



2024 Nebraska First Year Teacher Survey

Doane University

Introduction

The Nebraska Department of Education (NDE) administered the Nebraska First Year Teacher Survey from mid-April to late-May 2024. This year marks the tenth successful implementation of the survey, with the survey being sent to both principals and first-year teachers for the eighth time. Surveys were distributed to the principals of first-year teachers, and to the first-year teachers themselves, who completed their preparation programs at 16 preparation institutions in the state. The participating institutions are as follows:

1. Bellevue University
2. Chadron State College
3. College of Saint Mary
4. Concordia University
5. Creighton University
6. Doane University
7. Hastings College
8. Midland University
9. Nebraska Wesleyan University
10. Peru State College
11. Union College
12. University of Nebraska at Kearney
13. University of Nebraska at Lincoln
14. University of Nebraska at Omaha
15. Wayne State College
16. York University

Evaluation indicators are based on the Council of Chief State School Officers (CCSSO) Interstate Teacher Assessment and Support Consortium (InTASC) Model Core Teaching Standards, which are recognized as indicators of teacher quality (https://ccsso.org/sites/default/files/2017-12/2013_INTASC_Learning_Progressions_for_Teachers.pdf). For a list of indicators, please see Figure 1 in the Results section below.

Method

A list of teachers was compiled for those who were employed during the 2023-2024 school year and received their initial teaching endorsement during the 2022-2023 school year from one of the participating institution's teacher preparation programs. The data for this list came from the Nebraska Student and Staff Record System (NSSRS) and the Nebraska Teacher Certification Database. If a teacher had assignments at multiple schools, the survey was sent to the principal and the teacher at the school where the majority of the teacher's full-time equivalency (FTE) was assigned. The survey

was developed using the Qualtrics application and distributed electronically via email. Pre-notification of the survey was sent out on April 8th to HR/Institutional Research staff, principals, and teachers. The survey email invitation was sent out on April 10th with subsequent email reminders sent on April 22nd, April 29th, May 6th, and May 22nd. The survey finally closed on May 30th, almost 2 months after it was first sent out. In total, 871 surveys were distributed to principals and 506 were returned, resulting in a response rate of 58.09%. For teachers, 896 surveys were distributed and 492 were returned, resulting in a response rate of 54.91%. For Doane University specifically, 45 surveys were distributed to both principals and teachers; 30 were returned by principals, for a principal response rate of 66.67%, and 18 were returned by teachers, for a response rate of 40.00%.

Respondents were asked to rate the extent to which the first-year teacher was effectively prepared for their school assignment on various indicators. These indicators were based on the degree to which the teacher meets the expectations: Advanced, Proficient, Developing, or Below Standard. Both principals and teachers were asked to rate the teacher's impact on student learning, and to provide comments for informing the institution's continuous improvement efforts toward preparing classroom-ready teachers." Besides that, principals were also asked if they considered the teacher effectively prepared for continuing employment in their districts. Teachers, on the other hand, were asked if they were prepared to be an effective first-year teacher.

Results

The survey results are displayed below in several tables and figures. Table 1 displays the standard indicators used in the survey that both principals and teachers answered with the Advanced, Proficient, Developing, or Below Standard response options. Table 2 and 3 illustrate the average responses per standard indicators for both principals and teachers and disaggregated by endorsement types. In Figures 1 through 4, the response options for both principals and teachers are given a numerical value (3=Advanced, 2= Proficient, 1=Developing, 0=Below Standard), summed by Indicator category, and then averaged. Tables 4 through 7 display the results of the questions concerning the impact on student learning, continued employment (for principals), and preparedness (for teachers). 100% of first-year teachers believed they were prepared to be an effective first-year teacher.

Table 1. Survey Standards

<p>Standard 1: Learner Development</p> <p>Standard 1.1 - Uses knowledge of students and their development and adjusts teaching to facilitate student learning.</p> <p>Standard 1.2 - Builds on student strengths to facilitate learning.</p>
<p>Standard 2: Learning Differences</p> <p>Standard 2.1 - Can identify differentiation in student needs.</p> <p>Standard 2.2 - Responds to differentiation in student needs with individualized instruction and varied learning experiences.</p> <p>Standard 2.3 - Brings multiple perspectives and cultural resources to content and discussions.</p>
<p>Standard 3: Learning Environments</p> <p>Standard 3.1 - Promotes a positive classroom environment.</p> <p>Standard 3.2 - Uses and communicates clear task and behavioral expectations to support an environment of learning.</p>
<p>Standard 4: Content Knowledge</p> <p>Standard 4.1 - Uses and communicates content knowledge.</p> <p>Standard 4.2 - Uses academic vocabulary and grammar.</p> <p>Standard 4.3 - Provides opportunities for students to demonstrate their content knowledge.</p>
<p>Standard 5: Application of Content</p> <p>Standard 5.1 - Helps students link concepts and engage in critical thinking.</p> <p>Standard 5.2 - Engages students in the development of literacy and communication skills.</p>
<p>Standard 6: Assessment</p> <p>Standard 6.1 - Matches instructions and assessments to learning objectives</p> <p>Standard 6.2 - Uses formative and summative classroom assessments that facilitate learning</p> <p>Standard 6.3 - Amends instructional strategies and adapts interventions as needed</p> <p>Standard 6.4 - Provides differentiated instruction and assessments that positively impact learning</p>
<p>Standard 7: Planning for Instruction</p> <p>Standard 7.1 - Plans sequenced learning experiences and performance tasks linked to learning objectives</p> <p>Standard 7.2 - Plans and implement multiple ways for students to demonstrate their knowledge and skills.</p>
<p>Standard 8: Instructional Strategies</p> <p>Standard 8.1 - Incorporates digital tools and technologies into instruction</p> <p>Standard 8.2 - Uses evidence-based strategies to support critical thinking and content learning</p> <p>Standard 8.3 - Organizes and manages the learning environment to maximize student engagement.</p>
<p>Standard 9: Professional Learning and Ethical Practice</p> <p>Standard 9.1 - Invites constructive feedback and responds positively</p> <p>Standard 9.2 - Sets and implements goals to improve practice</p>
<p>Standard 10: Leadership and Collaboration</p> <p>Standard 10.1 - Communicates professionally - oral, written, and electronic</p> <p>Standard 10.2 - Responds to people, problems and crises effectively</p>

Table 2. Survey Responses by Endorsement Type (Principals)

DOANE UNIVERSITY										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 1.1	Content Endorsements	2	22.2%	6	66.7%	1	11.1%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	7	77.8%	2	22.2%	0	0.0%	9
	Total	3	10.0%	22	73.3%	5	16.7%	0	0.0%	30
Standard 1.2	Content Endorsements	3	33.3%	4	44.4%	2	22.2%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	5	55.6%	4	44.4%	0	0.0%	9
	Total	4	13.3%	18	60.0%	8	26.7%	0	0.0%	30
Standard 2.1	Content Endorsements	3	33.3%	3	33.3%	3	33.3%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	3	25.0%	7	58.3%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
	Total	6	20.0%	16	53.3%	8	26.7%	0	0.0%	30
Standard 2.2	Content Endorsements	2	22.2%	4	44.4%	3	33.3%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	7	77.8%	2	22.2%	0	0.0%	9
	Total	3	10.0%	20	66.7%	7	23.3%	0	0.0%	30
Standard 2.3	Content Endorsements	3	33.3%	4	44.4%	2	22.2%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	8	66.7%	3	25.0%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	11.1%	4	44.4%	4	44.4%	0	0.0%	9
	Total	5	16.7%	16	53.3%	9	30.0%	0	0.0%	30
Standard 3.1	Content Endorsements	4	44.4%	4	44.4%	1	11.1%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	3	25.0%	7	58.3%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	11.1%	6	66.7%	2	22.2%	0	0.0%	9
	Total	8	26.7%	17	56.7%	5	16.7%	0	0.0%	30
Standard 3.2	Content Endorsements	3	33.3%	4	44.4%	2	22.2%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0

DOANE UNIVERSITY										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Elementary	3	25.0%	7	58.3%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
	Total	6	20.0%	17	56.7%	7	23.3%	0	0.0%	30
Standard 4.1	Content Endorsements	3	33.3%	5	55.6%	1	11.1%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	10	83.3%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	5	55.6%	3	33.3%	1	11.1%	9
Total	4	13.3%	20	66.7%	5	16.7%	1	3.3%	30	
Standard 4.2	Content Endorsements	5	55.6%	4	44.4%	0	0.0%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	10	83.3%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
Total	6	20.0%	20	66.7%	4	13.3%	0	0.0%	30	
Standard 4.3	Content Endorsements	4	44.4%	4	44.4%	1	11.1%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	16.7%	9	75.0%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
Total	6	20.0%	19	63.3%	5	16.7%	0	0.0%	30	
Standard 5.1	Content Endorsements	1	11.1%	4	44.4%	4	44.4%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	16.7%	9	75.0%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	7	77.8%	1	11.1%	1	11.1%	9
Total	3	10.0%	20	66.7%	6	20.0%	1	3.3%	30	
Standard 5.2	Content Endorsements	2	22.2%	5	55.6%	2	22.2%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	2	22.2%	1	11.1%	9
Total	3	10.0%	20	66.7%	6	20.0%	1	3.3%	30	
Standard 6.1	Content Endorsements	3	33.3%	3	33.3%	3	33.3%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	10	83.3%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
Total	4	13.3%	19	63.3%	7	23.3%	0	0.0%	30	

DOANE UNIVERSITY										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 6.2	Content Endorsements	2	22.2%	4	44.4%	3	33.3%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
	Total	3	10.0%	19	63.3%	8	26.7%	0	0.0%	30
Standard 6.3	Content Endorsements	1	11.1%	4	44.4%	4	44.4%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	2	22.2%	1	11.1%	9
	Total	2	6.7%	19	63.3%	8	26.7%	1	3.3%	30
Standard 6.4	Content Endorsements	1	11.1%	4	44.4%	4	44.4%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	16.7%	9	75.0%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
	Total	3	10.0%	19	63.3%	8	26.7%	0	0.0%	30
Standard 7.1	Content Endorsements	5	55.6%	2	22.2%	2	22.2%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	10	83.3%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	2	22.2%	1	11.1%	9
	Total	6	20.0%	18	60.0%	5	16.7%	1	3.3%	30
Standard 7.2	Content Endorsements	3	33.3%	3	33.3%	3	33.3%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	7	77.8%	1	11.1%	1	11.1%	9
	Total	4	13.3%	19	63.3%	6	20.0%	1	3.3%	30
Standard 8.1	Content Endorsements	3	33.3%	4	44.4%	2	22.2%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	0	0.0%	11	91.7%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
	Total	3	10.0%	21	70.0%	6	20.0%	0	0.0%	30
Standard 8.2	Content Endorsements	0	0.0%	5	55.6%	4	44.4%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0

DOANE UNIVERSITY										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Special Education	0	0.0%	6	66.7%	2	22.2%	1	11.1%	9
	Total	1	3.3%	20	66.7%	8	26.7%	1	3.3%	30
Standard 8.3	Content Endorsements	2	22.2%	5	55.6%	2	22.2%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
	Total	3	10.0%	20	66.7%	7	23.3%	0	0.0%	30
Standard 9.1	Content Endorsements	3	33.3%	5	55.6%	0	0.0%	1	11.1%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	16.7%	9	75.0%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	11.1%	3	33.3%	5	55.6%	0	0.0%	9
	Total	6	20.0%	17	56.7%	6	20.0%	1	3.3%	30
Standard 9.2	Content Endorsements	1	11.1%	7	77.8%	1	11.1%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	16.7%	9	75.0%	1	8.3%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	4	44.4%	4	44.4%	1	11.1%	9
	Total	3	10.0%	20	66.7%	6	20.0%	1	3.3%	30
Standard 10.1	Content Endorsements	5	55.6%	3	33.3%	1	11.1%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	9	75.0%	2	16.7%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	4	44.4%	5	55.6%	0	0.0%	9
	Total	6	20.0%	16	53.3%	8	26.7%	0	0.0%	30
Standard 10.2	Content Endorsements	3	33.3%	4	44.4%	2	22.2%	0	0.0%	9
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	8.3%	8	66.7%	3	25.0%	0	0.0%	12
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	0	0.0%	6	66.7%	3	33.3%	0	0.0%	9
	Total	4	13.3%	18	60.0%	8	26.7%	0	0.0%	30

Table 3. Survey Responses by Endorsement Type (Teachers)

DOANE UNIVERSITY										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 1.1	Content Endorsements	1	12.5%	7	87.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Total	3	16.7%	14	77.8%	1	5.6%	0	0.0%	18
Standard 1.2	Content Endorsements	3	37.5%	5	62.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Total	5	27.8%	13	72.2%	0	0.0%	0	0.0%	18
Standard 2.1	Content Endorsements	5	62.5%	3	37.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	3	60.0%	2	40.0%	0	0.0%	0	0.0%	5
	Total	9	50.0%	9	50.0%	0	0.0%	0	0.0%	18
Standard 2.2	Content Endorsements	1	12.5%	5	62.5%	2	25.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Total	3	16.7%	12	66.7%	3	16.7%	0	0.0%	18
Standard 2.3	Content Endorsements	6	75.0%	2	25.0%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	3	60.0%	1	20.0%	1	20.0%	0	0.0%	5
	Total	10	55.6%	6	33.3%	2	11.1%	0	0.0%	18
Standard 3.1	Content Endorsements	6	75.0%	2	25.0%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	10	55.6%	8	44.4%	0	0.0%	0	0.0%	18
Standard 3.2	Content Endorsements	5	62.5%	2	25.0%	1	12.5%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0

DOANE UNIVERSITY										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Elementary	3	60.0%	2	40.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	3	60.0%	2	40.0%	0	0.0%	0	0.0%	5
	Total	11	61.1%	6	33.3%	1	5.6%	0	0.0%	18
Standard 4.1	Content Endorsements	4	50.0%	4	50.0%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
Total	7	38.9%	11	61.1%	0	0.0%	0	0.0%	18	
Standard 4.2	Content Endorsements	3	37.5%	4	50.0%	1	12.5%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	40.0%	2	40.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	2	40.0%	1	20.0%	0	0.0%	5
Total	7	38.9%	8	44.4%	3	16.7%	0	0.0%	18	
Standard 4.3	Content Endorsements	2	25.0%	6	75.0%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	40.0%	2	40.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
Total	6	33.3%	11	61.1%	1	5.6%	0	0.0%	18	
Standard 5.1	Content Endorsements	1	12.5%	7	87.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
Total	4	22.2%	14	77.8%	0	0.0%	0	0.0%	18	
Standard 5.2	Content Endorsements	3	37.5%	4	50.0%	1	12.5%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	2	40.0%	2	40.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
Total	6	33.3%	9	50.0%	3	16.7%	0	0.0%	18	
Standard 6.1	Content Endorsements	3	37.5%	5	62.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
Total	5	27.8%	11	61.1%	2	11.1%	0	0.0%	18	

DOANE UNIVERSITY										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 6.2	Content Endorsements	5	62.5%	3	37.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	8	44.4%	9	50.0%	1	5.6%	0	0.0%	18
Standard 6.3	Content Endorsements	5	62.5%	3	37.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	8	44.4%	10	55.6%	0	0.0%	0	0.0%	18
Standard 6.4	Content Endorsements	3	37.5%	4	50.0%	1	12.5%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	2	40.0%	1	20.0%	0	0.0%	5
	Total	6	33.3%	9	50.0%	3	16.7%	0	0.0%	18
Standard 7.1	Content Endorsements	3	37.5%	3	37.5%	2	25.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	6	33.3%	9	50.0%	3	16.7%	0	0.0%	18
Standard 7.2	Content Endorsements	3	37.5%	5	62.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	2	40.0%	2	40.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	6	33.3%	10	55.6%	2	11.1%	0	0.0%	18
Standard 8.1	Content Endorsements	2	25.0%	4	50.0%	2	25.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	3	60.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Total	4	22.2%	11	61.1%	3	16.7%	0	0.0%	18
Standard 8.2	Content Endorsements	3	37.5%	5	62.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0

DOANE UNIVERSITY										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	6	33.3%	12	66.7%	0	0.0%	0	0.0%	18
Standard 8.3	Content Endorsements	2	25.0%	5	62.5%	1	12.5%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	1	20.0%	4	80.0%	0	0.0%	0	0.0%	5
	Total	4	22.2%	13	72.2%	1	5.6%	0	0.0%	18
Standard 9.1	Content Endorsements	4	50.0%	4	50.0%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	8	44.4%	10	55.6%	0	0.0%	0	0.0%	18
Standard 9.2	Content Endorsements	2	25.0%	4	50.0%	2	25.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	6	33.3%	10	55.6%	2	11.1%	0	0.0%	18
Standard 10.1	Content Endorsements	5	62.5%	3	37.5%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	3	60.0%	1	20.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	10	55.6%	7	38.9%	1	5.6%	0	0.0%	18
Standard 10.2	Content Endorsements	6	75.0%	2	25.0%	0	0.0%	0	0.0%	8
	Early Childhood	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Elementary	2	40.0%	2	40.0%	1	20.0%	0	0.0%	5
	Middle Grades	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Special Education	2	40.0%	3	60.0%	0	0.0%	0	0.0%	5
	Total	10	55.6%	7	38.9%	1	5.6%	0	0.0%	18

Figure 1. Average Responses (Principals)

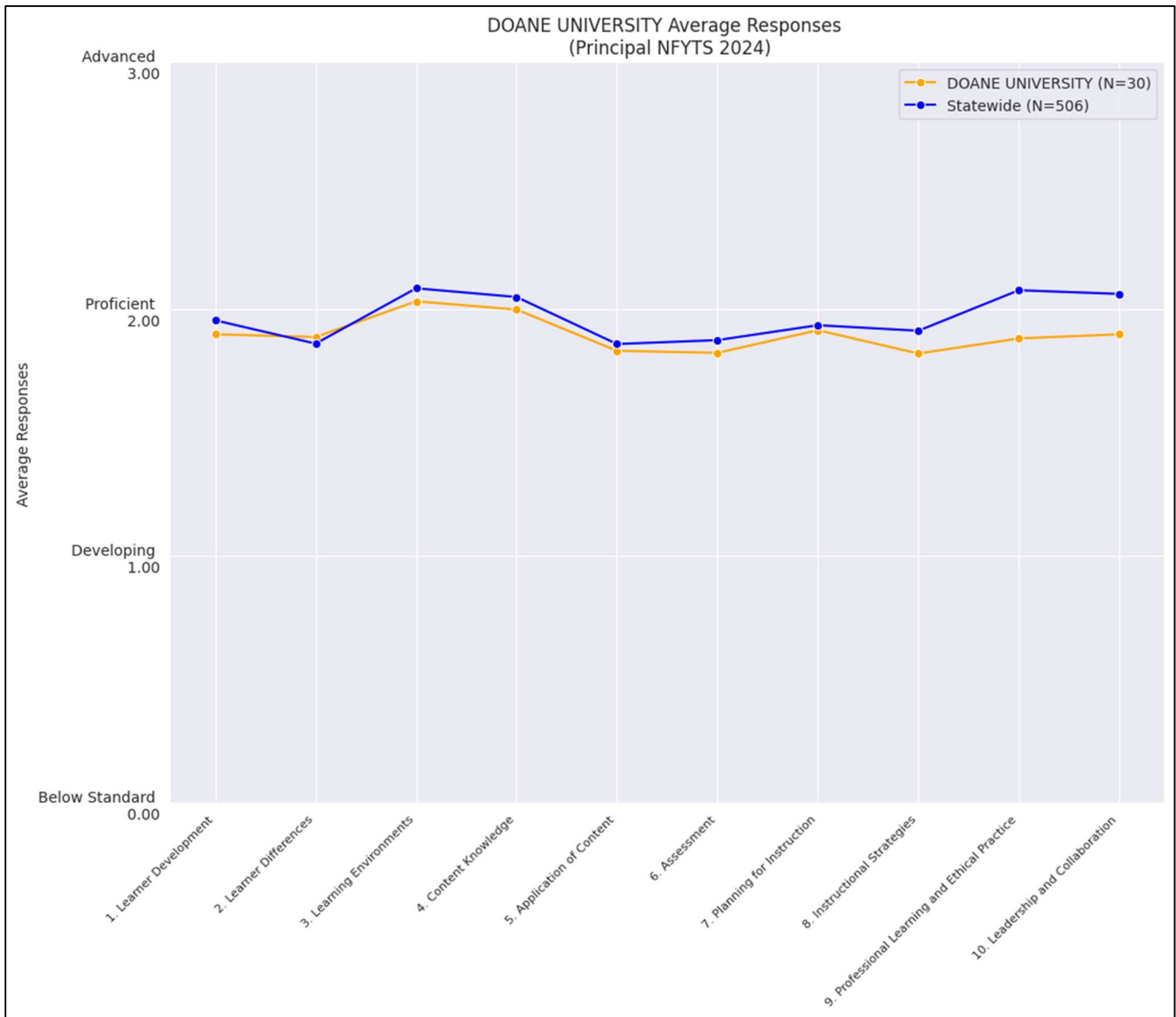
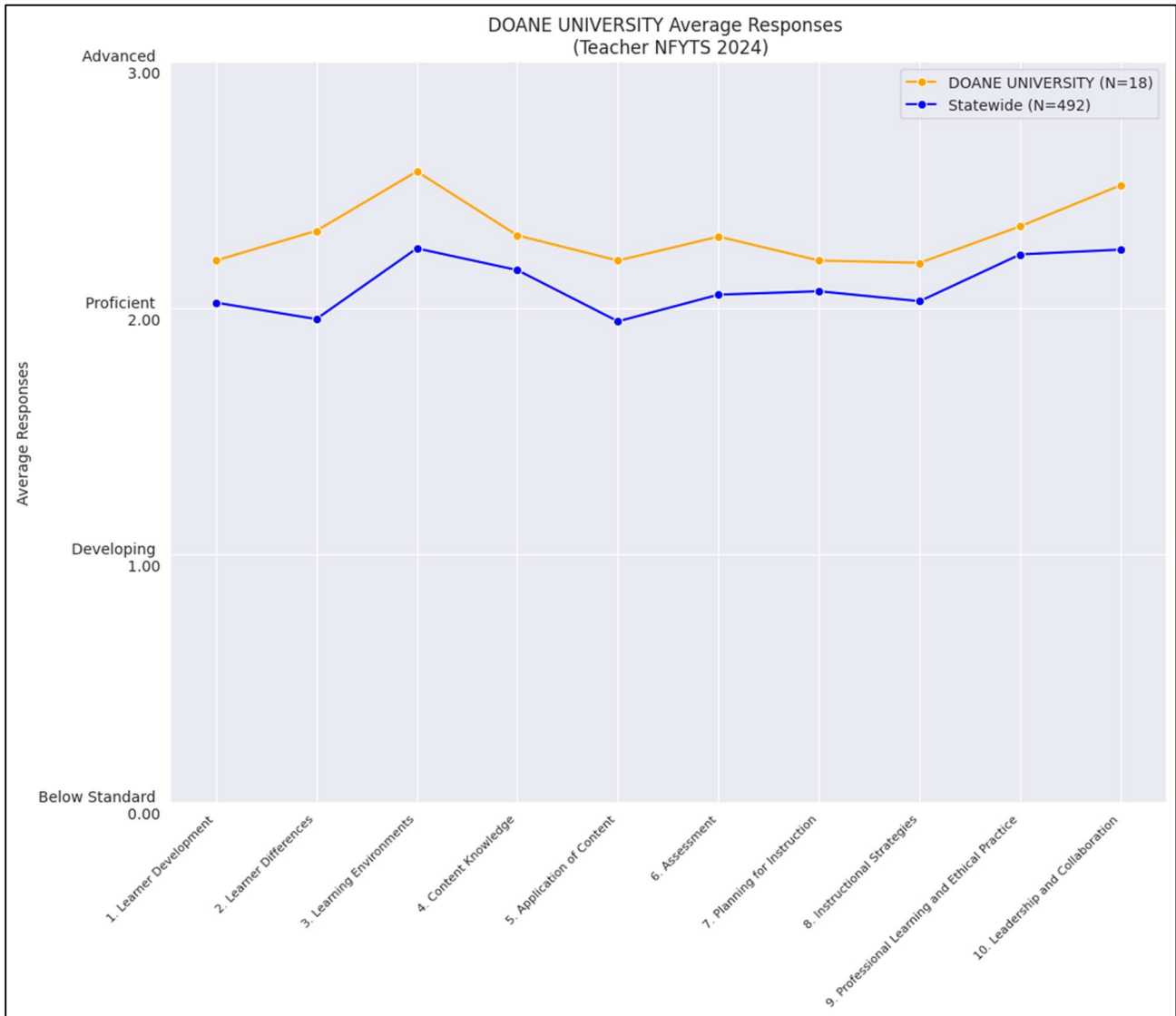


Figure 2. Average Responses (Teachers)



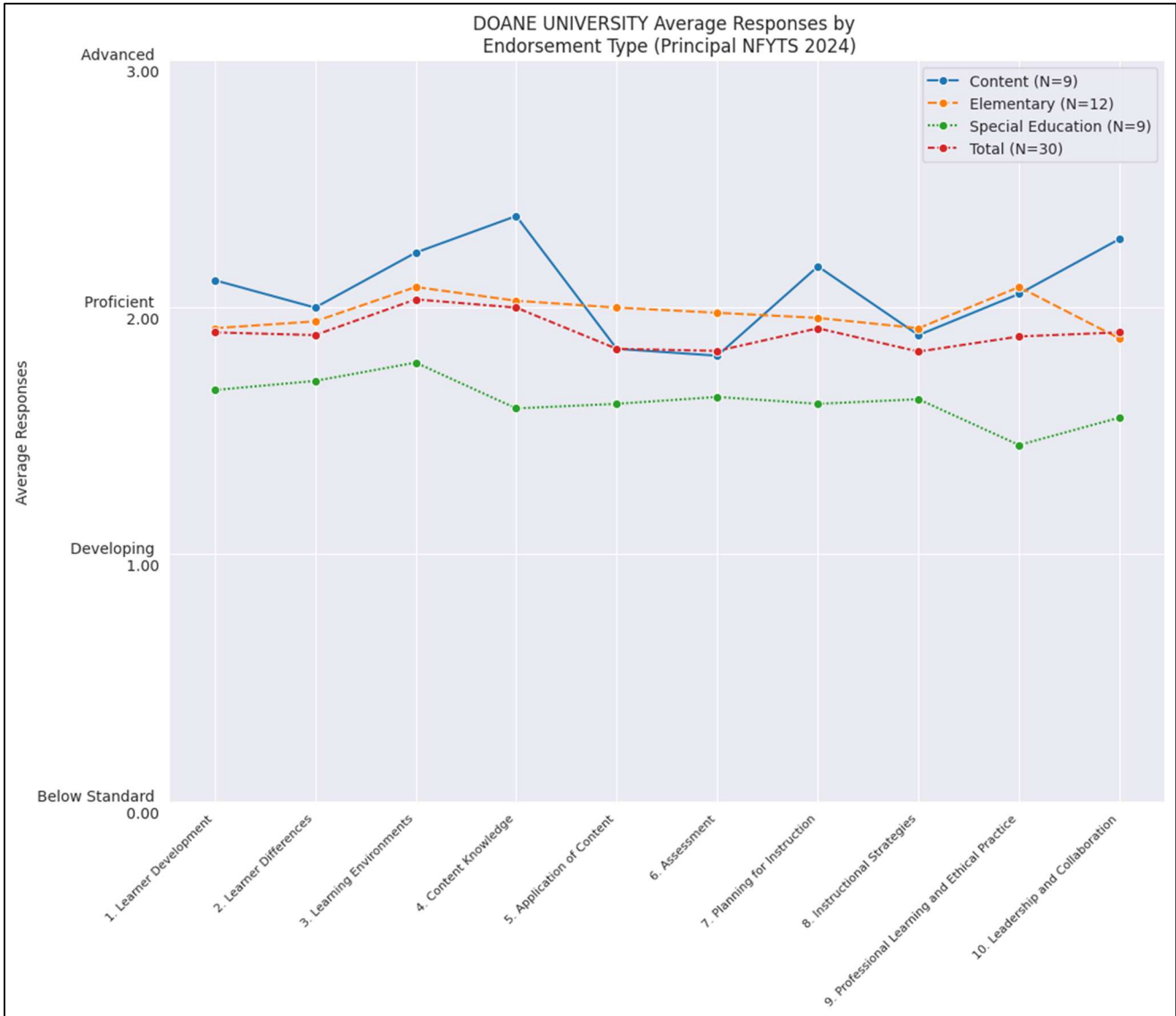


Figure 3. Average Responses by Endorsement Type (Principals)

Figure 4. Average Responses by Endorsement Type (Teachers)

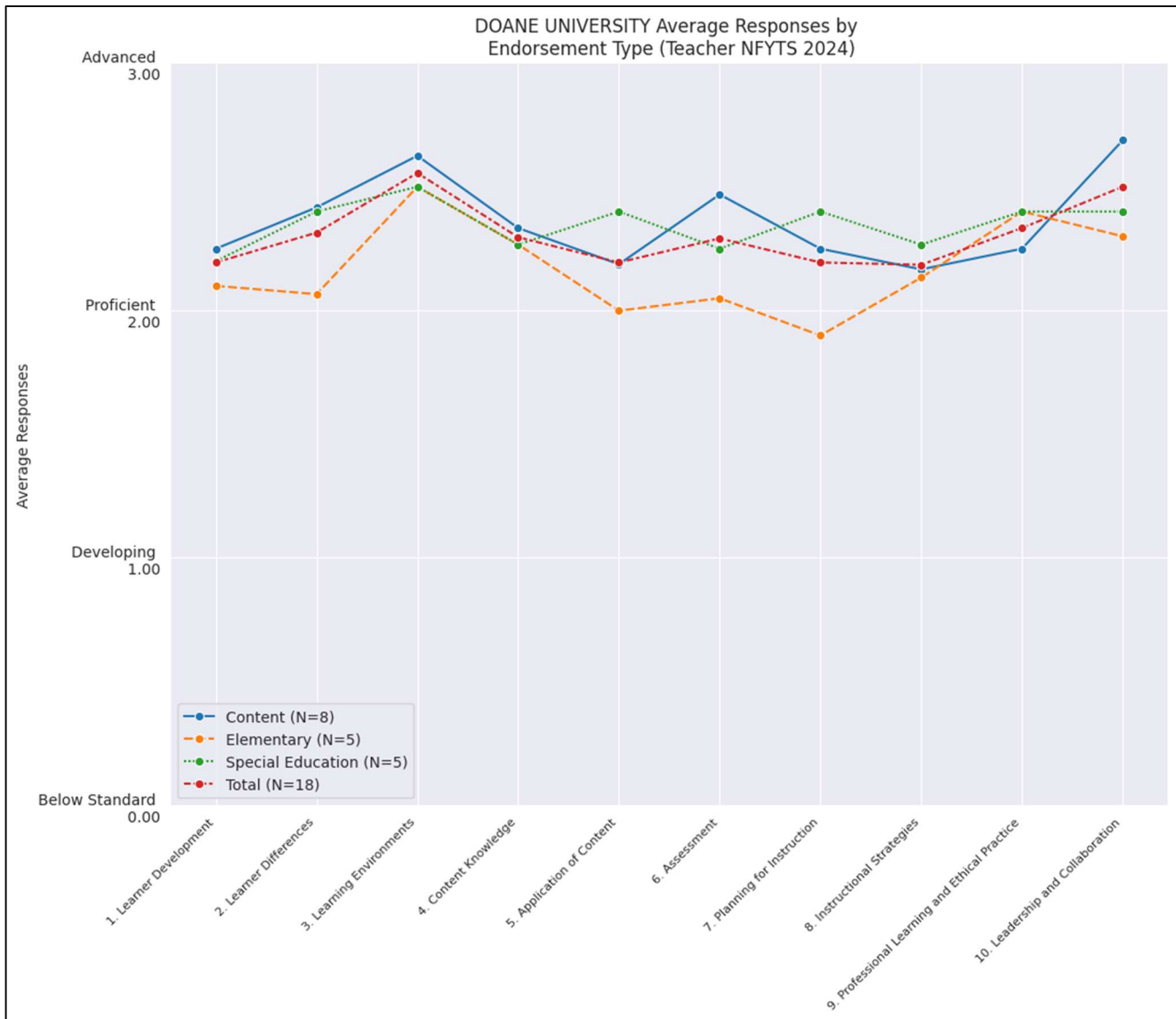


Table 4. Impact on Student Learning (Principals)

	Highly Effective	Moderately Effective	Somewhat Effective	Ineffective
Based upon the performance of this first-year teacher, how would you rate his/her impact on student learning?	12	12	6	0

Table 5. Impact on Student Learning (Teachers)

	Highly Effective	Moderately Effective	Somewhat Effective	Ineffective
Based upon your performance as a first-year teacher, how would you rate your impact on student learning?	8	8	1	0

Table 6. Continuing Employment Responses (Principals)

	YES	NO
Would you consider this teacher effectively prepared for continuing employment in your district?	30	0

Table 7. Preparedness Responses (Teachers)

	YES	NO
Do you believe you were prepared to be an effective first-year teacher?	17	0