

These are the the results of the first-year supervisor survey excluding qualitative data that may have had personally identifiable information in it. The scale is 0-5: 0=Not Able to Observe; 1=Disagree; 2=Tend to Disagree; 3=Tend to Agree; and 4=Agree.

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
a. Effectively teaches the subject matter in his/her licensure area.	2.00	4.00	3.67	0.67	0.44	9	33.00
b. Selects instructional strategies to align with learning goals and standards.	2.00	4.00	3.56	0.68	0.47	9	32.00
c. Designs activities where students engage with subject matter from a variety of perspectives.	3.00	4.00	3.78	0.42	0.17	9	34.00
d. Accounts for students' prior knowledge or experiences in instructional planning.	3.00	4.00	3.78	0.42	0.17	9	34.00
e. Designs long-range instructional plans that meet curricular goals.	0.00	4.00	3.22	1.31	1.73	9	29.00
f. Regularly adjusts instructional plans to meet students' needs.	2.00	4.00	3.56	0.68	0.47	9	32.00
g. Plans lessons with clear learning objectives/goals in mind.	2.00	4.00	3.67	0.67	0.44	9	33.00

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
h. Designs and modifies assessments to match learning objectives.	0.00	4.00	3.22	1.31	1.73	9	29.00
i. Provides students with meaningful feedback to guide next steps in learning.	2.00	4.00	3.56	0.68	0.47	9	32.00
j. Engages students in self-assessment strategies.	0.00	4.00	2.44	1.77	3.14	9	22.00
k. Uses formative and summative assessments to inform instructional practice.	3.00	4.00	3.67	0.47	0.22	9	33.00

l. Identifies issues of reliability and validity in assessment.	0.00	4.00	2.33	1.70	2.89	9	21.00
m. Analyzes multiple and appropriate types of assessment data to identify student learning needs.	0.00	4.00	2.89	1.59	2.54	9	26.00
mm. Differentiates assessments for all learners.	0.00	4.00	2.78	1.55	2.40	9	25.00

## B1n-t - (Continued)

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
n. Uses digital and interactive technologies to achieve instructional goals.	3.00	4.00	3.56	0.50	0.25	9	32.00
o. Engages students in using a range of technology tools to achieve learning goals.	0.00	4.00	3.44	1.26	1.58	9	31.00
p. Helps students develop critical thinking processes.	2.00	4.00	3.67	0.67	0.44	9	33.00
q. Helps students develop skills to solve complex problems.	0.00	4.00	3.22	1.47	2.17	9	29.00
r. Makes interdisciplinary connections among core subjects.	0.00	4.00	2.56	1.50	2.25	9	23.00
s. Knows where and how to access resources to build global awareness and understanding.	0.00	4.00	2.67	1.49	2.22	9	24.00
t. Helps students analyze multiple sources of evidence to draw sound conclusions.	0.00	4.00	2.44	1.77	3.14	9	22.00

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
a. Effectively teaches students from culturally and ethnically diverse backgrounds and communities.	3.00	4.00	3.56	0.50	0.25	9	32.00

b. Differentiates instruction for a variety of learning needs.	0.00	4.00	3.22	1.23	1.51	9	29.00
c. Differentiates for students at varied developmental levels.	3.00	4.00	3.56	0.50	0.25	9	32.00
d. Differentiates to meet the needs of students from various socioeconomic backgrounds.	0.00	4.00	3.22	1.23	1.51	9	29.00
e. Differentiates instruction for students with IEPs and 504 plans.	0.00	4.00	3.00	1.41	2.00	9	27.00
f. Differentiates instruction for students with mental health needs.	0.00	4.00	3.13	1.36	1.86	8	25.00
g. Differentiates instruction for gifted and talented students.	0.00	4.00	2.89	1.59	2.54	9	26.00
h. Differentiates instruction for English-language learners.	0.00	4.00	2.89	1.59	2.54	9	26.00
i. Accesses resources to foster learning for students with diverse needs.	0.00	4.00	3.11	1.29	1.65	9	28.00

### B3 a-i - Learning Environment

To what

extent do you agree or disagree that this fir...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
a. Clearly communicates expectations for appropriate student behavior.	0.00	4.00	3.33	1.33	1.78	9	30.00
b. Uses effective communication skills and strategies to convey ideas and information to students.	0.00	4.00	3.33	1.25	1.56	9	30.00
c. Connects core content to students' real-life experiences.	0.00	4.00	3.33	1.25	1.56	9	30.00
d. Helps students work together to achieve learning goals.	0.00	4.00	2.75	1.64	2.69	8	22.00
e. Develops and maintains a classroom environment that promotes student engagement.	3.00	4.00	3.89	0.31	0.10	9	35.00

f. Responds appropriately to student behavior.	2.00	4.00	3.56	0.68	0.47	9	32.00
g. Creates a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	3.00	4.00	3.78	0.42	0.17	9	34.00
h. Helps students regulate their own behavior.	1.00	4.00	3.44	0.96	0.91	9	31.00
i. Effectively organizes the physical environment of the classroom for instruction.	4.00	4.00	4.00	0.00	0.00	9	36.00

#### B4 - Professionalism

To what extent do you agree or disagree that

**this first-yea...**

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
a. Seeks out learning opportunities that align with professional development goals.	3.00	4.00	3.67	0.47	0.22	9	33.00
b. Collaborates with parents and guardians to support student learning.	0.00	4.00	3.33	1.25	1.56	9	30.00
c. Collaborates with teaching colleagues to improve student performance.	2.00	4.00	3.78	0.63	0.40	9	34.00
d. Uses colleague feedback to support development as a teacher.	1.00	4.00	3.67	0.94	0.89	9	33.00
e. Upholds laws related to student rights and teacher responsibility.	1.00	4.00	3.56	0.96	0.91	9	32.00
f. Acts as an advocate for all students.	2.00	4.00	3.56	0.68	0.47	9	32.00