



## 2020 Nebraska First Year Teacher Survey

Peru State College

### Introduction

The Nebraska Department of Education (NDE) administered the Nebraska First Year Teacher Survey from mid-March to early April 2020. This year marks the sixth successful implementation of the survey, with the survey being sent to both principals and first year teachers for the fourth time. Surveys were distributed to the principals of first year teachers, and to the first 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 standard 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)). The purpose of the survey is to provide Nebraska educator preparation institutions with information about the effectiveness of 1<sup>st</sup> year teachers prepared by their institution. For a list of indicators, please see the Results section below.

### Method

A list of teachers was compiled for those who were employed during the 2019-2020 school year and received their initial teaching endorsement during the 2018-2019 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 and the teacher at the school where the majority of the teacher's full-time equivalency (FTE) was assigned. The survey was developed using the Qualtrics application and distributed electronically via email. Pre-notification of the survey was sent out on March 4th to Human Resource staff, institutions, principals, and teachers. The survey email invitation was also sent out on March 17th with subsequent email reminders sent on March 26th, April 2nd, and April 6th. The survey finally closed on April 10th. In total, 663 surveys were distributed to principals and 399 were returned, resulting in a response rate of 60.18%. For teachers, 663 surveys were distributed and 493 were returned, resulting in a response rate of 74.36%. For Peru State College specifically, 15 surveys were distributed to both principals and teachers; 8 were returned by principals, for a response rate of 53.33%, and 11 were returned by teachers, for a response rate of 73.33%.

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: Advanced, Proficient, Developing, or Below Standard. Both principals and teachers were asked to rate the teacher's impact on student learning, and to provide comments for informing the institution's continuous improvement efforts toward preparing classroom-ready teachers." Besides that, 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 first year teacher.

## Results

The survey results are displayed below in several figures. Figure 1 displays the standard indicators used in the survey that both principals and teachers answered with the Advanced, Proficient, Developing, or Below Standard response options. Figures 2 and 3 illustrates the average responses per standard indicators for both principals and teachers and disaggregated by endorsement types. In Figures 4 through 7, the response options for both principals and teachers are given a numerical value (3=Advanced, 2= Proficient, 1=Developing, 0=Below Standard), summed by Indicator category, and then averaged. Figures 8 through 11 display the results of the questions concerning the impact on student learning, continued employment (for principals), and preparedness (for teachers). 90.90% of first year teachers believed they were prepared to be an effective 1-year teacher.

Figure 1. Survey Standards

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| <b>Standard 1: Learner Development</b><br>Standard 1.1 Use knowledge of students to meet needs.  |
| <b>Standard 2: Learning Differences</b><br>Standard 2.1 Differentiate instruction to meet student needs.   |
| <b>Standard 3: Learning Environments</b><br>Standard 3.1 Promote a positive classroom environment through clear expectations.  |
| <b>Standard 4: Content Knowledge</b><br>Standard 4.1 Use accurate content and academic vocabulary.   |
| <b>Standard 5: Application of Content</b><br>Standard 5.1 Engages students in critical thinking and collaborative problem solving.<br>Standard 5.2 Develop literacy and communication skills through content.            |
| <b>Standard 6: Assessment</b><br>Standard 6.1 Use classroom assessment.<br>Standard 6.2 Assess for learning.   |
| <b>Standard 7: Planning for Instruction</b><br>Standard 7.1 Plan for instruction.  |
| <b>Standard 8: Instructional Strategies</b><br>Standard 8.1 Incorporate digital tools into instruction.<br>Standard 8.2 Use research-based instructional strategies.<br>Standard 8.3 Use engagement to enhance learning. |
| <b>Standard 9: Professional Learning and Ethical Practice</b><br>Standard 9.1 Accept critique and input regarding performance.   |
| <b>Standard 10: Leadership and Collaboration</b><br>Standard 10.1 Convey professional demeanor.<br>Standard 10.2 Use professional communication.   |

Figure 2. Survey Responses by Endorsement Type (Principals)

| PERU STATE COLLEGE |                      |          |         |            |         |            |         |                |       |             |
|--------------------|----------------------|----------|---------|------------|---------|------------|---------|----------------|-------|-------------|
|                    | Endorsement Type     | Advanced |         | Proficient |         | Developing |         | Below Standard |       | Grand Total |
|                    |                      | N        | %       | N          | %       | N          | %       | N              | %     | N           |
| Standard 1.1       | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 1        | 100.00% | 0          | 0.00%   | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 1        | 12.50%  | 6          | 75.00%  | 1          | 12.50%  | 0              | 0.00% | 8           |
| Standard 2.1       | Content Endorsements | 0        | 0.00%   | 0          | 0.00%   | 1          | 100.00% | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 1        | 100.00% | 0          | 0.00%   | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 1        | 12.50%  | 5          | 62.50%  | 2          | 25.00%  | 0              | 0.00% | 8           |
| Standard 3.1       | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 1          | 33.33%  | 2          | 66.67%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 1        | 100.00% | 0          | 0.00%   | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 2        | 25.00%  | 4          | 50.00%  | 2          | 25.00%  | 0              | 0.00% | 8           |
| Standard 4.1       | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 1          | 100.00% | 0              | 0.00% | 1           |
|                    | Total                | 1        | 12.50%  | 5          | 62.50%  | 2          | 25.00%  | 0              | 0.00% | 8           |
| Standard 5.1       | Content Endorsements | 0        | 0.00%   | 0          | 0.00%   | 1          | 100.00% | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 0          | 0.00%   | 3          | 100.00% | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 1          | 100.00% | 0              | 0.00% | 1           |
|                    | Total                | 0        | 0.00%   | 3          | 37.50%  | 5          | 62.50%  | 0              | 0.00% | 8           |
| Standard 5.2       | Content Endorsements | 0        | 0.00%   | 0          | 0.00%   | 1          | 100.00% | 0              | 0.00% | 1           |

| PERU STATE COLLEGE |                      |          |         |            |         |            |         |                |       |             |
|--------------------|----------------------|----------|---------|------------|---------|------------|---------|----------------|-------|-------------|
|                    | Endorsement Type     | Advanced |         | Proficient |         | Developing |         | Below Standard |       | Grand Total |
|                    |                      | N        | %       | N          | %       | N          | %       | N              | %     | N           |
|                    | Early Childhood      | 0        | 0.00%   | 0          | 0.00%   | 3          | 100.00% | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 0        | 0.00%   | 4          | 50.00%  | 4          | 50.00%  | 0              | 0.00% | 8           |
| Standard 6.1       | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 0        | 0.00%   | 7          | 87.50%  | 1          | 12.50%  | 0              | 0.00% | 8           |
| Standard 6.2       | Content Endorsements | 0        | 0.00%   | 0          | 0.00%   | 1          | 100.00% | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 0        | 0.00%   | 6          | 75.00%  | 2          | 25.00%  | 0              | 0.00% | 8           |
| Standard 7.1       | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 1          | 33.33%  | 2          | 66.67%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 2        | 100.00% | 0          | 0.00%   | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 2        | 25.00%  | 4          | 50.00%  | 2          | 25.00%  | 0              | 0.00% | 8           |
| Standard 8.1       | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 1          | 33.33%  | 2          | 66.67%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 0        | 0.00%   | 1          | 50.00%  | 1          | 50.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 0        | 0.00%   | 5          | 62.50%  | 3          | 37.50%  | 0              | 0.00% | 8           |
| Standard 8.2       | Content Endorsements | 0        | 0.00%   | 0          | 0.00%   | 1          | 100.00% | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 1          | 33.33%  | 2          | 66.67%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |

| PERU STATE COLLEGE |                      |          |         |            |         |            |         |                |       |             |
|--------------------|----------------------|----------|---------|------------|---------|------------|---------|----------------|-------|-------------|
|                    | Endorsement Type     | Advanced |         | Proficient |         | Developing |         | Below Standard |       | Grand Total |
|                    |                      | N        | %       | N          | %       | N          | %       | N              | %     | N           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 0        | 0.00%   | 5          | 62.50%  | 3          | 37.50%  | 0              | 0.00% | 8           |
| Standard 8.3       | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 0        | 0.00%   | 7          | 87.50%  | 1          | 12.50%  | 0              | 0.00% | 8           |
| Standard 9.1       | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 2        | 100.00% | 0          | 0.00%   | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 2        | 25.00%  | 5          | 62.50%  | 1          | 12.50%  | 0              | 0.00% | 8           |
| Standard 10.1      | Content Endorsements | 0        | 0.00%   | 0          | 0.00%   | 1          | 100.00% | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 2        | 100.00% | 0          | 0.00%   | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 2        | 25.00%  | 4          | 50.00%  | 2          | 25.00%  | 0              | 0.00% | 8           |
| Standard 10.2      | Content Endorsements | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 66.67%  | 1          | 33.33%  | 0              | 0.00% | 3           |
|                    | Elementary           | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%   | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 1          | 100.00% | 0          | 0.00%   | 0              | 0.00% | 1           |
|                    | Total                | 1        | 12.50%  | 6          | 75.00%  | 1          | 12.50%  | 0              | 0.00% | 8           |

Figure 3. Survey Responses by Endorsement Type (Teachers)

| PERU STATE COLLEGE |                      |          |         |            |         |            |        |                |       |             |
|--------------------|----------------------|----------|---------|------------|---------|------------|--------|----------------|-------|-------------|
|                    | Endorsement Type     | Advanced |         | Proficient |         | Developing |        | Below Standard |       | Grand Total |
|                    |                      | N        | %       | N          | %       | N          | %      | N              | %     | N           |
| Standard 1.1       | Content Endorsements | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 2        | 40.00%  | 1          | 20.00%  | 2          | 40.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 4        | 36.36%  | 5          | 45.45%  | 2          | 18.18% | 0              | 0.00% | 11          |
| Standard 2.1       | Content Endorsements | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 1        | 20.00%  | 3          | 60.00%  | 1          | 20.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 1        | 9.09%   | 9          | 81.82%  | 1          | 9.09%  | 0              | 0.00% | 11          |
| Standard 3.1       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 1        | 20.00%  | 3          | 60.00%  | 1          | 20.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 2        | 100.00% | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 5        | 45.45%  | 5          | 45.45%  | 1          | 9.09%  | 0              | 0.00% | 11          |
| Standard 4.1       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 1        | 20.00%  | 3          | 60.00%  | 1          | 20.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 3        | 27.27%  | 7          | 63.64%  | 1          | 9.09%  | 0              | 0.00% | 11          |
| Standard 5.1       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 0        | 0.00%   | 3          | 60.00%  | 2          | 40.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 3        | 27.27%  | 6          | 54.55%  | 2          | 18.18% | 0              | 0.00% | 11          |
| Standard 5.2       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 0        | 0.00%   | 4          | 80.00%  | 1          | 20.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 1        | 9.09%   | 9          | 81.82%  | 1          | 9.09%  | 0              | 0.00% | 11          |
| Standard 6.1       | Content Endorsements | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 0        | 0.00%   | 4          | 80.00%  | 1          | 20.00% | 0              | 0.00% | 5           |

| PERU STATE COLLEGE |                      |          |         |            |         |            |        |                |       |             |
|--------------------|----------------------|----------|---------|------------|---------|------------|--------|----------------|-------|-------------|
|                    | Endorsement Type     | Advanced |         | Proficient |         | Developing |        | Below Standard |       | Grand Total |
|                    |                      | N        | %       | N          | %       | N          | %      | N              | %     | N           |
|                    | Elementary           | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 0        | 0.00%   | 10         | 90.91%  | 1          | 9.09%  | 0              | 0.00% | 11          |
| Standard 6.2       | Content Endorsements | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 1        | 20.00%  | 2          | 40.00%  | 2          | 40.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 1        | 9.09%   | 8          | 72.73%  | 2          | 18.18% | 0              | 0.00% | 11          |
| Standard 7.1       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 40.00%  | 3          | 60.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 2        | 18.18%  | 6          | 54.55%  | 3          | 27.27% | 0              | 0.00% | 11          |
| Standard 8.1       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 0        | 0.00%   | 2          | 40.00%  | 3          | 60.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 2        | 18.18%  | 6          | 54.55%  | 3          | 27.27% | 0              | 0.00% | 11          |
| Standard 8.2       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 0        | 0.00%   | 4          | 80.00%  | 1          | 20.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 2        | 18.18%  | 8          | 72.73%  | 1          | 9.09%  | 0              | 0.00% | 11          |
| Standard 8.3       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 1        | 20.00%  | 3          | 60.00%  | 1          | 20.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 0        | 0.00%   | 2          | 100.00% | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 3        | 27.27%  | 7          | 63.64%  | 1          | 9.09%  | 0              | 0.00% | 11          |
| Standard 9.1       | Content Endorsements | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Early Childhood      | 2        | 40.00%  | 2          | 40.00%  | 1          | 20.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 1        | 50.00%  | 1          | 50.00%  | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Middle Grades        | 2        | 100.00% | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%   | 0          | 0.00%  | 0              | 0.00% | 0           |
|                    | Total                | 6        | 54.55%  | 4          | 36.36%  | 1          | 9.09%  | 0              | 0.00% | 11          |



| PERU STATE COLLEGE |                      |          |         |            |        |            |       |                |       |             |
|--------------------|----------------------|----------|---------|------------|--------|------------|-------|----------------|-------|-------------|
|                    | Endorsement Type     | Advanced |         | Proficient |        | Developing |       | Below Standard |       | Grand Total |
|                    |                      | N        | %       | N          | %      | N          | %     | N              | %     | N           |
| Standard 10.1      | Content Endorsements | 1        | 50.00%  | 1          | 50.00% | 0          | 0.00% | 0              | 0.00% | 2           |
|                    | Early Childhood      | 2        | 40.00%  | 3          | 60.00% | 0          | 0.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 1        | 50.00%  | 1          | 50.00% | 0          | 0.00% | 0              | 0.00% | 2           |
|                    | Middle Grades        | 2        | 100.00% | 0          | 0.00%  | 0          | 0.00% | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%  | 0          | 0.00% | 0              | 0.00% | 0           |
|                    | Total                | 6        | 54.55%  | 5          | 45.45% | 0          | 0.00% | 0              | 0.00% | 11          |
| Standard 10.2      | Content Endorsements | 1        | 50.00%  | 1          | 50.00% | 0          | 0.00% | 0              | 0.00% | 2           |
|                    | Early Childhood      | 2        | 40.00%  | 3          | 60.00% | 0          | 0.00% | 0              | 0.00% | 5           |
|                    | Elementary           | 1        | 50.00%  | 1          | 50.00% | 0          | 0.00% | 0              | 0.00% | 2           |
|                    | Middle Grades        | 2        | 100.00% | 0          | 0.00%  | 0          | 0.00% | 0              | 0.00% | 2           |
|                    | Special Education    | 0        | 0.00%   | 0          | 0.00%  | 0          | 0.00% | 0              | 0.00% | 0           |
|                    | Total                | 6        | 54.55%  | 5          | 45.45% | 0          | 0.00% | 0              | 0.00% | 11          |

Figure 4. Average Responses (Principals)

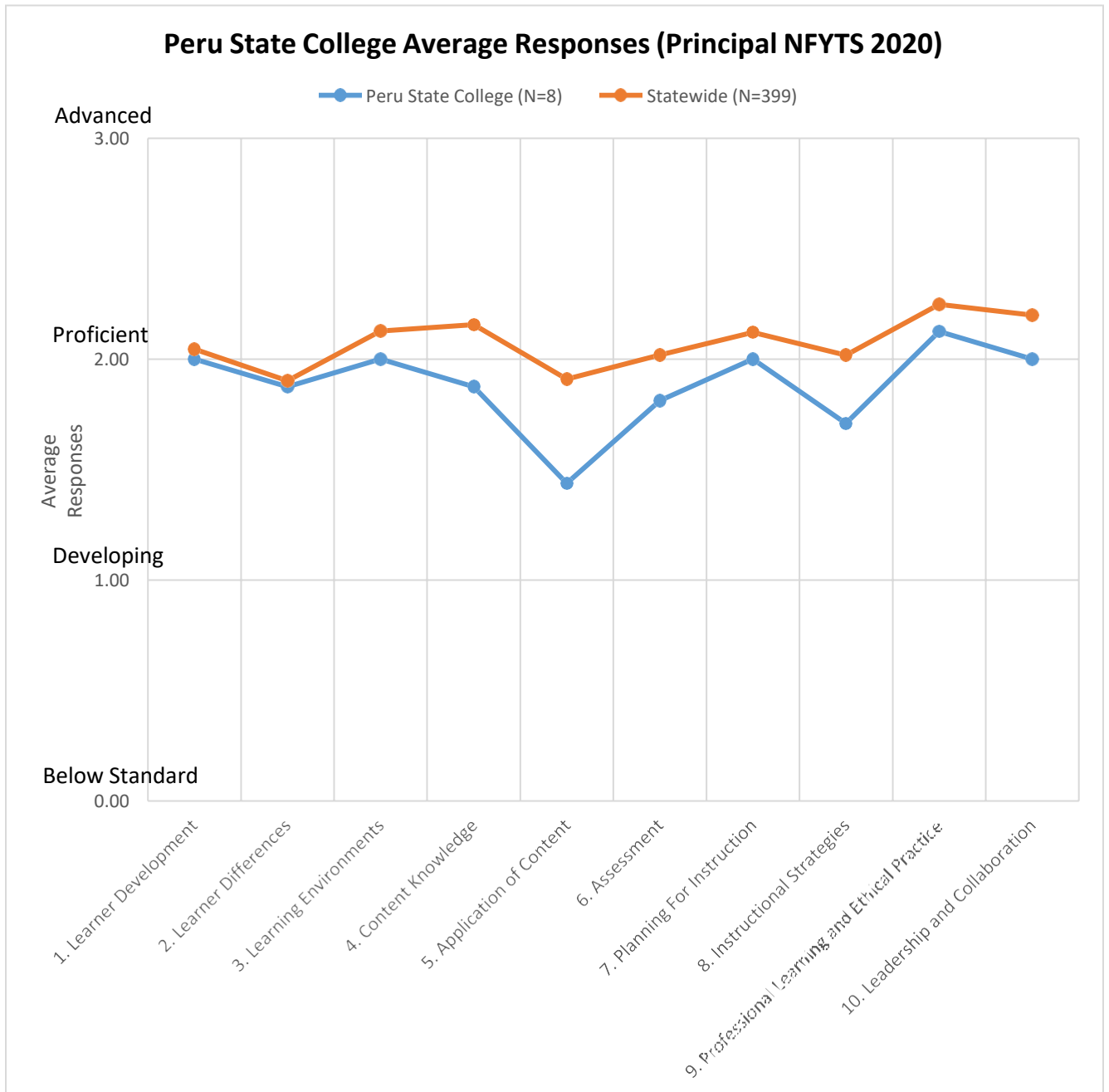


Figure 5. Average Responses (Teachers)

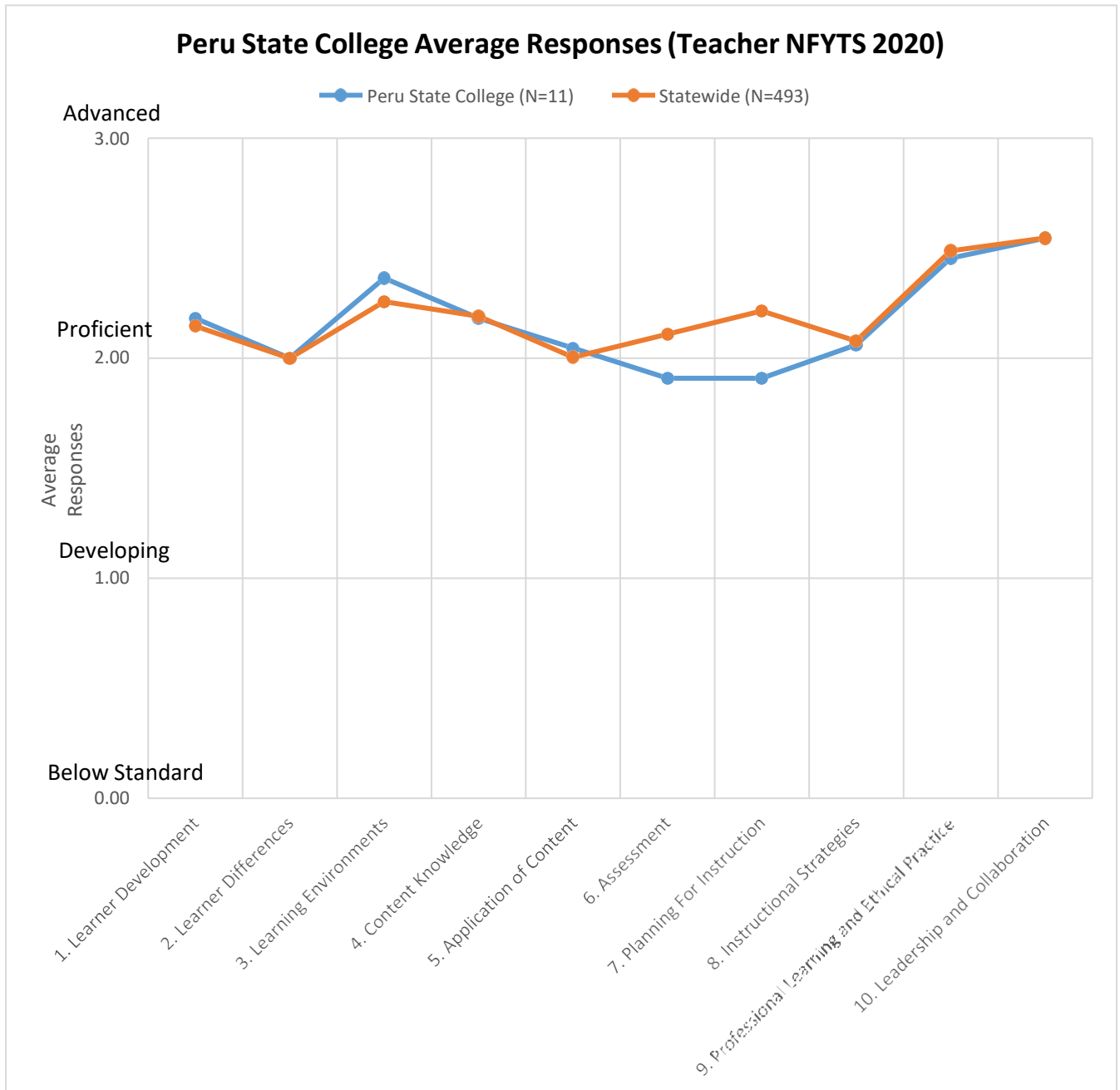


Figure 6. Average Responses by Endorsement Type (Principals)

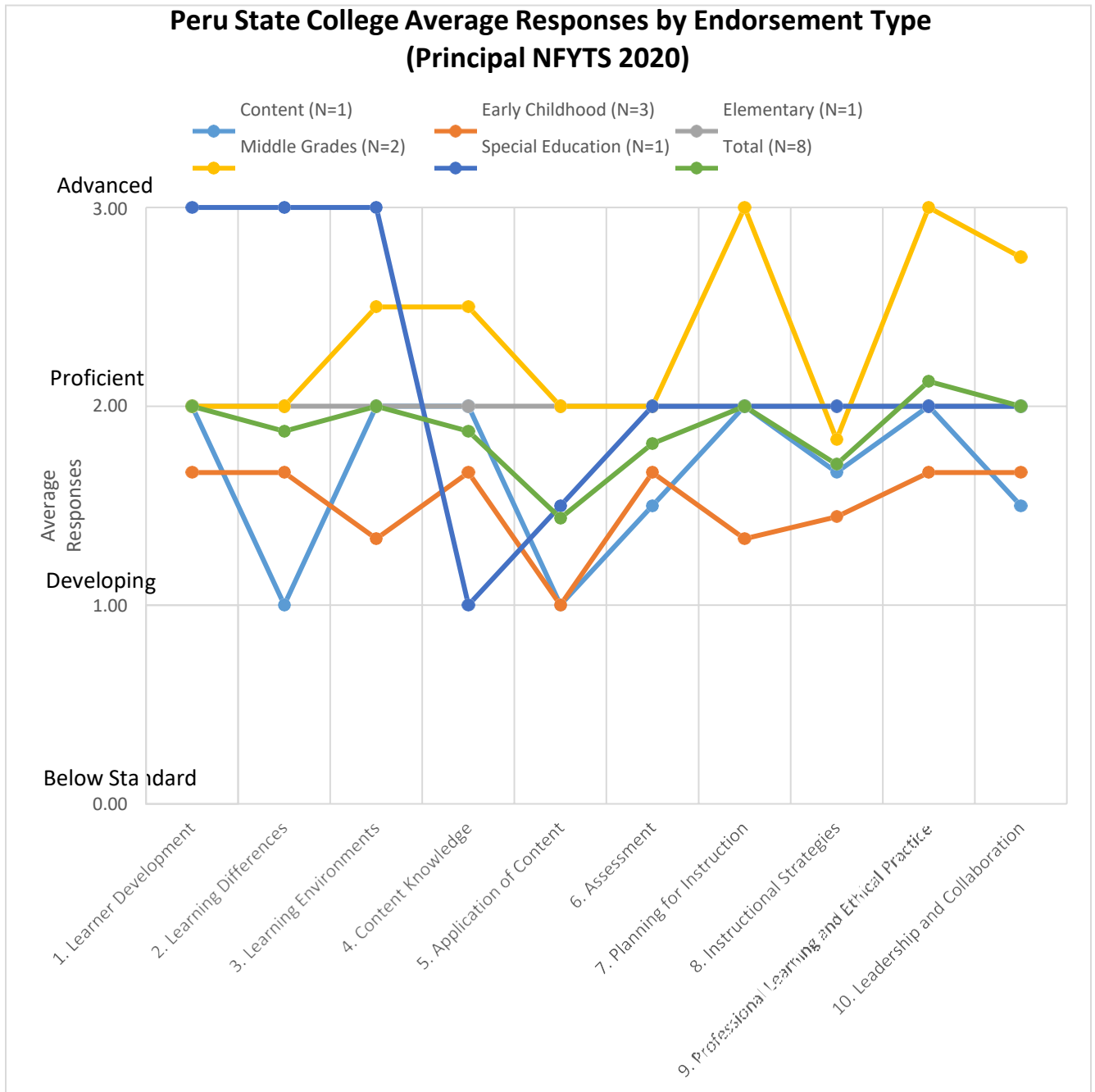


Figure 7. Average Responses by Endorsement Type (Teachers)

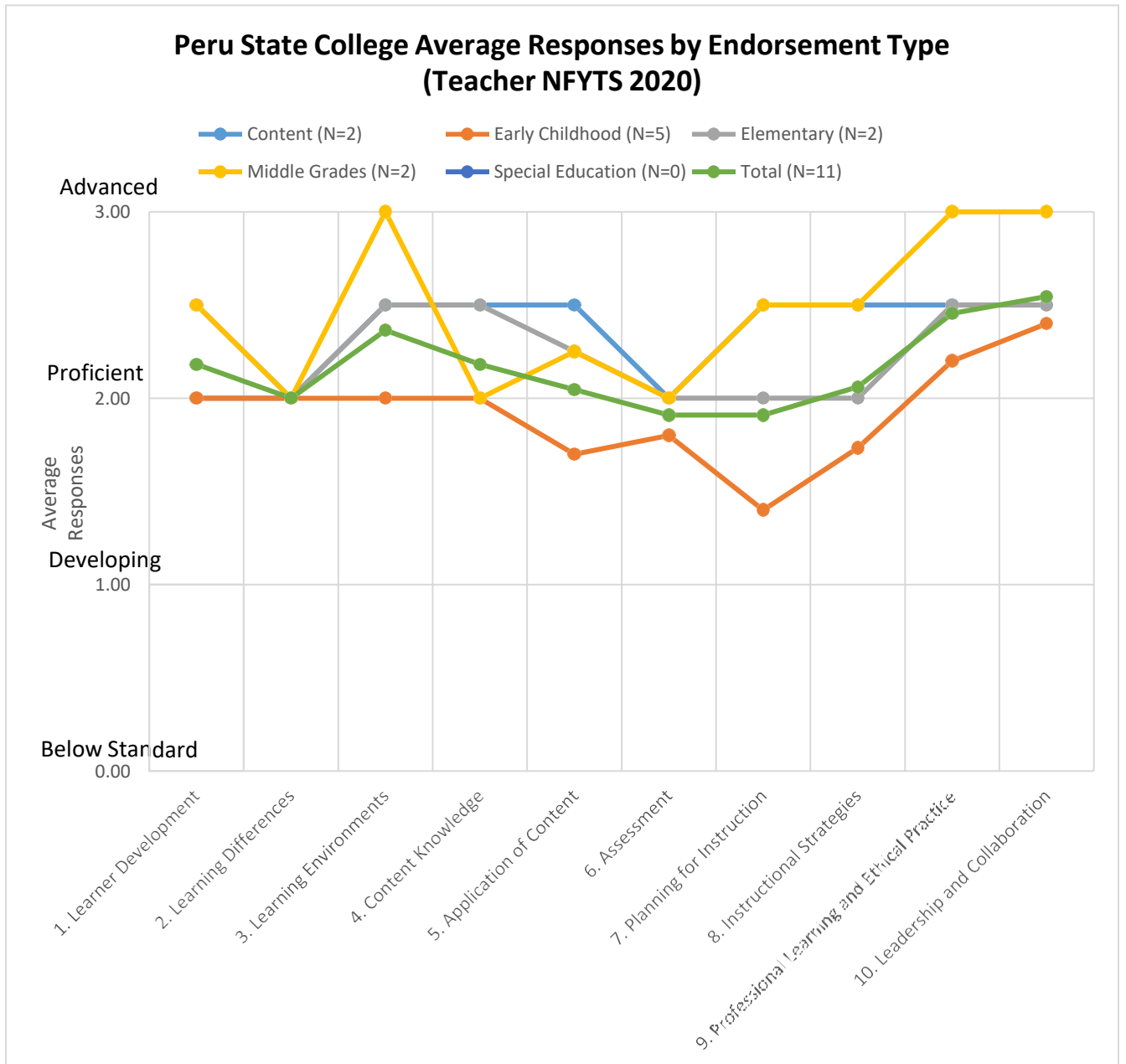


Figure 8. Impact on Student Learning (Principals)

|   | Highly Effective | Moderately Effective | Somewhat Effective | Ineffective |
|---|------------------|----------------------|--------------------|-------------|
| Based upon the performance of this first year teacher, how would you rate his/her impact on student learning? | 4                | 4                    | 0                  | 0           |

Figure 9. Impact on Student Learning (Teachers)

|  | Highly Effective | Moderately Effective | Somewhat Effective | Ineffective |
|--|------------------|----------------------|--------------------|-------------|
| Based upon your performance as a first year teacher, how would you rate your impact on student learning? | 5                | 5                    | 1                  | 0           |

Figure 10. Continuing Employment Responses (Principals)

|  | YES | NO |
|--|-----|----|
| Would you consider this teacher effectively prepared for continuing employment in your district? | 8   | 0  |

Figure 11. Preparedness Responses (Teachers)

|   | YES | NO |
|---|-----|----|
| Do you believe you were prepared to be an effective first year teacher? | 10  | 1  |