**Standard 4: Task 1.3**

**Spring 2018 Completer Satisfaction Surveys**

**Question for EPP: Provide results from Spring 2018 Completer Satisfaction Survey disaggregated by licensure area.**

**EPP Response:**

The data listed below were collected during the spring 2018 semester from both 1st year and 3rd year out completers. Data are disaggregated by licensure area.

**Initial Level Completer Satisfaction Surveys – 1st Year Out Teachers**

The following data were collected from 2016-2017 completers after their first year in the classroom. These completers were part of the Teacher Induction Program (TIP) for Cabell County. Scores are disaggregated by licensure area.

**Spring 2018, N=16**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| # | Teacher Quality | Very Satisfied | Somewhat Satisfied | Somewhat Dissatisfied | Very Dissatisfied |
| 1 | I have a deep knowledge of the content and it inter-relatedness within and across the disciplines and can move beyond basic content competency to ensure student mastery of skills necessary for success in life and work. (1A: Core Content) | 63%  (10) | 38%  (6) | 0 | 0 |
| 2 | I have a deep knowledge of the art and science of teaching in my specific content and can facilitate experiences that advance creativity, innovation and problem solving (1B: Pedagogy) | 69%  (11) | 31%  (5) | 0 | 0 |
| 3 | I use a standards-based approach to instruction aligned with the state and local curriculum and sets instructional goals and objectives that describe what students will learn. (1C: Setting Goals and Objectives for learning) | 81%  (13) | 19%  (3) | 0 | 0 |
| 4 | I use instruction that engages students in meaningful instructional activities that support the WV Content Standards and Objectives and that result in intentional student learning. (1D: Designing Instruction) | 75%  (12) | 25%  (4) | 0 | 0 |
| 5 | I use a balanced approach to ensure both assessment of learning and assessment for learning to provide both teacher and students information to guide future learning. (1E: Student Assessment) | 69%  (11) | 25%  (4) | 6%  (1) | 0 |
| 6 | I possess an understanding of the unique characteristics of the learner is evidenced in the design of learning activities that are developmentally appropriate and differentiated to engage all students in the learning process. (2A: Understanding Intellectual/ Cognitive, Social, and Emotional Development) | 75%  (12) | 19%  (3) | 6%  (1) | 0 |
| 7 | I show respect for students by having high expectations, providing management frameworks that clearly define roles and procedures, using respectful language, communicating interest in students as individuals and encouraging student collaboration. (2B: Creating an Environment of Respect and Rapport) | 94%  (15) | 6%  (1) | 0 | 0 |
| 8 | I establish a culture in the learning environment that is focused on learning and that reflects the importance of the work undertaken by both students and the teacher. (2C: Establishing a Culture for Learning) | 88%  (14) | 13%  (2) | 0 | 0 |
| 9 | I ensure that rules and procedures are in place for a smoothly functioning learning environment evidenced by the efficient use of time and resources. (2D: Implementing Classroom Procedures) | 81%  (13) | 19%  (3) | 0 | 0 |
| 10 | I collaborate with students to establish norms of behavior for the learning environment that ensures focus on learning (2E: Managing Student Behaviors) | 81%  (13) | 19%  (3) | 0 | 0 |
| 11 | I ensure that the physical and virtual learning environment is safe, and that there is maximum flexibility in the use of physical space in a physical learning environment. (2F: Organizing the Learning Environment) | 88%  (14) | 6%  (1) | 6%  (1) | 0 |
| 12 | I practice quality-questioning techniques and engages students in discussion. (3D: Student Engagement) | 69%  (11) | 31%  (5) | 0 | 0 |
| 13 | I deliver instruction to motivate and engage students in a deep understanding of the content. (3D: Student Engagement) | 69%  (11) | 31%  (5) | 0 | 0 |
| 14 | I use both classroom formative and summative assessment as a balanced approach to instructional decision-making. (3E: Use of Assessments in Instruction) | 94%  (15) | 0 | 6%  (1) | 0 |
| 15 | I adjust instruction based on the needs of the students and in response to “teachable moments”. (3F: Flexibility and Responsiveness) | 81%  (13) | 19%  (3) | 0 | 0 |
| 16 | I engage in professional learning to critically examine my professional practice and to engage in a continuous cycle of self- improvement focused on how to learn, teach, and work in a global, digital society. (4A: Professional Learning) | 81%  (13) | 19%  (3) | 0 | 0 |
| 17 | I engage in continuous, critical examination of my teaching practice and makes adjustments based on data. (4C: Reflection on Practice) | 75%  (12) | 25%  (4) | 0 | 0 |
| 18 | I participate in activities and models behaviors that build and sustain a learner centered culture. (5C: Learner- Centered Culture) | 88%  (14) | 13%  (2) | 0 | 0 |
| 19 | I work collaboratively with the principal and colleagues to develop and sustain student support systems that enable learning. (5D: Student Support Systems) | 75%  (12) | 25%  (4) | 0 | 0 |
| 20 | I model the ethical standards expected for the profession in the learning environment and in the community. (5I: Ethical Standards) | 81%  (13) | 19%  (3) | 0 | 0 |

**Initial Level Completer Satisfaction Surveys – 1st Year Out Teachers Disaggregated by Licensure Areas**

Spring 2018, N=16

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Very Satisfied**  **(4 pts)** | **Somewhat Satisfied (3 pts)** | **Somewhat Dissatisfied (2 pts)** | **Very Dissatisfied (1 pts)** |
| **I have a deep knowledge of the content and it inter-relatedness within and across the disciplines and can move beyond basic content competency to ensure student mastery of skills necessary for success in life and work. (1A: Core Content)** | | | | |
| **Cumulative (n = 16)** | 63% (10) | 38% (6) | 0 | 0 |
| **Elementary (n = 9)** | 67% (6) | 33% (3) | 0 | 0 |
| **Secondary (n = 7)** | 57% (4) | 43% (3) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 0 | 100% (2) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I have a deep knowledge of the art and science of teaching in my specific content and can facilitate experiences that advance creativity, innovation and problem solving (1B: Pedagogy)** | | | | |
| **Cumulative (n = 16)** | 69% (11) | 31% (5) | 0 | 0 |
| **Elementary (n = 9)** | 67% (6) | 33% (3) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I use a standards-based approach to instruction aligned with the state and local curriculum and sets instructional goals and objectives that describe what students will learn. (1C: Setting Goals and Objectives for learning)** | | | | |
| **Cumulative (n = 16)** | 81% (13) | 19% (3) | 0 | 0 |
| **Elementary (n = 9)** | 100% (9) | 0 | 0 | 0 |
| **Secondary (n = 7)** | 57% (4) | 43% (3) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 0 | 100% (2) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I use instruction that engages students in meaningful instructional activities that support the WV Content Standards and Objectives and that result in intentional student learning. (1D: Designing Instruction)** | | | | |
| **Cumulative (n = 16)** | 75% (12) | 25% (4) | 0 | 0 |
| **Elementary (n = 9)** | 78% (7) | 22% (2) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I use a balanced approach to ensure both assessment of learning and assessment for learning to provide both teacher and students information to guide future learning. (1E: Student Assessment)** | | | | |
| **Cumulative (n = 16)** | 69% (11) | 25% (4) | 6% (1) | 0 |
| **Elementary (n = 9)** | 78% (7) | 22% (2) | 0 | 0 |
| **Secondary (n = 7)** | 57% (4) | 29% (2) | 14% (1) | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 0 | 50% (1) | 50% (1) | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I possess an understanding of the unique characteristics of the learner is evidenced in the design of learning activities that are developmentally appropriate and differentiated to engage all students in the learning process. (2A: Understanding Intellectual/ Cognitive, Social, and Emotional Development)** | | | | |
| **Cumulative (n = 16)** | 75% (12) | 19% (3) | 6% (1) | 0 |
| **Elementary (n = 9)** | 78% (7) | 22% (2) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 14% (1) | 14% (1) | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 0 | 50% (1) | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I show respect for students by having high expectations, providing management frameworks that clearly define roles and procedures, using respectful language, communicating interest in students as individuals and encouraging student collaboration. (2B: Creating an Environment of Respect and Rapport)** | | | | |
| **Cumulative (n = 16)** | 94% (15) | 6% (1) | 0 | 0 |
| **Elementary (n = 9)** | 100% (9) | 0 | 0 | 0 |
| **Secondary (n = 7)** | 86% (6) | 14% (1) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I establish a culture in the learning environment that is focused on learning and that reflects the importance of the work undertaken by both students and the teacher. (2C: Establishing a Culture for Learning)** | | | | |
| **Cumulative (n = 16)** | 88% (14) | 13% (2) | 0 | 0 |
| **Elementary (n = 9)** | 100% (9) | 0 | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I ensure that rules and procedures are in place for a smoothly functioning learning environment evidenced by the efficient use of time and resources. (2D: Implementing Classroom Procedures)** | | | | |
| **Cumulative (n = 16)** | 81% (13) | 19% (3) | 0 | 0 |
| **Elementary (n = 9)** | 89% (8) | 11% (1) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I collaborate with students to establish norms of behavior for the learning environment that ensures focus on learning (2E: Managing Student Behaviors)** | | | | |
| **Cumulative (n = 16)** | 81% (13) | 19% (3) | 0 | 0 |
| **Elementary (n = 9)** | 100% (9) | 0 | 0 | 0 |
| **Secondary (n = 7)** | 57% (4) | 43% (3) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 0 | 100% (2) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I ensure that the physical and virtual learning environment is safe, and that there is maximum flexibility in the use of physical space in a physical learning environment. (2F: Organizing the Learning Environment)** | | | | |
| **Cumulative (n = 16)** | 88% (14) | 6% (1) | 6% (1) | 0 |
| **Elementary (n = 9)** | 100% (9) | 0 | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 14% (1) | 14% (1) | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 0 | 50% (1) | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I practice quality-questioning techniques and engages students in discussion. (3D: Student Engagement)** | | | | |
| **Cumulative (n = 16)** | 69% (11) | 31% (5) | 0 | 0 |
| **Elementary (n = 9)** | 67% (6) | 33% (3) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I deliver instruction to motivate and engage students in a deep understanding of the content. (3D: Student Engagement)** | | | | |
| **Cumulative (n = 16)** | 69% (11) | 31% (5) | 0 | 0 |
| **Elementary (n = 9)** | 67% (6) | 33% (3) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I use both classroom formative and summative assessment as a balanced approach to instructional decision-making. (3E: Use of Assessments in Instruction)** | | | | |
| **Cumulative (n = 16)** | 94% (15) | 0 | 6% (1) | 0 |
| **Elementary (n = 9)** | 100% (9) | 0 | 0 | 0 |
| **Secondary (n = 7)** | 86% (6) | 0 | 14% (1) | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 0 | 50% (1) | 0 |
| *Biology (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I adjust instruction based on the needs of the students and in response to “teachable moments”. (3F: Flexibility and Responsiveness)** | | | | |
| **Cumulative (n = 16)** | 81% (13) | 19% (3) | 0 | 0 |
| **Elementary (n = 9)** | 89% (8) | 11% (1) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I engage in professional learning to critically examine my professional practice and to engage in a continuous cycle of self- improvement focused on how to learn, teach, and work in a global, digital society. (4A: Professional Learning)** | | | | |
| **Cumulative (n = 16)** | 81% (13) | 19% (3) | 0 | 0 |
| **Elementary (n = 9)** | 89% (8) | 11% (1) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I engage in continuous, critical examination of my teaching practice and makes adjustments based on data. (4C: Reflection on Practice)** | | | | |
| **Cumulative (n = 16)** | 75% (12) | 25% (4) | 0 | 0 |
| **Elementary (n = 9)** | 89% (8) | 11% (1) | 0 | 0 |
| **Secondary (n = 7)** | 57% (4) | 43% (3) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 0 | 100% (2) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I participate in activities and models behaviors that build and sustain a learner centered culture. (5C: Learner- Centered Culture)** | | | | |
| **Cumulative (n = 16)** | 88% (14) | 13% (2) | 0 | 0 |
| **Elementary (n = 9)** | 100% (9) | 0 | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I work collaboratively with the principal and colleagues to develop and sustain student support systems that enable learning. (5D: Student Support Systems)** | | | | |
| **Cumulative (n = 16)** | 75% (12) | 25% (4) | 0 | 0 |
| **Elementary (n = 9)** | 78% (7) | 22% (2) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I model the ethical standards expected for the profession in the learning environment and in the community. (5I: Ethical Standards)** | | | | |
| **Cumulative (n = 16)** | 81% (13) | 19% (3) | 0 | 0 |
| **Elementary (n = 9)** | 89% (8) | 11% (1) | 0 | 0 |
| **Secondary (n = 7)** | 71% (5) | 29% (2) | 0 | 0 |
| *Social Studies (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Biology (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *Wellness (n = 1)* | 100% (1) | 0 | 0 | 0 |

**Initial Level Completer Satisfaction Surveys – 3rd Year Out Teachers**

The following data were collected from 2014-15 completers after their third year in the classroom. These completers were part of the Teacher Induction Program (TIP) for Cabell County.

**Spring 2018, N=21**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| # | Teacher Quality | Very Satisfied | Somewhat Satisfied | Somewhat Dissatisfied | Very Dissatisfied |
| 1 | I have a deep knowledge of the content and it inter-relatedness within and across the disciplines and can move beyond basic content competency to ensure student mastery of skills necessary for success in life and work. (1A: Core Content) | 76%  (16) | 24%  (5) | 0 | 0 |
| 2 | I have a deep knowledge of the art and science of teaching in my specific content and can facilitate experiences that advance creativity, innovation and problem solving (1B: Pedagogy) | 71%  (15) | 29%  (6) | 0 | 0 |
| 3 | I use a standards-based approach to instruction aligned with the state and local curriculum and sets instructional goals and objectives that describe what students will learn. (1C: Setting Goals and Objectives for learning) | 95%  (20) | 5%  (1) | 0 | 0 |
| 4 | I use instruction that engages students in meaningful instructional activities that support the WV Content Standards and Objectives and that result in intentional student learning. (1D: Designing Instruction) | 81%  (17) | 19%  (4) | 0 | 0 |
| 5 | I use a balanced approach to ensure both assessment of learning and assessment for learning to provide both teacher and students information to guide future learning. (1E: Student Assessment) | 52%  (11) | 48%  (10) | 0 | 0 |
| 6 | I possess an understanding of the unique characteristics of the learner is evidenced in the design of learning activities that are developmentally appropriate and differentiated to engage all students in the learning process. (2A: Understanding Intellectual/ Cognitive, Social, and Emotional Development) | 62%  (13) | 33%  (7) | 5%  (1) | 0 |
| 7 | I show respect for students by having high expectations, providing management frameworks that clearly define roles and procedures, using respectful language, communicating interest in students as individuals and encouraging student collaboration. (2B: Creating an Environment of Respect and Rapport) | 100%  (21) | 0 | 0 | 0 |
| 8 | I establish a culture in the learning environment that is focused on learning and that reflects the importance of the work undertaken by both students and the teacher. (2C: Establishing a Culture for Learning) | 86%  (18) | 14%  (3) | 0 | 0 |
| 9 | I ensure that rules and procedures are in place for a smoothly functioning learning environment evidenced by the efficient use of time and resources. (2D: Implementing Classroom Procedures) | 90%  (19) | 10%  (2) | 0 | 0 |
| 10 | I collaborate with students to establish norms of behavior for the learning environment that ensures focus on learning (2E: Managing Student Behaviors) | 86%  (18) | 14%  (3) | 0 | 0 |
| 11 | I ensure that the physical and virtual learning environment is safe, and that there is maximum flexibility in the use of physical space in a physical learning environment. (2F: Organizing the Learning Environment) | 100%  (21) | 0 | 0 | 0 |
| 12 | I practice quality-questioning techniques and engages students in discussion. (3D: Student Engagement) | 71%  (15) | 29%  (6) | 0 | 0 |
| 13 | I deliver instruction to motivate and engage students in a deep understanding of the content. (3D: Student Engagement) | 86%  (18) | 14%  (3) | 0 | 0 |
| 14 | I use both classroom formative and summative assessment as a balanced approach to instructional decision-making. (3E: Use of Assessments in Instruction) | 86%  (18) | 14%  (3) | 0 | 0 |
| 15 | I adjust instruction based on the needs of the students and in response to “teachable moments”. (3F: Flexibility and Responsiveness) | 86%  (18) | 14%  (3) | 0 | 0 |
| 16 | I engage in professional learning to critically examine my professional practice and to engage in a continuous cycle of self- improvement focused on how to learn, teach, and work in a global, digital society. (4A: Professional Learning) | 86%  (18) | 14%  (3) | 0 | 0 |
| 17 | I engage in continuous, critical examination of my teaching practice and makes adjustments based on data. (4C: Reflection on Practice) | 81%  (17) | 19%  (4) | 0 | 0 |
| 18 | I participate in activities and models behaviors that build and sustain a learner centered culture. (5C: Learner- Centered Culture) | 81%  (17) | 19%  (4) | 0 | 0 |
| 19 | I work collaboratively with the principal and colleagues to develop and sustain student support systems that enable learning. (5D: Student Support Systems) | 90%  (19) | 10%  (2) | 0 | 0 |
| 20 | I model the ethical standards expected for the profession in the learning environment and in the community. (5I: Ethical Standards) | 100%  (21) | 0 | 0 | 0 |

**Initial Level Completer Satisfaction Surveys – 3rd Year Out Teachers Disaggregated by Licensure Areas**

Spring 2018, N=21

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Very Satisfied**  **(4 pts)** | **Somewhat Satisfied (3 pts)** | **Somewhat Dissatisfied (2 pts)** | **Very Dissatisfied (1 pts)** |
| **I have a deep knowledge of the content and it inter-relatedness within and across the disciplines and can move beyond basic content competency to ensure student mastery of skills necessary for success in life and work. (1A: Core Content)** | | | | |
| **Cumulative (n = 21)** | 76% (16) | 24% (5) | 0 | 0 |
| **Elementary (n = 15)** | 80% (12) | 20% (3) | 0 | 0 |
| **Secondary (n = 6)** | 67% (4) | 33% (2) | 0 | 0 |
| *Social Studies (n = 3)* | 33% (1) | 67% (2) | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I have a deep knowledge of the art and science of teaching in my specific content and can facilitate experiences that advance creativity, innovation and problem solving (1B: Pedagogy)** | | | | |
| **Cumulative (n = 21)** | 71% (15) | 29% (6) | 0 | 0 |
| **Elementary (n = 15)** | 80% (12) | 20% (3) | 0 | 0 |
| **Secondary (n = 6)** | 50% (3) | 50% (3) | 0 | 0 |
| *Social Studies (n = 3)* | 33% (1) | 67% (2) | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 0 | 100% (1) | 0 | 0 |
| **I use a standards-based approach to instruction aligned with the state and local curriculum and sets instructional goals and objectives that describe what students will learn. (1C: Setting Goals and Objectives for learning)** | | | | |
| **Cumulative (n = 21)** | 95% (20) | 5% (1) | 0 | 0 |
| **Elementary (n = 15)** | 93% (14) | 7% (1) | 0 | 0 |
| **Secondary (n = 6)** | 100% (6) | 0 | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I use instruction that engages students in meaningful instructional activities that support the WV Content Standards and Objectives and that result in intentional student learning. (1D: Designing Instruction)** | | | | |
| **Cumulative (n = 21)** | 81% (17) | 19% (4) | 0 | 0 |
| **Elementary (n = 15)** | 80% (12) | 20% (3) | 0 | 0 |
| **Secondary (n = 6)** | 83% (5) | 17% (1) | 0 | 0 |
| *Social Studies (n = 3)* | 67% (2) | 33% (1) | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I use a balanced approach to ensure both assessment of learning and assessment for learning to provide both teacher and students information to guide future learning. (1E: Student Assessment)** | | | | |
| **Cumulative (n = 21)** | 52% (11) | 48% (10) | 0 | 0 |
| **Elementary (n = 15)** | 67% (10) | 33% (5) | 0 | 0 |
| **Secondary (n = 6)** | 17% (1) | 83% (5) | 0 | 0 |
| *Social Studies (n = 3)* | 0 | 100% (3) | 0 | 0 |
| *Music (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *English (n = 1)* | 0 | 100% (1) | 0 | 0 |
| **I possess an understanding of the unique characteristics of the learner is evidenced in the design of learning activities that are developmentally appropriate and differentiated to engage all students in the learning process. (2A: Understanding Intellectual/ Cognitive, Social, and Emotional Development)** | | | | |
| **Cumulative (n = 21)** | 62% (13) | 33% (7) | 5% (1) | 0 |
| **Elementary (n = 15)** | 60% (9) | 40% (6) | 0 | 0 |
| **Secondary (n = 6)** | 67% (4) | 17% (1) | 17% (1) | 0 |
| *Social Studies (n = 3)* | 67% (2) | 33% (1) | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 0 | 0 | 100% (1) | 0 |
| **I show respect for students by having high expectations, providing management frameworks that clearly define roles and procedures, using respectful language, communicating interest in students as individuals and encouraging student collaboration. (2B: Creating an Environment of Respect and Rapport)** | | | | |
| **Cumulative (n = 21)** | 100% (21) | 0 | 0 | 0 |
| **Elementary (n = 15)** | 100% (15) | 0 | 0 | 0 |
| **Secondary (n = 6)** | 100% (6) | 0 | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I establish a culture in the learning environment that is focused on learning and that reflects the importance of the work undertaken by both students and the teacher. (2C: Establishing a Culture for Learning)** | | | | |
| **Cumulative (n = 21)** | 86% (18) | 14% (3) | 0 | 0 |
| **Elementary (n = 15)** | 87% (13) | 13% (2) | 0 | 0 |
| **Secondary (n = 6)** | 83% (5) | 17% (1) | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 0 | 100% (1) | 0 | 0 |
| **I ensure that rules and procedures are in place for a smoothly functioning learning environment evidenced by the efficient use of time and resources. (2D: Implementing Classroom Procedures)** | | | | |
| **Cumulative (n = 21)** | 90% (19) | 10% (2) | 0 | 0 |
| **Elementary (n = 15)** | 100% (15) | 0 | 0 | 0 |
| **Secondary (n = 6)** | 67% (4) | 33% (2) | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *English (n = 1)* | 0 | 100% (1) | 0 | 0 |
| **I collaborate with students to establish norms of behavior for the learning environment that ensures focus on learning (2E: Managing Student Behaviors)** | | | | |
| **Cumulative (n = 21)** | 86% (18) | 14% (3) | 0 | 0 |
| **Elementary (n = 15)** | 93% (14) | 7% (1) | 0 | 0 |
| **Secondary (n = 6)** | 67% (4) | 33% (2) | 0 | 0 |
| *Social Studies (n = 3)* | 67% (2) | 33% (1) | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 0 | 100% (1) | 0 | 0 |
| **I ensure that the physical and virtual learning environment is safe, and that there is maximum flexibility in the use of physical space in a physical learning environment. (2F: Organizing the Learning Environment)** | | | | |
| **Cumulative (n = 21)** | 100% (21) | 0 | 0 | 0 |
| **Elementary (n = 15)** | 100% (15) | 0 | 0 | 0 |
| **Secondary (n = 6)** | 100% (6) | 0 | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I practice quality-questioning techniques and engages students in discussion. (3D: Student Engagement)** | | | | |
| **Cumulative (n = 21)** | 71% (15) | 29% (6) | 0 | 0 |
| **Elementary (n = 15)** | 60% (9) | 40% (6) | 0 | 0 |
| **Secondary (n = 6)** | 100% (6) | 0 | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I deliver instruction to motivate and engage students in a deep understanding of the content. (3D: Student Engagement)** | | | | |
| **Cumulative (n = )** | 86% (18) | 14% (3) | 0 | 0 |
| **Elementary (n = 15)** | 93% (14) | 7% (1) | 0 | 0 |
| **Secondary (n = 6)** | 67% (4) | 33% (2) | 0 | 0 |
| *Social Studies (n = 3)* | 67% (2) | 33% (1) | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 0 | 100% (1) | 0 | 0 |
| **I use both classroom formative and summative assessment as a balanced approach to instructional decision-making. (3E: Use of Assessments in Instruction)** | | | | |
| **Cumulative (n = 21)** | 86% (18) | 14% (3) | 0 | 0 |
| **Elementary (n = 15)** | 80% (12) | 20% (3) | 0 | 0 |
| **Secondary (n = 6)** | 100% (6) | 0 | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I adjust instruction based on the needs of the students and in response to “teachable moments”. (3F: Flexibility and Responsiveness)** | | | | |
| **Cumulative (n = 21)** | 86% (18) | 14% (3) | 0 | 0 |
| **Elementary (n = 15)** | 87% (13) | 13% (2) | 0 | 0 |
| **Secondary (n = 6)** | 83% (5) | 17% (1) | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = )* | 0 | 100% (1) | 0 | 0 |
| **I engage in professional learning to critically examine my professional practice and to engage in a continuous cycle of self- improvement focused on how to learn, teach, and work in a global, digital society. (4A: Professional Learning)** | | | | |
| **Cumulative (n = 21)** | 86% (18) | 14% (3) | 0 | 0 |
| **Elementary (n = 15)** | 87% (13) | 13% (2) | 0 | 0 |
| **Secondary (n = 6)** | 83% (5) | 17% (1) | 0 | 0 |
| *Social Studies (n = 3)* | 33% (1) | 67% (2) | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I engage in continuous, critical examination of my teaching practice and makes adjustments based on data. (4C: Reflection on Practice)** | | | | |
| **Cumulative (n = 21)** | 81% (17) | 19% (4) | 0 | 0 |
| **Elementary (n = 15)** | 93% (14) | 7% (1) | 0 | 0 |
| **Secondary (n = 6)** | 50% (3) | 50% (3) | 0 | 0 |
| *Social Studies (n = 3)* | 67% (2) | 33% (1) | 0 | 0 |
| *Music (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I participate in activities and models behaviors that build and sustain a learner centered culture. (5C: Learner- Centered Culture)** | | | | |
| **Cumulative (n = 21)** | 81% (17) | 14% (3) | 5% (1) | 0 |
| **Elementary (n = 15)** | 93% (14) | 7% (1) | 0 | 0 |
| **Secondary (n = 6)** | 50% (3) | 33% (2) | 17% (1) | 0 |
| *Social Studies (n = 3)* | 33% (1) | 33% (1) | 33% (1) | 0 |
| *Music (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I work collaboratively with the principal and colleagues to develop and sustain student support systems that enable learning. (5D: Student Support Systems)** | | | | |
| **Cumulative (n = 21)** | 90% (19) | 10% (2) | 0 | 0 |
| **Elementary (n = 15)** | 93% (14) | 7% (1) | 0 | 0 |
| **Secondary (n = 6)** | 83% (5) | 17% (1) | 0 | 0 |
| *Social Studies (n = )* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 50% (1) | 50% (1) | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |
| **I model the ethical standards expected for the profession in the learning environment and in the community. (5I: Ethical Standards)** | | | | |
| **Cumulative (n = 21)** | 100% (21) | 0 | 0 | 0 |
| **Elementary (n = 15)** | 100% (15) | 0 | 0 | 0 |
| **Secondary (n = 6)** | 100% (6) | 0 | 0 | 0 |
| *Social Studies (n = 3)* | 100% (3) | 0 | 0 | 0 |
| *Music (n = 2)* | 100% (2) | 0 | 0 | 0 |
| *English (n = 1)* | 100% (1) | 0 | 0 | 0 |