

**1st Year Employer Average Ratings  
Effectiveness and Impact on Students**

	<b>1st Year Employer Average Ratings - 2021</b>																
<b>Performance Areas</b>	Art	BIOL	FACS	Hist/ Govt	Math	Music	PE	Span	Spch/ Theat	All Sec/ P-12	ECU	ELEM	EEU	MAT Elem	MAT Sec	MAT SPED	ALL
N=	1	1	2	2	2	4	5	1	1	19	2	15	4	6	7	10	<b>63</b>
<b>a.</b> The teacher plans instruction based on learning and developmental levels of all students.	3.00	2.00	2.00	3.50	2.50	2.50	3.20	3.00	3.00	2.79	3.00	2.87	3.75	2.17	2.86	2.90	<b>2.84</b>
<b>b.</b> The teacher recognizes and fosters individual differences to establish a positive classroom culture.	3.00	1.00	3.00	3.50	1.50	3.00	3.00	3.00	3.00	2.79	3.00	3.33	4.00	2.67	3.00	2.90	<b>3.03</b>
<b>c.</b> The teacher establishes a classroom environment conducive to learning.	3.00	1.00	2.50	4.00	1.50	2.50	3.20	3.00	3.00	2.74	3.50	3.33	3.75	2.00	3.00	3.10	<b>2.98</b>
<b>d.</b> The teacher demonstrates a thorough knowledge of content.	3.00	1.00	3.00	3.50	2.50	3.00	3.40	3.00	3.00	3.00	3.50	2.87	4.00	2.33	3.57	2.80	<b>3.02</b>
<b>e.</b> The teacher provides a variety of innovative applications of knowledge.	3.00	1.00	2.50	4.00	2.00	2.75	3.40	3.00	3.00	2.89	3.50	3.13	3.75	2.33	2.86	2.70	<b>2.94</b>
<b>f.</b> The teacher uses methods and techniques that are effective in meeting student needs.	3.00	1.00	2.00	3.50	2.00	2.75	3.20	3.00	3.00	2.74	3.50	3.07	3.75	2.50	2.86	2.80	<b>2.90</b>
<b>g. The teacher uses varied assessments to measure learner progress.</b>	<b>3.00</b>	<b>1.00</b>	<b>2.00</b>	<b>3.00</b>	<b>2.00</b>	<b>2.25</b>	<b>3.20</b>	<b>2.00</b>	<b>3.00</b>	<b>2.53</b>	<b>3.50</b>	<b>2.80</b>	<b>3.75</b>	<b>2.17</b>	<b>2.57</b>	<b>2.70</b>	<b>2.70</b>
<b>h.</b> The teacher delivers comprehensive instruction for students.	3.00	1.00	2.00	3.50	2.00	2.50	3.20	3.00	3.00	2.68	3.50	3.20	4.00	2.17	2.86	2.90	<b>2.92</b>
<b>i.</b> The teacher engages in reflection and continuous growth.	3.00	1.00	3.00	4.00	2.00	3.00	3.40	1.00	3.00	2.89	3.00	3.13	4.00	2.50	3.14	2.90	<b>3.02</b>
<b>j.</b> The teacher participates in collaboration and leadership opportunities.	3.00	1.00	2.50	4.00	2.00	2.25	3.40	2.00	4.00	2.79	3.50	3.20	3.50	2.50	3.14	2.90	<b>2.98</b>
<b>k.</b> Overall, the teacher has had a positive impact on student growth.	3.00	1.00	2.50	3.50	2.00	3.00	3.20	3.00	3.00	2.84	3.50	3.20	4.00	2.33	2.86	2.90	<b>2.98</b>

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**1st Year Employer Average Ratings - 2020**

<b>MAJOR</b>	<b>Biol</b>	<b>Engl</b>	<b>FACS</b>	<b>Hist/ Gov</b>	<b>Math</b>	<b>Music</b>	<b>PE</b>	<b>Tech</b>	<b>All Sec</b>	<b>ELEM</b>	<b>ECU</b>	<b>EEU</b>	<b>MAT Teach</b>	<b>MAT SPED</b>	<b>ALL</b>
<b>N</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>25</b>	<b>29</b>	<b>2</b>	<b>2</b>	<b>10</b>	<b>13</b>	<b>81</b>
a. The teacher plans instruction based on learning and developmental levels of all students.	4.00	2.80	3.20	3.50	2.60	4.00	3.25	2.00	3.08	2.93	4.00	2.00	3.10	3.00	3.00
b. The teacher recognizes and fosters individual differences to establish a positive classroom culture.	4.00	3.00	3.20	3.50	2.60	3.00	3.25	2.00	3.08	3.07	4.00	3.00	3.20	3.23	3.13
c. The teacher establishes a classroom environment conducive to learning.	3.50	2.80	3.00	4.00	2.80	3.00	3.00	1.00	2.96	3.00	4.00	2.50	2.90	3.23	3.01
d. The teacher demonstrates a thorough knowledge of content.	4.00	3.40	3.20	4.00	3.40	4.00	3.25	3.00	3.44	2.83	4.00	2.00	3.40	2.77	3.08
e. The teacher uses a variety of teaching and learning strategies.	4.00	2.80	3.00	3.50	2.60	3.00	3.25	2.00	3.00	2.83	4.00	2.50	3.10	2.92	2.94
f. The teacher uses methods and techniques that are effective in meeting student needs.	3.50	3.00	3.00	3.50	2.40	3.00	3.75	2.00	3.04	2.93	3.00	2.00	3.10	3.00	2.98
g. The teacher uses a variety of assessment strategies to measure learner progress.	3.50	3.00	3.20	3.50	3.00	2.00	3.25	2.00	3.08	2.76	3.00	2.00	2.90	2.62	2.84
h. The teacher delivers comprehensive instruction for students.	3.50	3.00	3.00	3.50	2.25	3.00	3.50	1.00	2.96	2.93	4.00	2.50	3.30	3.00	3.00
i. The teacher engages in reflection and continuous growth.	3.50	3.00	3.60	4.00	2.80	3.00	3.25	2.00	3.20	2.97	3.00	3.00	3.40	3.15	3.13
j. The teacher participates in collaboration and leadership opportunities.	4.00	3.00	3.20	4.00	3.00	3.00	3.75	2.00	3.28	2.79	3.00	2.00	3.30	3.15	3.05
k. Overall, the teacher has had a positive impact on student growth.	3.50	3.00	3.00	4.00	2.60	4.00	3.75	2.00	3.16	3.03	4.00	2.50	3.20	3.38	3.15

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**1st Year Employer Average Ratings - 2019**

<b>MAJOR</b>	<b>Biol</b>	<b>ENG</b>	<b>FACS</b>	<b>Hist/Go</b>	<b>Math</b>	<b>Music</b>	<b>PE</b>	<b>Tech</b>	<b>All Sec</b>	<b>ELEM</b>	<b>ECU</b>	<b>IAT teach</b>	<b>AT SPI</b>	<b>All</b>
<b>N</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>22</b>	<b>21</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>54</b>
a. The teacher plans instruction based on learning and developmental levels of all students.	3.00	2.50	2.80	3.25	4.00	2.67	3.00		2.90	2.72	2.00	3.50	3.33	2.89
b. The teacher recognizes and fosters individual differences to establish a positive classroom culture.	3.00	1.50	3.00	3.50	3.00	2.67	3.00		2.86	3.17	2.00	3.50	3.50	3.10
c. The teacher establishes a classroom environment conducive to learning.	3.00	2.00	2.80	3.50	3.00	2.67	3.00		2.86	3.17	2.00	3.50	3.33	3.08
d. The teacher demonstrates a thorough knowledge of content.	3.50	2.00	2.80	3.75	4.00	3.00	4.00		3.14	2.86	2.00	3.50	3.33	3.03
e. The teacher uses a variety of teaching and learning strategies.	3.50	2.00	2.80	3.25	3.00	2.83	3.00		2.90	2.89	2.00	3.25	3.00	2.92
f. The teacher uses methods and techniques that are effective in meeting student needs.	3.50	2.00	2.80	3.25	4.00	2.67	3.00		2.90	2.97	2.00	3.25	3.17	2.97
g. The teacher uses a variety of assessment strategies to measure learner progress.	3.00	1.50	2.60	3.25	3.00	2.33	3.00		2.62	2.69	2.00	3.25	3.17	2.74
h. The teacher delivers comprehensive instruction for students.	3.00	2.00	2.80	3.50	4.00	2.67	3.00		2.90	2.86	2.00	3.50	3.33	2.95
i. The teacher engages in reflection and continuous growth.	3.00	2.50	2.60	3.25	4.00	2.67	3.00		2.86	3.00	3.00	3.50	3.67	3.05
j. The teacher participates in collaboration and leadership opportunities.	3.50	2.50	2.60	3.25	4.00	2.50	4.00		2.90	3.00	2.00	3.50	3.50	3.03
k. Overall, the teacher has had a positive impact on student growth.	3.00	2.50	2.80	3.25	4.00	2.50	3.00		2.86	3.07	2.00	3.50	3.50	3.05

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<b>1st Year Employer Average Ratings - 2018</b>																
<b>MAJOR</b>	<b>Art</b>	<b>Biol</b>	<b>Engl</b>	<b>or Lan</b>	<b>FACS</b>	<b>Hist/Go</b>	<b>Math</b>	<b>Music</b>	<b>PE</b>	<b>TECH</b>	<b>All Sec</b>	<b>Elem</b>	<b>ECU</b>	<b>MAT Sec</b>	<b>MAT SPED</b>	<b>ALL</b>
<b>N</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>25</b>	<b>27</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>60</b>
a. The teacher plans instruction based on learning and developmental levels of all students.	2.50	3.00	3.00	4.00	3.00	2.33	3.00	2.33	3.00	3.25	2.88	2.93	3.50	4.00	3.00	2.95
b. The teacher recognizes and fosters individual differences to establish a positive classroom culture.	2.50	3.00	3.00	4.00	3.00	2.67	3.00	2.67	2.80	3.50	2.96	3.30	3.00	4.00	3.00	3.13
c. The teacher establishes a classroom environment conducive to learning.	3.00	3.00	3.25	4.00	3.00	2.67	3.00	2.67	2.80	3.75	3.08	3.30	3.50	4.00	3.00	3.20
d. The teacher demonstrates a thorough knowledge of content.	3.00	3.00	3.50	4.00	4.00	3.33	3.00	3.00	3.20	3.25	3.28	3.13	3.50	4.00	3.20	3.23
e. The teacher uses a variety of teaching and learning strategies.	2.50	4.00	3.25	4.00	3.00	2.33	2.00	2.33	3.00	3.50	2.96	3.00	3.50	4.00	2.80	3.00
f. The teacher uses methods and techniques that are effective in meeting student needs.	2.50	3.00	3.25	4.00	3.00	2.33	3.00	2.33	2.80	3.50	2.92	3.20	3.50	4.00	3.20	3.11
g. The teacher uses a variety of assessment strategies to measure learner progress.	2.50	3.00	3.25	4.00	3.00	2.67	3.00	2.67	2.40	3.50	2.92	3.11	3.50	4.00	3.00	3.05
h. The teacher delivers comprehensive instruction for students.	2.50	3.00	3.00	4.00	3.00	3.00	3.00	2.67	3.00	3.75	3.08	3.19	3.00	4.00	2.80	3.12
i. The teacher engages in reflection and continuous growth.	2.50	4.00	3.50	4.00	3.00	3.33	3.00	2.33	3.00	3.75	3.20	3.15	3.50	4.00	3.60	3.23
j. The teacher participates in collaboration and leadership opportunities.	2.50	3.00	3.25	4.00	3.00	3.00	3.00	2.67	2.60	3.75	3.04	3.30	4.00	4.00	3.40	3.23
k. Overall, the teacher has had a positive impact on student growth.	2.50	3.00	3.50	4.00	3.00	3.33	3.00	2.67	3.20	3.75	3.24	3.31	3.50	4.00	3.20	3.29