4.4 - GRADUATE EMPLOYER EVALUATION SURVEY DATA TABLE

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	#	AVG	E	AS	DS	AS
State/Region	KS	KS	CA	KS	KS	KY	IL	KS	AZ	KS	KS						
Please identify the stakeholder group that you represent	Principal	Principal	Principal	Principal	Principal	Principal	Principal	Cooperating teacher	Principal	Principal	Principal						
How long has the graduate been under your employ?	1-2 years	1-2 years	1-2 years	1-2 years	3-4 years	1-2 years	1-2 years	1-2 years	1-2 years	1-2 years	1-2 years						
How long has this graduate been a licensed and practicing educator?	1-2 years	1-2 years	1-2 years	1-2 years	3-4 years	1-2 years	1-2 years	1-2 years	3-4 years	1-2 years	1-2 years						
In what content area is this teacher licensed?	Elementary Education	Music Education	Secondary English	Elementary Education	Elementary Education	Elementary Education	Secondary English	Elementary Education	Elementary Education	Secondary Math	Elementary Education						
Current teaching assignment	Special educator	PK-3	High School	K-5 Reading	PK-3	PK-3	High School	PK-3	PK-3	High School	PK-3						
		Grades 4-5			Special educator												
		Grades 6-8															
		Middle School															
		High School															
Teaching assignment next year:	Moving to another role in education in the same district	Offered employment in a similar position next year in the same district	Offered employment in a similar position next year in the same district	SPED 4-5 @ LES	Offered employment in a similar position next year in the same district	Offered employment in a similar position next year in the same district	Offered employment in a similar position next year in the same district	Moving to another state - Peyton, Colorado	Offered employment in a similar position next year in the same district	Unknown - working on legal immigrant documents, but still employed	Offered employment in a similar position next year in the same district						

1.1 LEARNER DEVELOPMENT: THE TEACHER PLANNED INSTRUCTION BASED ON THE LEARNING AND DEVELOPMENT LEVELS OF ALL STUDENTS

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	#	AVG	E	AS	DS	AS
Planning instruction	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	29	2.64	1	5	5	0
Aligning instruction with student learning needs	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	29	2.64	1	5	5	0
Using a variety of approaches and resources	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	29	2.64	1	5	5	0
Adapting instruction	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	29	2.64	1	5	5	0
Overall assessment of the graduate's ability to apply learner development theory to instructional planning	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	29	2.64	1	5	5	0
Comments on Learning Development									Classroom management support has been given.				2.64				

1.2 LEARNER DIFFERENCES: THE TEACHER PLANNED INSTRUCTON BASED ON THE LEARNING AND DEVELOPMENTAL LEVELS OF ALL STUDENTS

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	#	AVG	E	AS	DS	AS
Knowing all students	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Expert 4	Expert 4	Accomplished skill 3	Accomplished skill 3	Expert 4	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	35	3.18	3	7	1	0
Creating a culture of respect	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Accomplished skill 3	Expert 4	Accomplished skill 3	Accomplished skill 3	Expert 4	Expert 4	Accomplished skill 3	Accomplished skill 3	35	3.18	3	7	1	0
Meeting the needs of all students	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	29	2.64	1	5	5	0
Overall assessment of the graduate's ability to foster individual differences and establish a positive classroom culture	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Accomplished skill 3	Expert 4	Accomplished skill 3	Accomplished skill 3	Expert 4	Expert 4	Developing skill 2	Developing skill 2	33	3.00	3	5	3	0
Comments on Learner Differences													3.00				

1.3 LEARNING ENVIRONMENT: THE TEACHER ESTABLISHED A CLASSROOM ENVIRONMENT CONDUCIVE TO LEARNING

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	#	AVG	E	AS	DS	AS
Collaborating with students	Accomplished skill 3	Developing skill 2	Accomplished skill 3	Expert 4	Expert 4	Developing skill 2	Developing skill 2	Expert 4	Accomplished skill 3	Developing skill 2	Developing skill 2	31	2.82	3	3	5	0
Establishing a safe learning environment	Accomplished skill 3	Developing skill 2	Accomplished skill 3	Expert 4	Expert 4	Developing skill 2	Accomplished skill 3	Expert 4	Expert 4	Developing skill 2	Developing skill 2	33	3.00	4	3	4	0
Developing a respectful learning environment	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Expert 4	Developing skill 2	Developing skill 2	Expert 4	Expert 4	Developing skill 2	Developing skill 2	31	2.82	4	1	6	0
Promoting an academically challenging environment	Developing skill 2	Accomplished skill 3	0	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Expert 4	Expert 4	Developing skill 2	Developing skill 2	29	2.90	3	3	4	0
Overall assessment of the graduate's ability to establish a classroom environment conducive to learning	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Expert 4	Accomplished skill 3	Needs additional support 1	Developing skill 2	29	2.64	2	4	4	1
Comments on Learning Environment									Classroom management impacts learning. Needs support.				2.83				

2.1 CONTENT KNOWLEDGE: THE TEACHER DEMONSTRATED A THOROUGH KNOWLEDGE OF CONTENT

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	#	AVG	E	AS	DS	AS
Encouraging the use of multiple representations	Accomplished skill 3	Developing skill 2	Developing skill 2	Expert 4	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	31	2.82	2	5	4	0
Providing multiple explanations	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	29	2.64	1	5	5	0
Implementing a variety of experiences that build student understanding	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	29	2.64	1	5	5	0
Overall assessment of the graduate's ability to demonstrate a thorough knowledge of content/subject matter	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Expert 4	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Developing skill 2	30	2.73	1	6	4	0
Comments on Content Knowledge													2.70				

2.2 INNOVATIVE APPLICATION OF CONTENT KNOWLEDGE: THE TEACHER PROVIDED A VARIETY OF INNOVATIVE APPLICATIONS OF KNOWLEDGE

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	#	AVG	E	AS	DS	AS
Helping students solve problems and think critically	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	27	2.45	0	5	6	0
Incorporate technology into instruction	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Expert 4	Accomplished skill 3	Accomplished skill 3	Accomplished skill 3	Expert 4	Accomplished skill 3	Accomplished skill 3	33	3.00	2	7	2	0
Applying content through real world applications of knowledge	Developing skill 2	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	26	2.36	0	4	7	0
Collaborating with colleagues to provide cross-curricular opportunities	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Expert 4	Developing skill 2	Developing skill 2	Accomplished skill 3	Developing skill 2	Accomplished skill 3	Accomplished skill 3	29	2.64	1	5	5	0
Overall assessment of the graduate's ability to provide a variety of innovations applications to the construction of knowledge	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Expert 4	Developing skill 2	Developing skill 2	Accomplished skill 3	Accomplished skill 3	Developing skill 2	Developing skill 2	28	2.55	1	4	6	0

	R1		R2		R3		R4		R5		R6		R7		R8		R9		R10		R11		Sum	Mean	n4	n3	n2	n1
Comments on Innovative Applications of Content Knowledge																									**2.60**				

3.1 PLANNING FOR INSTRUCTION: THE TEACHER USED METHODS AND TECHNIQUES THAT ARE EFFECTIVE IN MEETING STUDENT NEEDS

	R1		R2		R3		R4		R5		R6		R7		R8		R9		R10		R11		Sum	Mean	n4	n3	n2	n1
Planning rigorous activities	Developing skill	2	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Developing skill	2	Developing skill	2	28	2.55	1	4	6	0
Using objectives that align with standards	Developing skill	2	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Developing skill	2	30	2.73	2	4	5	0
Meeting needs of students	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Developing skill	2	Developing skill	2	30	2.73	2	4	5	0
Overall assessment of the graduate's ability to effectively use methods and techniques to meet students' needs	Developing skill	2	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Developing skill	2	Developing skill	2	29	2.64	2	3	6	0
Comments on Planning for Instruction																									**2.66**				

3.2 ASSESSMENT: THE TEACHER USED A VARIED ASSESSMENTS TO MEASURE LEARNER PROGRESS

	R1		R2		R3		R4		R5		R6		R7		R8		R9		R10		R11		Sum	Mean	n4	n3	n2	n1
Providing opportunities for students to demonstrate learning	Developing skill	2	Developing skill	2	Developing skill	2	Expert	4	Expert	4	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	29	2.64	2	3	6	0
Using assessment data to inform instruction	Developing skill	2	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	27	2.45	1	3	7	0
Providing feedback that encourages students to take responsibility for the learning	Accomplished skill	3	Developing skill	2	Developing skill	2	Expert	4	Expert	4	Developing skill	2	Developing skill	2	Expert	4	Accomplished skill	3	Developing skill	2	Developing skill	2	30	2.73	3	2	6	0
Overall assessment of the graduate's ability to use varied assessments to measure learner progress	Developing skill	2	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	27	2.45	1	3	7	0
Comments on Assessment																									**2.57**				

3.3 INSTRUCTIONAL STRATEGIES: THE TEACHER DELIVERED COMPREHENSIVE INSTRUCTION FOR STUDENTS

	R1		R2		R3		R4		R5		R6		R7		R8		R9		R10		R11		Sum	Mean	n4	n3	n2	n1
Using a variety of strategies to engage and challenge students	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	29	2.64	1	5	5	0
Incorporating strategies to differentiate and scaffold instruction	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	28	2.55	1	4	6	0
Engaging students in higher order thinking skills	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	28	2.55	1	4	6	0
Overall assessment of the graduate's ability to effectively use methods and techniques to meet students' needs	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	28	2.55	1	4	6	0
Comments on Instructional Strategies																									**2.57**				

4.1 REFLECTION AND CONTINUOUS GROWTH: THE TEACHER ENGAGED IN REFLECTION AND CONTINUOUS GROWTH

	R1		R2		R3		R4		R5		R6		R7		R8		R9		R10		R11		Sum	Mean	n4	n3	n2	n1
Engaging in ongoing, purposeful professional learning	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	33	3.00	2	7	2	0
Reflecting on practice and seeking professional learning	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	32	2.91	1	8	2	0
Analyzing and reflecting on student data to guide instruction	Developing skill	2	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	28	2.55	1	4	6	0
Using a variety of strategies to engage and challenge students	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Developing skill	2	Accomplished skill	3	31	2.82	2	5	4	0
Demonstrating an ability to improve student performance	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	30	2.73	1	6	4	0
Overall assessment of the graduate's ability to engage in reflection and continuous growth	Accomplished skill	3	Developing skill	2	Developing skill	2	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Developing skill	2	30	2.73	1	6	4	0
Comments on Reflection and Continuous Growth																									**2.79**				

4.2 COLLABORATION AND LEADERSHIP: THE TEACHER PARTICIPATED IN COLLABORATION AND LEADERSHIP OPPORTUNITIES

	R1		R2		R3		R4		R5		R6		R7		R8		R9		R10		R11		Sum	Mean	n4	n3	n2	n1
Collaborating with multiple stakeholders, including school-based colleagues and staff	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Accomplished skill	3	31	2.82	1	7	3	0
:4.2 Collaboration and Leadership: The teacher participated in collaboration and leadership opportunities.	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	32	2.91	1	8	2	0
Demonstrating leadership skills	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Expert	4	Accomplished skill	3	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Accomplished skill	3	30	2.73	1	6	4	0
Overall assessment of the graduate's ability to participate in collaboration and leadership opportunities	Developing skill	2	Developing skill	2	Accomplished skill	3	Accomplished skill	3	Expert	4	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Accomplished skill	3	Developing skill	2	Accomplished skill	3	31	2.82	1	7	3	0
Comments on Collaboration and Leadership																									**2.82**				

	Comment A	Comment B
Please add any additional information you believe we need regarding how we might improve teacher preparation.	She is a very hard worker. She came to us from WES. She was a good fit right away. She started out as a para and worked her way up to a reading assistant. She just kept on going and now will lead 4-5 SPED @ LES.	Literacy instruction is one of the hardest areas for new teachers to teach. Additional training and preparation in how to teach students to read is critical.

All area scoring:	Expert		Accomplished Skill		Developing Skill		Needs Additional Support
2023-24	2 - 1 year		1 - 3 year				
2022-23	1 - 1 year						
2021-22	1 - no returned						
2020-21	6 - 1 year		1 - 3 year				