

Satisfaction of Employers and Employment

Supervisor Survey of New Teachers: Davis & Elkins Graduates

Along with the Exit Survey and the Transition to Teaching, the Supervisors Satisfaction Survey from the North Dakota State University NExT supports accreditation and program approval at both the state and national level through their alignment with both InTASC and CAEP accreditation standards. The items in the surveys are aligned with the InTASC standards, and therefore, support the state program approval and CAEP standard 1.1. In particular, the Supervisor Survey results provide strong evidence for CAEP standard 4.3. The NExT surveys meet validity and reliability standards.

Employers were asking to complete the survey regarding the D&E graduate completing his/her first year of teaching. The completion of the survey was voluntary. The indicators were taken from the NExT North Dakota University Survey.

Supervisor Survey of New Teachers: 2020					
	Not Applicable	Disagree	Tend to Disagree	Tend to Agree	Agree
Professionalism					
Seeks out learning opportunities that align with professional development goals					100%
Actively engages with parent/guardian/advocate about issues affecting student learning.					100%
Collaborate with teaching colleagues to improve student performance					100%
Use colleague feedback to support my development as a teacher					100%
Uphold laws related to student rights and responsibility					100%
Act as an advocate for all students					100%
Learning Environment					
Clearly communicate expectations for appropriate student behavior					100%
Use effective communication skills and strategies to convey ideas and information to students					100%
Connect core content to students' real-life experiences				33.3%	66.7%
Help students work together to achieve learning goals.				33.3%	66.7%
Develops and maintain a classroom environment that promotes student engagement				33.3%	66.7%
Professionalism					
Respond appropriately to student behavior					100%
Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.					100%
Help student regulate their own behavior					100%
Effectively organize the physical environment of the classroom for instruction					100%
Diverse Learners					
Effectively teach students from culturally and ethnically diverse backgrounds and communities					66.7%
Differentiate instruction for a variety of learning needs				33.3%	66.7%
Differentiate for students at varied developmental levels				33.3%	66.7%

Differentiate instruction for students with IEPs and 504 plans					100%
Differentiate instruction for students with mental health needs					100%
Differentiate instruction for gifted and talented students					100%
Differentiate instruction for English-language learners				33.3%	66.7%
Access resources to foster learning for students with diverse needs				33.3%	66.7%
Effectively teach the subject matter in my licensure area.					
Select instructional strategies to align with learning goals and standards				33.3%	66.7%
Design activities where students engage with subject matter from a variety of perspectives				33.3%	66.7%
Account for students' prior knowledge or experiences in instructional planning					100%
Design long-range instructional plans that meet curricular goals					100%
Regularly adjust instructional plans to meet students' needs					100%
Plan lessons with learning objectives/goals in mind				33.3%	66.7%
Design and modify assessments to match learning objectives.				33.3%	66.7%
Provide students with meaningful feedback to guide next steps in learning.				33.3%	66.7%
Engage students in self-assessment strategies				33.3%	66.7%
Use formative and summative assessments to inform instructional practice					100%
Professionalism					
Identify issues of reliability and validity in assessment					100%
Analyze appropriate types of assessment data to identify student learning needs					100%
Differentiate assessment for all learners					100%
Use digital and interactive technologies to achieve instructional goals.					100%
Engage students in using a range of technology tools to achieve learning goals.				33.3%	66.7%
Help students develop critical thinking processes				33.3%	66.7%
Help students develop skills to solve complex problems				33.3%	66.7%
Make interdisciplinary connections among core subjects				33.3%	66.7%
Know where and how to access resources to build global awareness and understanding.				33.3%	66.7%
Help students analyze multiple sources of evidence to draw sound conclusions					100%
Average	2%			13%	85%
Supervisor Comments (optional):					
<ul style="list-style-type: none"> An outstanding teacher who handles special needs students like a pro! This has been a very different and challenging year for everyone, especially for new educators. I believe and look forward to the next school year with our new educators as being a better year for our new teachers and growth in education. [Teacher name] is an excellent teacher and I couldn't be happier with her performance in the classroom. She has excellent classroom management skills and her organizational skills are exceptional. She spends hours planning and preparing student lessons and most importantly, she strives to become better and searches for ways to become better at her job. 					