

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	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 <i>n</i>	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
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24. I interact and collaborate effectively with other school professionals.

2010-2019	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

		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	

		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

		Teacher responses last year to learning (2010-2019)											
		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)

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)

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