



# **2021 Nebraska Third Year Teacher Survey: Summary Report**

December 6, 2021

Prepared by

Shawn Gu ([shawn.gu@nebraska.gov](mailto:shawn.gu@nebraska.gov))



## Table of Contents

Introduction.....	2
Method .....	3
Results .....	5
Descriptive Statistics.....	5
Correlation Analysis .....	14
Conclusions.....	16
Appendix.....	18

## Introduction

In a concerted effort to ensure that all Nebraska students are taught by highly effective teachers, the Nebraska Department of Education (NDE), Nebraska teacher preparation institutions, and Nebraska school systems strive to increase accountability for assessing teacher quality. One such strategy is to inform preparation institutions about the effectiveness of their prepared third-year teachers in Nebraska schools as they continue to address student needs. This valuable information is obtained from school partners by using the Nebraska Third Year Teacher Survey (NTYTS).

The Nebraska Department of Education (NDE) administered the Nebraska Third Year Teacher Survey from early February to late February 2021. This year marks the fourth successful implementation of the survey, with the survey being sent to principals for the third time and third-year teachers for the second. Surveys were distributed to the principals of third-year teachers, and to the third-year teachers themselves, who completed their preparation programs at 15 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 University
6. Hastings College
7. Midland University
8. Nebraska Wesleyan University
9. Peru State College
10. Union College
11. University of Nebraska at Kearney
12. University of Nebraska at Lincoln
13. University of Nebraska at Omaha
14. Wayne State College
15. 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, which are recognized as indicators of teacher quality ([https://ccsso.org/sites/default/files/2017-12/2013\\_INTASC\\_Learning\\_Progressions\\_for\\_Teachers.pdf](https://ccsso.org/sites/default/files/2017-12/2013_INTASC_Learning_Progressions_for_Teachers.pdf)). For a list of indicators, please see Figure 1 in the Results section below.

## Method

Similar to last year, the survey was developed using the Qualtrics survey software application and distributed electronically via email. Respondents were asked to rate the extent to which the third-year teacher was effectively prepared for their school assignment on various indicators. These indicators were based on the degree to which the teacher met the expectations: Advanced, Proficient, Developing, or Below Standard. All 25 indicator survey question items were grouped under 10 key teaching indicators adapted from the InTASC Model Core Teaching Standards as previously mentioned. Question 11 asked both principals and teachers to rate the teacher's impact on student learning. In question 12, principals were also asked if they considered the teacher effectively prepared for continuing employment in their districts. Teachers, on the other hand, were asked if they were prepared to be an effective third-year teacher. Question 13 was designed to collect comments from principals and teachers for informing the institution's continuous improvement efforts toward preparing classroom-ready teachers. Questions 14 requested for comments about the NTYTS survey process itself.

A list of teachers who were employed during the 2020-2021 school year and received their initial teaching endorsement during the 2018-2019 school year from one of the participating institution's teacher preparation programs was compiled. 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.

Since the NTYTS is a web survey, all communication regarding the survey was done electronically via email. Pre-notification of the survey was sent out on January 28<sup>th</sup> to HR/Institutional Research staff, principals, and teachers. The survey email invitation was also sent out on February 2<sup>nd</sup> with subsequent email reminders sent on February 11<sup>th</sup>, February 18<sup>th</sup> and February 22<sup>nd</sup>. The survey finally closed on February 26<sup>th</sup>. Full details of the survey protocol consisting of the timeline and email messages can be found in the Appendix.

In total, 627 surveys were distributed to principals and 391 were returned, resulting in a response rate of 62.36%. This response rate represents a significant 12.76% decrease from that of last year's NTYTS administration. For teachers, 627 surveys were distributed and 309 were returned, resulting in a response rate of 49.28%. The response rate represents a 9.7% decrease from that of last year's NTYTS administration. The breakdown of response rates of both principals and teachers for each institution are shown in Tables 1 and 2. Note that since the preparation institutions varied in sizes, the number of responses also vastly differed from one institution to the next.

**Table 1. Responses for each preparation institution (Principals)**

	<b>Preparation Institution</b>	<b>Responses (n)</b>	<b>Sample</b>	<b>Response Rate (%)</b>
1	Chadron State College	24	31	77.42%
2	College of Saint Mary	9	21	42.86%
3	Concordia University	14	23	60.87%
4	Creighton University	10	10	100.00%
5	Doane University	31	52	59.62%
6	Hastings College	12	18	66.67%
7	Midland University	8	13	61.54%
8	Nebraska Wesleyan University	12	19	63.16%
9	Peru State College	10	15	66.67%
10	Union College	2	2	100.00%
11	University of Nebraska at Kearney	56	80	70.00%
12	University of Nebraska at Lincoln	101	176	57.39%
13	University of Nebraska at Omaha	48	90	53.33%
14	Wayne State College	51	71	71.83%
15	York College	3	6	50.00%
	<b>Total</b>	391	627	62.36%

**Table 2. Responses for each preparation institution (Teachers)**

	<b>Preparation Institution</b>	<b>Responses (n)</b>	<b>Sample</b>	<b>Response Rate (%)</b>
1	Chadron State College	23	31	74.19%
2	College of Saint Mary	6	21	28.57%
3	Concordia University	13	23	56.52%
4	Creighton University	7	10	70.00%
5	Doane University	18	52	34.62%
6	Hastings College	10	18	55.56%
7	Midland University	6	13	46.15%
8	Nebraska Wesleyan University	7	19	36.84%
9	Peru State College	6	15	40.00%
10	Union College	2	2	100.00%
11	University of Nebraska at Kearney	35	80	43.75%
12	University of Nebraska at Lincoln	89	176	50.57%
13	University of Nebraska at Omaha	44	90	48.89%
14	Wayne State College	39	71	54.93%
15	York College	4	6	66.67%
	<b>Total</b>	309	627	49.28%

# Results

## Descriptive Statistics

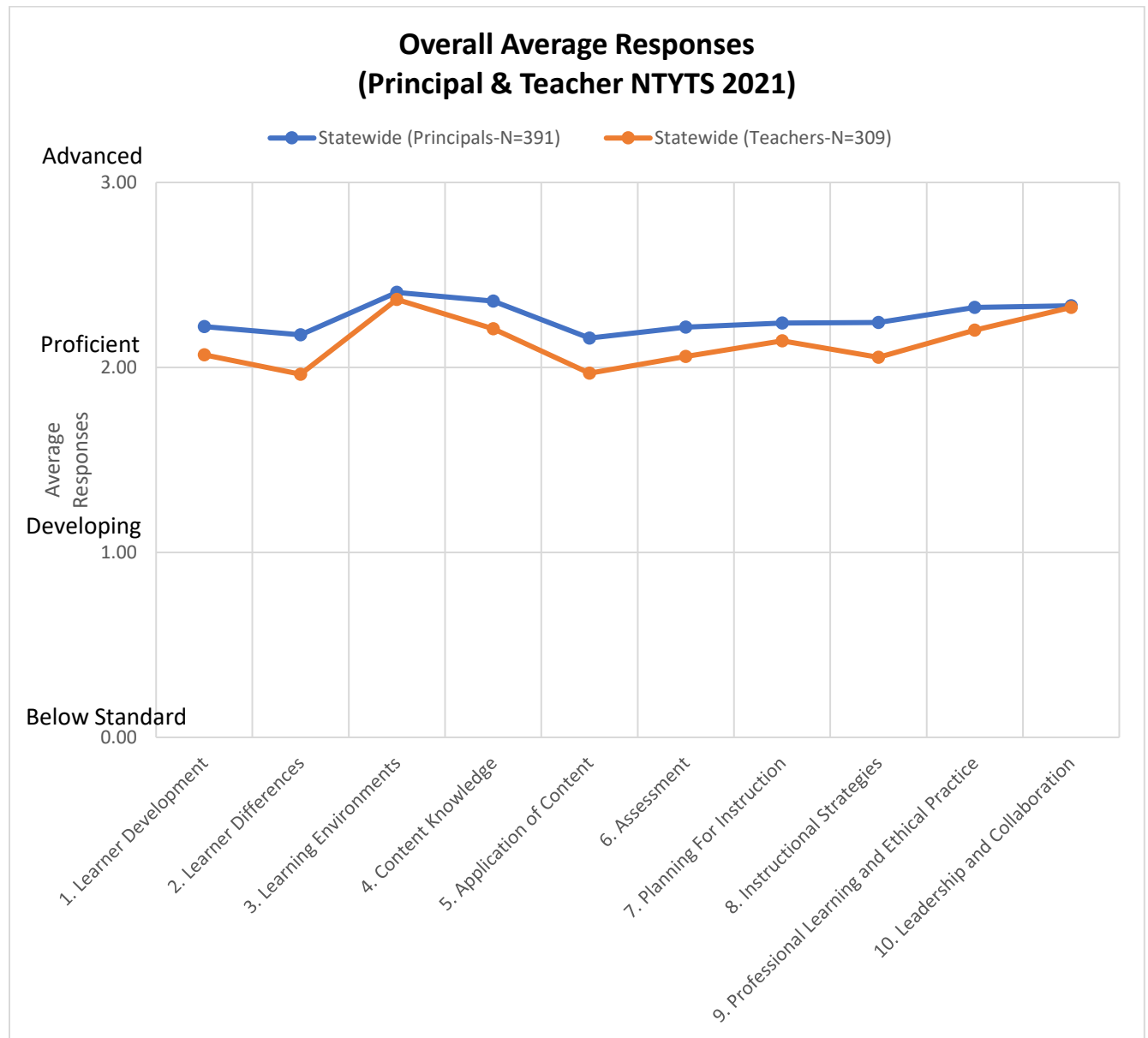
The survey results are displayed below in several figures. For the purpose of our analyses, the response options for both principals and teachers were given a numerical value (3=Advanced, 2=Proficient, 1=Developing, 0=Below Standard), summed by Standard Indicator category, and then averaged. Each preparation institution also received a report containing results relevant to the preparation institution, along with the corresponding data set.

**Figure 1. Survey Standard Indicators**

<b>Standard 1: Learner Development</b> Standard 1.1 Use knowledge of students and their development and adjust teaching to facilitate learning. Standard 1.2 Build on student strengths to facilitate learning.
<b>Standard 2: Learning Differences</b> Standard 2.1 Identify differentiation in student. Standard 2.2 Respond to differentiation in student needs with individualized instruction and varied learning experiences. Standard 2.3 Bring multiple perspectives and cultural resource to content and discussions.
<b>Standard 3: Learning Environments</b> Standard 3.1 Promote a positive classroom environment. Standard 3.2 Use and communicate clear task and behavioral expectations to support an environment of learning.
<b>Standard 4: Content Knowledge</b> Standard 4.1 Use and communicate content knowledge. Standard 4.2 Use academic vocabulary and grammar. Standard 4.3 Provide opportunities for students to demonstrate their content knowledge.
<b>Standard 5: Application of Content</b> Standard 5.1 Help students link concepts and engage in critical thinking. Standard 5.2 Engage students in the development of literacy and communication skills.
<b>Standard 6: Assessment</b> Standard 6.1 Match instructions and assessments to learning objectives. Standard 6.2 Use formative and summative classroom assessments that facilitate learning. Standard 6.3 Amend instructional strategies and adapt interventions as needed. Standard 6.4 Provide differentiated instruction and assessments that positively impact learning.
<b>Standard 7: Planning for Instruction</b> Standard 7.1 Plan sequenced learning experiences and performance tasks linked to learning objectives. Standard 7.2 Plan and implement multiple ways for students to demonstrate their knowledge and skills.
<b>Standard 8: Instructional Strategies</b> Standard 8.1 Incorporate digital tools and technologies into instruction. Standard 8.2 Use evidence-based strategies to support critical thinking and content learning.

Standard 8.3 Organized and manage the learning environment to maximize student engagement.
<b>Standard 9: Professional Learning and Ethical Practice</b> Standard 9.1 Invite constructive feedback and respond positively. Standard 9.2 Set and implement goals to improve practice.
<b>Standard 10: Leadership and Collaboration</b> Standard 10.1 Communicate professionally – oral, written, and electronic Standard 10.2 Respond to people, problems and crises effectively

**Figure 2. Statewide Average Responses**



In Figure 2, the overall mean responses of teachers across 10 indicators fall slightly above 2 (“Proficient”). Additionally, the principal’s overall mean responses have a similar trend to teachers’ overall mean responses. However, principals tend to respond more positively than the third-year teachers. This result is also closely reflected in the following figures when responses are disaggregated by endorsement type and preparation institution. To view the average responses for each standard within an indicator, see Table 10 in the Appendix.

After conducting t-tests to examine the differences in the mean scores between principals and teachers, it is found that principals and teachers significantly differed ( $p < .05$ ) in their mean responses on indicators 1, 2, 4, 7, and 9. On average, the principals rated teachers slightly higher than teachers rating themselves. The t-tests results of all 10 indicators are displayed in Table 11 in the Appendix.

Figure 3. Average Responses by Endorsement Type (Principals)

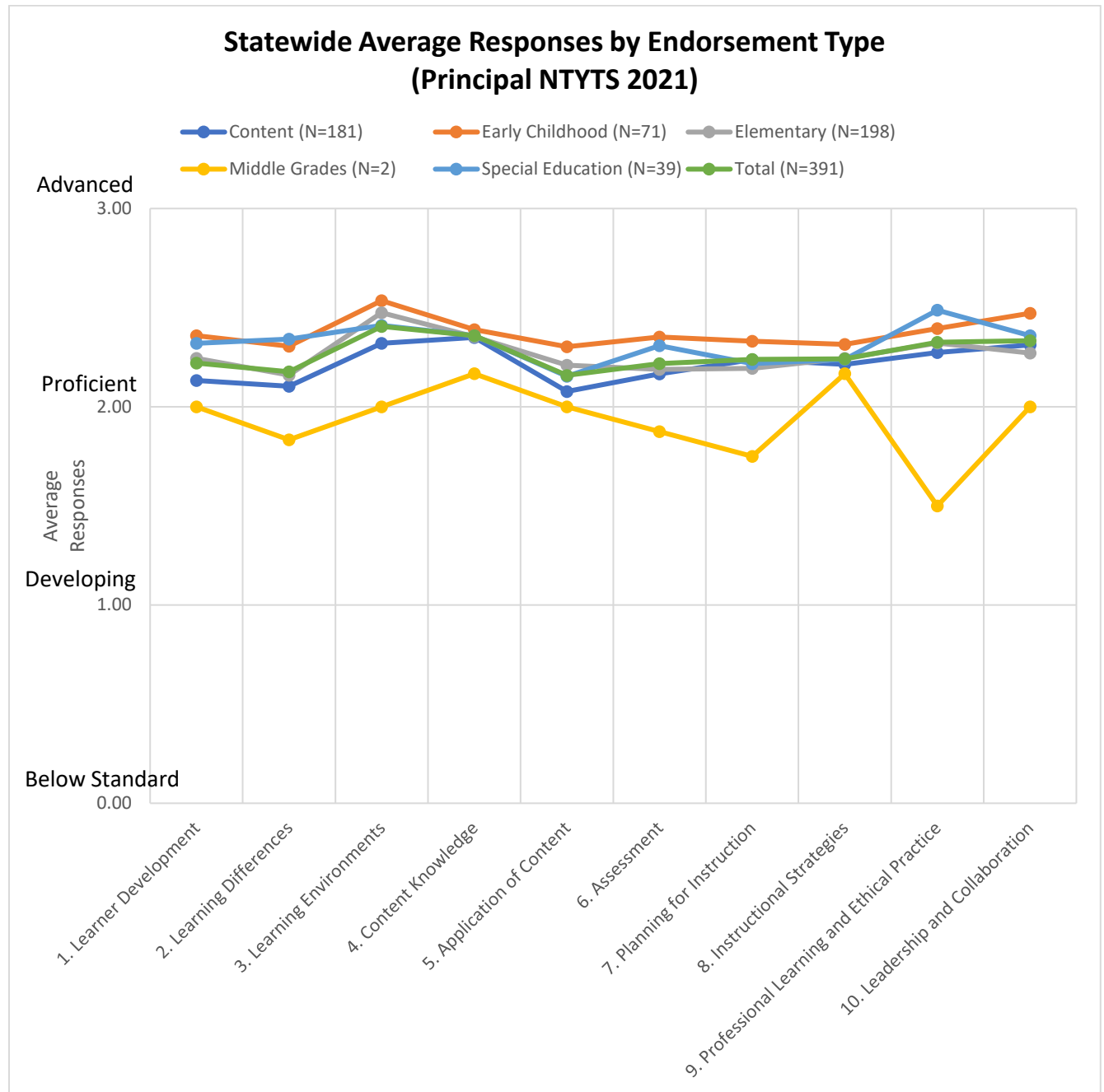


Figure 3 displays principals' mean responses categorized into 5 endorsement types that correspond to the majority of the third-year teachers' school assignments. Third-year teachers endorsed in Early Childhood obtained the highest ratings on 8 of the 10 indicators. On the other hand, teachers with endorsements in Middle grades received the lowest ratings on all 10 indicators. Except for Middle Grades, differences observed between each endorsement category were relatively minor, and all average ratings were a little above or slightly below 2 ("Proficient").

Figure 4. Average Responses by Endorsement Type (Teachers)

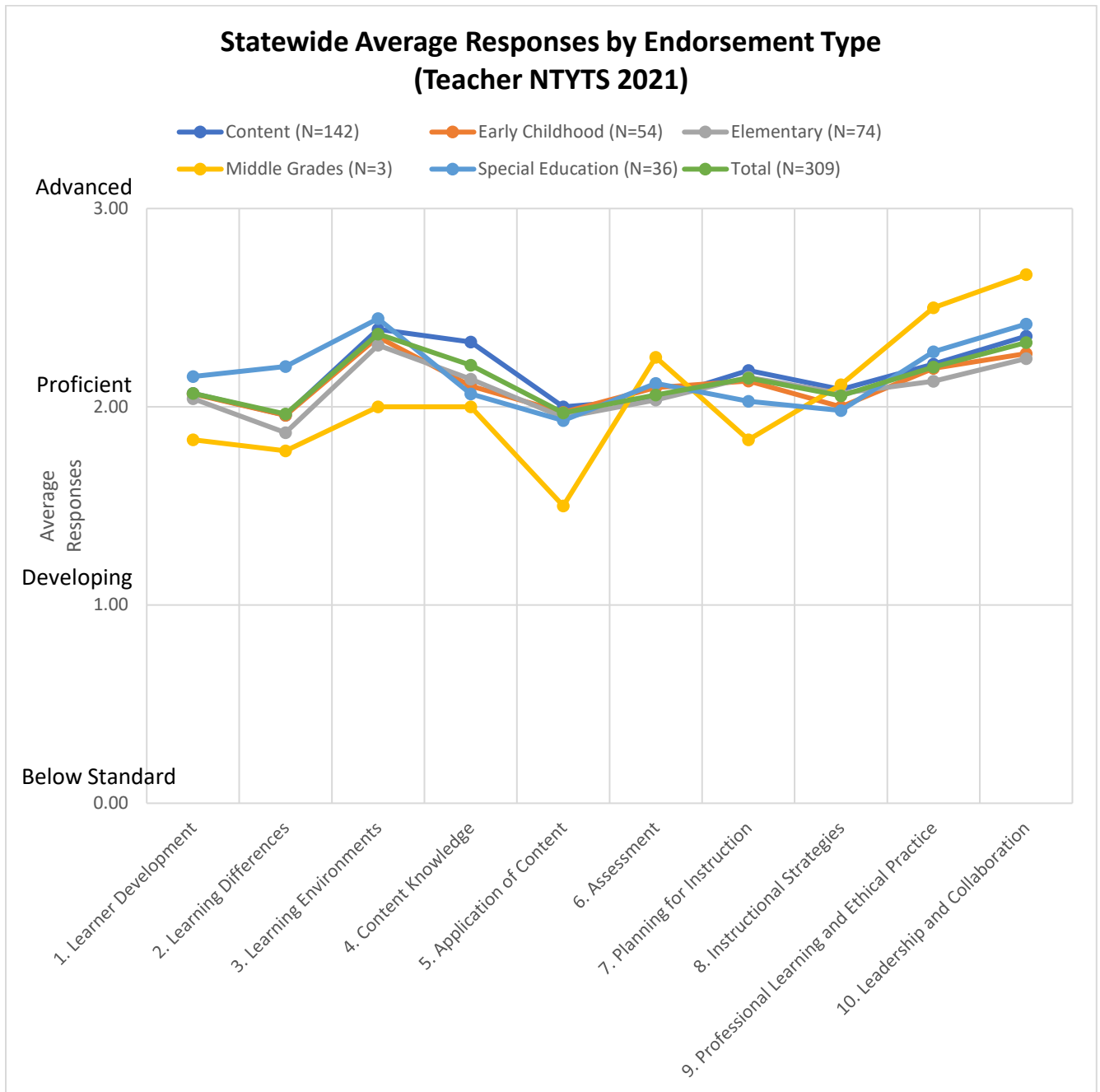


Figure 4 shows third-year teachers' mean responses disaggregated by endorsement types that correspond to the majority of their school assignments. Similar to the results found for principals in Figure 3, third-year teachers with endorsements for Middle Grades obtained the lowest average ratings on 6 out of the 10 indicators. Moreover, teachers with endorsements in Middle grades also had highest averages of 4 out of the 10 indicators. Other than Middle Grade, differences observed between each endorsement category were relatively minor and the majority of average ratings were slightly above or below 2 ("Proficient") response.

Figure 5. Average Responses by Preparation Institution (Principal)

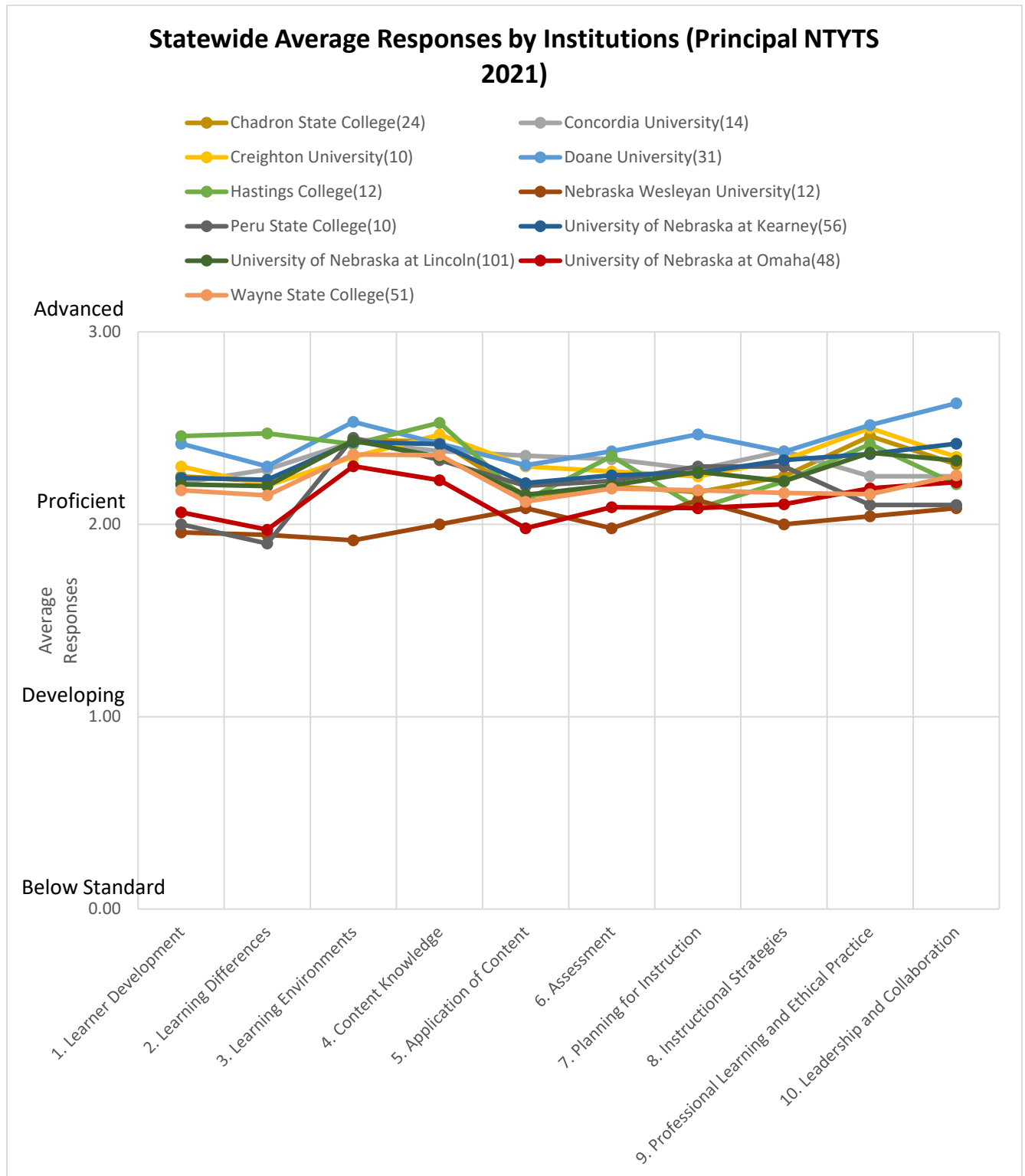


Figure 5 shows the average responses of principals categorized into their respective preparation institutions; most institutions showed a similar trend across all 10 indicators. Due to small sample

sizes, colleges such as College of Saint Mary ( $N = 9$ ), Creighton University ( $N = 3$ ), Midland University ( $N = 8$ ), Union College ( $N = 2$ ), and York College ( $N = 3$ ) all were removed from the graph. Of the remaining 11 institutions (with at least 10 respondents), Doane University had the highest average rating on 5 of the 10 indicators. While Nebraska Wesleyan University had the lowest average ratings on 7 of the 10 indicators. When viewing the graph, the information generally supports the notion that preparation institutions performed relatively well in preparing third-year teachers (around “Proficient”), based on principals’ views.

Figure 6 displays the average responses of third-year teachers disaggregated by each preparation institution. Like the previous chart, colleges such as College of Saint Mary ( $N = 6$ ), Creighton University ( $N = 7$ ), Union College ( $N = 1$ ), and York College ( $N = 2$ ) were removed due to their relatively small sample size. Of the remaining 11 institution (with over 10 respondents), Doane University teachers had the highest average ratings on 9 of the 10 indicators. On the other hand, Chadron State College had the lowest average ratings on 6 of the 10 indicators. The differences observed among all other institutions is something to look deeper into. Overall, there are variability across the teacher responses and their respective preparation institutions. On average, some rated themselves higher, while others rated themselves below “proficient”.

Figure 6. Average Responses by Preparation Institution (Teachers)

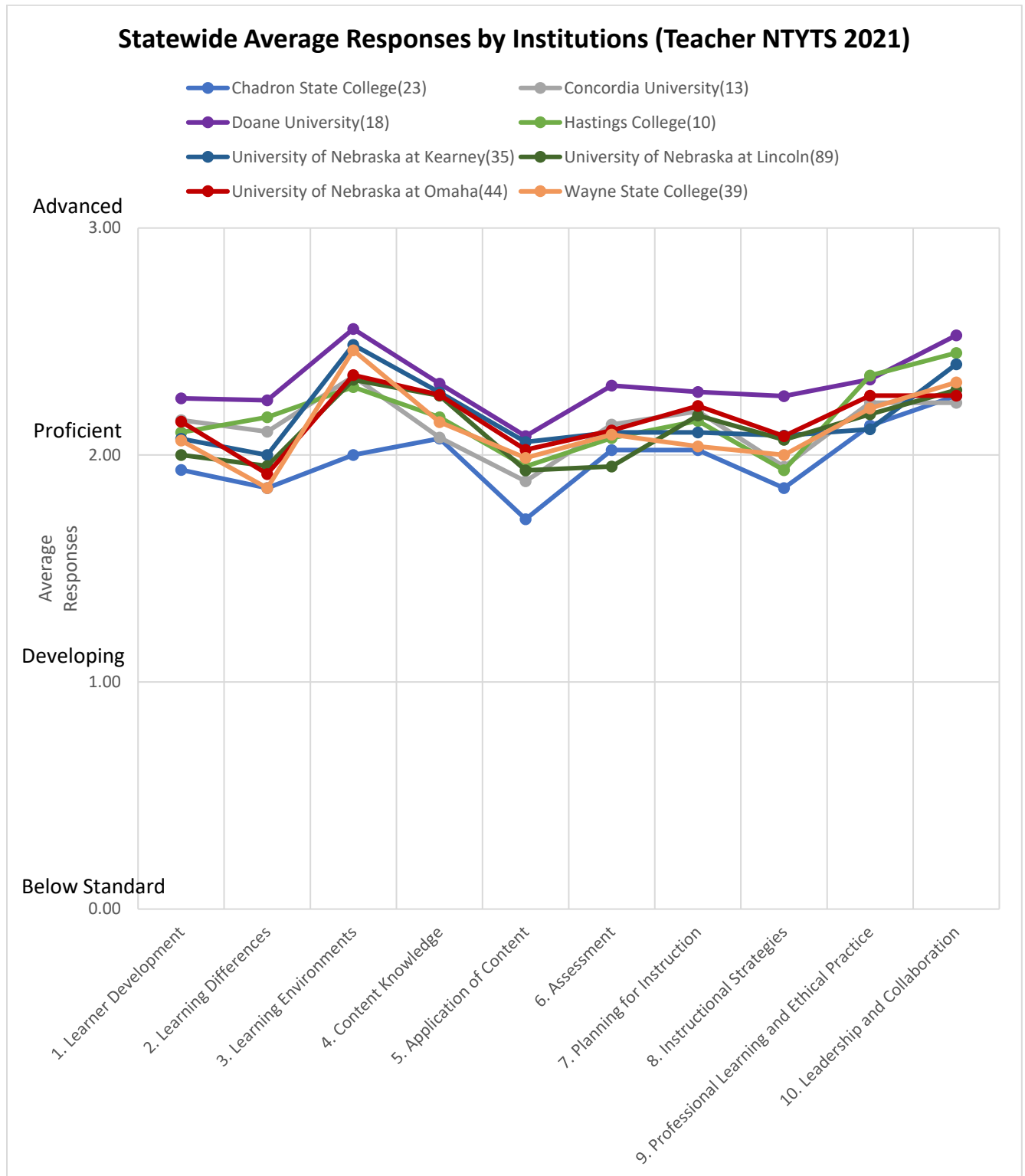


Figure 7. Responses to Question 11 (Principals)

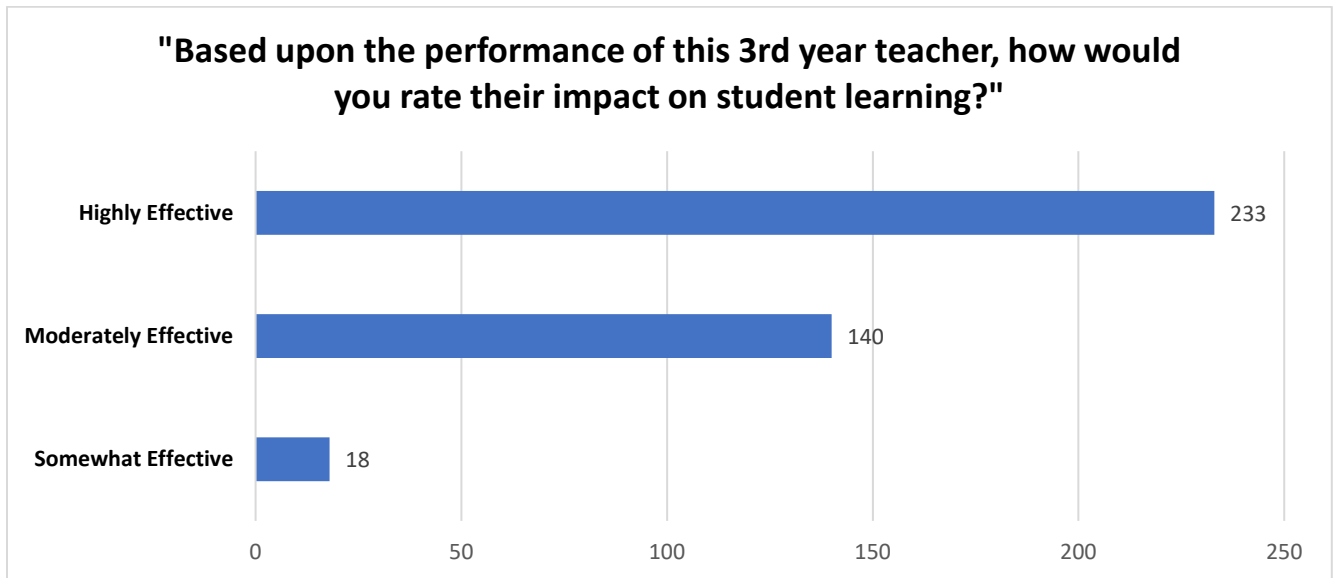
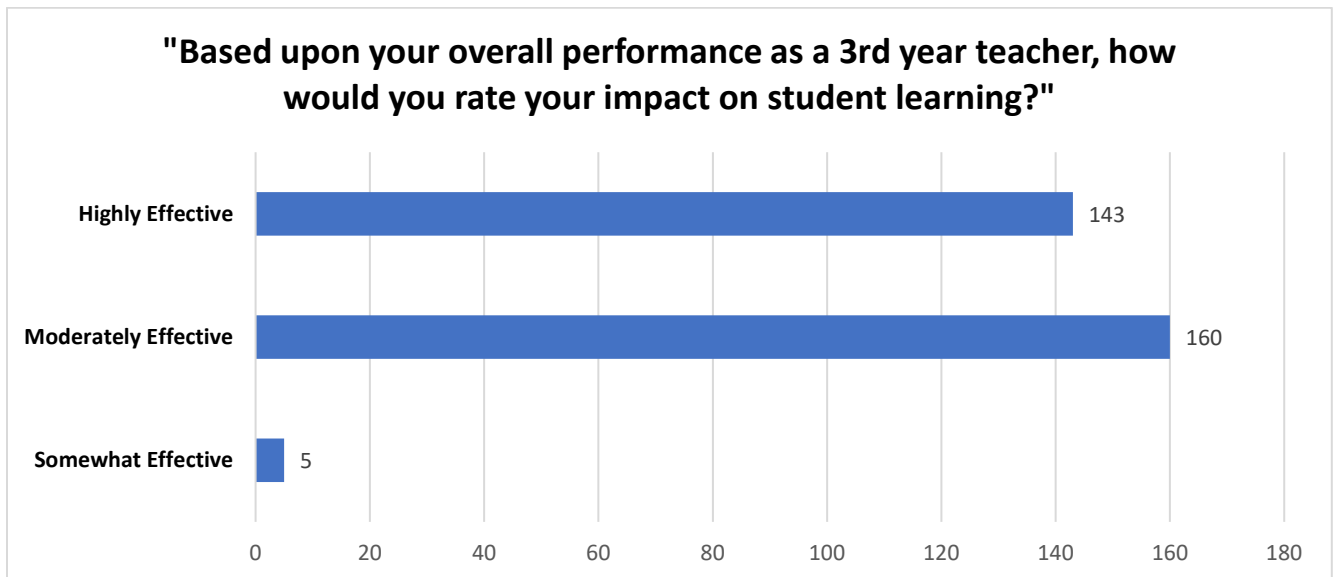


Figure 8. Responses to Question 11 (Teachers)



In Figure 7, principals were asked to evaluate third-year teachers' impact on student learning. 60% of all principals thought the teachers were highly effective, and 36% of principals rated teachers as moderately effective. In Figure 8, third-year teachers were asked to give a self-evaluation on student learning. Only 46% of all third-year teachers considered their impact as highly effective. However, 52% of the teachers rated themselves as being moderately effective teachers.

Figure 9. Responses to Question 12 (Principals)

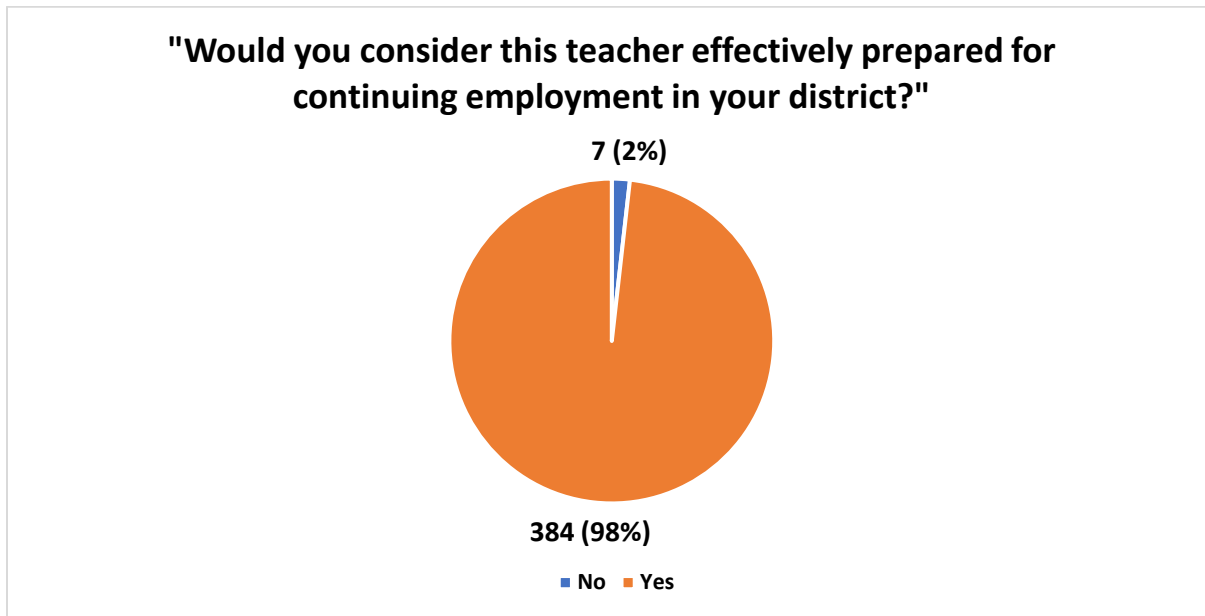


Figure 10. Responses to Question 12 (Teachers)



Figure 9 indicates principals' responses to the question "Would you consider this teacher effectively prepared for continuing employment in your district?", 98% of all principals responded "Yes". The results of third-year teachers rating themselves as effectively prepared teachers are shown in Figure 10, and 94% of them were confident that they were well prepared to be an effective third-year teacher. Overall, responses to Question 12 reflect highly positive information for both principals and teachers, indicating majority of the teachers are prepared.

## Correlation Analysis

A correlation is a single number that describes the degree of relationship between two variables; and the range varies between -1 to +1. +1 indicates a perfect and positive relationship, 0 represents no relationship, and -1 shows the strongest negative relationship. Thus, a correlation analysis is run to measure the relationship between each pair of indicators in the survey. The following correlation analyses were done using the R statistical program.

**Table 3. Correlation Coefficients between Indicators (Principals)**

Indicator	1	2	3	4	5	6	7	8	9	10
1	1.00									
2	<b>0.81</b>	1.00								
3	0.71	0.69	1.00							
4	0.70	0.71	0.71	1.00						
5	0.70	0.71	0.64	0.75	1.00					
6	0.78	0.79	0.69	0.76	0.74	1.00				
7	0.70	0.70	0.64	0.72	0.74	0.78	1.00			
8	0.72	0.75	0.70	0.75	0.75	0.80	0.76	1.00		
9	0.68	0.63	0.69	0.66	<u>0.59</u>	0.70	0.64	0.66	1.00	
10	0.63	0.64	0.69	0.70	0.62	0.68	0.65	0.69	0.78	1.00

Note: All coefficients are statistically significant ( $p < 0.05$ )

For correlational relationships between the 10 indicators for principals, the majority of the values are relatively high and above 0.65. All correlation coefficients are positive, indicating that as the average response to one indicator increases, so does the average response to another indicator. The highest correlation coefficient (bolded in Table 3) was between Indicator 2 (Learner Differences) and Indicator 1 (Learner Development). The lowest correlation coefficient (underlined in Table 3) was between Indicator 9 (Professional Learning and Ethical Practice) and Indicator 5 (Application of Content).

**Table 4. Correlation Coefficients between Indicators (Teachers)**

Indicator	1	2	3	4	5	6	7	8	9	10
1	1.00									
2	0.60	1.00								
3	0.49	0.43	1.00							
4	0.44	<u>0.39</u>	0.54	1.00						
5	0.55	0.56	0.52	0.60	1.00					
6	0.62	0.65	0.54	0.57	0.62	1.00				
7	0.58	0.48	0.51	0.60	0.65	0.64	1.00			
8	0.55	0.55	0.55	0.53	0.64	0.60	<b>0.66</b>	1.00		
9	0.55	0.47	0.50	0.44	0.52	0.52	0.50	0.56	1.00	
10	0.53	0.42	0.50	0.45	0.43	0.45	0.46	0.51	0.61	1.00

Note: All coefficients are statistically significant ( $p < 0.05$ )

In comparison, for the correlation coefficients between 10 indicators for teachers, all numbers are much lower; values are between 0.39 and 0.66. The highest positive linear relationships within the indicators, with correlation coefficients of 0.66 (bolded in Table 4) are Indicator 8 (Instructional Strategies) and Indicator 7 (Planning for Instruction). The lowest correlation coefficient was underlined in Table 4. The correlation coefficient of 0.39, was between Indicator 4 (Content Knowledge) and Indicator 2 (Learning Differences).

## Conclusions

The 2021 Nebraska Third Year Teacher Survey is the third year that the NTYTS was sent to third-year teachers in addition to the principals following the implementation in 2017. As before, for third-year teachers with more than one endorsement, a mandatory question was displayed for principals and teachers to select one endorsement that represents the primary area of focus.

The response rates from both groups of respondents were impressive and relatively high, indicating another year of successful implementation. The response rate of principals' submission is 62.36%, a 12.76% decrease from last year's principal response rate (75.12%); and the response rate of third-year teachers is 49.28%, a 9.7% decrease from last year's teacher response rate (58.98%).

All 10 indicators were found to be highly correlated with each other for principals, and the standards within each indicator were also relatively highly correlated with each other. For third-year teachers, all indicators had a relatively high correlation with each other, and the standards within each indicator also had a relatively high correlation with each other. This indicates that only little unique pieces of information were being generated from each indicator, or from each standard within an indicator. The charts showing the average responses of principals and teachers indicate that there is little discrepancy across preparation institutions and endorsement types. However, principals tend to respond more generously than the third-year teachers who seem to be more critical of themselves.



The results obtained from the Nebraska Third Year Teacher Survey is highly valuable for the continuous improvement of teacher preparation programs among Nebraska's higher educational institutions. The survey is a vital element that helps the Nebraska Department of Education measure how third-year teachers are performing, understand what can be done to improve their effectiveness, and support preparation programs to better equip and produce high-quality third-year teachers and beyond.

## Appendix

**Table 9. Survey Timeline**

DATE	ACTIVITY	COMMENTS
January 20, 2021	Initial Email List	David Hefley to send EPPA (Educator Preparation Program Approval) and DRE (Data, Research and Evaluation) email list
January 25, 2021	Final Email List	EPPA and DRE to prepare final email list
January 28, 2021	Pre-notice to HR/Institutional Research Staff	Kelly Heineke to send pre-notice to HR/Institutional Research staff
January 28, 2021	Pre-notice	DRE to send pre-notice to principals and teachers
February 2, 2021	Email Invitation	DRE to send invitation to principals and teachers
February 3, 2021	Pre-notice to Institutions	Kelly Heineke to enlist help from institutions for upcoming final reminder
Every Thursday, February 4 – February 25, 2021	Bulletin Announcement	NDE Helpdesk to include NTYTS announcement on weekly bulletin
February 11, 2021	Non-respondent List Preparation	DRE to send non-respondent lists to Kelly Heineke
February 11, 2021	Information for Preparation Institutions	Kelly Heineke to send non-respondent lists to institutions
February 11, 2021	Email Reminder	DRE to send reminder to non-respondents
February 18, 2021	Final Email Reminder	DRE to send reminder to non-respondents
February 22, 2021	Final Email Reminder	Institutions to send final reminder to non-respondents
February 26, 2021	Closure	DRE to close the NTYTS



**Pre-notice to HR/Institutional Research Staff**

Date: January 28, 2021

To: [Human Resource and Institutional Research Contacts]

Subject: Announcement of the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Attachment: 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey.pdf

Good morning,

We are once again scheduled to distribute the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey, now in its second year of statewide distribution. We were extremely pleased with the approximately 75% response rate for principals and 59% for teachers last year, and continue to appreciate your support in this endeavor!

The paper version of the survey is attached as a PDF. The survey invitation will be sent via email on February 2, 2021 to principals and 3<sup>rd</sup> year teachers. **Also, please note that we have modified the survey this year to reflect the language used in the Nebraska Clinical Practice Assessment.**

This email is being sent to a list I have created for Human Resource and Institutional Research contacts within larger school systems. Please feel free to forward and share with others as you see fit. I know that you have taken opportunities to encourage principals and 3<sup>rd</sup> year teachers to complete the survey in the past. NDE will again appreciate your kind and continuous support this year to garner a high response rate from both principals and 3<sup>rd</sup> year teachers. The institutions, as always, are anxious and excited to receive the information to support their continuing improvement efforts.

If you would like a list of the principals and/or third year teachers in your district who will receive the survey invitation, please let me know!

Sincerely,

A handwritten signature in blue ink, appearing to read "Kelly Heineke", with a horizontal line extending to the right.

Kelly Heineke

Director Educator Preparation Program Approval

Office of Accountability, Accreditation, & Program Approval

kelly.heineke@nebraska.gov



## Pre-notice to Principals

Date: January 28, 2021

To: [Principal\_Email]

Subject: Announcement of the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Dear \${m://FirstName} \${m://LastName},

**The purpose of this email is to give you an advance notice and to request your assistance in completing the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey which will be sent via email to you on February 2, 2021.** This survey will be sent to principals who have teachers who are completing their 3<sup>rd</sup> full year of teaching in 2020-2021, as defined by the Nebraska Department of Education. These teachers will have obtained a regular initial teaching certificate during the 2017-2018 school year. The purpose of this survey is to gather administrator perceptions regarding the effectiveness of the teacher preparation institution in preparing teachers to be continually ready and effective for the classroom. **One change of importance to note is that we have modified the survey this year to reflect the language used in the Nebraska Clinical Practice Assessment.**

According to our records, \${e://Field/TeacherFirstName} \${e://Field/TeacherLastName} is a 3<sup>rd</sup> year teacher at \${e://Field/SchoolName}. If you believe you have received this email in error, please notify us by **February 1, 2021** at [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov). This will allow us to direct the actual survey, which will be sent on **February 2, 2020** to the appropriate administrator.

You will receive a separate email for each 3<sup>rd</sup> year teacher the Nebraska Department of Education (NDE) has identified as being employed at your school. **The survey will take approximately 10 minutes to complete.** Please remember that the survey is not designed to be an evaluation of the 3<sup>rd</sup> year teacher, but rather, the information gained will be shared with the respective institutions to inform their continuous improvement efforts related to preparing effective educators for Nebraska schools.

Please note that these 3<sup>rd</sup> year teachers will also receive an invitation to participate in the 2020 Nebraska 3<sup>rd</sup> Year Teacher Survey. That version of the survey is intended to gather 3<sup>rd</sup> year teacher perceptions regarding the extent to which they believe they were effectively prepared for teaching in the school system.

We have also reached out to personnel at the Research and Evaluation Office and/or a Human Resources Office in school systems associated with this effort. We provided these individuals with an advance paper version of the survey for their information and consideration.

Should you have any questions, please direct them to [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Sincerely,

A handwritten signature in blue ink, appearing to read "Kelly Heineke", with a horizontal line extending to the right.

Kelly Heineke

Director Educator Preparation Program Approval

Office of Accountability, Accreditation, & Program Approval

[kelly.heineke@nebraska.gov](mailto:kelly.heineke@nebraska.gov)



## Pre-notice to Teachers

Date: January 28, 2021

To: [Teacher\_Email]

Subject: Announcement of the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Dear \${m://FirstName} \${m://LastName},

**The purpose of this email is to give you an advance notice and to request your assistance in completing the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey which will be sent via email to you on February 2, 2021.** Our records indicate that you completed a teacher preparation program at a Nebraska institution and are completing your 3<sup>rd</sup> full year of teaching in 2020-2021. This survey will specifically be directed to 3<sup>rd</sup> year teachers who obtained a regular initial teaching certificate during the 2017-2018 school year. The purpose of this survey is to gather your perceptions regarding the extent to which you believe you were effectively prepared for teaching in the school system. **One change of importance to note is that we have modified the survey this year to reflect the language used in the Nebraska Clinical Practice Assessment.**

If you believe you have received this email in error, please notify us by **February 1, 2021** at [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov). This will allow us to direct the actual survey, which will be sent on **February 2, 2021** only to third year teachers, as defined above.

**The survey will take approximately 10 minutes to complete.** Public reports will only use aggregated data and will not identify individual teachers. Information gained from the survey will provide invaluable help to NDE and the respective teacher preparation institutions for their continuous improvement efforts related to preparing effective educators for Nebraska schools.

Please note that principals with 3<sup>rd</sup> year teachers in their school buildings will also receive an invitation to participate in the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey. That version of the survey is intended to obtain administrator perceptions regarding the effectiveness of the teacher preparation institution in preparing teachers to be classroom-ready.

Should you have any questions, please direct them to [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Sincerely,

A handwritten signature in blue ink, appearing to read "Kelly Heineke", with a horizontal line extending to the right.

Kelly Heineke

Director Educator Preparation Program Approval  
Office of Accountability, Accreditation, & Program Approval  
[kelly.heineke@nebraska.gov](mailto:kelly.heineke@nebraska.gov)



## Email Invitation to Principals

Date: February 2, 2021

To: [Principal\_Email]

Subject: 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Dear \${m://FirstName} \${m://LastName},

The Nebraska Department of Education (NDE), Nebraska's educator preparation programs, and Nebraska's school systems share a common goal to ensure that Nebraska students are taught by highly effective teachers. School partners provide valuable information for increased accountability in teacher preparation institutions as they address their obligation to prepare classroom-ready teachers.

**NDE is requesting your participation in the 2021 Nebraska 3<sup>rd</sup> Year Teacher survey**, for which you should have received an advance notice email on January 28, 2021. You will receive a separate survey invitation via email for each teacher in your building that will complete their 3<sup>rd</sup> full year of teaching in the 2020-2021 school year. **The survey is designed to gather your input regarding the extent to which you find the 3<sup>rd</sup> year teacher was effectively prepared** for their assignment in your school. It is not meant to be an evaluation of the teacher. No information from this survey will be shared with individual teachers. NDE will compile and share results with the respective institutions for their continuous improvement and accountability considerations. **One change of importance to note is that we have modified the survey this year to reflect the language used in the Nebraska Clinical Practice Assessment.**

Please complete the survey, which we anticipate will take approximately 10 minutes, for the following 3<sup>rd</sup> year teacher:

Name: \${e://Field/TeacherFirstName} \${e://Field/TeacherLastName}

Endorsement(s): \${e://Field/Endorsements}

School: \${e://Field/SchoolName} (ID: \${e://Field/SchoolID})

Teacher Preparation Institution: \${e://Field/BestRecommendingInstitutionName}

Survey Link: \${l://SurveyLink?d=Take%20the%20Survey}

To assist you, a companion document has been embedded into the survey which provides example indicators for each item on the survey.

If you believe this survey was sent to you in error, please forward the survey to the appropriate school principal/administrator or let us know by emailing [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Thank you for your time and assistance in completing the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey. The survey will close on **February 26, 2021, so please respond at your earliest convenience**. We hope you see this as a partnership opportunity to inform the institutions and NDE regarding the quality of preparation programs and candidates produced—all toward the objective of improved outcomes for Nebraska students.

Should you have any questions, please direct them to [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Sincerely,



A handwritten signature in blue ink, appearing to read "KH", with a horizontal line extending to the right.

Kelly Heineke  
Director Educator Preparation Program Approval  
Office of Accountability, Accreditation, & Program Approval  
[kelly.heineke@nebraska.gov](mailto:kelly.heineke@nebraska.gov)



## Email Invitation to Teachers

Date: February 2, 2021

To: [Teacher\_Email]

Subject: 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Dear \${m://FirstName} \${m://LastName},

The Nebraska Department of Education (NDE), Nebraska's educator preparation programs, and Nebraska's school systems share a common goal to ensure that Nebraska students are taught by highly effective teachers. School partners provide valuable information for increased accountability in teacher preparation institutions as they address their obligation to prepare classroom-ready teachers.

As a teacher completing your 3<sup>rd</sup> full year of teaching in 2020-2021 on a regular teaching certificate, NDE is requesting your participation in the 2021 Nebraska 3<sup>rd</sup> Year Teacher survey, for which you should have received an advance notice email on January 28, 2021. **The survey is designed to gather your input regarding the extent to which you believe you were effectively prepared for teaching in the school system.** Note that public reports will only use aggregated data and will not identify individual teachers. Information gained from the survey will provide invaluable help to NDE and the respective teacher preparation institutions for their continuous improvement efforts related to preparing effective educators for Nebraska schools. **One change of importance to note is that we have modified the survey this year to reflect the language used in the Nebraska Clinical Practice Assessment.**

**Please complete the survey**, which we anticipate **will take approximately 10 minutes**, at the link below. To assist you, a companion document has been embedded into the survey which provides example indicators for each item on the survey.

**Survey Link:** \${l://SurveyLink?d=Take%20the%20Survey}

If you believe this survey was sent to you in error, please let us know by emailing [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Thank you for your time and assistance in completing the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey. The survey will close on **February 26, 2021, so please respond at your earliest convenience.** We hope you see this as a partnership opportunity to inform the institutions and NDE regarding the quality of preparation programs and candidates produced—all toward the objective of improved outcomes for Nebraska students.

Should you have any questions, please direct them to [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Sincerely,

A handwritten signature in blue ink, appearing to read "Kelly Heineke", with a horizontal line extending to the right.

Kelly Heineke  
Director Educator Preparation Program Approval  
Office of Accountability, Accreditation, & Program Approval



[kelly.heineke@nebraska.gov](mailto:kelly.heineke@nebraska.gov)



### Pre-notice to Institutions

Date: February 2, 2021

To: [Institution Contacts]

Subject: 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey Released Today

Attachments: PrincipalInvite.pdf, TeacherInvite.pdf

Good morning,

I wanted to let you know that the Nebraska Third Year Teacher Survey (NTYTS) was sent to teachers prepared by Nebraska institutions, and their principals, today. Attached are the texts of the survey invitation that was sent via email to principals and 3<sup>rd</sup> year teachers. **One change of importance to note is that we have modified the survey this year to reflect the language used in the Nebraska Clinical Practice Assessment.**

We hope that, as in previous years, you are able to help us send the final reminder to principals/administrators and 3<sup>rd</sup> year teachers (associated with your institution) on or about February 22, 2021. This final reminder has always increased our response rates substantially, thus ensuring that as many respondents are heard from. We will provide you with the list of those who have yet to respond on or about February 18, 2021.

As always, THANK YOU for your continued support.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kelly Heineke", followed by a horizontal line.

Kelly Heineke

Director Educator Preparation Program Approval

Office of Accountability, Accreditation, & Program Approval

kelly.heineke@nebraska.gov



### **Bulletin Announcement**

Date: Every Thursday, February 4 – February 25, 2021

To: [NDE Bulletin Recipients]

Subject: 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Contact: [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov)

Nebraska 3<sup>rd</sup> year teachers who completed their teacher preparation program at a Nebraska institution, and school principals of these 3<sup>rd</sup> year teachers, were sent an email invitation on January 28, 2021 to complete the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey. The intent of the Nebraska 3<sup>rd</sup> Year Teacher Survey is to obtain critical and consistent program effectiveness information from P-12 school partners that will be used by Nebraska teacher preparation institutions and the Nebraska Department of Education for continuous improvement. If you have received the email invitation and have completed the survey, we thank you for your time. If you have received the email invitation but have yet to **complete the survey, please do so by February 26, 2021.**



## Email Reminder to Principals

Date: February 11, 2021

To: [Principal\_Email]

Subject: Reminder: 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Dear \${m://FirstName} \${m://LastName},

On February 2 we sent you an email invitation to participate in the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey. This survey is important as it provides Nebraska educator preparation institutions with your perceptions regarding the extent to which the 3<sup>rd</sup> year teacher(s) employed by your system was effectively prepared by a Nebraska institution. To the best of our knowledge, you have yet to respond to this survey. We are reaching out to you again because **your response is very important to us.**

*The survey should take approximately 10 minutes to complete.* Your responses to this survey will not be shared with individual teachers. Information will be compiled and shared with the respective teacher preparation institutions. Please complete the survey by **February 26, 2021.**

**The survey can be accessed by clicking on the following link:**

\${l://SurveyLink?d=Take%20the%20Survey}

Should you have any questions, please direct them to [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Sincerely,

A handwritten signature in blue ink, appearing to read "Kelly Heineke", followed by a horizontal line.

Kelly Heineke

Director Educator Preparation Program Approval

Office of Accountability, Accreditation, & Program Approval

[kelly.heineke@nebraska.gov](mailto:kelly.heineke@nebraska.gov)



## Email Reminder to Teachers

Date: February 11, 2021

To: [Teacher\_Email]

Subject: Reminder: 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Dear \${m://FirstName} \${m://LastName},

On February 2, we sent you an email invitation to participate in the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey. This survey is important as it provides Nebraska educator preparation institutions with your perceptions regarding the extent to which you believe you were effectively prepared by a Nebraska institution for teaching in the school system. To the best of our knowledge, you have yet to respond to this survey. We are reaching out to you again because **your response is very important to us.**

*The survey should take approximately 10 minutes to complete.* Public reports will only use aggregated data and will not identify individual teachers. **Please complete the survey by February 26, 2020.**

**The survey can be accessed by clicking on the following link:**

[\\${l://SurveyLink?d=Take%20the%20Survey}](#)

Should you have any questions, please direct them to [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Sincerely,

A handwritten signature in blue ink, appearing to read "Kelly Heineke", with a horizontal line extending to the right.

Kelly Heineke

Director Educator Preparation Program Approval

Office of Accountability, Accreditation, & Program Approval

[kelly.heineke@nebraska.gov](mailto:kelly.heineke@nebraska.gov)



## Final Email Reminder

Date: February 18, 2021

To: [Institution Contacts]

Subject: 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey

Attachment: List.xls

Dear \${m://FirstName} \${m://LastName},

On February 2 we sent you an email invitation to participate in the 2021 Nebraska 3<sup>rd</sup> Year Teacher Survey. This survey is important as it provides Nebraska educator preparation institutions with your perceptions regarding the extent to which the 3<sup>rd</sup> year teacher(s) employed by your system was effectively prepared by a Nebraska institution. To the best of our knowledge, you have yet to respond to this survey. We are reaching out to you again because **your response is very important to us.**

*The survey should take approximately 10 minutes to complete.* Your responses to this survey will not be shared with individual teachers. Information will be compiled and shared with the respective teacher preparation institutions. Please complete the survey by **February 26, 2021.**

**The survey can be accessed by clicking on the following link:**

\${l://SurveyLink?d=Take%20the%20Survey}

Should you have any questions, please direct them to [nde.research@nebraska.gov](mailto:nde.research@nebraska.gov).

Sincerely,

A handwritten signature in blue ink, appearing to read "Kelly Heineke", followed by a long horizontal line.

Kelly Heineke

Director Educator Preparation Program Approval

Office of Accountability, Accreditation, & Program Approval

[kelly.heineke@nebraska.gov](mailto:kelly.heineke@nebraska.gov)

**Table 10. Average Responses for Each Standard within an Indicator**

	<b>Principals</b>	<b>Teachers</b>
Standard 1.1	2.2251	2.0583
Standard 1.2	2.2148	2.0777
Standard 2.1	2.2353	2.0421
Standard 2.2	2.1381	1.8932
Standard 2.3	2.1560	1.9547
Standard 3.1	2.4476	2.5049
Standard 3.2	2.3632	2.2298
Standard 4.1	2.3734	2.2233
Standard 4.2	2.3529	2.2104
Standard 4.3	2.3478	2.1942
Standard 5.1	2.1253	1.9417
Standard 5.2	2.1918	1.9968
Standard 6.1	2.3146	2.1392
Standard 6.2	2.2353	2.1650
Standard 6.3	2.1893	1.9709
Standard 6.4	2.1330	1.9612
Standard 7.1	2.2967	2.1262
Standard 7.2	2.1816	2.1618
Standard 8.1	2.3581	2.0421
Standard 8.2	2.1151	2.0227
Standard 8.3	2.2532	2.1003
Standard 9.1	2.3683	2.2751
Standard 9.2	2.2813	2.1262
Standard 10.1	2.3606	2.3948
Standard 10.2	2.3069	2.2524

**Table 11. T-test Results of Indicators**

<b>Indicator</b>	<b>t-value (p-value)</b>
1. Learner Development	-3.6048 (0.0003)
2. Learning Differences	-4.9240 (1.0591)
3. Learning Environments	-0.8570 (0.3917)
4. Content Knowledge	-3.7807 (0.0002)
5. Application of Content	-4.4238 (1.1247)

6. Assessment	-3.9428 (0.0001)
7. Planning for Instruction	-2.1806 (0.0295)
8. Instructional Strategies	-4.6251 (4.4618)
9. Professional Learning and Ethical Practice	-2.8521 (0.0044)
10. Leadership and Collaboration	-0.2235 (0.8232)

**Table 12. Correlation between Standards within Each Indicator (Principals)**

**Indicator 1. Learner Development (Principals)**

Correlation Coefficient	Standard 1.1	Standard 1.2
Standard 1.1	1.00	
Standard 1.2	0.82	1.00

**Indicator 2. Learner Differences (Principals)**

Correlation Coefficient	Standard 2.1	Standard 2.2	Standard 2.3
Standard 2.1	1.00		
Standard 2.2	0.78	1.00	
Standard 2.3	0.57	0.58	1.00

**Indicator 3. Learning Environments (Principals)**

Correlation Coefficient	Standard 3.1	Standard 3.2
Standard 3.1	1.00	
Standard 3.2	0.74	1.00

**Indicator 4. Content Knowledge (Principals)**

Correlation Coefficient	Standard 4.1	Standard 4.2	Standard 4.3
Standard 4.1	1.00		
Standard 4.2	0.81	1.00	
Standard 4.3	0.75	0.76	1.00

**Indicator 5. Application of Content (Principals)**

Correlation Coefficient	Standard 5.1	Standard 5.2
Standard 5.1	1.00	
Standard 5.2	0.73	1.00

**Indicator 6. Assessment (Principals)**

Correlation Coefficient	Standard 6.1	Standard 6.2	Standard 6.3	Standard 6.4
Standard 6.1	1.00			
Standard 6.2	0.76	1.00		
Standard 6.3	0.67	0.70	1.00	
Standard 6.4	0.68	0.66	0.82	1.00

**Indicator 7. Planning for Instruction (Principals)**

Correlation Coefficient	Standard 7.1	Standard 7.1
Standard 7.1	1.00	
Standard 7.2	0.72	1.00

**Indicator 8. Instructional Strategies (Principals)**

Correlation Coefficient	Standard 8.1	Standard 8.2	Standard 8.3
Standard 8.1	1.00		
Standard 8.2	0.53	1.00	
Standard 8.3	0.52	0.65	1.00

**Indicator 9. Professional Learning and Ethical Practice (Principals)**

Correlation Coefficient	Standard 9.1	Standard 9.2
Standard 9.1	1.00	
Standard 9.2	0.80	1.00

**Indicator 10. Leadership and Collaboration (Principals)**

Correlation Coefficient	Standard 10.1	Standard 10.2
Standard 10.1	1.00	
Standard 10.2	0.80	1.00

**Table 13. Correlation between Standards within Each Indicator (Teachers)**

**Indicator 1. Learner Development (Teachers)**

Correlation Coefficient	Standard 1.1	Standard 1.1
Standard 1.1	1.00	
Standard 1.2	0.61	1.00

**Indicator 2. Learner Differences (Teachers)**

Correlation Coefficient	Standard 2.1	Standard 2.2	Standard 2.3
Standard 2.1	1.00		
Standard 2.2	0.64	1.00	
Standard 2.3	0.40	0.52	1.00

**Indicator 3. Learning Environments (Teachers)**

Correlation Coefficient	Standard 3.1	Standard 3.2
Standard 3.1	1.00	
Standard 3.2	0.57	1.00

**Indicator 4. Content Knowledge (Teachers)**

Correlation Coefficient	Standard 4.1	Standard 4.2	Standard 4.3
Standard 4.1	1.00		
Standard 4.2	0.67	1.00	
Standard 4.3	0.62	0.51	1.00

**Indicator 5. Application of Content (Teachers)**

Correlation Coefficient	Standard 5.1	Standard 5.2
Standard 5.1	1.00	
Standard 5.2	0.65	1.00

**Indicator 6. Assessment (Teachers)**

Correlation Coefficient	Standard 6.1	Standard 6.2	Standard 6.3	Standard 6.4
Standard 6.1	1.00			
Standard 6.2	0.59	1.00		
Standard 6.3	0.51	0.58	1.00	
Standard 6.4	0.49	0.57	0.69	1.00

**Indicator 7. Planning for Instruction (Teachers)**

Correlation Coefficient	Standard 7.1	Standard 7.2
Standard 7.1	1.00	
Standard 7.2	0.62	1.00

**Indicator 8. Instructional Strategies (Teachers)**

Correlation Coefficient	Standard 8.1	Standard 8.2	Standard 8.3
Standard 8.1	1.00		
Standard 8.2	0.51	1.00	
Standard 8.3	0.50	0.49	1.00

**Indicator 9. Professional Learning and Ethical Practice (Teachers)**

Correlation Coefficient	Standard 9.1	Standard 9.2
Standard 9.1	1.00	
Standard 9.2	0.59	1.00

**Indicator 10. Leadership and Collaboration (Teachers)**

Correlation Coefficient	Standard 10.1	Standard 10.2
Standard 10.1	1.00	
Standard 10.2	0.72	1.00

Figure 11. Responses to Question 11 by Preparation Institution (Principals)

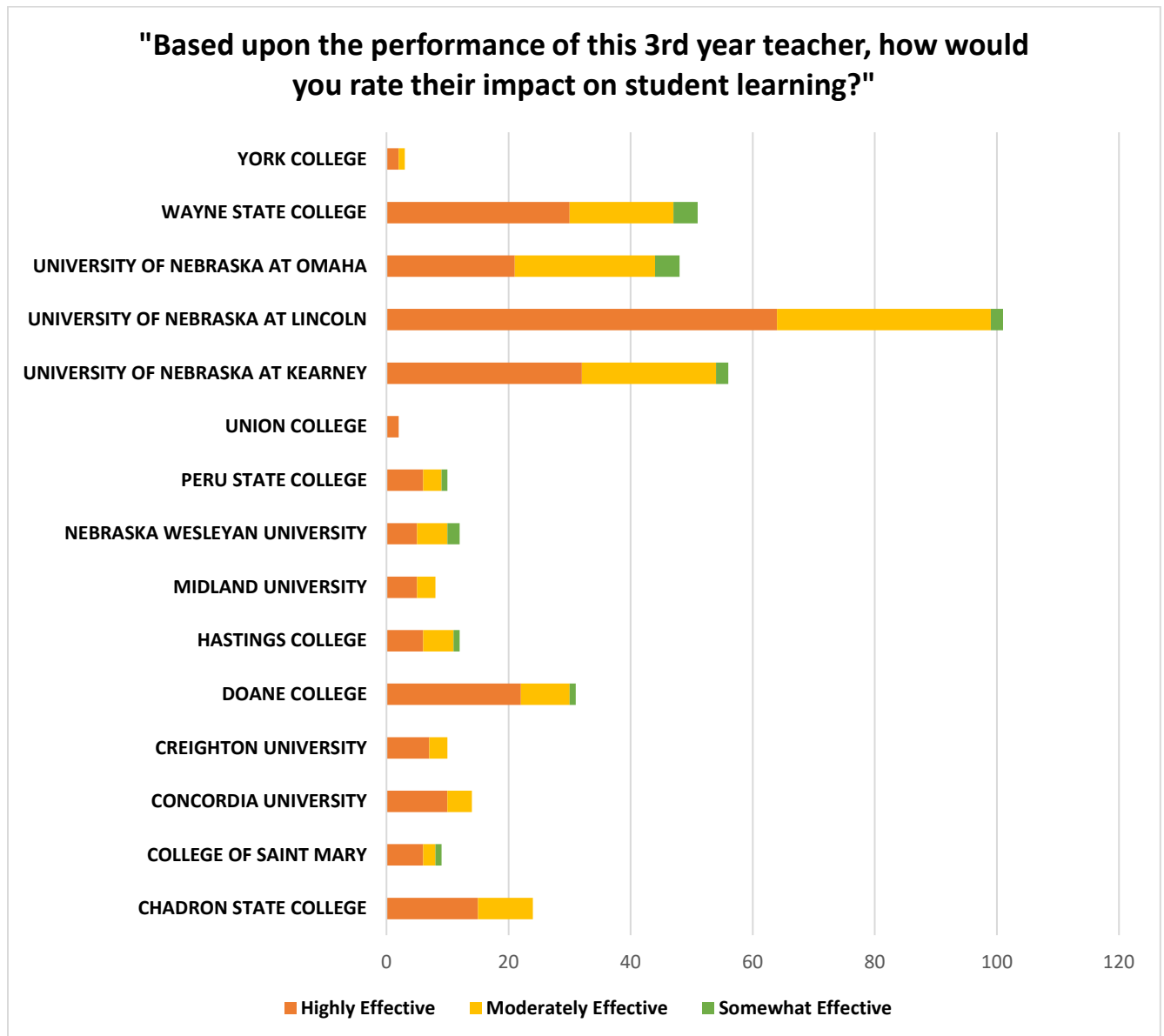


Figure 12. Responses to Question 12 by Preparation Institution (Principals)

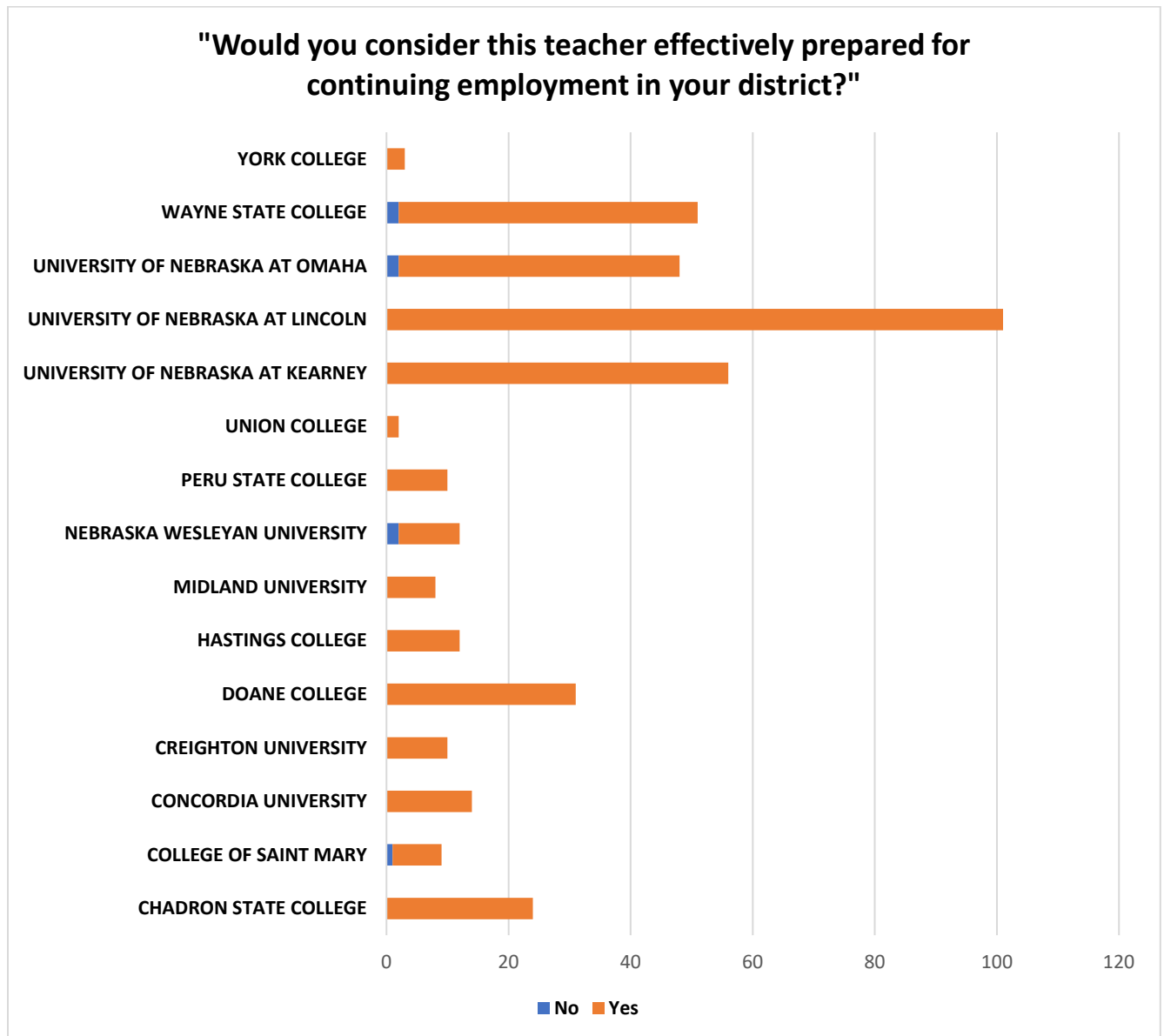


Figure 13. Responses to Question 12 by Preparation Institution (Teachers)

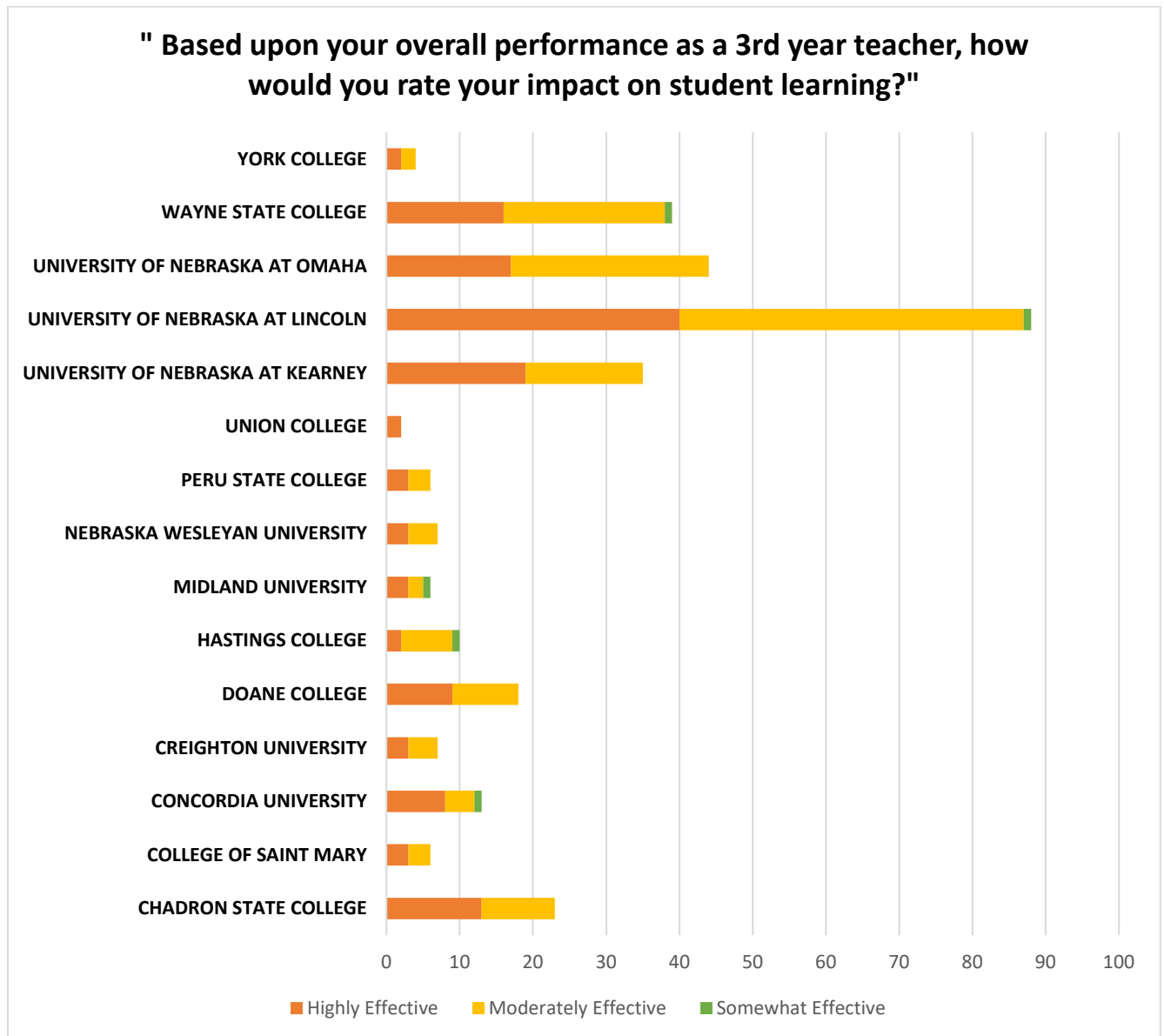
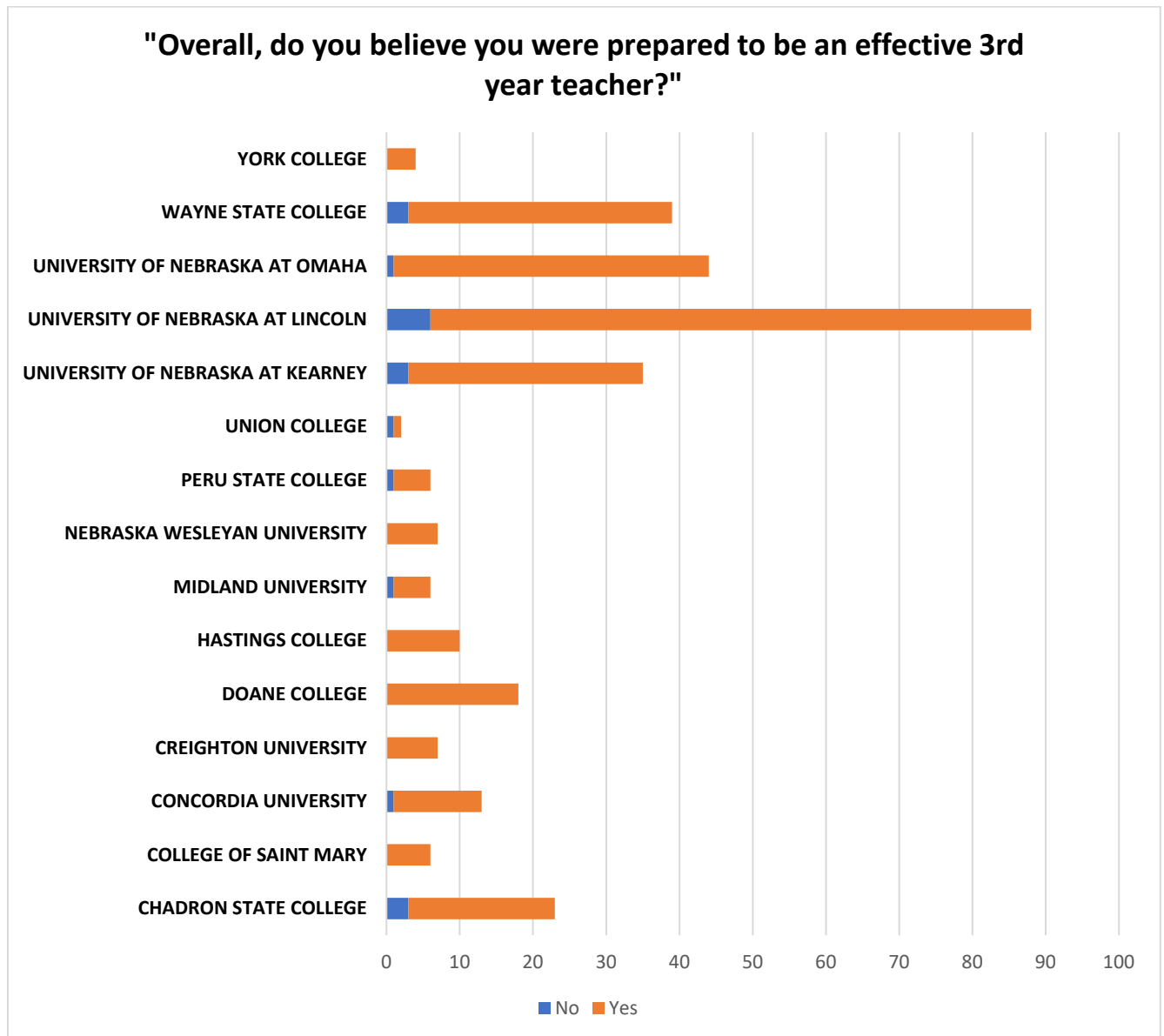


Figure 14. Responses to Question 12 by Preparation Institution (Teacher)



**Figure 15. Survey Responses by Endorsement Type (Principals)**

STATEWIDE (PRINCIPALS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 1.1	Content Endorsements	50	27.62%	106	58.56%	25	13.81%	0	0.00%	181
	Early Childhood	32	45.07%	34	47.89%	5	7.04%	0	0.00%	71
	Elementary	31	31.63%	60	61.22%	7	7.14%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	16	41.03%	19	48.72%	4	10.26%	0	0.00%	39
	Total	129	32.99%	221	56.52%	41	10.49%	0	0.00%	391
Standard 1.2	Content Endorsements	49	27.07%	106	58.56%	26	14.36%	0	0.00%	181
	Early Childhood	31	43.66%	33	46.48%	7	9.86%	0	0.00%	71
	Elementary	30	30.61%	62	63.27%	6	6.12%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	16	41.03%	20	51.28%	3	7.69%	0	0.00%	39
	Total	126	32.23%	223	57.03%	42	10.74%	0	0.00%	391
Standard 2.1	Content Endorsements	55	30.39%	97	53.59%	29	16.02%	0	0.00%	181
	Early Childhood	32	45.07%	35	49.30%	4	5.63%	0	0.00%	71
	Elementary	30	30.61%	58	59.18%	10	10.20%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	22	56.41%	13	33.33%	4	10.26%	0	0.00%	39
	Total	139	35.55%	205	52.43%	47	12.02%	0	0.00%	391
Standard 2.2	Content Endorsements	44	24.31%	99	54.70%	38	20.99%	0	0.00%	181
	Early Childhood	29	40.85%	34	47.89%	7	9.86%	1	1.41%	71
	Elementary	30	30.61%	51	52.04%	17	17.35%	0	0.00%	98
	Middle Grades	0	0.00%	1	50.00%	1	50.00%	0	0.00%	2
	Special Education	20	51.28%	15	38.46%	4	10.26%	0	0.00%	39
	Total	123	31.46%	200	51.15%	67	17.14%	1	0.26%	391
Standard 2.3	Content Endorsements	49	27.07%	107	59.12%	25	13.81%	0	0.00%	181
	Early Childhood	23	32.39%	42	59.15%	6	8.45%	0	0.00%	71
	Elementary	24	24.49%	64	65.31%	10	10.20%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	12	30.77%	21	53.85%	6	15.38%	0	0.00%	39
	Total	108	27.62%	236	60.36%	47	12.02%	0	0.00%	391
Standard 3.1	Content Endorsements	84	46.41%	80	44.20%	17	9.39%	0	0.00%	181

STATEWIDE (PRINCIPALS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Early Childhood	44	61.97%	25	35.21%	1	1.41%	1	1.41%	71
	Elementary	55	56.12%	38	38.78%	4	4.08%	1	1.02%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	19	48.72%	19	48.72%	1	2.56%	0	0.00%	39
	Total	202	51.66%	164	41.94%	23	5.88%	2	0.51%	391
Standard 3.2	Content Endorsements	70	38.67%	90	49.72%	21	11.60%	0	0.00%	181
	Early Childhood	40	56.34%	27	38.03%	3	4.23%	1	1.41%	71
	Elementary	50	51.02%	42	42.86%	6	6.12%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	15	38.46%	23	58.97%	1	2.56%	0	0.00%	39
	Total	175	44.76%	184	47.06%	31	7.93%	1	0.26%	391
Standard 4.1	Content Endorsements	79	43.65%	92	50.83%	10	5.52%	0	0.00%	181
	Early Childhood	31	43.66%	36	50.70%	4	5.63%	0	0.00%	71
	Elementary	41	41.84%	52	53.06%	5	5.10%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	15	38.46%	23	58.97%	1	2.56%	0	0.00%	39
	Total	166	42.46%	205	52.43%	20	5.12%	0	0.00%	391
Standard 4.2	Content Endorsements	68	37.57%	104	57.46%	9	4.97%	0	0.00%	181
	Early Childhood	33	46.48%	34	47.89%	4	5.63%	0	0.00%	71
	Elementary	38	38.78%	58	59.18%	2	2.04%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	15	38.46%	23	58.97%	1	2.56%	0	0.00%	39
	Total	154	39.39%	221	56.52%	16	4.09%	0	0.00%	391
Standard 4.3	Content Endorsements	72	39.78%	99	54.70%	10	5.52%	0	0.00%	181
	Early Childhood	32	45.07%	34	47.89%	5	7.04%	0	0.00%	71
	Elementary	35	35.71%	60	61.22%	3	3.06%	0	0.00%	98
	Middle Grades	1	50.00%	1	50.00%	0	0.00%	0	0.00%	2
	Special Education	15	38.46%	23	58.97%	1	2.56%	0	0.00%	39
	Total	155	39.64%	217	55.50%	19	4.86%	0	0.00%	391
Standard 5.1	Content Endorsements	42	23.20%	111	61.33%	28	15.47%	0	0.00%	181
	Early Childhood	21	29.58%	43	60.56%	7	9.86%	0	0.00%	71
	Elementary	23	23.47%	67	68.37%	8	8.16%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2

STATEWIDE (PRINCIPALS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Special Education	11	28.21%	23	58.97%	5	12.82%	0	0.00%	39
	Total	97	24.81%	246	62.92%	48	12.28%	0	0.00%	391
Standard 5.2	Content Endorsements	42	23.20%	112	61.88%	26	14.36%	1	0.55%	181
	Early Childhood	32	45.07%	36	50.70%	3	4.23%	0	0.00%	71
	Elementary	30	30.61%	64	65.31%	4	4.08%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	10	25.64%	25	64.10%	4	10.26%	0	0.00%	39
	Total	114	29.16%	239	61.13%	37	9.46%	1	0.26%	391
Standard 6.1	Content Endorsements	60	33.15%	113	62.43%	8	4.42%	0	0.00%	181
	Early Childhood	29	40.85%	38	53.52%	4	5.63%	0	0.00%	71
	Elementary	36	36.73%	57	58.16%	5	5.10%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	17	43.59%	20	51.28%	2	5.13%	0	0.00%	39
	Total	142	36.32%	230	58.82%	19	4.86%	0	0.00%	391
Standard 6.2	Content Endorsements	56	30.94%	104	57.46%	21	11.60%	0	0.00%	181
	Early Childhood	30	42.25%	36	50.70%	5	7.04%	0	0.00%	71
	Elementary	29	29.59%	62	63.27%	7	7.14%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	14	35.90%	21	53.85%	4	10.26%	0	0.00%	39
	Total	129	32.99%	225	57.54%	37	9.46%	0	0.00%	391
Standard 6.3	Content Endorsements	50	27.62%	105	58.01%	25	13.81%	1	0.55%	181
	Early Childhood	29	40.85%	39	54.93%	3	4.23%	0	0.00%	71
	Elementary	20	20.41%	70	71.43%	8	8.16%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	16	41.03%	20	51.28%	3	7.69%	0	0.00%	39
	Total	115	29.41%	236	60.36%	39	9.97%	1	0.26%	391
Standard 6.4	Content Endorsements	39	21.55%	113	62.43%	29	16.02%	0	0.00%	181
	Early Childhood	32	45.07%	32	45.07%	6	8.45%	1	1.41%	71
	Elementary	20	20.41%	67	68.37%	11	11.22%	0	0.00%	98
	Middle Grades	0	0.00%	1	50.00%	1	50.00%	0	0.00%	2
	Special Education	14	35.90%	21	53.85%	4	10.26%	0	0.00%	39
	Total	105	26.85%	234	59.85%	51	13.04%	1	0.26%	391
Standard 7.1	Content Endorsements	68	37.57%	100	55.25%	13	7.18%	0	0.00%	181

STATEWIDE (PRINCIPALS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Early Childhood	33	46.48%	33	46.48%	5	7.04%	0	0.00%	71
	Elementary	31	31.63%	61	62.24%	6	6.12%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	12	30.77%	23	58.97%	4	10.26%	0	0.00%	39
	Total	144	36.83%	219	56.01%	28	7.16%	0	0.00%	391
Standard 7.2	Content Endorsements	54	29.83%	104	57.46%	23	12.71%	0	0.00%	181
	Early Childhood	26	36.62%	38	53.52%	7	9.86%	0	0.00%	71
	Elementary	26	26.53%	59	60.20%	13	13.27%	0	0.00%	98
	Middle Grades	0	0.00%	1	50.00%	1	50.00%	0	0.00%	2
	Special Education	13	33.33%	22	56.41%	4	10.26%	0	0.00%	39
	Total	119	30.43%	224	57.29%	48	12.28%	0	0.00%	391
Standard 8.1	Content Endorsements	81	44.75%	89	49.17%	11	6.08%	0	0.00%	181
	Early Childhood	27	38.03%	39	54.93%	5	7.04%	0	0.00%	71
	Elementary	44	44.90%	50	51.02%	4	4.08%	0	0.00%	98
	Middle Grades	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2
	Special Education	10	25.64%	25	64.10%	4	10.26%	0	0.00%	39
	Total	164	41.94%	203	51.92%	24	6.14%	0	0.00%	391
Standard 8.2	Content Endorsements	41	22.65%	113	62.43%	26	14.36%	1	0.55%	181
	Early Childhood	23	32.39%	39	54.93%	9	12.68%	0	0.00%	71
	Elementary	18	18.37%	72	73.47%	8	8.16%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	13	33.33%	21	53.85%	5	12.82%	0	0.00%	39
	Total	95	24.30%	247	63.17%	48	12.28%	1	0.26%	391
Standard 8.3	Content Endorsements	59	32.60%	96	53.04%	26	14.36%	0	0.00%	181
	Early Childhood	36	50.70%	30	42.25%	5	7.04%	0	0.00%	71
	Elementary	33	33.67%	55	56.12%	9	9.18%	1	1.02%	98
	Middle Grades	0	0.00%	1	50.00%	1	50.00%	0	0.00%	2
	Special Education	15	38.46%	23	58.97%	1	2.56%	0	0.00%	39
	Total	143	36.57%	205	52.43%	42	10.74%	1	0.26%	391
Standard 9.1	Content Endorsements	73	40.33%	90	49.72%	17	9.39%	1	0.55%	181
	Early Childhood	38	53.52%	29	40.85%	2	2.82%	2	2.82%	71
	Elementary	44	44.90%	49	50.00%	4	4.08%	1	1.02%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2

STATEWIDE (PRINCIPALS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Special Education	20	51.28%	19	48.72%	0	0.00%	0	0.00%	39
	Total	175	44.76%	189	48.34%	23	5.88%	4	1.02%	391
Standard 9.2	Content Endorsements	61	33.70%	104	57.46%	16	8.84%	0	0.00%	181
	Early Childhood	31	43.66%	34	47.89%	5	7.04%	1	1.41%	71
	Elementary	34	34.69%	55	56.12%	9	9.18%	0	0.00%	98
	Middle Grades	0	0.00%	0	0.00%	2	100.00%	0	0.00%	2
	Special Education	20	51.28%	17	43.59%	2	5.13%	0	0.00%	39
	Total	146	37.34%	210	53.71%	34	8.70%	1	0.26%	391
Standard 10.1	Content Endorsements	78	43.09%	91	50.28%	10	5.52%	2	1.10%	181
	Early Childhood	38	53.52%	29	40.85%	3	4.23%	1	1.41%	71
	Elementary	34	34.69%	61	62.24%	3	3.06%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	15	38.46%	22	56.41%	2	5.13%	0	0.00%	39
	Total	165	42.20%	205	52.43%	18	4.60%	3	0.77%	391
Standard 10.2	Content Endorsements	73	40.33%	86	47.51%	20	11.05%	2	1.10%	181
	Early Childhood	38	53.52%	30	42.25%	2	2.82%	1	1.41%	71
	Elementary	35	35.71%	50	51.02%	13	13.27%	0	0.00%	98
	Middle Grades	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2
	Special Education	17	43.59%	20	51.28%	2	5.13%	0	0.00%	39
	Total	163	41.69%	188	48.08%	37	9.46%	3	0.77%	391

**Figure 16. Survey Responses by Endorsement Type (Teachers)**

STATEWIDE (TEACHERS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
Standard 1.1	Content Endorsements	26	18.31%	100	70.42%	14	9.86%	2	1.41%	142
	Early Childhood	11	20.37%	36	66.67%	7	12.96%	0	0.00%	54
	Elementary	12	16.22%	54	72.97%	8	10.81%	0	0.00%	74
	Middle Grades	0	0.00%	3	100.00%	0	0.00%	0	0.00%	3
	Special Education	3	8.33%	32	88.89%	1	2.78%	0	0.00%	36
	Total	52	16.83%	225	72.82%	30	9.71%	2	0.65%	309
Standard 1.2	Content Endorsements	30	21.13%	93	65.49%	19	13.38%	0	0.00%	142
	Early Childhood	11	20.37%	35	64.81%	8	14.81%	0	0.00%	54
	Elementary	13	17.57%	50	67.57%	11	14.86%	0	0.00%	74
	Middle Grades	0	0.00%	2	66.67%	1	33.33%	0	0.00%	3
	Special Education	11	30.56%	23	63.89%	2	5.56%	0	0.00%	36
	Total	65	21.04%	203	65.70%	41	13.27%	0	0.00%	309
Standard 2.1	Content Endorsements	22	15.49%	96	67.61%	24	16.90%	0	0.00%	142
	Early Childhood	14	25.93%	33	61.11%	7	12.96%	0	0.00%	54
	Elementary	17	22.97%	40	54.05%	16	21.62%	1	1.35%	74
	Middle Grades	0	0.00%	2	66.67%	1	33.33%	0	0.00%	3
	Special Education	11	30.56%	24	66.67%	1	2.78%	0	0.00%	36
	Total	64	20.71%	195	63.11%	49	15.86%	1	0.32%	309
Standard 2.2	Content Endorsements	23	16.20%	83	58.45%	33	23.24%	3	2.11%	142
	Early Childhood	10	18.52%	29	53.70%	15	27.78%	0	0.00%	54
	Elementary	7	9.46%	42	56.76%	23	31.08%	2	2.70%	74
	Middle Grades	1	33.33%	1	33.33%	1	33.33%	0	0.00%	3
	Special Education	10	27.78%	24	66.67%	2	5.56%	0	0.00%	36
	Total	51	16.50%	179	57.93%	74	23.95%	5	1.62%	309
Standard 2.3	Content Endorsements	38	26.76%	70	49.30%	30	21.13%	4	2.82%	142
	Early Childhood	10	18.52%	27	50.00%	15	27.78%	2	3.70%	54
	Elementary	14	18.92%	42	56.76%	14	18.92%	4	5.41%	74
	Middle Grades	1	33.33%	1	33.33%	0	0.00%	1	33.33%	3
	Special Education	11	30.56%	19	52.78%	5	13.89%	1	2.78%	36
	Total	74	23.95%	159	51.46%	64	20.71%	12	3.88%	309
Standard 3.1	Content Endorsements	85	59.86%	48	33.80%	9	6.34%	0	0.00%	142

STATEWIDE (TEACHERS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Early Childhood	27	50.00%	25	46.30%	2	3.70%	0	0.00%	54
	Elementary	38	51.35%	32	43.24%	3	4.05%	1	1.35%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	22	61.11%	13	36.11%	1	2.78%	0	0.00%	36
	Total	173	55.99%	120	38.83%	15	4.85%	1	0.32%	309
Standard 3.2	Content Endorsements	56	39.44%	68	47.89%	15	10.56%	3	2.11%	142
	Early Childhood	19	35.19%	29	53.70%	6	11.11%	0	0.00%	54
	Elementary	23	31.08%	43	58.11%	6	8.11%	2	2.70%	74
	Middle Grades	1	33.33%	0	0.00%	2	66.67%	0	0.00%	3
	Special Education	12	33.33%	23	63.89%	1	2.78%	0	0.00%	36
	Total	111	35.92%	163	52.75%	30	9.71%	5	1.62%	309
Standard 4.1	Content Endorsements	60	42.25%	75	52.82%	5	3.52%	2	1.41%	142
	Early Childhood	13	24.07%	35	64.81%	6	11.11%	0	0.00%	54
	Elementary	19	25.68%	47	63.51%	8	10.81%	0	0.00%	74
	Middle Grades	0	0.00%	3	100.00%	0	0.00%	0	0.00%	3
	Special Education	3	8.33%	31	86.11%	1	2.78%	1	2.78%	36
	Total	95	30.74%	191	61.81%	20	6.47%	3	0.97%	309
Standard 4.2	Content Endorsements	57	40.14%	77	54.23%	8	5.63%	0	0.00%	142
	Early Childhood	12	22.22%	33	61.11%	9	16.67%	0	0.00%	54
	Elementary	15	20.27%	52	70.27%	7	9.46%	0	0.00%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	6	16.67%	29	80.56%	0	0.00%	1	2.78%	36
	Total	91	29.45%	193	62.46%	24	7.77%	1	0.32%	309
Standard 4.3	Content Endorsements	49	34.51%	84	59.15%	8	5.63%	1	0.70%	142
	Early Childhood	14	25.93%	33	61.11%	7	12.96%	0	0.00%	54
	Elementary	18	24.32%	50	67.57%	6	8.11%	0	0.00%	74
	Middle Grades	0	0.00%	2	66.67%	1	33.33%	0	0.00%	3
	Special Education	6	16.67%	28	77.78%	1	2.78%	1	2.78%	36
	Total	87	28.16%	197	63.75%	23	7.44%	2	0.65%	309
Standard 5.1	Content Endorsements	29	20.42%	82	57.75%	29	20.42%	2	1.41%	142
	Early Childhood	8	14.81%	33	61.11%	13	24.07%	0	0.00%	54
	Elementary	9	12.16%	50	67.57%	15	20.27%	0	0.00%	74
	Middle Grades	0	0.00%	2	66.67%	1	33.33%	0	0.00%	3

STATEWIDE (TEACHERS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Special Education	3	8.33%	29	80.56%	3	8.33%	1	2.78%	36
	Total	49	15.86%	196	63.43%	61	19.74%	3	0.97%	309
Standard 5.2	Content Endorsements	31	21.83%	88	61.97%	19	13.38%	4	2.82%	142
	Early Childhood	11	20.37%	34	62.96%	9	16.67%	0	0.00%	54
	Elementary	11	14.86%	50	67.57%	13	17.57%	0	0.00%	74
	Middle Grades	0	0.00%	1	33.33%	2	66.67%	0	0.00%	3
	Special Education	2	5.56%	30	83.33%	3	8.33%	1	2.78%	36
	Total	55	17.80%	203	65.70%	46	14.89%	5	1.62%	309
Standard 6.1	Content Endorsements	37	26.06%	89	62.68%	14	9.86%	2	1.41%	142
	Early Childhood	16	29.63%	33	61.11%	5	9.26%	0	0.00%	54
	Elementary	22	29.73%	41	55.41%	11	14.86%	0	0.00%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	6	16.67%	25	69.44%	5	13.89%	0	0.00%	36
	Total	82	26.54%	190	61.49%	35	11.33%	2	0.65%	309
Standard 6.2	Content Endorsements	38	26.76%	92	64.79%	10	7.04%	2	1.41%	142
	Early Childhood	17	31.48%	29	53.70%	8	14.81%	0	0.00%	54
	Elementary	20	27.03%	49	66.22%	4	5.41%	1	1.35%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	4	11.11%	31	86.11%	1	2.78%	0	0.00%	36
	Total	80	25.89%	203	65.70%	23	7.44%	3	0.97%	309
Standard 6.3	Content Endorsements	25	17.61%	84	59.15%	30	21.13%	3	2.11%	142
	Early Childhood	13	24.07%	29	53.70%	11	20.37%	1	1.85%	54
	Elementary	15	20.27%	39	52.70%	20	27.03%	0	0.00%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	8	22.22%	26	72.22%	2	5.56%	0	0.00%	36
	Total	62	20.06%	180	58.25%	63	20.39%	4	1.29%	309
Standard 6.4	Content Endorsements	27	19.01%	81	57.04%	31	21.83%	3	2.11%	142
	Early Childhood	11	20.37%	33	61.11%	10	18.52%	0	0.00%	54
	Elementary	10	13.51%	46	62.16%	16	21.62%	2	2.70%	74
	Middle Grades	0	0.00%	3	100.00%	0	0.00%	0	0.00%	3
	Special Education	9	25.00%	25	69.44%	2	5.56%	0	0.00%	36
	Total	57	18.45%	188	60.84%	59	19.09%	5	1.62%	309
Standard 7.1	Content Endorsements	48	33.80%	78	54.93%	14	9.86%	2	1.41%	142

STATEWIDE (TEACHERS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Early Childhood	13	24.07%	31	57.41%	9	16.67%	1	1.85%	54
	Elementary	18	24.32%	48	64.86%	6	8.11%	2	2.70%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	2	5.56%	30	83.33%	4	11.11%	0	0.00%	36
	Total	82	26.54%	189	61.17%	33	10.68%	5	1.62%	309
Standard 7.2	Content Endorsements	41	28.87%	85	59.86%	13	9.15%	3	2.11%	142
	Early Childhood	19	35.19%	29	53.70%	5	9.26%	1	1.85%	54
	Elementary	21	28.38%	48	64.86%	3	4.05%	2	2.70%	74
	Middle Grades	0	0.00%	1	33.33%	2	66.67%	0	0.00%	3
	Special Education	5	13.89%	30	83.33%	1	2.78%	0	0.00%	36
	Total	86	27.83%	193	62.46%	24	7.77%	6	1.94%	309
Standard 8.1	Content Endorsements	47	33.10%	66	46.48%	28	19.72%	1	0.70%	142
	Early Childhood	7	12.96%	30	55.56%	17	31.48%	0	0.00%	54
	Elementary	24	32.43%	36	48.65%	12	16.22%	2	2.70%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	7	19.44%	19	52.78%	10	27.78%	0	0.00%	36
	Total	86	27.83%	153	49.51%	67	21.68%	3	0.97%	309
Standard 8.2	Content Endorsements	35	24.65%	80	56.34%	25	17.61%	2	1.41%	142
	Early Childhood	11	20.37%	35	64.81%	8	14.81%	0	0.00%	54
	Elementary	11	14.86%	52	70.27%	11	14.86%	0	0.00%	74
	Middle Grades	0	0.00%	2	66.67%	1	33.33%	0	0.00%	3
	Special Education	4	11.11%	27	75.00%	5	13.89%	0	0.00%	36
	Total	61	19.74%	196	63.43%	50	16.18%	2	0.65%	309
Standard 8.3	Content Endorsements	41	28.87%	75	52.82%	25	17.61%	1	0.70%	142
	Early Childhood	14	25.93%	33	61.11%	7	12.96%	0	0.00%	54
	Elementary	19	25.68%	45	60.81%	8	10.81%	2	2.70%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	5	13.89%	28	77.78%	3	8.33%	0	0.00%	36
	Total	80	25.89%	183	59.22%	43	13.92%	3	0.97%	309
Standard 9.1	Content Endorsements	53	37.32%	79	55.63%	8	5.63%	2	1.41%	142
	Early Childhood	17	31.48%	34	62.96%	3	5.56%	0	0.00%	54
	Elementary	22	29.73%	48	64.86%	4	5.41%	0	0.00%	74
	Middle Grades	2	66.67%	1	33.33%	0	0.00%	0	0.00%	3

STATEWIDE (TEACHERS NTYTS 2021)										
	Endorsement Type	Advanced		Proficient		Developing		Below Standard		Grand Total
		N	%	N	%	N	%	N	%	N
	Special Education	13	36.11%	20	55.56%	3	8.33%	0	0.00%	36
	Total	107	34.63%	182	58.90%	18	5.83%	2	0.65%	309
Standard 9.2	Content Endorsements	37	26.06%	88	61.97%	17	11.97%	0	0.00%	142
	Early Childhood	16	29.63%	29	53.70%	9	16.67%	0	0.00%	54
	Elementary	11	14.86%	53	71.62%	10	13.51%	0	0.00%	74
	Middle Grades	1	33.33%	2	66.67%	0	0.00%	0	0.00%	3
	Special Education	12	33.33%	22	61.11%	2	5.56%	0	0.00%	36
	Total	77	24.92%	194	62.78%	38	12.30%	0	0.00%	309
Standard 10.1	Content Endorsements	69	48.59%	68	47.89%	5	3.52%	0	0.00%	142
	Early Childhood	21	38.89%	29	53.70%	3	5.56%	1	1.85%	54
	Elementary	29	39.19%	41	55.41%	3	4.05%	1	1.35%	74
	Middle Grades	2	66.67%	1	33.33%	0	0.00%	0	0.00%	3
	Special Education	17	47.22%	18	50.00%	1	2.78%	0	0.00%	36
	Total	138	44.66%	157	50.81%	12	3.88%	2	0.65%	309
Standard 10.2	Content Endorsements	53	37.32%	77	54.23%	8	5.63%	4	2.82%	142
	Early Childhood	16	29.63%	35	64.81%	3	5.56%	0	0.00%	54
	Elementary	21	28.38%	46	62.16%	5	6.76%	2	2.70%	74
	Middle Grades	2	66.67%	1	33.33%	0	0.00%	0	0.00%	3
	Special Education	18	50.00%	14	38.89%	4	11.11%	0	0.00%	36
	Total	110	35.60%	173	55.99%	20	6.47%	6	1.94%	309