

Principal Follow-Up of First Year Teaching Graduates
Appraisal of First Year Teachers
Teaching During Fall 2019 and Spring 2020 n=8
(14 Graduates of which 2 Did Not Teach)

Questions	Strongly Agree.....Strongly Disagree					Average
	5	4	3	2	1	
1.The teacher understands the central concepts and methods of inquiry of the subject matter discipline(s) he/she teaches and can create learning experiences that make these aspects of subject matter meaningful for all students.	5	3				7.40
2.The teacher understands how students learn and develop, and can provide learning opportunities that support their intellectual, social and physical development.	3	5				7.00
3.The teacher understands that students vary in their approaches to learning and can create instructional opportunities that are adaptable to individual differences of learners.	5	3				7.40
4. The teacher understands curriculum integration processes and uses a variety of instructional strategies to encourage students' development of critical thinking, problem solving, and performance skills and effective use of technology.	5	3				7.40
5. The teacher uses best practices related to motivation and behavior to create learning environments that encourage positive social interaction, self-motivation and active engagement in learning, thus, providing opportunities for success.	5	2			1	6.80
6. The teacher uses a variety of effective communication techniques to foster active inquiry, collaboration, and supportive interaction in his/her classroom.	5	3				7.40
7. The teacher plans instruction based upon curriculum goals, knowledge of the teaching/learning process, subject matter, students' abilities and differences, and the community; and adapts instruction based upon assessment and reflection.	6	2				7.60
8. The teacher understands and uses a variety of assessment strategies to evaluate and modify the teaching/learning process ensuring the continuous intellectual, social and physical development of the learner.	3	4			1	6.40
9. The teacher evaluates the effects of his/her choices and actions on others (students, parents, and other professionals in the learning community), modify those actions when needed, and actively seeks opportunities for continued professional growth.	5	3				7.40
10. The teacher fosters positive interaction with school colleagues, parents/familites, and organizations in the community to actively engage them in support of students' learning and well being.	4	4				7.20
11. The teacher has an understanding of the importance of assisting students with career awareness and the application of career concepts to the academic curriculum.	1	5	1		1	5.80
12. The teacher understands the process of continuous lifelong learning, the concept of making learning enjoyable, and the need for a willingness to change when the change leads to greater student learning and development.	5	2	1			7.20

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	5	4	3	2	1					
13. The teacher understands the legal aspects of teaching including the rights of students and parents/families, as well as the legal rights and responsibilities of the teacher.	5	3				7.40				
14. The teacher understands and is able to develop instructional strategies/plans based on the State core curriculum.	4	3			1	6.60				
15. The teacher understands the State teacher evaluation process and how to incorporate these criteria in designing instructional strategies.	5	1			2	6.20				
16. Overall, how would you rate your satisfaction with his/her preparation to be a teacher?	6	2				7.60				
							Excellent	Average	Steady	Average
							Improvement		Improvement	
17. How would you classify the overall performance of this teacher's students now as compared to the beginning of the year?							5	62.50%	3	37.50%
							Above		Average	
							Average	Average		Average
18. How you rate this first year teacher compared to other first year teachers you have known?							7	87.50%	1	12.50%
							Yes	Average		
19. Would you rehire and/or recommend this first year teacher?							7	87.50%	1	12.50%