 | 25 | 2 | 6.3 | 1 | 3.1 | 31 | 2.7 |
| 2012 | 0 | 0 | 8 | 72.7 | 2 | 18.2 | 0 | 0 | 1 | 9.1 | 10 | 2.8 |
| 2013 | 9 | 37.5 | 8 | 33.3 | 6 | 25 | 0 | 0 | 1 | 4.2 | 23 | 3.1 |
| 2014 | 7 | 20.6 | 16 | 47.1 | 8 | 23.5 | 0 | 0 | 3 | 8.8 | 31 | 3.0 |
| 2015 | 11 | 28.9 | 14 | 36.8 | 9 | 23.7 | 0 | 0 | 4 | 10.5 | 38 | 2.7 |
| 2016 | 10 | 30.3 | 13 | 39.4 | 4 | 12.1 | 1 | 3 | 5 | 15.2 | 33 | 2.7 |
| 2017 | 9 | 31.03 | 15 | 51.72 | 4 | 13.79 | 0 | 0 | 1 | 3.45 | 29 | 3.1 |
| 2018 | 11 | 32.35 | 19 | 55.88 | 3 | 8.82 | 1 | 2.94 | 0 | 0 | 34 | 3.2 |
| 2019 | 8 | 28.6 | 16 | 57.1 | 3 | 10.7 | 0 | 0 | 1 | 3.6 | 28 | 3.1 |

Principals responses after year of teaching (cont)

| | | 5 | | | | | | | | | | Total <i>n</i> | Mean |
|---|----|-------------|----|--------------|---|---------|---|---------------|---|----------------|----|----------------|------|
| | | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | | |
| | | n | % | n | % | n | % | n | % | n | % | | |
| 18: This teacher evaluates students fairly. | | | | | | | | | | | | | |
| 2010 | 10 | 35.7 | 14 | 50 | 3 | 10.7 | 1 | 3.6 | 0 | 0 | 28 | 3.2 | |
| 2011 | 7 | 21.9 | 18 | 56.3 | 7 | 21.9 | 0 | 0 | 0 | 0 | 32 | 3.0 | |
| 2012 | 1 | 9.1 | 6 | 54.5 | 3 | 27.3 | 0 | 0 | 1 | 9.1 | 10 | 2.8 | |
| 2013 | 9 | 37.5 | 8 | 33.3 | 6 | 25 | 1 | 4.2 | 0 | 0 | 24 | 3.0 | |
| 2014 | 14 | 41.2 | 15 | 44.1 | 2 | 5.9 | 1 | 2.9 | 2 | 5.9 | 32 | 3.3 | |
| 2015 | 22 | 57.9 | 11 | 28.9 | 3 | 7.9 | 0 | 0 | 2 | 5.3 | 38 | 3.3 | |
| 2016 | 12 | 36.4 | 16 | 48.5 | 2 | 6.1 | 1 | 3 | 0 | 0 | 33 | 3.1 | |
| 2017 | 12 | 41.38 | 12 | 41.38 | 4 | 13.79 | 0 | 0 | 1 | 3.45 | 29 | 3.2 | |
| 2018 | 14 | 41.18 | 16 | 47.06 | 3 | 8.82 | 0 | 0 | 1 | 2.94 | 34 | 3.2 | |
| 2019 | 11 | 39.3 | 13 | 46.4 | 3 | 10.7 | 0 | 0 | 1 | 3.6 | 28 | 3.2 | |
| 19: This teacher demonstrates professional behavior and attitudes. | | | | | | | | | | | | | |
| 2010 | 8 | 28.6 | 16 | 57.1 | 1 | 3.6 | 2 | 7.1 | 1 | 3.6 | 27 | 3.1 | |
| 2011 | 6 | 18.8 | 17 | 53.1 | 8 | 25 | 1 | 3.1 | 0 | 0 | 32 | 2.9 | |
| 2012 | 4 | 36.4 | 3 | 27.3 | 4 | 36.4 | 0 | 0 | 0 | 0 | 11 | 3.0 | |
| 2013 | 9 | 37.5 | 9 | 37.5 | 4 | 16.7 | 2 | 8.3 | 0 | 0 | 24 | 3.0 | |
| 2014 | 13 | 38.2 | 17 | 50 | 4 | 11.8 | 0 | 0 | 0 | 0 | 34 | 3.3 | |
| 2015 | 16 | 42.1 | 15 | 39.5 | 7 | 18.4 | 0 | 0 | 0 | 0 | 38 | 3.2 | |
| 2016 | 12 | 36.4 | 16 | 48.5 | 3 | 9.1 | 2 | 6.1 | 0 | 0 | 33 | 3.2 | |
| 2017 | 10 | 34.48 | 12 | 41.38 | 6 | 20.69 | 1 | 3.45 | 0 | 0 | 29 | 3.1 | |
| 2018 | 15 | 44.12 | 16 | 47.06 | 2 | 5.88 | 1 | 2.94 | 0 | 0 | 34 | 3.3 | |
| 2019 | 13 | 46.4 | 12 | 42.9 | 3 | 10.7 | 0 | 0 | 0 | 0 | 28 | | |
| 20: This teacher participates in professional development opportunities. | | | | | | | | | | | | | |
| 2010 | 6 | 20.7 | 18 | 62.1 | 4 | 13.8 | 0 | 0 | 1 | 3.4 | 28 | 3.1 | |
| 2011 | 9 | 28.1 | 17 | 53.1 | 5 | 15.6 | 1 | 3.1 | 0 | 0 | 32 | 3.1 | |
| 2012 | 3 | 27.3 | 4 | 36.4 | 3 | 27.3 | 0 | 0 | 0 | 0 | 10 | 3.0 | |
| 2013 | 6 | 25 | 9 | 37.5 | 8 | 33.3 | 0 | 0 | 1 | 4.2 | 23 | 2.9 | |
| 2014 | 15 | 44.1 | 13 | 38.2 | 3 | 8.8 | 1 | 2.9 | 0 | 0 | 32 | 3.3 | |
| 2015 | 18 | 47.4 | 13 | 34.2 | 6 | 15.8 | 0 | 0 | 1 | 2.6 | 38 | 3.2 | |
| 2016 | 14 | 42.4 | 11 | 33.3 | 7 | 21.2 | 1 | 3 | 0 | 0 | 33 | 3.2 | |
| 2017 | 11 | 39.29 | 10 | 35.71 | 7 | 25 | 0 | 0 | 0 | 0 | 28 | 3.1 | |
| 2018 | 10 | 29.41 | 20 | 58.82 | 3 | 8.82 | 1 | 2.94 | 0 | 0 | 34 | 3.1 | |
| 2019 | 8 | 29.6 | 14 | 51.9 | 5 | 18.5 | 0 | 0 | 0 | 0 | 27 | 3.1 | |

Principals responses after year of teaching (cont)

| | | 6 | | | | | | | | | | Total <i>n</i> | Mean |
|--|----|-------------|----|--------------|---|---------|---|---------------|---|----------------|----|----------------|------|
| | | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | | |
| | | n | % | n | % | n | % | n | % | n | % | | |
| 21: This teacher interacts and collaborates effectively with other school professionals: | | | | | | | | | | | | | |
| 2010 | 4 | 14.3 | 12 | 42.9 | 7 | 25 | 2 | 7.1 | 3 | 10.7 | 25 | 2.7 | |
| 2011 | 9 | 31 | 13 | 44.8 | 5 | 17.2 | 2 | 6.9 | 0 | 0 | 29 | 3.0 | |
| 2012 | 3 | 27.3 | 7 | 63.6 | 1 | 9.1 | 0 | 0 | 0 | 0 | 11 | 3.2 | |
| 2013 | 8 | 33.3 | 12 | 50 | 2 | 8.3 | 2 | 8.3 | 0 | 0 | 24 | 3.1 | |
| 2014 | 14 | 43.8 | 15 | 46.9 | 2 | 6.3 | 0 | 0 | 1 | 3.1 | 31 | 3.4 | |
| 2015 | 16 | 42.1 | 19 | 50 | 3 | 7.9 | 0 | 0 | 0 | 0 | 38 | 3.3 | |
| 2016 | 15 | 45.5 | 14 | 42.4 | 3 | 9.1 | 1 | 3 | 0 | 0 | 33 | 3.3 | |
| 2017 | 13 | 44.83 | 13 | 44.83 | 2 | 6.9 | 1 | 3.45 | 0 | 0 | 29 | 3.3 | |
| 2018 | 14 | 43.75 | 15 | 46.88 | 2 | 6.25 | 1 | 3.13 | 0 | 0 | 32 | 3.3 | |
| 2019 | 10 | 37 | 14 | 51.9 | 3 | 11.1 | 0 | 0 | 0 | 0 | 27 | 3.3 | |
| 22: This teacher interacts and collaborates effectively with parents and guardians of students: | | | | | | | | | | | | | |
| 2010 | 7 | 24.1 | 13 | 44.8 | 4 | 13.8 | 1 | 3.4 | 4 | 13.8 | 25 | 3.0 | |
| 2011 | 6 | 19.4 | 19 | 61.3 | 6 | 19.4 | 0 | 0 | 0 | 0 | 31 | 3.0 | |
| 2012 | 2 | 20 | 5 | 50 | 2 | 20 | 0 | 0 | 1 | 10 | 9 | 3.0 | |
| 2013 | 8 | 34.8 | 9 | 39.1 | 4 | 17.4 | 2 | 8.7 | 0 | 0 | 23 | 3.0 | |
| 2014 | 10 | 29.4 | 19 | 55.9 | 3 | 8.8 | 0 | 0 | 2 | 5.9 | 32 | 3.2 | |
| 2015 | 12 | 31.6 | 20 | 52.6 | 4 | 10.5 | 0 | 0 | 0 | 0 | 38 | 3.1 | |
| 2016 | 10 | 30.3 | 17 | 51.5 | 4 | 12.1 | 1 | 3 | 1 | 3 | 33 | 3.0 | |
| 2017 | 8 | 27.59 | 14 | 48.28 | 5 | 17.24 | 1 | 3.45 | 1 | 3.45 | 29 | 2.9 | |
| 2018 | 10 | 29.41 | 19 | 55.88 | 3 | 8.82 | 0 | 0 | 2 | 5.88 | 34 | 3.0 | |
| 2019 | 10 | 35.7 | 15 | 53.6 | 2 | 7.1 | 0 | 0 | 1 | 3.6 | 28 | 3.2 | |
| 23: This teacher uses technology available at my school to improve student learning: | | | | | | | | | | | | | |
| 2010 | 10 | 34.5 | 16 | 55.2 | 2 | 6.9 | 1 | 3.4 | 0 | 0 | 29 | 3.2 | |
| 2011 | 6 | 19.4 | 16 | 51.6 | 8 | 25.8 | 0 | 0 | 1 | 3.2 | 30 | 2.9 | |
| 2012 | 1 | 9.1 | 8 | 72.7 | 1 | 9.1 | 1 | 9.1 | 0 | 0 | 11 | 2.8 | |
| 2013 | 5 | 20.8 | 16 | 66.7 | 2 | 8.3 | 1 | 4.2 | 0 | 0 | 24 | 3.0 | |
| 2014 | 7 | 21.2 | 22 | 66.7 | 3 | 9.1 | 0 | 0 | 1 | 3 | 32 | 3.1 | |
| 2015 | 15 | 39.5 | 16 | 42.1 | 6 | 15.8 | 0 | 0 | 1 | 2.6 | 38 | 3.2 | |
| 2016 | 9 | 27.3 | 19 | 57.6 | 2 | 6.1 | 1 | 3 | 2 | 6.1 | 33 | 3.0 | |
| 2017 | 10 | 37.04 | 13 | 48.15 | 4 | 14.81 | 0 | 0 | 0 | 0 | 27 | 3.2 | |
| 2018 | 11 | 32.35 | 20 | 58.82 | 2 | 5.88 | 0 | 0 | 1 | 2.94 | 34 | 3.2 | |
| 2019 | 9 | 32.1 | 16 | 57.1 | 2 | 7.1 | 0 | 0 | 1 | 3.6 | 28 | 3.1 | |

Principals responses after year of teaching (cont)

| | | 7 | | | | | | | | | | Total <i>n</i> | Mean |
|---|----|-------------|----|--------------|---|---------|---|---------------|---|----------------|----|----------------|------|
| | | 4-Exemplary | | 3-Proficient | | 2-Basic | | 1-Below Basic | | 0-Not Observed | | | |
| | | n | % | n | % | n | % | n | % | n | % | | |
| 24: This teacher adapts teaching strategies and materials for special education students: | | | | | | | | | | | | | |
| 2010 | 5 | 17.2 | 15 | 51.7 | 9 | 31 | 0 | 0 | 0 | 0 | 29 | 2.9 | |
| 2011 | 2 | 6.3 | 19 | 59.4 | 6 | 18.8 | 1 | 3.1 | 4 | 12.5 | 28 | 2.8 | |
| 2012 | 2 | 18.2 | 4 | 36.4 | 3 | 27.3 | 0 | 0 | 2 | 18.2 | 9 | 2.9 | |
| 2013 | 3 | 12.5 | 13 | 54.2 | 7 | 29.2 | 0 | 0 | 1 | 4.2 | 23 | 2.8 | |
| 2014 | 5 | 15.2 | 15 | 45.5 | 7 | 21.2 | 0 | 0 | 6 | 18.2 | 27 | 2.9 | |
| 2015 | 8 | 21.1 | 19 | 50 | 6 | 15.8 | 0 | 0 | 5 | 13.2 | 38 | 2.7 | |
| 2016 | 6 | 18.2 | 14 | 42.4 | 6 | 18.2 | 1 | 3 | 6 | 18.2 | 33 | 2.4 | |
| 2017 | 4 | 14.29 | 17 | 60.71 | 7 | 25 | 0 | 0 | 0 | 0 | 28 | 2.9 | |
| 2018 | 4 | 12.12 | 22 | 66.67 | 6 | 18.18 | 0 | 0 | 1 | 3.03 | 33 | 2.8 | |
| 2019 | 7 | 26 | 15 | 55.6 | 3 | 11.1 | 0 | 0 | 2 | 7.4 | 27 | 2.9 | |
| 25: This teacher effectively addresses needs of students of diverse cultural and language backgrounds: | | | | | | | | | | | | | |
| 2010 | 12 | 42.9 | 14 | 50 | 1 | 3.6 | 1 | 3.6 | 0 | 0 | 28 | 3.3 | |
| 2011 | 3 | 9.4 | 19 | 59.4 | 5 | 15.6 | 1 | 3.1 | 4 | 12.5 | 28 | 2.9 | |
| 2012 | 1 | 9.1 | 6 | 54.5 | 2 | 18.2 | 0 | 0 | 2 | 18.2 | 9 | 2.9 | |
| 2013 | 4 | 16.7 | 11 | 45.8 | 6 | 25 | 1 | 4.2 | 2 | 8.3 | 22 | 2.8 | |
| 2014 | 6 | 17.6 | 20 | 58.8 | 3 | 8.8 | 0 | 0 | 5 | 14.7 | 29 | 3.1 | |
| 2015 | 10 | 26.3 | 19 | 50 | 5 | 13.2 | 1 | 2.6 | 3 | 7.9 | 38 | 2.8 | |
| 2016 | 7 | 21.2 | 16 | 48.5 | 6 | 18.2 | 1 | 3 | 3 | 9.1 | 33 | 2.7 | |
| 2017 | 3 | 10.34 | 24 | 82.76 | 1 | 3.45 | 1 | 3.45 | 0 | 0 | 29 | 3.0 | |
| 2018 | 5 | 14.71 | 21 | 61.76 | 5 | 14.71 | 0 | 0 | 3 | 8.82 | 34 | 2.7 | |
| 2019 | 8 | 28.6 | 15 | 53.6 | 2 | 7.1 | 1 | 3.6 | 2 | 7.1 | 28 | 2.9 | |