

Employer Survey Report

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Comparison Group 1
 Select Program or Network

 Select Filter Group 1

 Select Filter Group 2

Comparison Group 2
 Select Program or Network

 Select Filter Group 1

 Select Filter Group 2

Louisiana Tech University

Comparison Group 1 Response Rate **63.0%** Surveys Distributed **79**

CIS Network

Comparison Group 2 Response Rate **46.0%** Surveys Distributed **206**

Section 1. Background

| Question | Sample Size | Strongly Agree (%) | Agree (%) | Neutral (%) | Disagree (%) | Strongly Disagree (%) | Sample Size | Strongly Agree (%) | Agree (%) | Neutral (%) | Disagree (%) | Strongly Disagree (%) |
|--|-------------|--------------------|------------------|----------------------|---------------------|-----------------------|-------------|--------------------|------------------|----------------------|---------------------|-----------------------|
| 1 To what extent do you agree or disagree with the following statement? "In general, I believe that it is possible for first-year teachers to positively impact student learning from their first day in the classroom." | 49 | 71 | 24 | 2 | 0 | 2 | 94 | 70 | 27 | 2 | 1 | 0 |
| 2 How long has [INSERT NAME OF TEACHER] been employed in your school? | Sample Size | 1 year (%) | 2-3 years (%) | 4-6 years (%) | 7-10 years (%) | 11+ years (%) | Sample Size | 1 year (%) | 2-3 years (%) | 4-6 years (%) | 7-10 years (%) | 11+ years (%) |
| | 49 | 65 | 33 | 2 | 0 | 0 | 94 | 95 | 5 | 0 | 0 | 0 |
| 3 What has been the depth of interaction you have had with this teacher during the 2017-2018 academic year? | Sample Size | Minimal (%) | Limited (%) | Moderate (%) | Extensive (%) | Very Extensive (%) | Sample Size | Minimal (%) | Limited (%) | Moderate (%) | Extensive (%) | Very Extensive (%) |
| | 49 | 0 | 4 | 27 | 49 | 20 | 94 | 1 | 5 | 46 | 38 | 10 |
| 4 Based on your experiences with this teacher, what best describes the extent to which he/she was ready to meet the needs of students in your school? | Sample Size | Fully Ready (%) | Mostly Ready (%) | Moderately Ready (%) | Minimally Ready (%) | Not Ready (%) | Sample Size | Fully Ready (%) | Mostly Ready (%) | Moderately Ready (%) | Minimally Ready (%) | Not Ready (%) |
| | 49 | 47 | 24 | 14 | 12 | 2 | 94 | 41 | 36 | 20 | 2 | 0 |
| 5 Was this teacher employed as a teacher of record in your school prior to this academic year? | Sample Size | Yes (%) | No (%) | | | | | | | | | |
| | 48 | 44 | 56 | | | | | | | | | |
| | Sample Size | Yes (%) | No (%) | | | | | | | | | |
| | 94 | 5 | 95 | | | | | | | | | |

Section 2. Teacher of Record Feedback

(If "Yes" on Question 5)

Louisiana Tech University

CIS Network

| 6. Please rate the extent of change in the teacher's performance since completing a teacher preparation program: | | Sample Size | Significant (%) | Some (%) | Limited (%) | None (%) | Decline (%) | Sample Size | Significant (%) | Some (%) | Limited (%) | None (%) | Decline (%) |
|--|--|-------------|-----------------|----------|-------------|----------|-------------|-------------|-----------------|----------|-------------|----------|-------------|
| a. | Implements well-structured lessons | 21 | 62 | 29 | 10 | 0 | 0 | 5 | 40 | 60 | 0 | 0 | 0 |
| b. | Makes adjustments to practice based on assessment data | 21 | 62 | 29 | 10 | 0 | 0 | 5 | 60 | 40 | 0 | 0 | 0 |
| c. | Meets the diverse needs of learners within the classroom including English Language Learners and students with special needs | 21 | 57 | 29 | 14 | 0 | 0 | 5 | 40 | 40 | 20 | 0 | 0 |
| d. | Maintains an academic learning environment where students are unafraid to take academic risks | 21 | 67 | 24 | 10 | 0 | 0 | 5 | 40 | 60 | 0 | 0 | 0 |
| e. | Consistently enforces high expectations for all students | 21 | 71 | 14 | 10 | 5 | 0 | 5 | 40 | 60 | 0 | 0 | 0 |
| f. | Uses self-reflection to improve practice | 21 | 62 | 29 | 10 | 0 | 0 | 5 | 20 | 80 | 0 | 0 | 0 |

| 7. How do you currently track the degree to which novice teachers contribute to an expected level of student-learning growth? | | Sample Size | % Selected |
|---|---|-------------|------------|
| a. | Standardized test scores on state-mandated high-stakes assessments. | 21 | 81 |
| b. | Teacher-developed goals (such as SMART goals) | 21 | 67 |
| c. | Student progress on end of course exams | 21 | 48 |
| d. | Student progress on school and/or district benchmark assessments | 21 | 62 |
| e. | Other | 21 | 14 |

| Sample Size | % Selected |
|-------------|------------|
| 5 | 80 |
| 5 | 60 |
| 5 | 20 |
| 5 | 100 |
| 5 | 40 |

Section 2. New Hire Feedback

(If "No" on Question 5)

6. Relative to all other teachers (both novice and experienced) you've worked with, please indicate the extent to which this teacher's performance is significantly above or below average:

| | | Louisiana Tech University | | | | | CIS Network | | | | | | |
|----|--|---------------------------|-------------|-------------|-------------|----------------|-------------|------------|-------------|-------------|-------------|----------------|---|
| | Sample Size | Top 1% (%) | Top 10% (%) | Top 25% (%) | Typical (%) | Bottom 50% (%) | Sample Size | Top 1% (%) | Top 10% (%) | Top 25% (%) | Typical (%) | Bottom 50% (%) | |
| a. | Implements well-structured lessons | 45 | 2 | 36 | 20 | 31 | 11 | 86 | 12 | 26 | 28 | 31 | 3 |
| b. | Makes adjustments to practice based on assessment data | 45 | 0 | 29 | 27 | 31 | 13 | 86 | 14 | 19 | 35 | 29 | 3 |
| c. | Meets the diverse needs of learners within the classroom including English Language Learners and students with special needs | 45 | 2 | 33 | 24 | 22 | 18 | 86 | 12 | 24 | 26 | 34 | 5 |
| d. | Maintains an academic learning environment where students are unafraid to take academic risks | 45 | 7 | 33 | 24 | 24 | 11 | 86 | 19 | 21 | 29 | 24 | 7 |
| e. | Consistently enforces high expectations for all students | 45 | 9 | 29 | 27 | 22 | 13 | 86 | 19 | 24 | 26 | 22 | 9 |
| f. | Uses self-reflection to improve practice | 45 | 7 | 27 | 24 | 31 | 11 | 86 | 22 | 34 | 24 | 19 | 1 |

| 7. How do you currently track the degree to which novice teachers contribute to an expected level of student-learning growth? | Sample Size | Selected (%) |
|---|-------------|--------------|
| | | |

| Sample Size | Selected (%) |
|-------------|--------------|
| | |

| | | | |
|----|---|----|-----|
| a. | Standardized test scores on state-mandated high-stakes assessments. | 36 | 100 |
| b. | Teacher-developed goals (such as SMART goals) | 27 | 85 |
| c. | Student progress on end of course exams | 27 | 81 |
| d. | Student progress on school and/or district benchmark assessments | 27 | 96 |
| e. | Other | 27 | 41 |

| | |
|----|----|
| 89 | 69 |
| 89 | 81 |
| 89 | 34 |
| 89 | 69 |
| 89 | 24 |