



2015 Nebraska First Year Teacher Survey

Statewide Results

Introduction

The Nebraska Department of Education (NDE) administered the Nebraska First Year Teacher Survey from May to June 2015. After its successful pilot last year, this is the first year of its full roll out. Surveys were distributed to the principals of first year teachers who completed their preparation programs at 16 preparation institutions in the state. The participating institutions are as follows:

1. Chadron State College
2. College Of Saint Mary
3. Concordia University
4. Creighton University
5. Doane College
6. Grace University
7. Hastings College
8. Midland University
9. Nebraska Wesleyan University
10. Peru State College
11. Union College
12. University Of Nebraska At Kearney
13. University Of Nebraska At Lincoln
14. University Of Nebraska At Omaha
15. Wayne State College
16. York College

Evaluation indicators are based on the Council of Chief State School Officers (CCSSO) Interstate Teacher Assessment and Support Consortium (InTASC) Model Core Teaching Standards, 2011. For a list of indicators, please see the Results section below.

Method

A list of teachers was compiled who were employed during the 2014-2015 school year and received their initial teaching endorsement during the 2013-2014 school year from one of the participating institution's teacher preparation programs. The data for this list came from the Nebraska Student and Staff Record System (NSSRS) and the Nebraska Teacher Certification Database. If a teacher had assignments at multiple schools, the survey was sent to the principal of the school where the majority of the teacher's full-time equivalency (FTE) was assigned. The survey was designed using the LimeSurvey application and distributed electronically via email. Prenotification of the survey was sent out on April 13th to Human Resource staff, and on May 11th to principals. The survey invitation was then sent out on May 18th with subsequent reminders sent on June 1st and June 8th. The survey finally closed on June 16th, one month after it was first sent out. In total, 965 surveys were distributed and 554 were returned completed, resulting in a response rate of 57.41%.

Respondents were asked to rate the extent to which the first year teacher was effectively prepared for their school assignment on various indicators. These indicators were based on the degree to which the



teacher meets the expectations: Consistent, Frequent, Occasional, or Rare. Respondents were also asked if they considered the teacher effectively prepared for continuing employment in their districts and to provide comments *“which can inform the institution’s continuing improvement efforts toward preparing classroom-ready teachers.”*

Results

The survey results are displayed below in a number of figures. Figure 1. shows the indicators used in the survey. Figure 2. displays the frequency of responses per indicator, by the endorsement type. In Figure 3. and Figure 4., the response options were given a numerical value (3=Consistent, 2= Frequent, 1=Occasional, 0=Rare), then summed by Indicator category and averaged.



Figure 1. Survey Indicators

<p>Indicator 1: Student Development</p> <p>Indicator 1.1 The teacher understands how students grow and develop.</p> <p>Indicator 1.2 The teacher recognizes that patterns of learning and development vary individually within and across the cognitive, linguistic, social, emotional, and physical areas.</p> <p>Indicator 1.3 The teacher implements developmentally appropriate and challenging learning experiences.</p>
<p>Indicator 2: Learning Differences</p> <p>Indicator 2.1 The teacher understands individual differences and diverse cultures and communities.</p> <p>Indicator 2.2 The teacher ensures inclusive learning environments that enable each student to meet high Indicators.</p>
<p>Indicator 3: Learning Environments</p> <p>Indicator 3.1 The teacher works with others to create environments that support individual and collaborative learning.</p> <p>Indicator 3.2 The teacher creates environments that encourage positive social interaction, active engagement in learning, and self-motivation.</p> <p>Indicator 3.3 The teacher manages student behavior to promote a positive learning environment.</p>
<p>Indicator 4: Content Knowledge</p> <p>Indicator 4.1 The teacher understands the central concepts, tools of inquiry, and structures of the discipline(s) s/he teaches.</p> <p>Indicator 4.2 The teacher creates learning experiences that make these aspects of the discipline accessible and meaningful for students to assure mastery of content.</p> <p>Indicator 4.3 The teacher integrates Nebraska Content Indicators and/or professional Indicators within instruction.</p>
<p>Indicator 5: Application of Content</p> <p>Indicator 5.1 The teacher understands how to connect concepts across disciplines.</p> <p>Indicator 5.2 The teacher uses differing perspectives to engage students in critical thinking, creativity, and collaborative problem solving related to authentic local and global issues.</p>
<p>Indicator 6: Assessment</p> <p>Indicator 6.1 The teacher understands multiple methods of assessment.</p> <p>Indicator 6.2 The teacher uses multiple methods of assessment to engage students in their own growth, to monitor student progress, and to guide the teacher's and student's decision making.</p>
<p>Indicator 7: Planning for Instruction</p> <p>Indicator 7.1 The teacher plans instruction that supports every student in meeting rigorous learning goals.</p> <p>Indicator 7.2 The teacher draws upon knowledge of content areas, curriculum, cross-disciplinary skills, technology, and pedagogy.</p> <p>Indicator 7.3 The teacher draws upon knowledge of students and the community context.</p>
<p>Indicator 8: Instructional Strategies</p> <p>Indicator 8.1 The teacher understands a variety of instructional strategies.</p> <p>Indicator 8.2 The teacher uses a variety of instructional strategies to encourage students to develop deep understanding of content areas and their connection and to build skills to apply knowledge in meaningful ways.</p> <p>Indicator 8.3 The teacher utilizes available technology for instruction and assessment.</p>
<p>Indicator 9: Professional Learning and Ethical Practice</p> <p>Indicator 9.1 The teacher engages in ongoing professional learning.</p> <p>Indicator 9.2 The teacher models ethical professional practice.</p> <p>Indicator 9.3 The teacher uses evidence to continually evaluate his/her practice, particularly the effects of his/her choices and actions on others (students, families, other professionals, and the community), and adapts practice to meet the needs of each student.</p> <p>Indicator 9.4 The teacher models professional dispositions for teaching.</p>
<p>Indicator 10: Leadership and Collaboration</p> <p>Indicator 10.1 The teacher seeks opportunities to take responsibility for student learning.</p> <p>Indicator 10.2 The teacher seeks opportunities, including appropriate technology, to collaborate with students, families, colleagues, and other school professionals, and community members to ensure student growth.</p>
<p>Indicator 11: Impact on Student Learning and Development</p> <p>Indicator 11.1 The teacher positively impacts the learning and development for all students.</p>

Figure 2. Survey Responses by Endorsement Type

NEBRASKA PREPARATION INSTITUTIONS										
	Endorsement Type	Consistent		Frequent		Occasional		Rare		Grand Total
		N	%	N	%	N	%	N	%	
Indicator 1.1	Content Endorsements	12	53.09%	96	39.51%	1	8.20%	0	0.00%	243
	Early Childhood	14	70.00%	6	30.00%	0	0.00%	0	0.00%	20
	Elementary	10	56.48%	73	37.82%	1	5.70%	0	0.00%	193
	Middle Grades	26	63.41%	12	29.27%	3	7.32%	0	0.00%	41
	Special Education	37	68.52%	14	25.93%	3	5.56%	0	0.00%	54
	Total	31	57.17%	20	36.48%	3	6.35%	0	0.00%	551
Indicator 1.2	Content Endorsements	12	50.41%	10	41.39%	2	8.20%	0	0.00%	244
	Early Childhood	13	65.00%	5	25.00%	2	10.00%	0	0.00%	20
	Elementary	11	56.70%	71	36.60%	1	6.19%	1	0.52%	194
	Middle Grades	25	60.98%	12	29.27%	4	9.76%	0	0.00%	41
	Special Education	38	69.09%	12	21.82%	5	9.09%	0	0.00%	55
	Total	30	55.78%	20	36.28%	4	7.76%	1	0.18%	554
Indicator 1.3	Content Endorsements	12	51.85%	94	38.68%	2	8.64%	2	0.82%	243
	Early Childhood	13	65.00%	6	30.00%	1	5.00%	0	0.00%	20
	Elementary	10	56.19%	73	37.63%	1	5.67%	1	0.52%	194
	Middle Grades	22	53.66%	16	39.02%	3	7.32%	0	0.00%	41
	Special Education	26	47.27%	22	40.00%	6	10.91%	1	1.82%	55
	Total	29	53.53%	21	38.16%	4	7.59%	4	0.72%	553
Indicator 2.1	Content Endorsements	13	54.73%	87	35.80%	2	9.05%	1	0.41%	243
	Early Childhood	11	55.00%	7	35.00%	2	10.00%	0	0.00%	20
	Elementary	11	56.99%	70	36.27%	1	6.22%	1	0.52%	193
	Middle Grades	25	60.98%	14	34.15%	2	4.88%	0	0.00%	41

NEBRASKA PREPARATION INSTITUTIONS										
	Endorsement Type	Consistent		Frequent		Occasional		Rare		Grand Total
			%		%				%	
	Special Education	39	72.22%	14	25.93%	1	1.85%		0.00%	54
	Total	318	57.71%	192	34.85%	39	7.08%	2	0.36%	551
Indicator 2.2	Content Endorsements	125	51.44%	100	41.15%	17	7.00%	1	0.41%	243
	Early Childhood	13	65.00%	6	30.00%	1	5.00%		0.00%	20
	Elementary	123	63.73%	58	30.05%	9	4.66%	3	1.55%	193
	Middle Grades	25	60.98%	12	29.27%	4	9.76%		0.00%	41
	Special Education	31	57.41%	18	33.33%	4	7.41%	1	1.85%	54
	Total	317	57.53%	194	35.21%	35	6.35%	5	0.91%	551
Indicator 3.1	Content Endorsements	150	61.98%	69	28.51%	22	9.09%	1	0.41%	242
	Early Childhood	14	70.00%	5	25.00%	1	5.00%		0.00%	20
	Elementary	132	68.39%	50	25.91%	9	4.66%	2	1.04%	193
	Middle Grades	27	65.85%	10	24.39%	4	9.76%		0.00%	41
	Special Education	35	63.64%	15	27.27%	5	9.09%		0.00%	55
	Total	358	64.97%	149	27.04%	41	7.44%	3	0.54%	551
Indicator 3.2	Content Endorsements	146	60.58%	76	31.54%	16	6.64%	3	1.24%	241
	Early Childhood	14	70.00%	5	25.00%	1	5.00%		0.00%	20
	Elementary	129	66.49%	54	27.84%	5	2.58%	6	3.09%	194
	Middle Grades	26	65.00%	12	30.00%	2	5.00%		0.00%	40
	Special Education	35	63.64%	18	32.73%	2	3.64%		0.00%	55
	Total	350	63.64%	165	30.00%	26	4.73%	9	1.64%	550
Indicator 3.3	Content Endorsements	127	52.48%	89	36.78%	23	9.50%	3	1.24%	242
	Early Childhood	14	70.00%	5	25.00%	1	5.00%		0.00%	20
	Elementary	109	56.19%	65	33.51%	6	8.25%	4	2.06%	194

NEBRASKA PREPARATION INSTITUTIONS											
	Endorsement Type	Consistent		Frequent		Occasional		Rare		Grand Total	
	Middle Grades	18	43.90%	19	46.34%	4	9.76%		0.00%	41	
	Special Education	33	60.00%	17	30.91%	5	9.09%		0.00%	55	
	Total	30 1	54.53%	19 5	35.33%	4 9	8.88%	7	1.27%	552	
Indicator 4.1	Content Endorsements	15 3	62.96%		32.51%	1 1			0.00%	243	
	Early Childhood	13	65.00%	6	30.00%	1	5.00%		0.00%	20	
	Elementary	11 9	61.34%		34.02%		9	4.64%	0.00%	194	
	Middle Grades	26	63.41%	14	34.15%	1	2.44%		0.00%	41	
	Special Education	30	54.55%	18	32.73%	6	10.91%	1	1.82%	55	
	Total	34 1	61.66%	18 3	33.09%	2 8	5.06%	1	0.18%	553	
Indicator 4.2	Content Endorsements	13 6	55.97%		37.45%	1 5		1	0.41%	243	
	Early Childhood	13	65.00%	5	25.00%	2	10.00%		0.00%	20	
	Elementary	11 3	58.55%		34.72%	1 2		1	0.52%	193	
	Middle Grades	24	58.54%	15	36.59%	2	4.88%		0.00%	41	
	Special Education	31	56.36%	17	30.91%	7	12.73%		0.00%	55	
	Total	31 7	57.43%	19 5	35.33%	3 8	6.88%	2	0.36%	552	
Indicator 4.3	Content Endorsements	13 8	57.02%		39.26%		7	2.89%	2	0.83%	242
	Early Childhood	15	75.00%	4	20.00%	1	5.00%		0.00%	20	
	Elementary	10 8	55.67%		37.11%	1 3		1	0.52%	194	
	Middle Grades	28	68.29%	12	29.27%	1	2.44%		0.00%	41	
	Special Education	26	48.15%	23	42.59%	4	7.41%	1	1.85%	54	
	Total	31 5	57.17%	20 6	37.39%	2 6	4.72%	4	0.73%	551	
Indicator 5.1	Content Endorsements	10 3	42.56%		40.08%	4 1	16.94%	1	0.41%	242	
	Early Childhood	10	50.00%	8	40.00%	2	10.00%		0.00%	20	

NEBRASKA PREPARATION INSTITUTIONS										
	Endorsement Type	Consistent		Frequent		Occasional		Rare		Grand Total
	Elementary	85	43.81%	90	46.39%	15	7.73%	4	2.06%	194
	Middle Grades	16	39.02%	14	34.15%	1	26.83%		0.00%	41
	Special Education	25	46.30%	21	38.89%	8	14.81%		0.00%	54
	Total	239	43.38%	230	41.74%	77	13.97%	5	0.91%	551
Indicator 5.2	Content Endorsements	11	45.68%	97	39.92%	34	13.99%	1	0.41%	243
	Early Childhood	11	55.00%	9	45.00%		0.00%		0.00%	20
	Elementary	89	45.88%	79	40.72%	24	12.37%	2	1.03%	194
	Middle Grades	22	53.66%	15	36.59%	4	9.76%		0.00%	41
	Special Education	24	44.44%	19	35.19%	10	18.52%	1	1.85%	54
	Total	257	46.56%	219	39.67%	72	13.04%	4	0.72%	552
Indicator 6.1	Content Endorsements	11	47.11%	90	37.19%	35	14.46%	3	1.24%	242
	Early Childhood	11	55.00%	9	45.00%		0.00%		0.00%	20
	Elementary	103	53.09%	73	37.63%	16	8.25%	2	1.03%	194
	Middle Grades	26	63.41%	11	26.83%	4	9.76%		0.00%	41
	Special Education	31	56.36%	17	30.91%	6	10.91%	1	1.82%	55
	Total	285	51.63%	200	36.23%	61	11.05%	6	1.09%	552
Indicator 6.2	Content Endorsements	10	40.98%	10	40.98%	41	16.80%	3	1.23%	244
	Early Childhood	10	50.00%	10	50.00%		0.00%		0.00%	20
	Elementary	96	49.48%	79	40.72%	18	9.28%	1	0.52%	194
	Middle Grades	22	53.66%	12	29.27%	7	17.07%		0.00%	41
	Special Education	26	48.15%	19	35.19%	7	12.96%	2	3.70%	54
	Total	254	45.93%	220	39.78%	73	13.20%	6	1.08%	553
Indicator 7.1	Content Endorsements	12	50.41%	93	38.43%	25	10.33%	2	0.83%	242

NEBRASKA PREPARATION INSTITUTIONS										
	Endorsement Type	Consistent		Frequent		Occasional		Rare		Grand Total
	Early Childhood	14	70.00 %	4	20.00 %	2	10.00 %		0.00 %	20
	Elementary	10	53.61 %	73	37.63 %	1	7.73%	2	1.03 %	194
	Middle Grades	22	53.66 %	17	41.46 %	2	4.88%		0.00 %	41
	Special Education	29	52.73 %	17	30.91 %	8	14.55 %	1	1.82 %	55
	Total	29	52.72 %	20	36.96 %	5	9.42%	5	0.91 %	552
Indicator 7.2	Content Endorsements	12	49.59 %	94	38.84 %	2	10.33 %	3	1.24 %	242
	Early Childhood	12	60.00 %	7	35.00 %	1	5.00%		0.00 %	20
	Elementary	10	55.96 %	65	33.68 %	1	9.84%	1	0.52 %	193
	Middle Grades	24	58.54 %	12	29.27 %	5	12.20 %		0.00 %	41
	Special Education	28	50.91 %	19	34.55 %	6	10.91 %	2	3.64 %	55
	Total	29	52.99 %	19	35.75 %	5	10.16 %	6	1.09 %	551
Indicator 7.3	Content Endorsements	11	47.92 %	99	41.25 %	2	10.00 %	2	0.83 %	240
	Early Childhood	12	60.00 %	7	35.00 %	1	5.00%		0.00 %	20
	Elementary	10	53.37 %	74	38.34 %	1	7.25%	2	1.04 %	193
	Middle Grades	22	55.00 %	12	30.00 %	6	15.00 %		0.00 %	40
	Special Education	28	50.91 %	18	32.73 %	7	12.73 %	2	3.64 %	55
	Total	28	51.09 %	21	38.32 %	5	9.49%	6	1.09 %	548
Indicator 8.1	Content Endorsements	12	53.09 %	81	33.33 %	3	13.17 %	1	0.41 %	243
	Early Childhood	12	60.00 %	7	35.00 %	1	5.00%		0.00 %	20
	Elementary	10	53.61 %	72	37.11 %	1	8.25%	2	1.03 %	194
	Middle Grades	25	60.98 %	14	34.15 %	2	4.88%		0.00 %	41
	Special Education	30	54.55 %	17	30.91 %	7	12.73 %	1	1.82 %	55
	Total	30	54.25 %	19	34.54 %	5	10.49 %	4	0.72 %	553
Indicator	Content	11	46.50 %	93	38.27 %	3	14.81 %	1	0.41 %	243

NEBRASKA PREPARATION INSTITUTIONS										
	Endorsement Type	Consistent		Frequent		Occasional		Rare		Grand Total
8.2	Endorsements	3	%		%	6	%		%	
	Early Childhood	12	60.00%	7	35.00%	1	5.00%		0.00%	20
	Elementary	96	49.48%	77	39.69%	1	9.28%	3	1.55%	194
	Middle Grades	24	58.54%	12	29.27%	5	12.20%		0.00%	41
	Special Education	31	56.36%	17	30.91%	6	10.91%	1	1.82%	55
	Total	27	49.91%	20	37.25%	6	11.93%	5	0.90%	553
		6	%	6	%	6	%	5	%	
Indicator 8.3	Content Endorsements	13	55.56%		34.98%	2		2	0.82%	243
	Early Childhood	8	40.00%	11	55.00%	1	5.00%		0.00%	20
	Elementary	10	54.12%	69	35.57%	1	8.76%	3	1.55%	194
	Middle Grades	24	58.54%	14	34.15%	3	7.32%		0.00%	41
	Special Education	27	49.09%	17	30.91%	1	18.18%	1	1.82%	55
	Total	29	54.07%	19	35.44%	5	9.40%	6	1.08%	553
		9	%	6	%	2	%	6	%	
Indicator 9.1	Content Endorsements	14	59.02%		31.15%	2			0.00%	244
	Early Childhood	14	70.00%	6	30.00%		0.00%		0.00%	20
	Elementary	12	65.46%	52	26.80%	1	7.73%		0.00%	194
	Middle Grades	24	58.54%	14	34.15%	3	7.32%		0.00%	41
	Special Education	35	63.64%	12	21.82%	7	12.73%	1	1.82%	55
	Total	34	62.09%	16	28.88%	4	8.84%	1	0.18%	554
		4	%	0	%	9	%	1	%	
Indicator 9.2	Content Endorsements	17	69.67%		25.82%			2	0.82%	244
	Early Childhood	15	75.00%	4	20.00%	1	5.00%		0.00%	20
	Elementary	15	78.35%	32	16.49%	9	4.64%	1	0.52%	194
	Middle Grades	28	68.29%	12	29.27%		0.00%	1	2.44%	41
	Special Education	42	76.36%	10	18.18%	3	5.45%		0.00%	55
	Total	40	73.47%	12	21.84%	2	3.97%	4	0.72%	554
		7	%	1	%	2	%	4	%	

NEBRASKA PREPARATION INSTITUTIONS										
	Endorsement Type	Consistent		Frequent		Occasional		Rare		Grand Total
			%		%		%		%	
Indicator 9.3	Content Endorsements	12 3	50.62 %	99	40.74 %	2 0	8.23%	1	0.41 %	243
	Early Childhood	13	65.00 %	7	35.00 %		0.00%		0.00 %	20
	Elementary	10 5	54.12 %	75	38.66 %	1 1	5.67%	3	1.55 %	194
	Middle Grades	22	53.66 %	14	34.15 %	5	12.20 %		0.00 %	41
	Special Education	35	63.64 %	14	25.45 %	6	10.91 %		0.00 %	55
	Total	29 8	53.89 %	20 9	37.79 %	4 2	7.59%	4	0.72 %	553
Indicator 9.4	Content Endorsements	15 1	62.92 %	76	31.67 %	1 1	4.58%	2	0.83 %	240
	Early Childhood	16	80.00 %	4	20.00 %		0.00%		0.00 %	20
	Elementary	13 9	71.65 %	44	22.68 %	9	4.64%	2	1.03 %	194
	Middle Grades	28	68.29 %	12	29.27 %		0.00%	1	2.44 %	41
	Special Education	35	63.64 %	15	27.27 %	4	7.27%	1	1.82 %	55
	Total	36 9	67.09 %	15 1	27.45 %	2 4	4.36%	6	1.09 %	550
Indicator 10.1	Content Endorsements	13 5	55.56 %	84	34.57 %	2 4	9.88%		0.00 %	243
	Early Childhood	13	65.00 %	7	35.00 %		0.00%		0.00 %	20
	Elementary	12 0	62.18 %	60	31.09 %	1 2	6.22%	1	0.52 %	193
	Middle Grades	28	70.00 %	9	22.50 %	3	7.50%		0.00 %	40
	Special Education	32	58.18 %	15	27.27 %	8	14.55 %		0.00 %	55
	Total	32 8	59.53 %	17 5	31.76 %	4 7	8.53%	1	0.18 %	551
Indicator 10.2	Content Endorsements	12 0	49.59 %	97	40.08 %	2 3	9.50%	2	0.83 %	242
	Early Childhood	14	70.00 %	6	30.00 %		0.00%		0.00 %	20
	Elementary	10 6	55.21 %	72	37.50 %	1 2	6.25%	2	1.04 %	192
	Middle Grades	22	55.00 %	13	32.50 %	5	12.50 %		0.00 %	40
	Special Education	32	58.18 %	14	25.45 %	8	14.55 %	1	1.82 %	55

NEBRASKA PREPARATION INSTITUTIONS										
	Endorsement Type	Consistent		Frequent		Occasional		Rare		Grand Total
	Total	29 4	53.55 %	20 2	36.79 %	4 8	8.74%	5	0.91 %	549
Indicator 11.1	Content Endorsements	15 3	62.96 %	75	30.86 %	1 3	5.35%	2	0.82 %	243
	Early Childhood	15	75.00 %	4	20.00 %	1	5.00%		0.00 %	20
	Elementary	12 7	65.80 %	57	29.53 %	8	4.15%	1	0.52 %	193
	Middle Grades	27	65.85 %	12	29.27 %	2	4.88%		0.00 %	41
	Special Education	34	61.82 %	15	27.27 %	6	10.91 %		0.00 %	55
	Total	35 6	64.49 %	16 3	29.53 %	3 0	5.43%	3	0.54 %	552

Figure 3. Average Responses

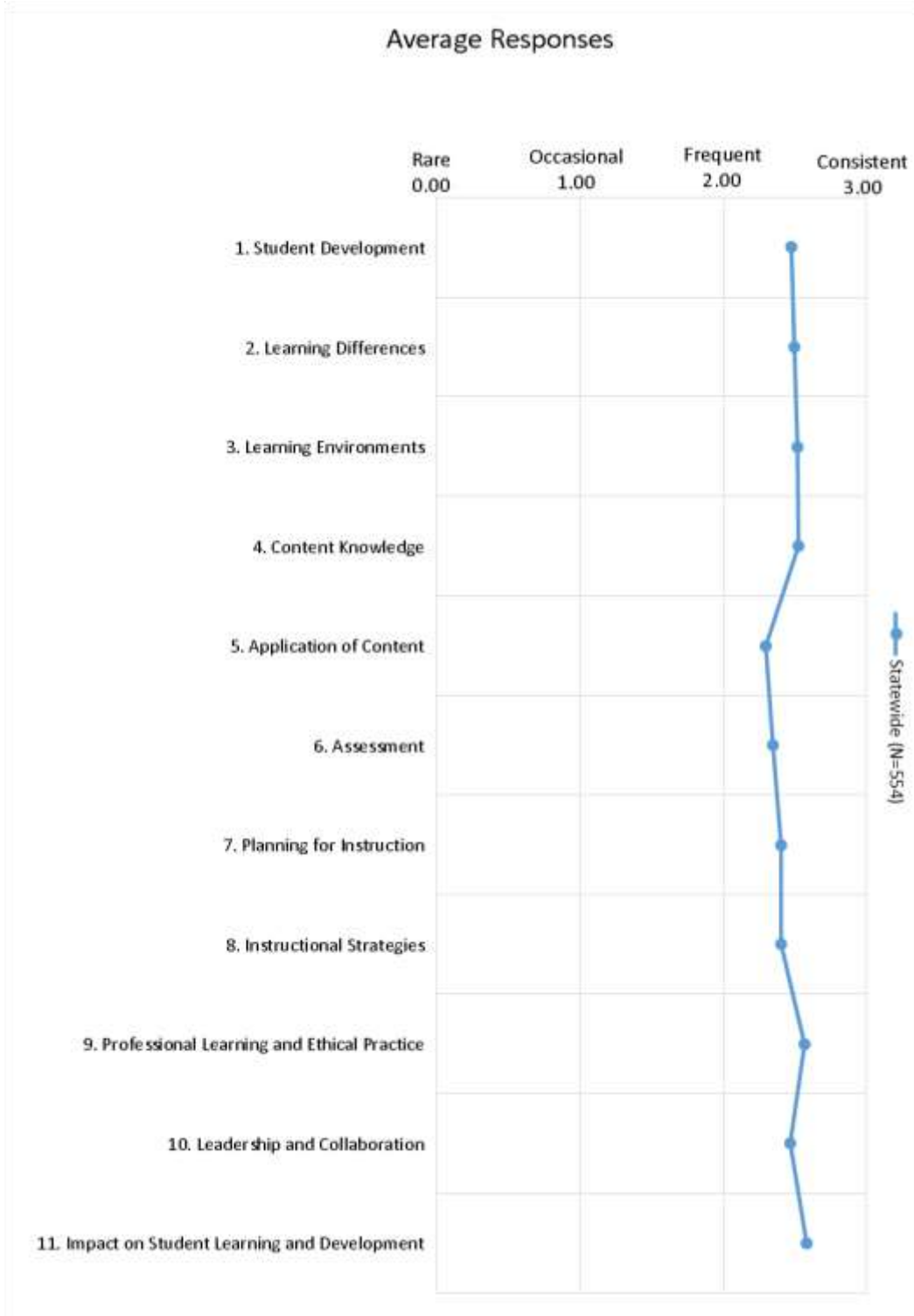


Figure 4. Average Responses by Endorsement Type

