Included in this survey: graduating classes of 2018, 2017, 2016
N = 110

Based on your experience with this teacher, what best describes the extent to which he/she was ready to meet the needs of students in your school?

Fully Ready (immediately impactful with students)	Mostly Ready (able to successfully meet the needs of most students)	Moderately Ready (needed additional support, training, and coaching to be successful)	Minimally Ready (limited success meeting the needs of students and improving outcomes)	Not Ready (unable to meet the needs of students)
60	33	14	2	1

Please respond to the following items.

	Exemplary	Proficient	Developing Needs Improvement	Unacceptable	Unable to Assess
The teacher demonstrates an understanding of the curriculum, subject content, and the developmental needs of the students by providing relevant learning experiences.	48	59	3	-	-
The teacher plans using the Virginia Standards of Learning, the school's curriculum, effective strategies, resources, and data to meet the needs of all students.	47	48	3	-	12
The teacher effectively engages students in learning by using a variety of instructional strategies in order to meet individual learning needs.	48	52	10	-	-

	Exemplary	Proficient	Developing Needs Improvement	Unacceptable	Unable to Assess
The teacher systematically gathers, analyzes, and uses all relevant data to measure student academic progress, guide instructional content and delivery methods, and provide timely feedback to both students and parents throughout the year.	44	53	10	1	2
The teacher uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning.	63	27	18	2	-
The teacher maintains a commitment to professional ethics, communicates effectively, and takes responsibility for and participates in professional growth that results in enhanced student learning.	68	37	4	1	-
The work of the teacher results in acceptable, measurable, and appropriate student academic progress.	46	59	4	1	-
The teacher selects technologies, informed by research, to promote learning for all students.	44	59	3	-	4
The teacher integrates technology into instructional materials.	42	59	4	-	5
The teacher brings multiple perspectives to instruction, including the learners' personal, family, and community experiences / norms.	51	45	11	1	2
The teacher integrates diverse language and cultures into instruction to promote the value of multilingual / multicultural perspectives.	36	46	19	1	8
The teacher collaborates with the learning community to meet the needs of all learners and contribute to a supportive culture.	50	53	7	-	-
The teacher uses assessment results to inform and adjust practice.	43	59	5	1	2
The teacher engages in reflective practice.	57	49	3	1	-

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

	N/A	Top 1%	Top 10%	Top 25%	Typical	Bottom 50%
Implements well-structured lessons	-	14	41	25	26	4
Makes adjustments to practice based on assessment data	-	15	35	29	29	2
Meets the diverse needs of learners within the classroom, including English Language Learners and students with special needs	-	16	41	20	28	5
Maintains an academic learning environment where students are unafraid to take academic risks	-	24	39	21	21	5
Consistently enforces high expectations for all students	-	24	37	22	18	9
Uses self-reflection to improve practice	-	31	44	19	15	1