2021 Nebraska First Year Teacher Survey

Peru State College

Introduction

The Nebraska Department of Education (NDE) administered the Nebraska First Year Teacher Survey from mid-March to early April 2021. This year marks the seventh successful implementation of the survey, with the survey being sent to both principals and first-year teachers for the fifth time. Surveys were distributed to the principals of first-year teachers, and to the first-year teachers themselves, who completed their preparation programs at 14 preparation institutions in the state. The participating institutions are as follows:

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

Evaluation standard 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). The purpose of the survey is to provide Nebraska educator preparation institutions with information about the effectiveness of 1st year teachers prepared by their institution. For a list of indicators, please see the Results section below.

Method

A list of teachers was compiled for those who were employed during the 2020-2021 school year and received their initial teaching endorsement during the 2019-2020 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 March 3rd to Human Resource staff, institutions, principals, and teachers. The survey email invitation was also sent out on March 16th with subsequent email reminders sent on March 25th and April 5th. The survey finally closed on April 9th. In total, 729 surveys were distributed to principals and 422 were returned, resulting in a response rate of 57.89%. For teachers, 731 surveys were distributed and 456 were returned, resulting in a response rate of 62.38%. For Peru State College specifically, 24 surveys were distributed to both principals and teachers; 12 were returned by principals, for a response rate of 50.00%, and 13 were returned by teachers, for a response rate of 54.17%.

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 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). 61.54% of first-year teachers believed they were prepared to be an effective first-year teacher.

Table 1. Survey Standards

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

Standard 9.2 - Sets and implements goals to improve practice
Standard 10: Leadership and Collaboration
Standard 10.1 - Communicates professionally - oral, written, and electronic
Standard 10.2 - Responds to people, problems and crises effectively

Table 2. Survey Responses by Endorsement Type (Principals)

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	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 1.1	Content Endorsements	0	0.00%	3	60.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	1	8.33%	7	58.33%	4	33.33%	0	0.00%	12
Standard 1.2	Content Endorsements	0	0.00%	2	40.00%	3	60.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	1	8.33%	6	50.00%	5	41.67%	0	0.00%	12
Standard 2.1	Content Endorsements	0	0.00%	2	40.00%	3	60.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	1	8.33%	5	41.67%	6	50.00%	0	0.00%	12
Standard 2.2	Content Endorsements	0	0.00%	2	40.00%	3	60.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	1	8.33%	5	41.67%	6	50.00%	0	0.00%	12
Standard 2.3	Content Endorsements	0	0.00%	3	60.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	1	8.33%	6	50.00%	5	41.67%	0	0.00%	12
Standard 3.1	Content Endorsements	2	40.00%	1	20.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	3	50.00%	1	16.67%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	4	33.33%	5	41.67%	3	25.00%	0	0.00%	12
Standard 3.2	Content Endorsements	2	40.00%	0	0.00%	3	60.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

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PERU STATE COLLEGE										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Elementary	2	33.33%	2	33.33%	1	16.67%	1	16.67%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	4	33.33%	3	25.00%	4	33.33%	1	8.33%	12
Standard 4.1	Content Endorsements	1	20.00%	3	60.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	2	33.33%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	3	25.00%	5	41.67%	4	33.33%	0	0.00%	12
Standard 4.2	Content Endorsements	1	20.00%	3	60.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	2	33.33%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	3	25.00%	5	41.67%	4	33.33%	0	0.00%	12
Standard 4.3	Content Endorsements	1	20.00%	3	60.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	2	33.33%	1	16.67%	1	16.67%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	3	25.00%	6	50.00%	2	16.67%	1	8.33%	12
Standard 5.1	Content Endorsements	1	20.00%	0	0.00%	4	80.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	2	33.33%	1	16.67%	1	16.67%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	3	25.00%	2	16.67%	6	50.00%	1	8.33%	12
Standard 5.2	Content Endorsements	1	20.00%	2	40.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	2	33.33%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	3	25.00%	4	33.33%	5	41.67%	0	0.00%	12
Standard 6.1	Content Endorsements	1	20.00%	2	40.00%	1	20.00%	1	20.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	1	16.67%	1	16.67%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	2	16.67%	6	50.00%	2	16.67%	2	16.67%	12

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PERU STATE COLLEGE										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 6.2	Content Endorsements	1	20.00%	2	40.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	0	0.00%	4	66.67%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	1	8.33%	7	58.33%	4	33.33%	0	0.00%	12
Standard 6.3	Content Endorsements	0	0.00%	3	60.00%	1	20.00%	1	20.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	2	33.33%	2	33.33%	1	16.67%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	1	8.33%	5	41.67%	4	33.33%	2	16.67%	12
Standard 6.4	Content Endorsements	1	20.00%	2	40.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	2	33.33%	3	50.00%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	2	16.67%	4	33.33%	6	50.00%	0	0.00%	12
Standard 7.1	Content Endorsements	2	40.00%	2	40.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	1	16.67%	1	16.67%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	3	25.00%	5	41.67%	3	25.00%	1	8.33%	12
Standard 7.2	Content Endorsements	2	40.00%	2	40.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	3	25.00%	5	41.67%	4	33.33%	0	0.00%	12
Standard 8.1	Content Endorsements	2	40.00%	2	40.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	3	50.00%	1	16.67%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	4	33.33%	5	41.67%	3	25.00%	0	0.00%	12
Standard 8.2	Content Endorsements	2	40.00%	0	0.00%	3	60.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	2	33.33%	3	50.00%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

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	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Special Education	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Total	3	25.00%	2	16.67%	7	58.33%	0	0.00%	12
Standard 8.3	Content Endorsements	2	40.00%	0	0.00%	3	60.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	2	33.33%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	4	33.33%	3	25.00%	5	41.67%	0	0.00%	12
Standard 9.1	Content Endorsements	2	40.00%	2	40.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	2	33.33%	3	50.00%	1	16.67%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	4	33.33%	6	50.00%	2	16.67%	0	0.00%	12
Standard 9.2	Content Endorsements	2	40.00%	1	20.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	2	33.33%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	3	25.00%	5	41.67%	4	33.33%	0	0.00%	12
Standard 10.1	Content Endorsements	0	0.00%	5	100.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	4	66.67%	1	16.67%	0	0.00%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	1	8.33%	10	83.33%	1	8.33%	0	0.00%	12
Standard 10.2	Content Endorsements	1	20.00%	4	80.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Elementary	1	16.67%	3	50.00%	1	16.67%	1	16.67%	6
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Total	2	16.67%	8	66.67%	1	8.33%	1	8.33%	12

Table 3. Survey Responses by Endorsement Type (Teachers)

PERU STATE COLLEGE										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 1.1	Content Endorsements	0	0.00%	5	100.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	4	57.14%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	10	76.92%	2	15.38%	0	0.00%	13
Standard 1.2	Content Endorsements	0	0.00%	5	100.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	4	57.14%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	10	76.92%	2	15.38%	0	0.00%	13
Standard 2.1	Content Endorsements	0	0.00%	4	80.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	5	71.43%	1	14.29%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	10	76.92%	2	15.38%	0	0.00%	13
Standard 2.2	Content Endorsements	0	0.00%	3	60.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	2	28.57%	4	57.14%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	6	46.15%	6	46.15%	0	0.00%	13
Standard 2.3	Content Endorsements	0	0.00%	5	100.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	2	28.57%	4	57.14%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	8	61.54%	4	30.77%	0	0.00%	13
Standard 3.1	Content Endorsements	4	80.00%	1	20.00%	0	0.00%	0	0.00%	5
	Early Childhood	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	3	42.86%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	7	53.85%	4	30.77%	2	15.38%	0	0.00%	13
Standard 3.2	Content Endorsements	2	40.00%	3	60.00%	0	0.00%	0	0.00%	5
	Early Childhood	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1

NEBRASKA
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	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Elementary	2	28.57%	2	28.57%	3	42.86%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	5	38.46%	5	38.46%	3	23.08%	0	0.00%	13
Standard 4.1	Content Endorsements	0	0.00%	3	60.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	3	42.86%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	2	15.38%	7	53.85%	4	30.77%	0	0.00%	13
Standard 4.2	Content Endorsements	1	20.00%	2	40.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	4	57.14%	1	14.29%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	3	23.08%	7	53.85%	3	23.08%	0	0.00%	13
Standard 4.3	Content Endorsements	1	20.00%	2	40.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	4	57.14%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	2	15.38%	7	53.85%	4	30.77%	0	0.00%	13
Standard 5.1	Content Endorsements	0	0.00%	3	60.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	3	42.86%	3	42.86%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	7	53.85%	5	38.46%	0	0.00%	13
Standard 5.2	Content Endorsements	0	0.00%	3	60.00%	2	40.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	4	57.14%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	8	61.54%	4	30.77%	0	0.00%	13
Standard 6.1	Content Endorsements	1	20.00%	4	80.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	3	42.86%	1	14.29%	1	14.29%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	3	23.08%	8	61.54%	1	7.69%	1	7.69%	13

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	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 6.2	Content Endorsements	1	20.00%	3	60.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	3	42.86%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	3	23.08%	7	53.85%	3	23.08%	0	0.00%	13
Standard 6.3	Content Endorsements	1	20.00%	4	80.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Elementary	1	14.29%	3	42.86%	3	42.86%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	2	15.38%	7	53.85%	4	30.77%	0	0.00%	13
Standard 6.4	Content Endorsements	0	0.00%	5	100.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	3	42.86%	3	42.86%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	9	69.23%	3	23.08%	0	0.00%	13
Standard 7.1	Content Endorsements	0	0.00%	4	80.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	3	42.86%	1	14.29%	1	14.29%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	2	15.38%	8	61.54%	2	15.38%	1	7.69%	13
Standard 7.2	Content Endorsements	1	20.00%	4	80.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	2	28.57%	2	28.57%	1	14.29%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	3	23.08%	7	53.85%	2	15.38%	1	7.69%	13
Standard 8.1	Content Endorsements	1	20.00%	3	60.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1
	Elementary	1	14.29%	2	28.57%	3	42.86%	1	14.29%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	2	15.38%	5	38.46%	5	38.46%	1	7.69%	13
Standard 8.2	Content Endorsements	0	0.00%	4	80.00%	1	20.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	2	28.57%	3	42.86%	1	14.29%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0

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PERU STATE COLLEGE										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	1	7.69%	7	53.85%	4	30.77%	1	7.69%	13
Standard 8.3	Content Endorsements	1	20.00%	4	80.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	2	28.57%	3	42.86%	1	14.29%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	2	15.38%	7	53.85%	3	23.08%	1	7.69%	13
Standard 9.1	Content Endorsements	2	40.00%	2	40.00%	1	20.00%	0	0.00%	5
	Early Childhood	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	5	71.43%	1	14.29%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	4	30.77%	7	53.85%	2	15.38%	0	0.00%	13
Standard 9.2	Content Endorsements	2	40.00%	2	40.00%	1	20.00%	0	0.00%	5
	Early Childhood	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1
	Elementary	1	14.29%	3	42.86%	3	42.86%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	4	30.77%	5	38.46%	4	30.77%	0	0.00%	13
Standard 10.1	Content Endorsements	0	0.00%	5	100.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	3	42.86%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	2	15.38%	9	69.23%	2	15.38%	0	0.00%	13
Standard 10.2	Content Endorsements	1	20.00%	4	80.00%	0	0.00%	0	0.00%	5
	Early Childhood	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1
	Elementary	2	28.57%	3	42.86%	2	28.57%	0	0.00%	7
	Middle Grades	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Special Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
	Total	3	23.08%	8	61.54%	2	15.38%	0	0.00%	13

Figure 1. Average Responses (Principals)

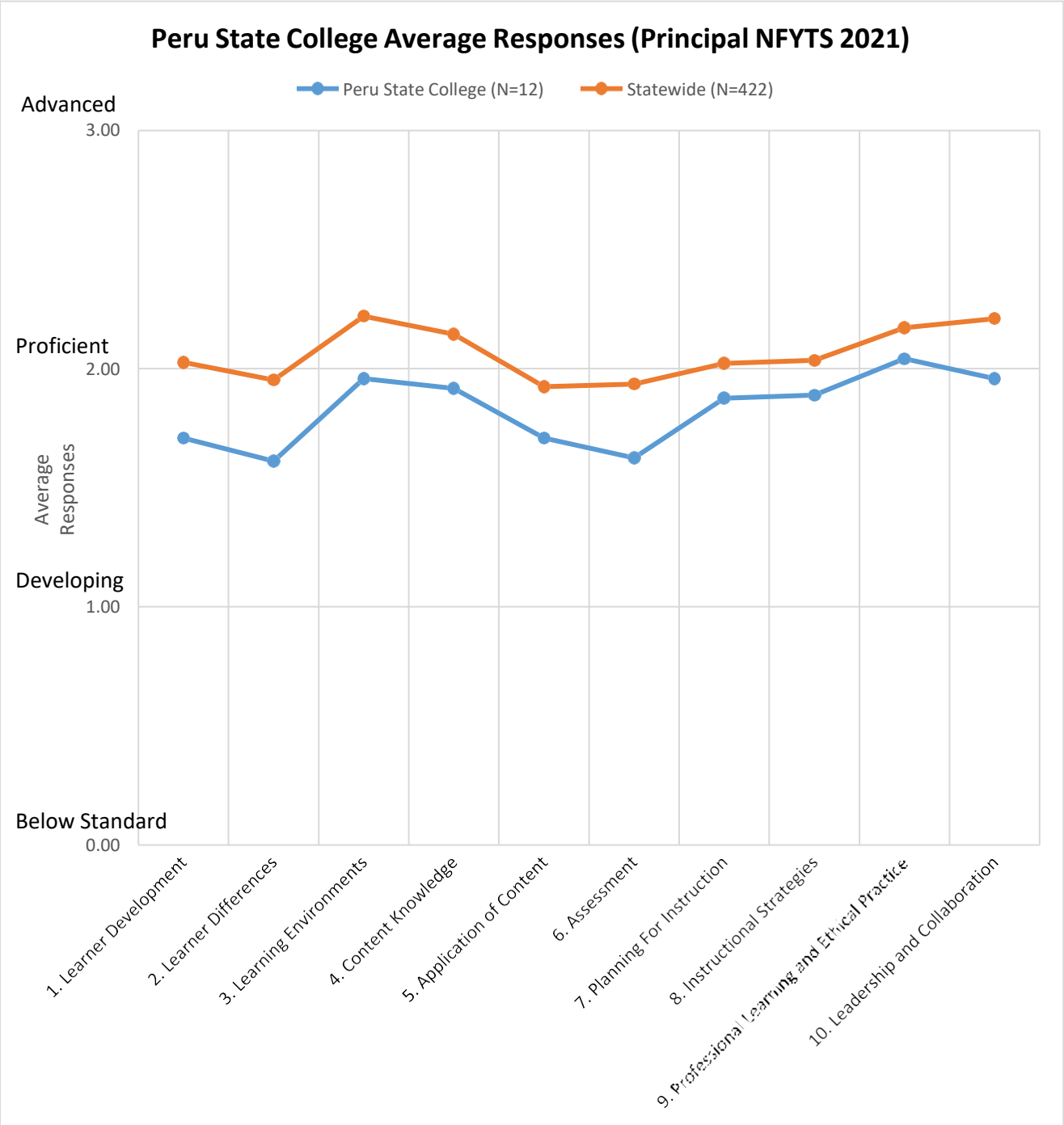

Figure 2. Average Responses (Teachers)

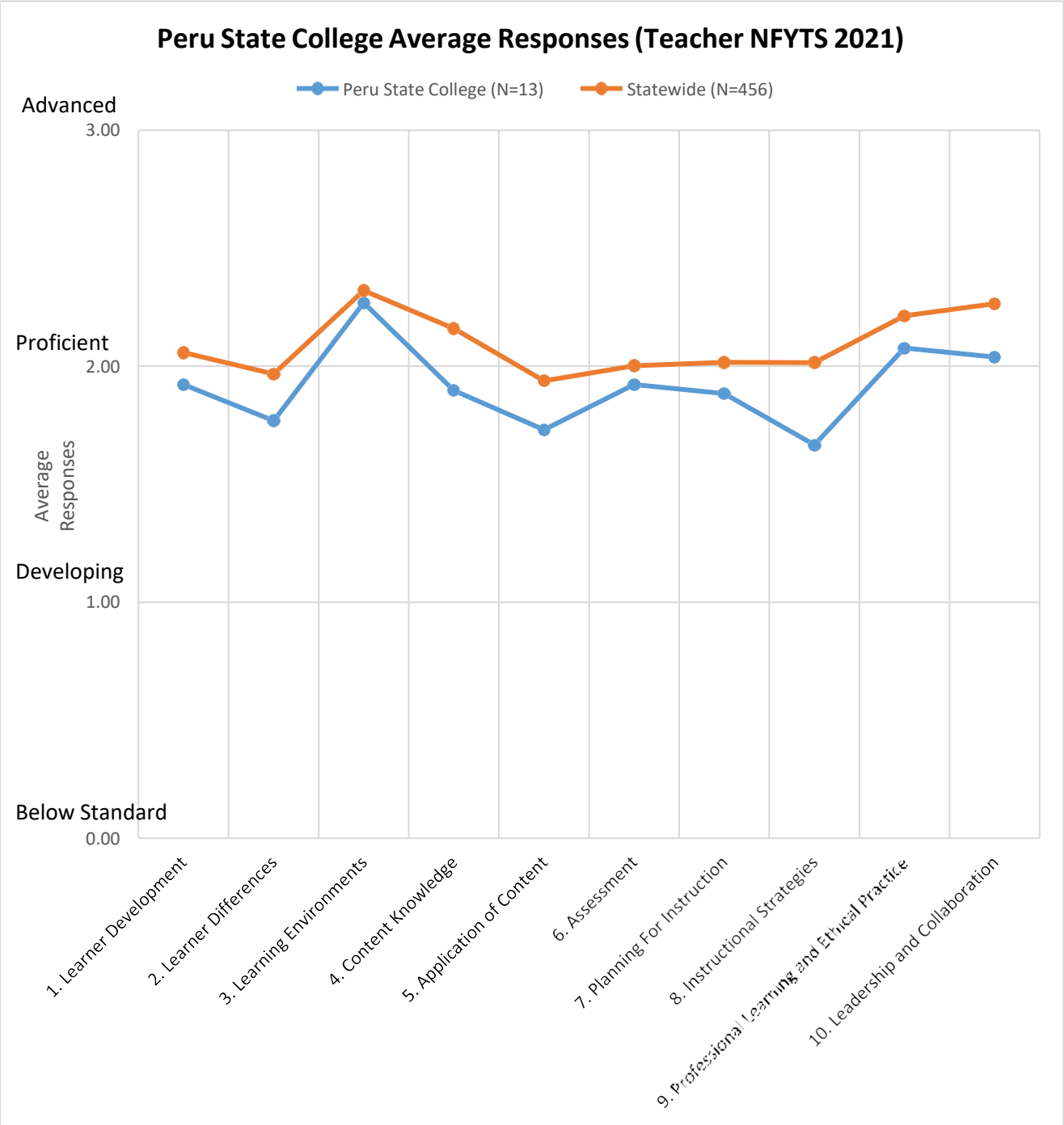

Figure 3. Average Responses by Endorsement Type (Principals)

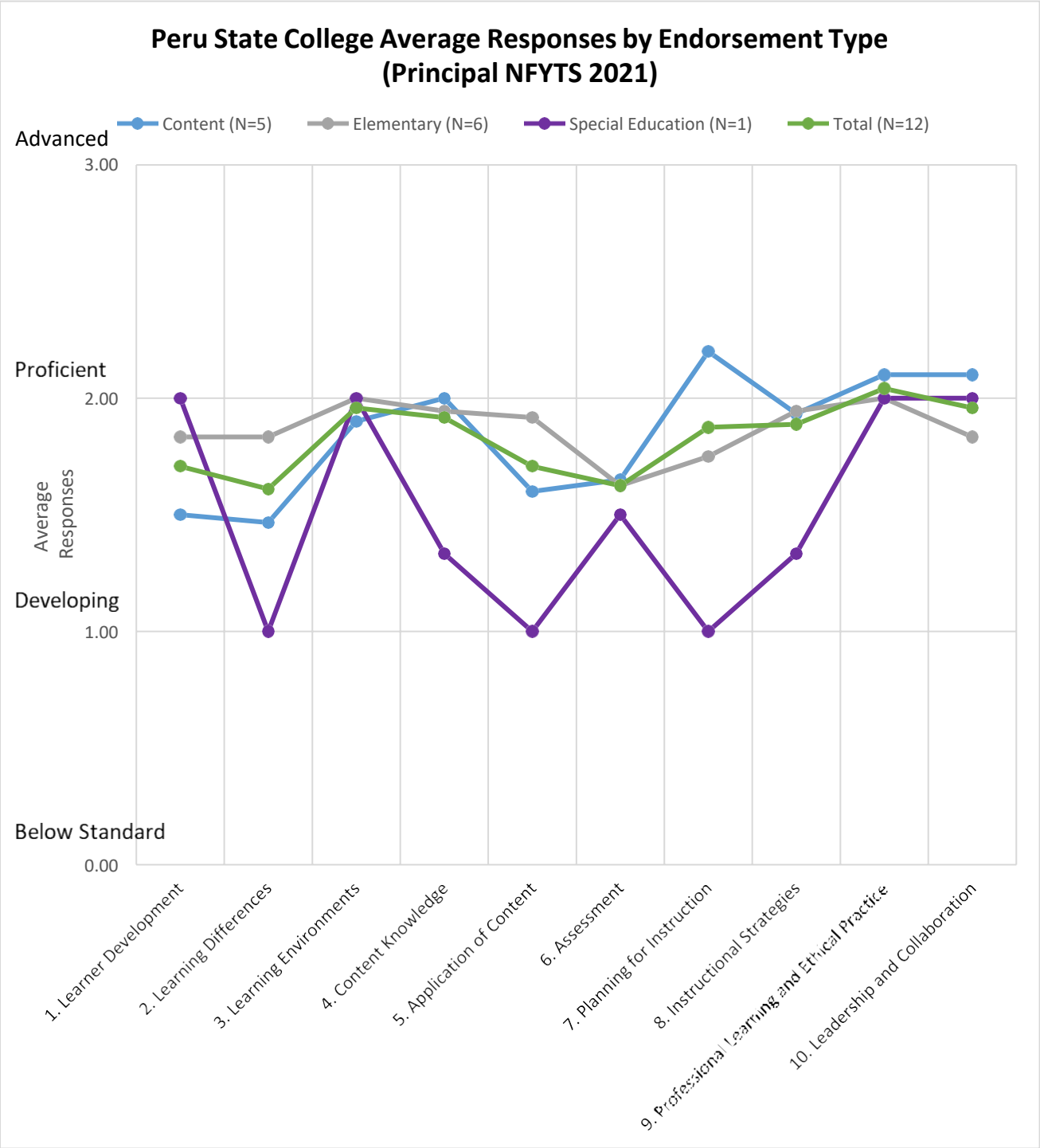

Figure 4. Average Responses by Endorsement Type (Teachers)

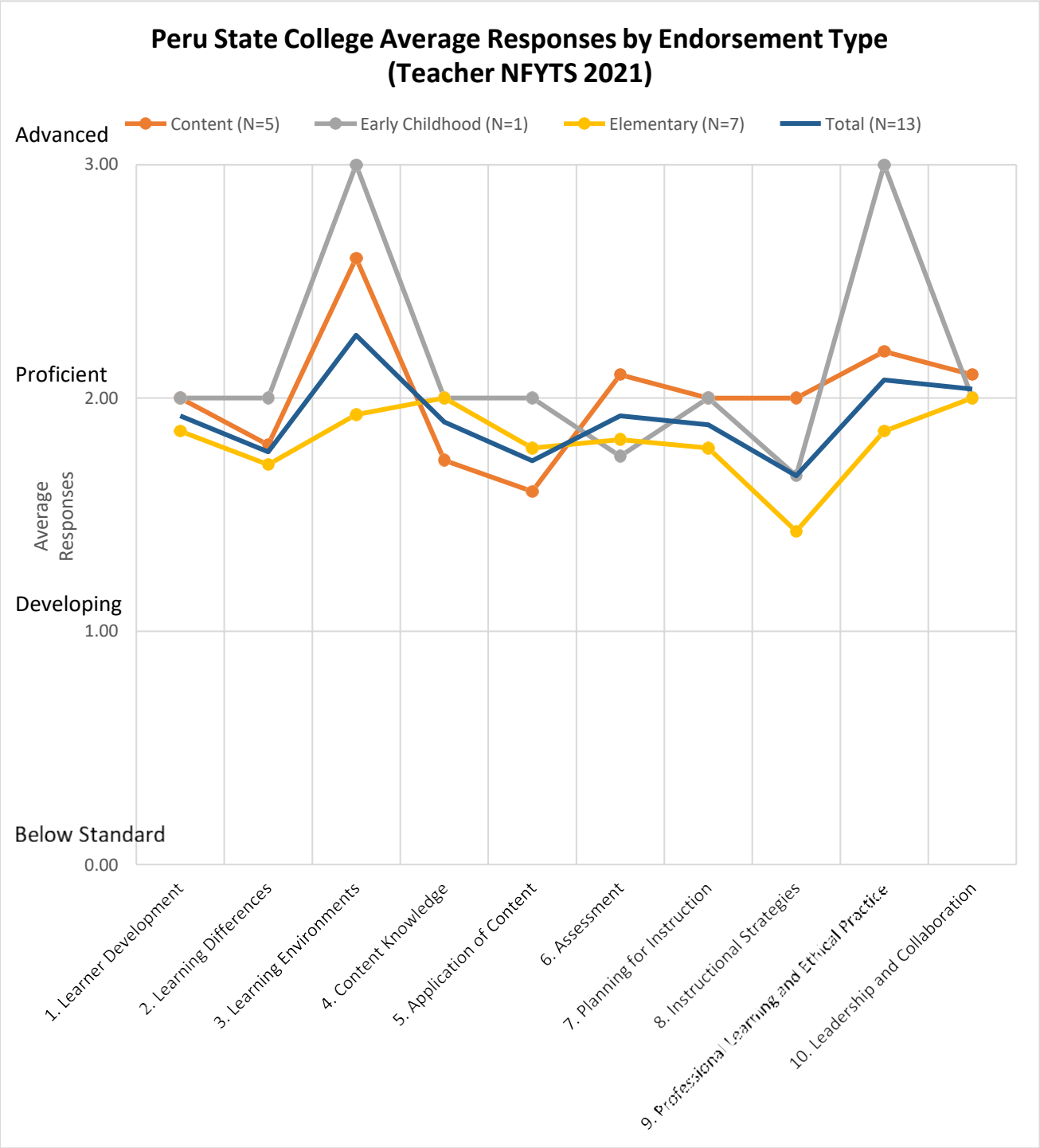

Table 4. Impact on Student Learning (Principals)

	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?	6	3	3	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?	3	7	3	0

Table 6. Continuing Employment Responses (Principals)

	YES	NO
Would you consider this teacher effectively prepared for continuing employment in your district?	11	1

Table 7. Preparedness Responses (Teachers)

	YES	NO
Do you believe you were prepared to be an effective first-year teacher?	8	5