

2017-2018 ALACTE Survey For Employers of New Teachers

Q1. What is the name of the teacher you are rating?

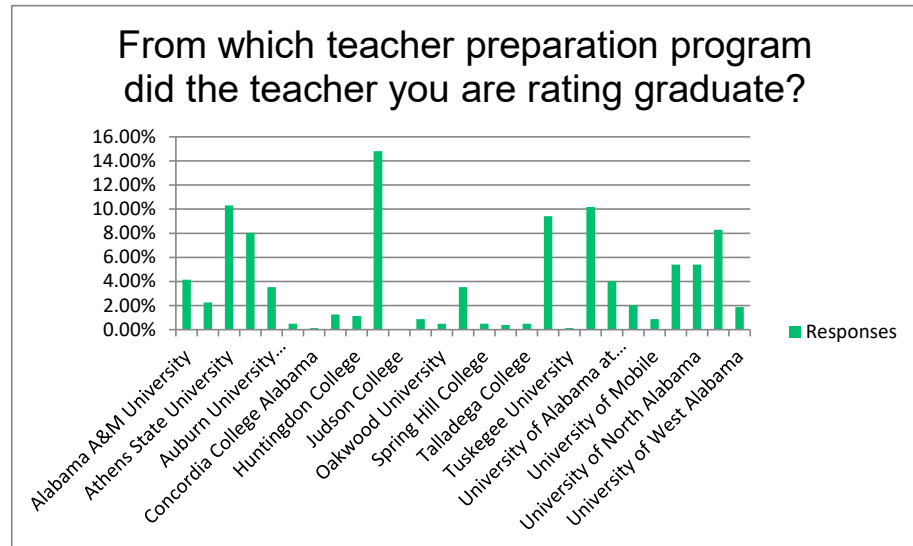
Answered 918

Skipped 6

2017-2018 ALACTE Survey For Employers of New Teachers

Q2. From which teacher preparation program did the teacher you are rating graduate?

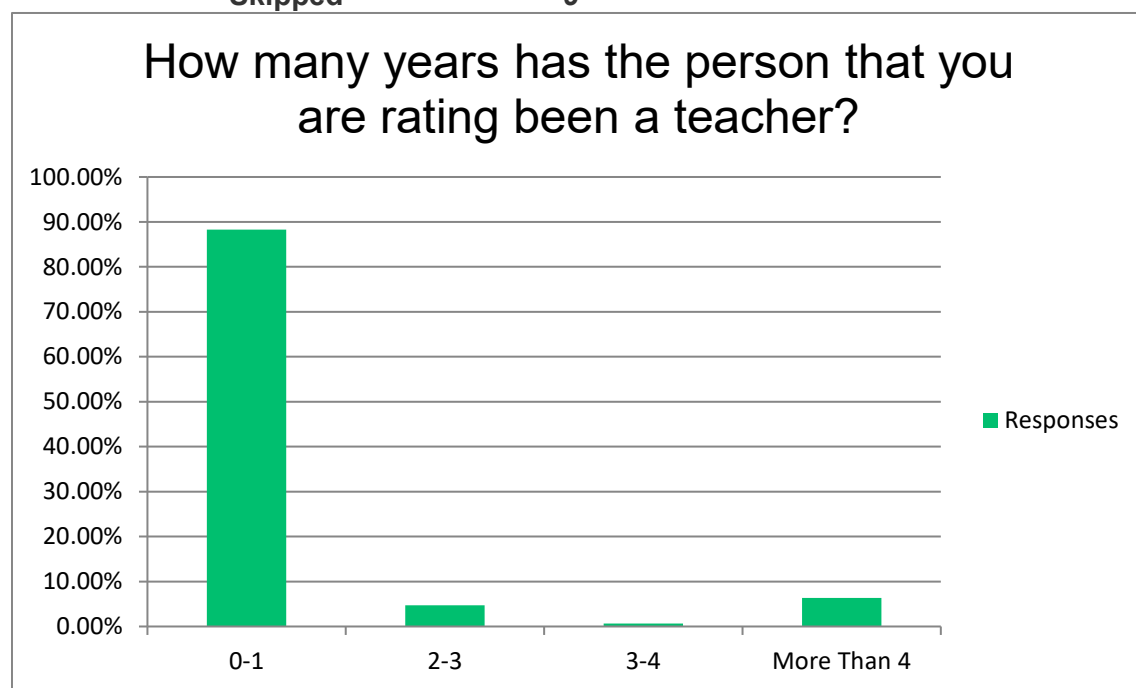
Answer Choices	Responses	
Alabama A&M University	4.15%	33
Alabama State University	2.26%	18
Athens State University	10.30%	82
Auburn University	8.04%	64
Auburn University Montgomery	3.52%	28
Birmingham-Southern College	0.50%	4
Concordia College Alabama	0.13%	1
Faulkner University	1.26%	10
Huntingdon College	1.13%	9
Jacksonville State University	14.82%	118
Judson College	0.00%	0
Miles College	0.88%	7
Oakwood University	0.50%	4
Samford University	3.52%	28
Spring Hill College	0.50%	4
Stillman College	0.38%	3
Talladega College	0.50%	4
Troy University	9.42%	75
Tuskegee University	0.13%	1
University of Alabama	10.18%	81
University of Alabama at Birmingham	4.02%	32
University of Alabama in Huntsville	2.01%	16
University of Mobile	0.88%	7
University of Montevallo	5.40%	43
University of North Alabama	5.40%	43
University of South Alabama	8.29%	66
University of West Alabama	1.88%	15
Answered		796
Skipped		128



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Q3. How many years has the person that you are rating been a teacher?

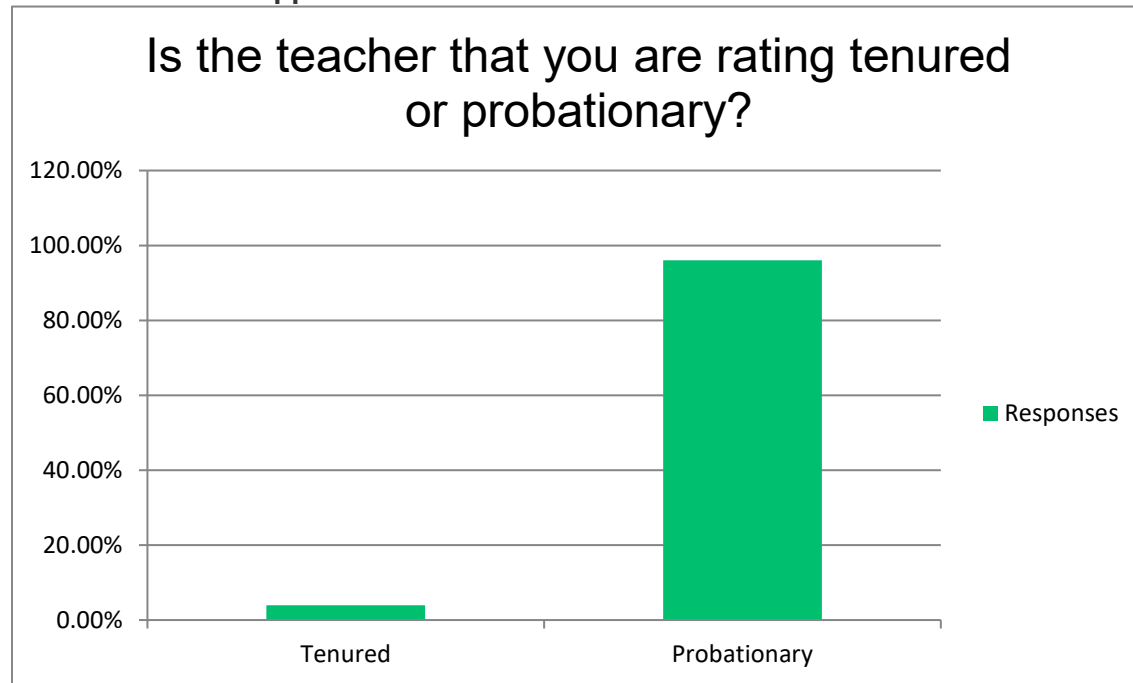
Answer Choices	Responses	
0-1	88.31%	808
2-3	4.70%	43
3-4	0.66%	6
More Than 4	6.34%	58
Answered	915	
Skipped	9	



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Q4. Is the teacher that you are rating tenured or probationary?

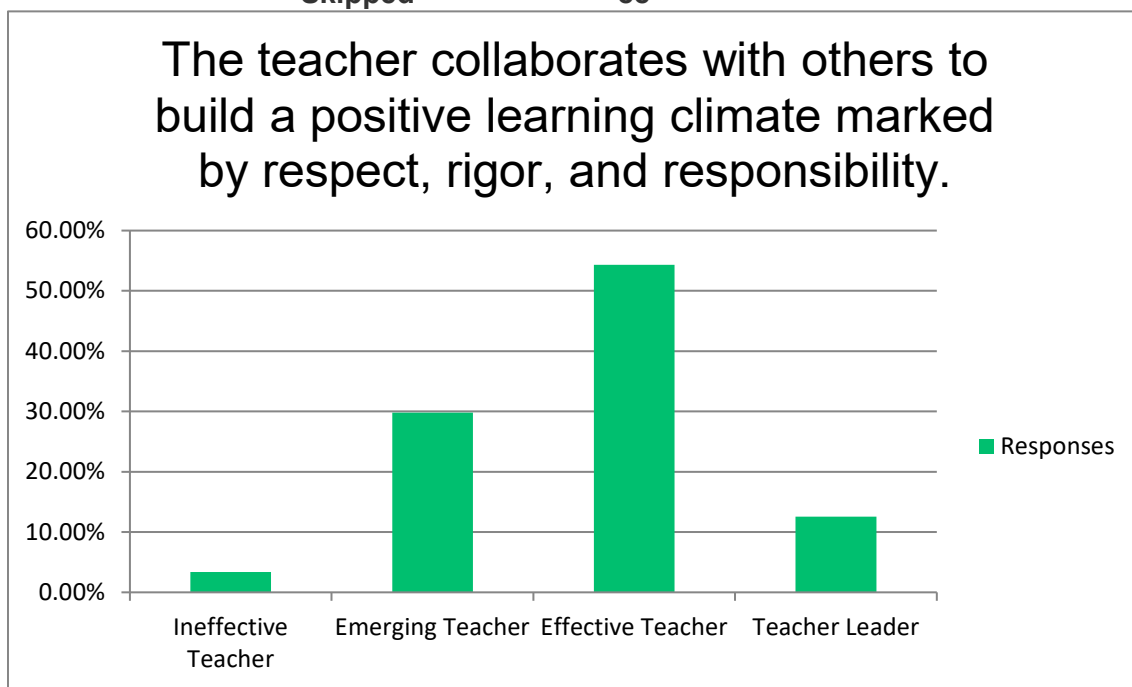
Answer Choices	Responses	
Tenured	3.96%	36
Probationary	96.04%	874
Answered		910
Skipped		14



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Q5. The teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility.

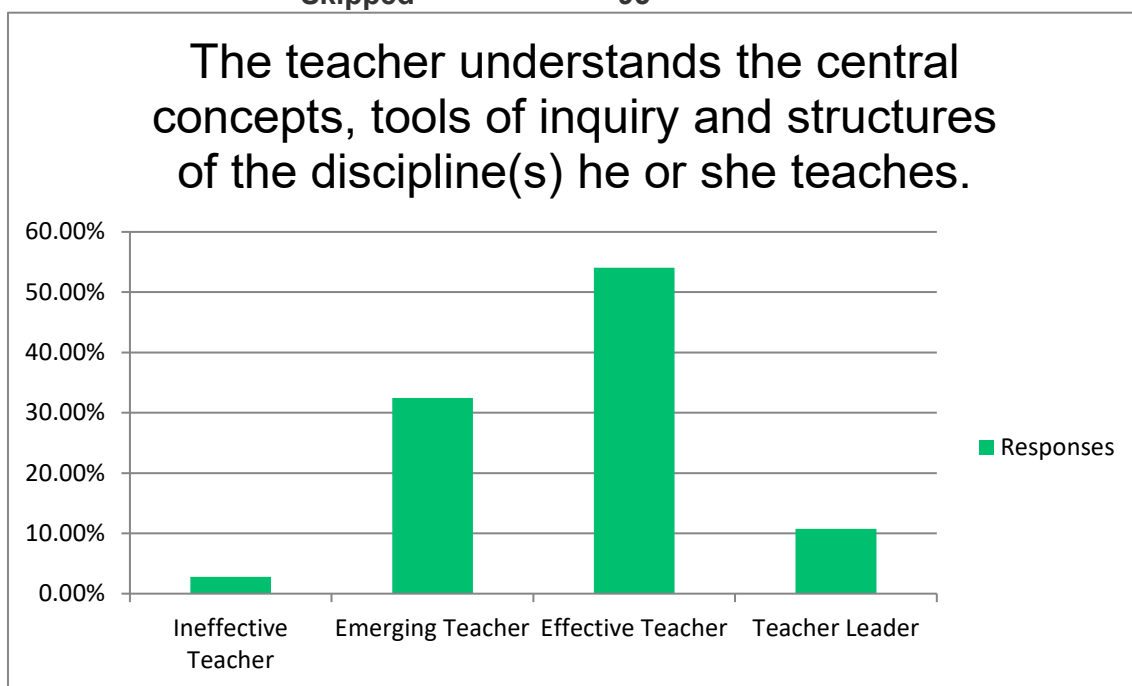
Answer Choices	Responses	
Ineffective Teacher	3.35%	28
Emerging Teacher	29.78%	249
Effective Teacher	54.31%	454
Teacher Leader	12.56%	105
	Answered	836
	Skipped	88



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Q6. The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches.

Answer Choices	Responses	
Ineffective Teacher	2.77%	23
Emerging Teacher	32.45%	269
Effective Teacher	54.04%	448
Teacher Leader	10.74%	89
	Answered	829
	Skipped	95

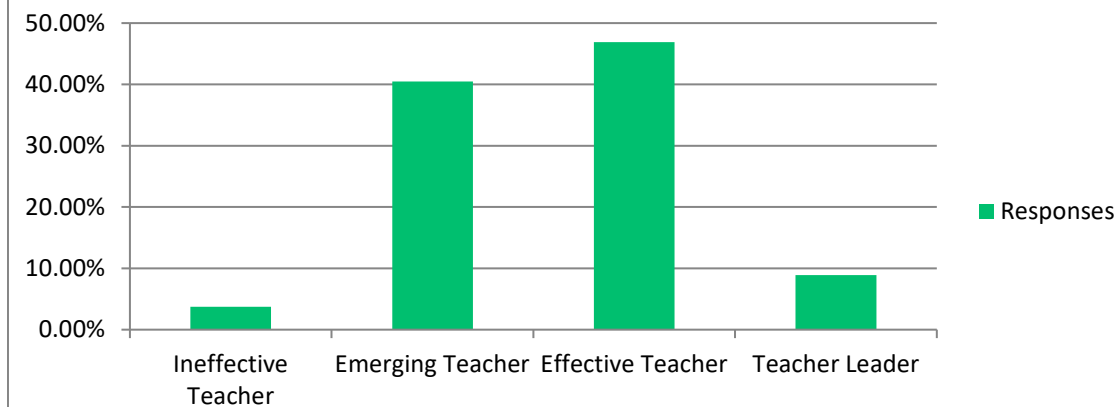


2017-2018 ALACTE Survey For Employers of New Teachers

Q7. The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues.

Answer Choices	Responses	
Ineffective Teacher	3.73%	31
Emerging Teacher	40.50%	337
Effective Teacher	46.88%	390
Teacher Leader	8.89%	74
	Answered	832
	Skipped	92

The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues.

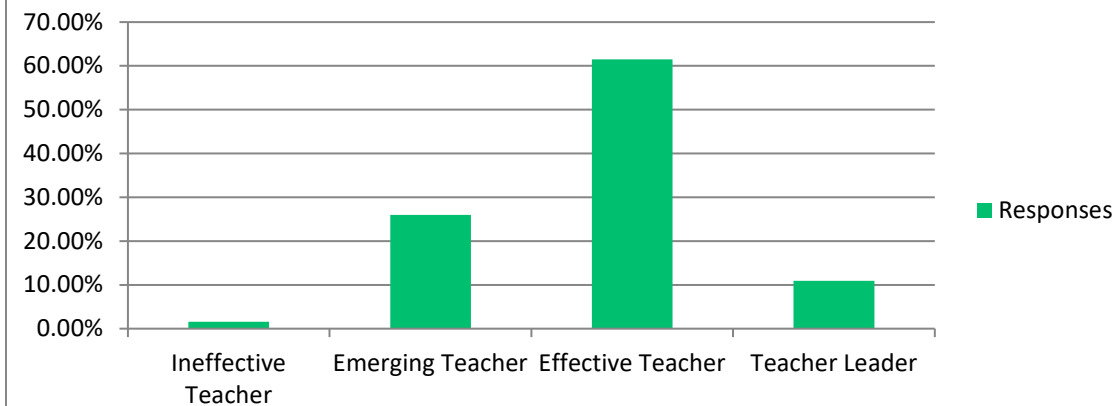


2017-2018 ALACTE Survey For Employers of New Teachers

Q8. The teacher implements assessments in an ethical manner and minimizes bias to enable learners to display the full extent of their learning.

Answer Choices	Responses	
Ineffective Teacher	1.56%	13
Emerging Teacher	25.99%	216
Effective Teacher	61.49%	511
Teacher Leader	10.95%	91
	Answered	831
	Skipped	93

The teacher implements assessments in an ethical manner and minimizes bias to enable learners to display the full extent of their learning.

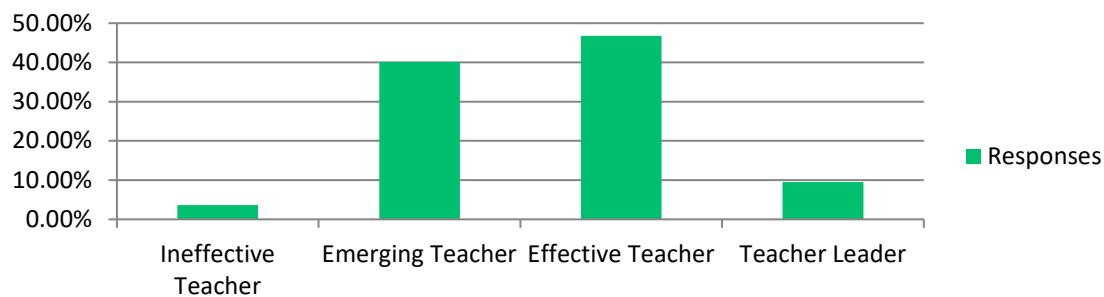


2017-2018 ALACTE Survey For Employers of New Teachers

Q9. The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills.

Answer Choices	Responses	
Ineffective Teacher	3.61%	30
Emerging Teacher	40.07%	333
Effective Teacher	46.81%	389
Teacher Leader	9.51%	79
	Answered	831
	Skipped	93

The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills.

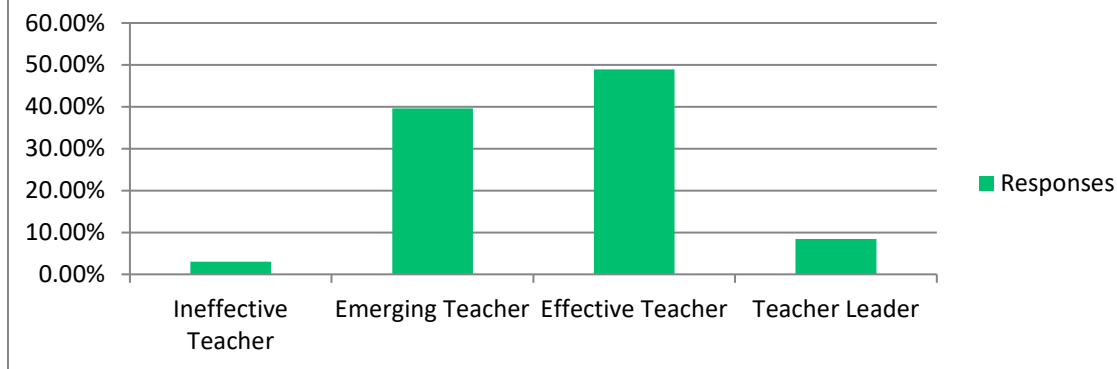


2017-2018 ALACTE Survey For Employers of New Teachers

Q10. The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student's learning needs.

Answer Choices	Responses	
Ineffective Teacher	3.01%	25
Emerging Teacher	39.64%	329
Effective Teacher	48.92%	406
Teacher Leader	8.43%	70
	Answered	830
	Skipped	94

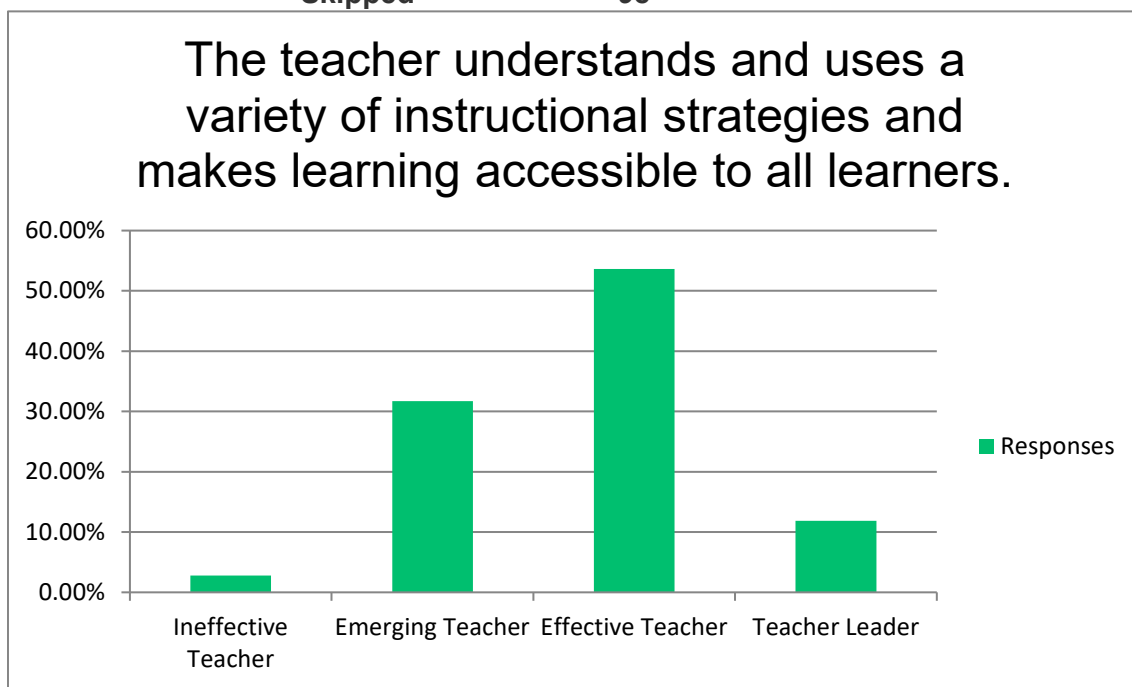
The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student's learning needs.



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Q11. The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners.

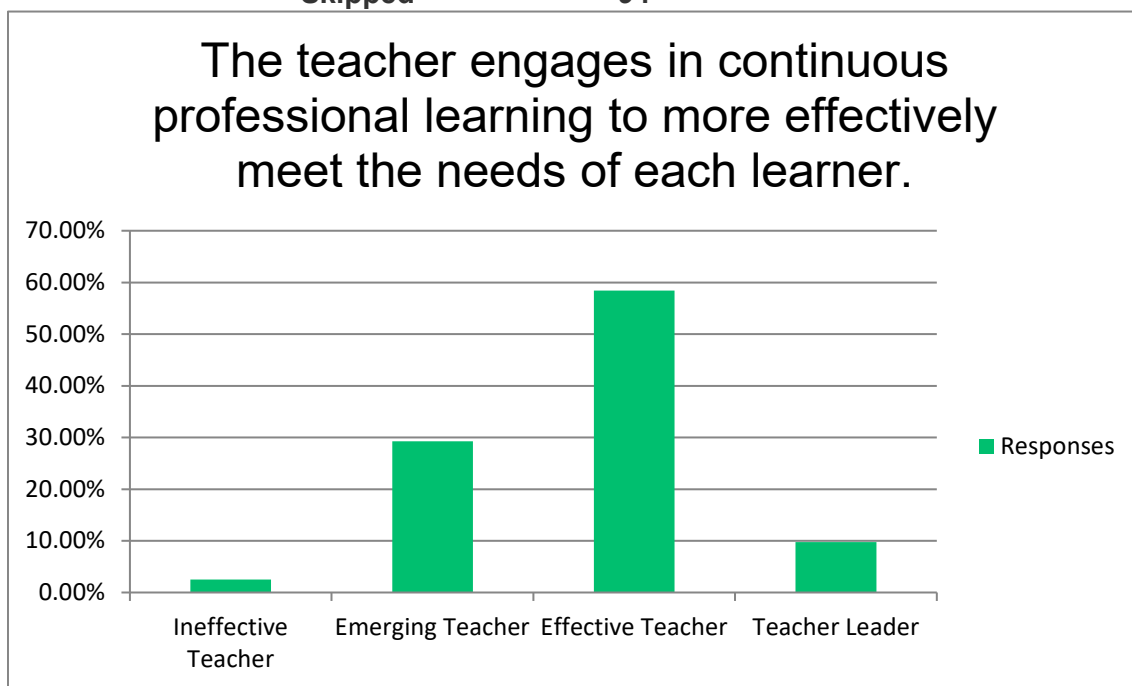
Answer Choices	Responses	
Ineffective Teacher	2.78%	23
Emerging Teacher	31.72%	262
Effective Teacher	53.63%	443
Teacher Leader	11.86%	98
	Answered	826
	Skipped	98



2017-2018 ALACTE Survey For Employers of New Teachers

Q12. The teacher engages in continuous professional learning to more effectively meet the needs of each learner.

Answer Choices	Responses	
Ineffective Teacher	2.53%	21
Emerging Teacher	29.28%	243
Effective Teacher	58.43%	485
Teacher Leader	9.76%	81
	Answered	830
	Skipped	94

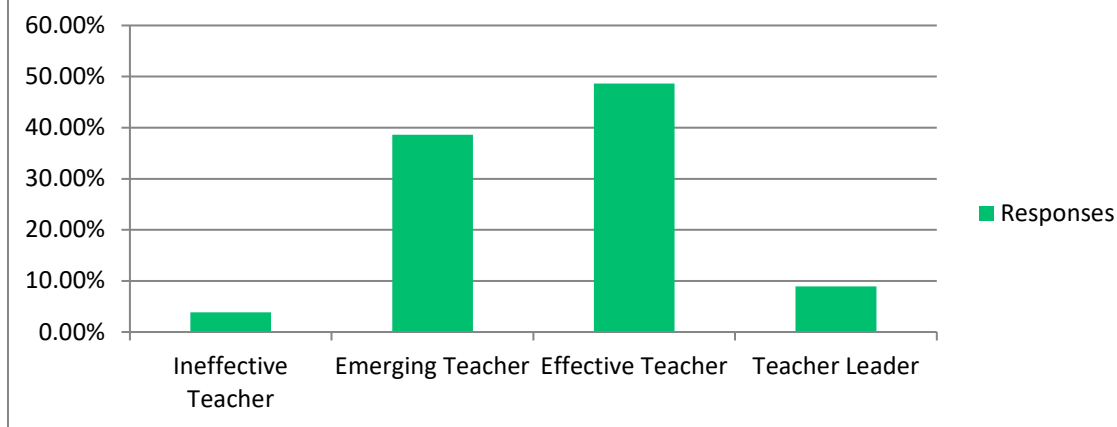


2017-2018 ALACTE Survey For Employers of New Teachers

Q13. The teacher uses evidence to continually evaluate the effects of his/her decisions on others and adapts professional practices to better meet learners' needs.

Answer Choices	Responses	
Ineffective Teacher	3.85%	32
Emerging Teacher	38.63%	321
Effective Teacher	48.62%	404
Teacher Leader	8.90%	74
	Answered	831
	Skipped	93

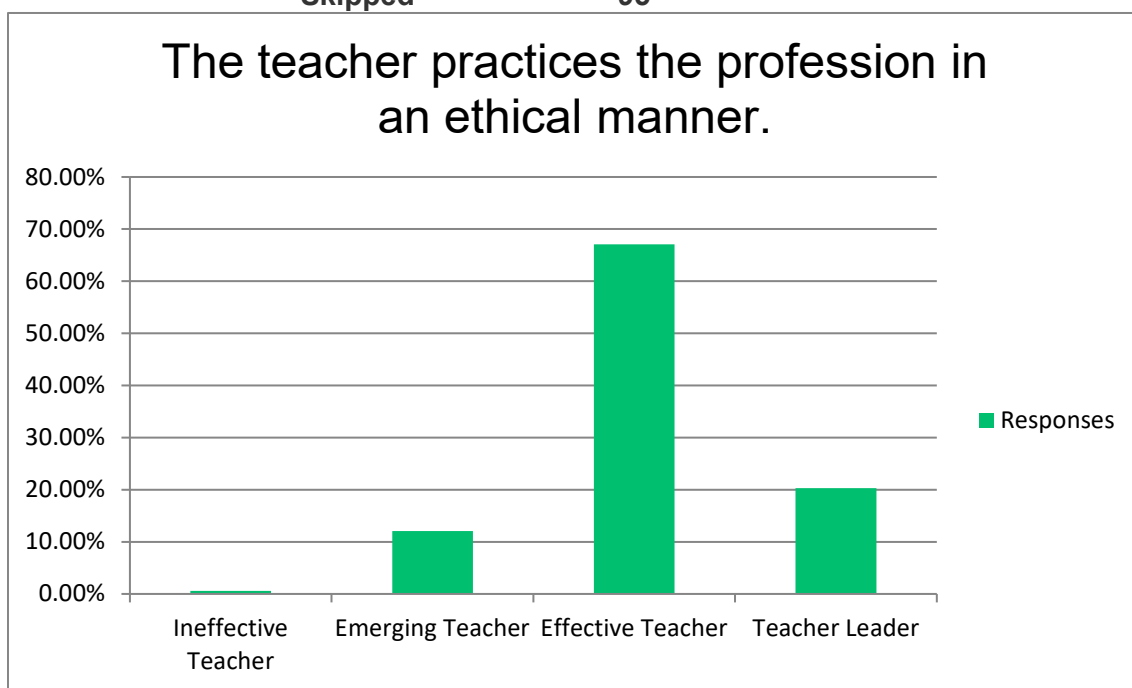
The teacher uses evidence to continually evaluate the effects of his/her decisions on others and adapts professional practices to better meet learners' needs.



2017-2018 ALACTE Survey For Employers of New Teachers

Q14. The teacher practices the profession in an ethical manner.

Answer Choices	Responses	
Ineffective Teacher	0.60%	5
Emerging Teacher	12.06%	100
Effective Teacher	67.07%	556
Teacher Leader	20.27%	168
Answered		829
Skipped		95

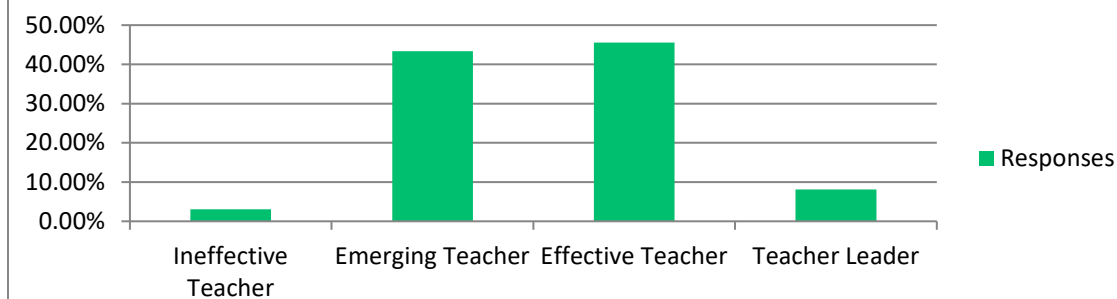


2017-2018 ALACTE Survey For Employers of New Teachers

Q15. The teacher uses understanding of how learners grow and develop (in cognitive, linguistic, social, emotional, and physical areas) to design and implement developmentally appropriate and challenging learning experiences.

Answer Choices	Responses	
Ineffective Teacher	3.03%	25
Emerging Teacher	43.34%	358
Effective Teacher	45.52%	376
Teacher Leader	8.11%	67
	Answered	826
	Skipped	98

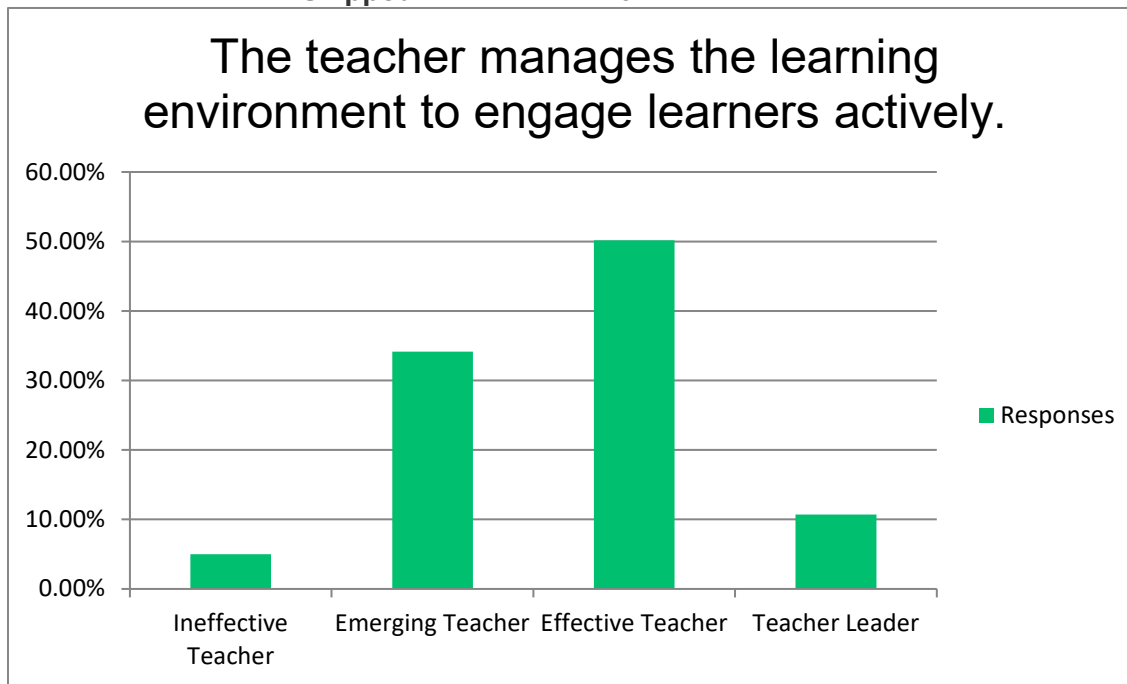
The teacher uses understanding of how learners grow and develop (in cognitive, linguistic, social, emotional, and physical areas) to design and implement developmentally appropriate and challenging learning experiences.



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Q16. The teacher manages the learning environment to engage learners actively.

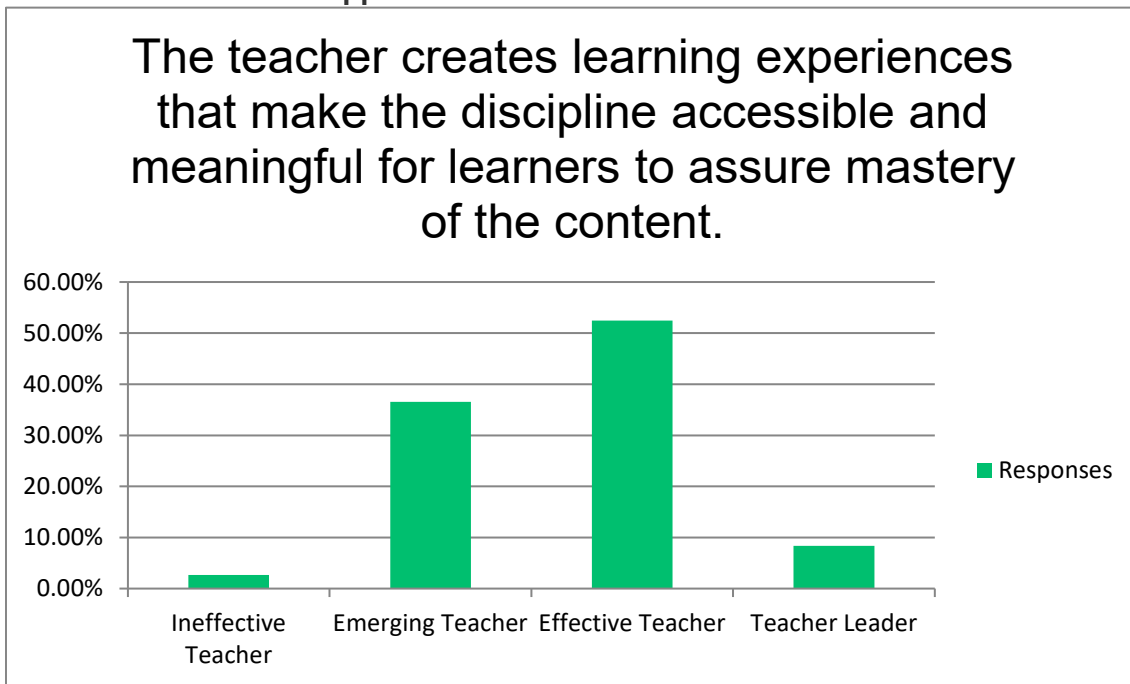
Answer Choices	Responses	
Ineffective Teacher	4.98%	41
Emerging Teacher	34.14%	281
Effective Teacher	50.18%	413
Teacher Leader	10.69%	88
Answered		823
Skipped		101



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Q17. The teacher creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content.

Answer Choices	Responses	
Ineffective Teacher	2.66%	22
Emerging Teacher	36.52%	302
Effective Teacher	52.48%	434
Teacher Leader	8.34%	69
Answered		827
Skipped		97

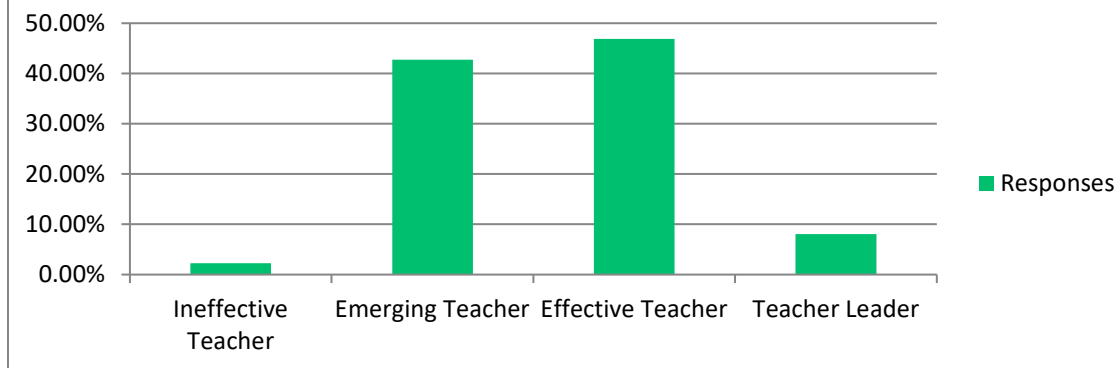


2017-2018 ALACTE Survey For Employers of New Teachers

Q18. The teacher uses, designs, or adapts multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives.

Answer Choices	Responses	
Ineffective Teacher	2.29%	19
Emerging Teacher	42.77%	355
Effective Teacher	46.87%	389
Teacher Leader	8.07%	67
	Answered	830
	Skipped	94

The teacher uses, designs, or adapts multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives.

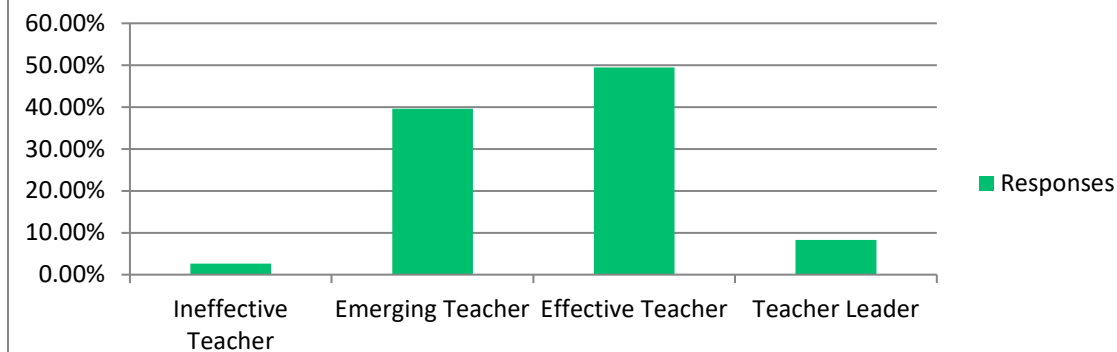


2017-2018 ALACTE Survey For Employers of New Teachers

Q19. The teacher encourages learners to develop deep understanding of content areas, makes connections across content, and applies content knowledge in meaningful ways.

Answer Choices	Responses	
Ineffective Teacher	2.65%	22
Emerging Teacher	39.59%	329
Effective Teacher	49.46%	411
Teacher Leader	8.30%	69
	Answered	831
	Skipped	93

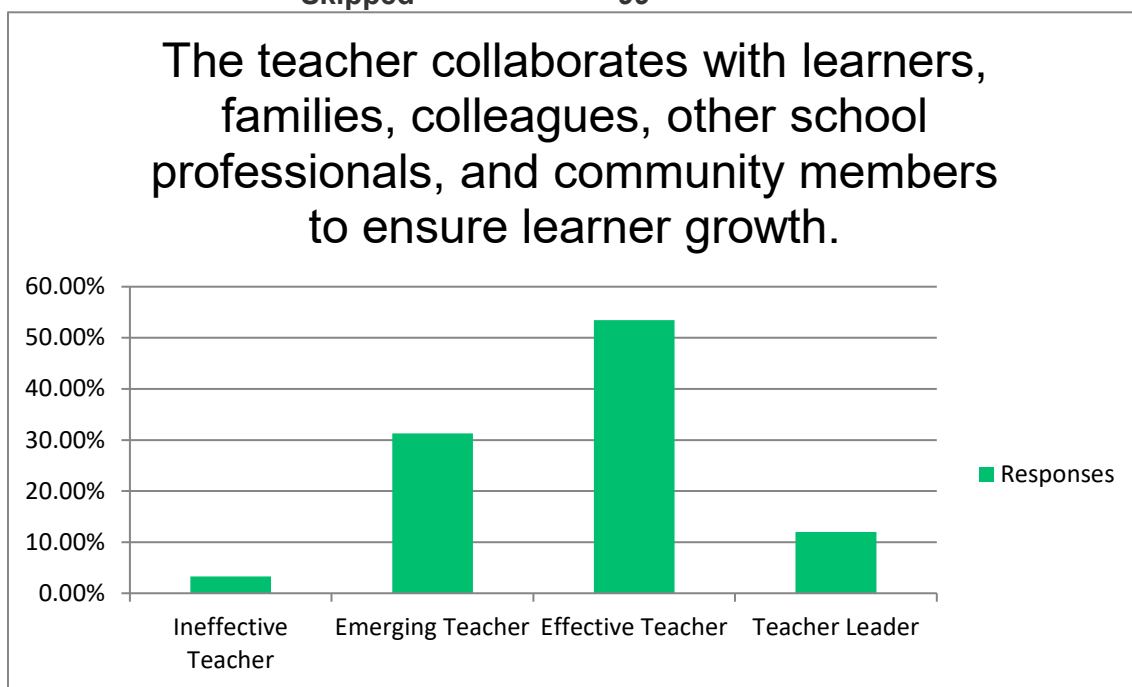
The teacher encourages learners to develop deep understanding of content areas, makes connections across content, and applies content knowledge in meaningful ways.



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Q20. The teacher collaborates with learners, families, colleagues, other school professionals, and community members to ensure learner growth.

Answer Choices	Responses	
Ineffective Teacher	3.27%	27
Emerging Teacher	31.27%	258
Effective Teacher	53.45%	441
Teacher Leader	12.00%	99
	Answered	825
	Skipped	99

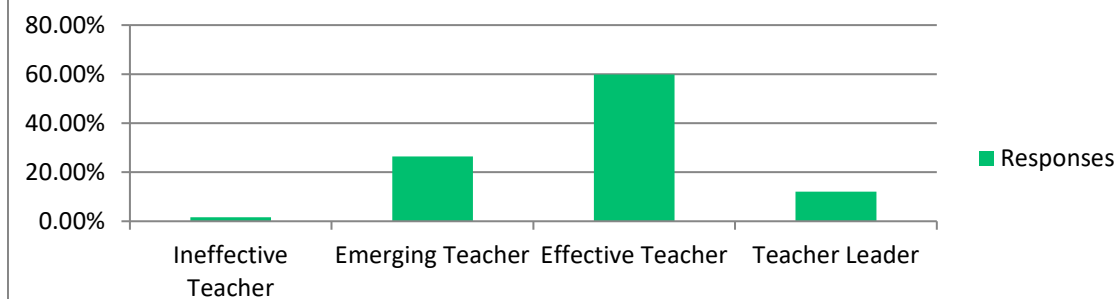


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the NASDTEC Model Code of Ethics for Educators, (MCEE), professional standards of practice, and relevant law and policy.

Answer Choices	Responses	
Ineffective Teacher	1.69%	14
Emerging Teacher	26.45%	219
Effective Teacher	59.78%	495
Teacher Leader	12.08%	100
	Answered	828
	Skipped	96

The teacher understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model Code of Ethics for Educators, (MCEE), professional standards of practice, and relevant law...

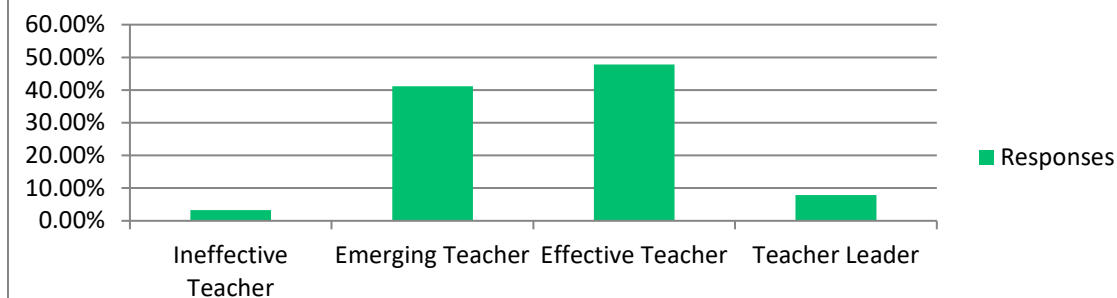


2017-2018 ALACTE Survey For Employers of New Teachers

Q22. The teacher uses understanding of learners' commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards.

Answer Choices	Responses	
Ineffective Teacher	3.26%	27
Emerging Teacher	41.13%	341
Effective Teacher	47.77%	396
Teacher Leader	7.84%	65
	Answered	829
	Skipped	95

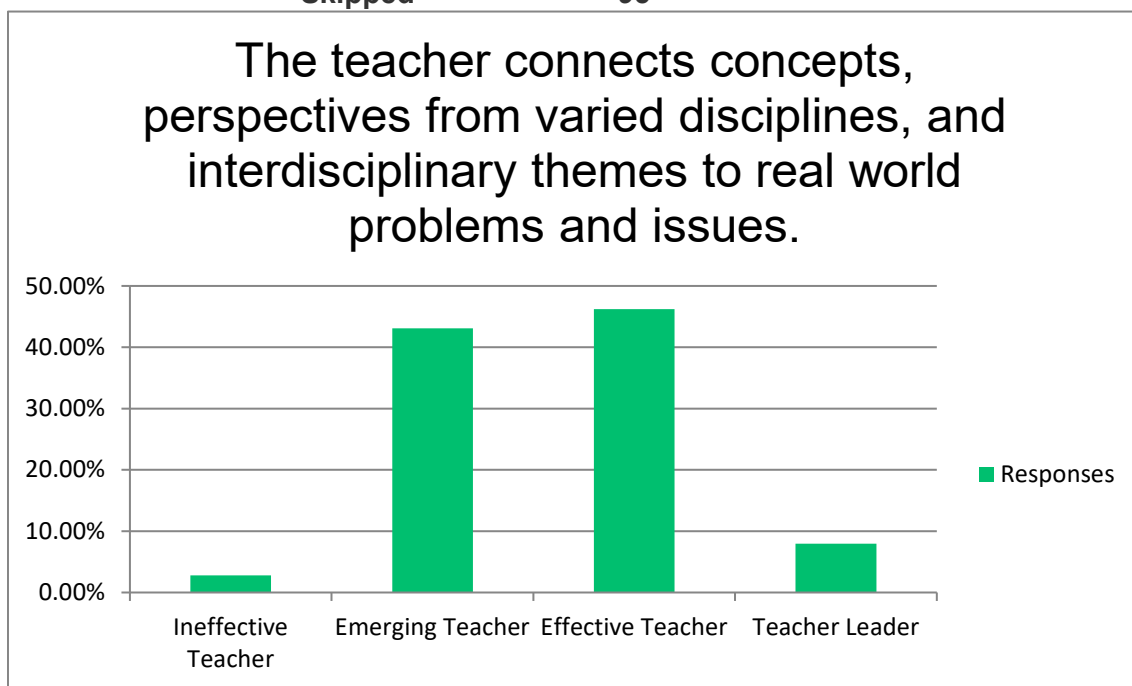
The teacher uses understanding of learners' commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards.



2017-2018 ALACTE Survey For Employers of New Teachers

Q23. The teacher connects concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues.

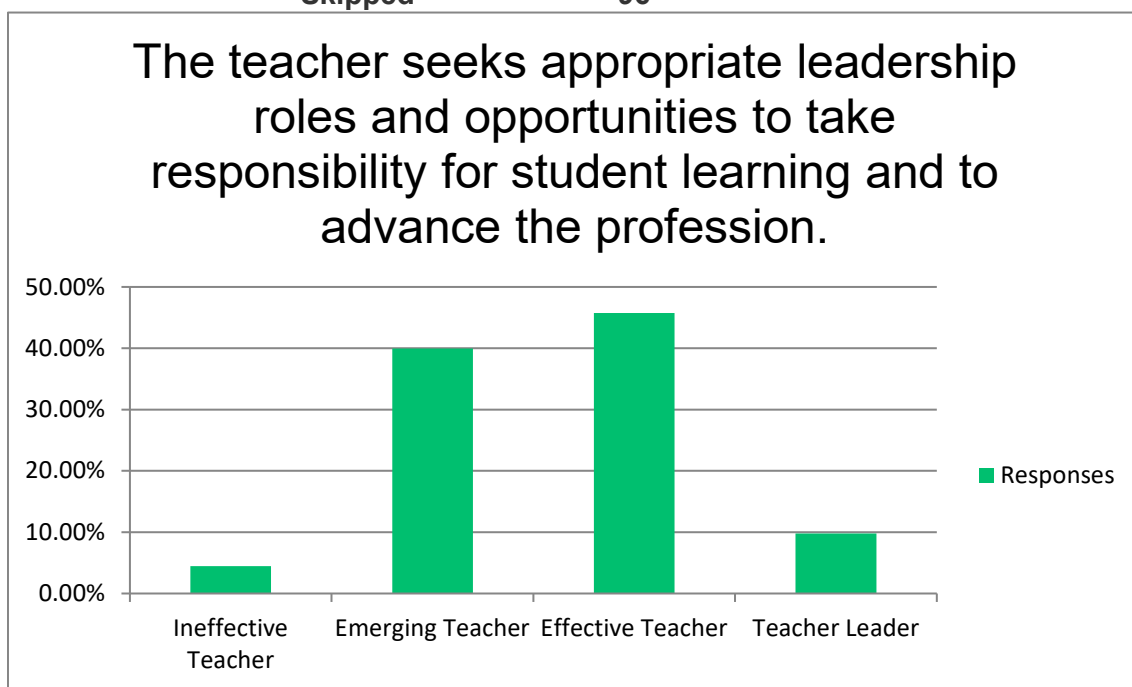
Answer Choices	Responses	
Ineffective Teacher	2.77%	23
Emerging Teacher	43.06%	357
Effective Teacher	46.20%	383
Teacher Leader	7.96%	66
Answered		829
Skipped		95



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Q24. The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning and to advance the profession.

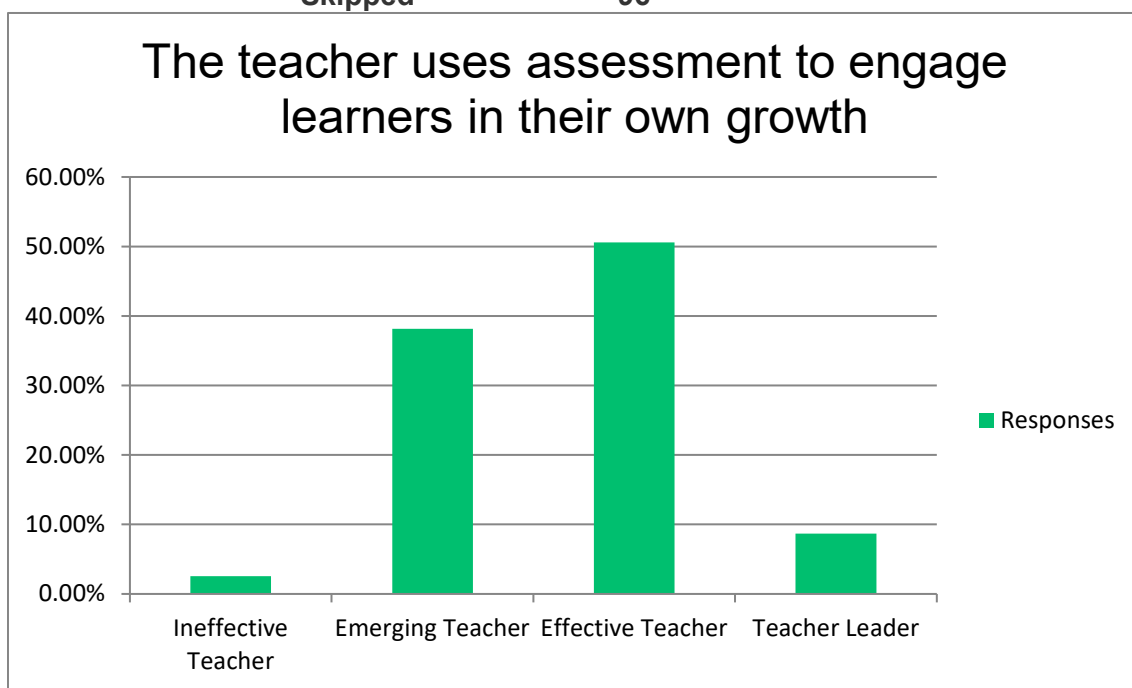
Answer Choices	Responses	
Ineffective Teacher	4.47%	37
Emerging Teacher	39.98%	331
Effective Teacher	45.77%	379
Teacher Leader	9.78%	81
Answered		828
Skipped		96



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Q25. The teacher uses assessment to engage learners in their own growth.

Answer Choices	Responses	
Ineffective Teacher	2.54%	21
Emerging Teacher	38.16%	316
Effective Teacher	50.60%	419
Teacher Leader	8.70%	72
Answered		828
Skipped		96

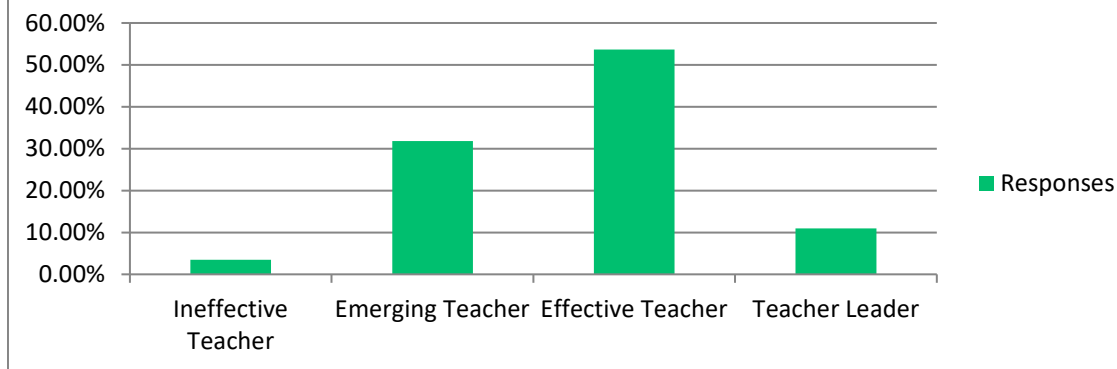


2017-2018 ALACTE Survey For Employers of New Teachers

Q26. The teacher plans instruction by collaborating with colleagues, specialists, community resources, families and learners meet to individual learning needs.

Answer Choices	Responses	
Ineffective Teacher	3.50%	29
Emerging Teacher	31.85%	264
Effective Teacher	53.68%	445
Teacher Leader	10.98%	91
	Answered	829
	Skipped	95

The teacher plans instruction by collaborating with colleagues, specialists, community resources, families and learners meet to individual learning needs.

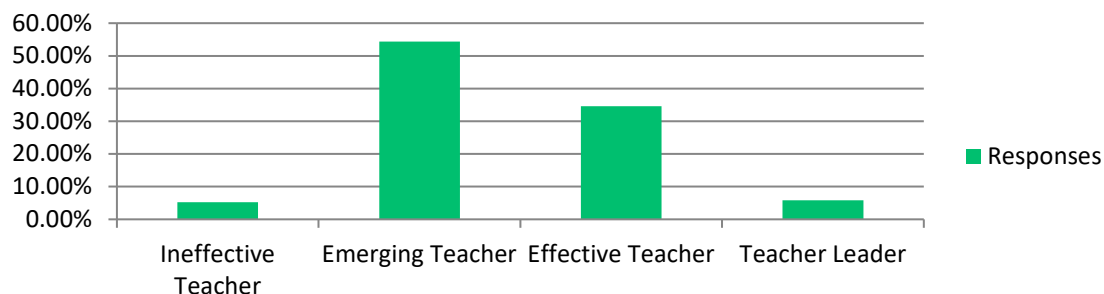


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Q27. The teacher has deep knowledge of current and emerging state initiatives and programs including, but not limited to, the Alabama Reading Initiative (ARI); the Alabama Math, Science, and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); and Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); RTI (Response to Instruction) and their relationship to student achievement.

Answer Choices	Responses	
Ineffective Teacher	5.19%	43
Emerging Teacher	54.40%	451
Effective Teacher	34.62%	287
Teacher Leader	5.79%	48
Answered		829
Skipped		95

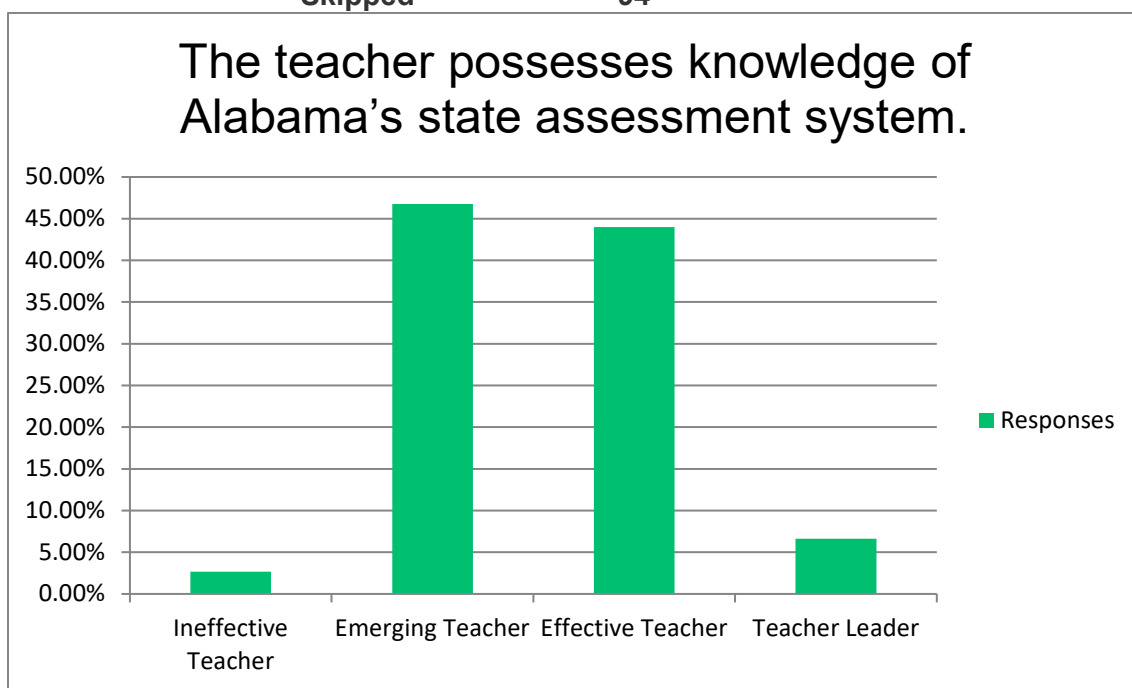
The teacher has deep knowledge of current and emerging state initiatives and programs including, but not limited to, the Alabama Reading Initiative (ARI); the Alabama Math, Science, and Technology Initiative (AMSTI); Alabama Learning...



2017-2018 ALACTE Survey For Employers of New Teachers

Q28. The teacher possesses knowledge of Alabama's state assessment system.

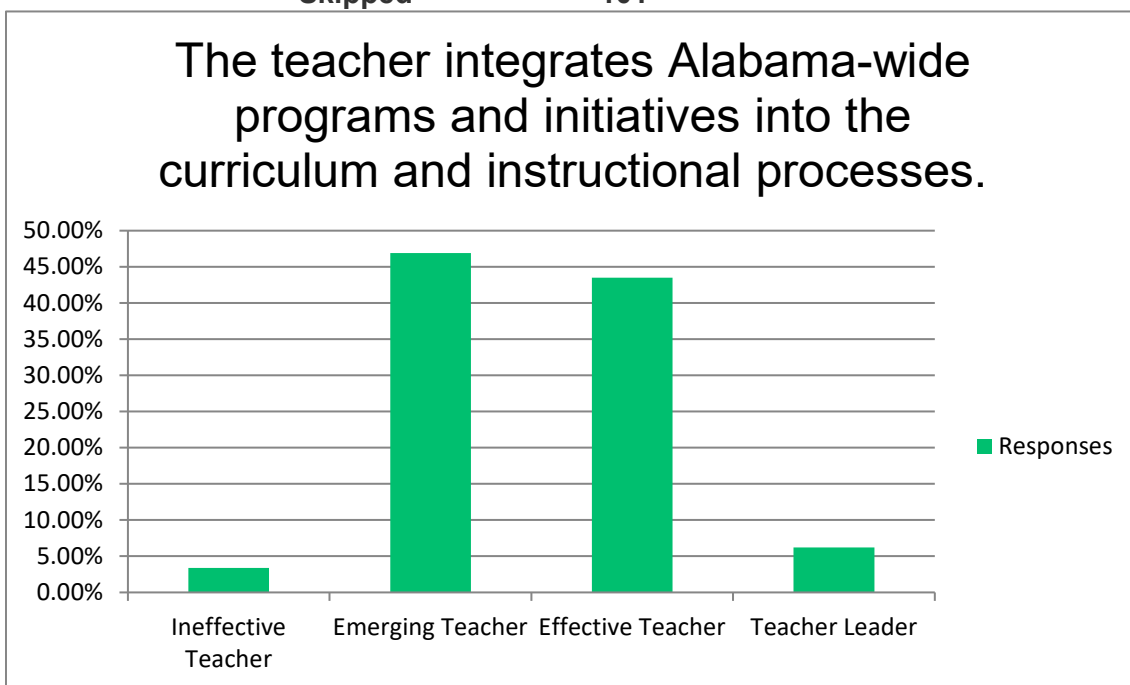
Answer Choices	Responses	
Ineffective Teacher	2.65%	22
Emerging Teacher	46.75%	388
Effective Teacher	43.98%	365
Teacher Leader	6.63%	55
Answered		830
Skipped		94



2017-2018 ALACTE Survey For Employers of New Teachers

Q29. The teacher integrates Alabama-wide programs and initiatives into the curriculum and instructional processes.

Answer Choices	Responses	
Ineffective Teacher	3.40%	28
Emerging Teacher	46.90%	386
Effective Teacher	43.50%	358
Teacher Leader	6.20%	51
	Answered	823
	Skipped	101

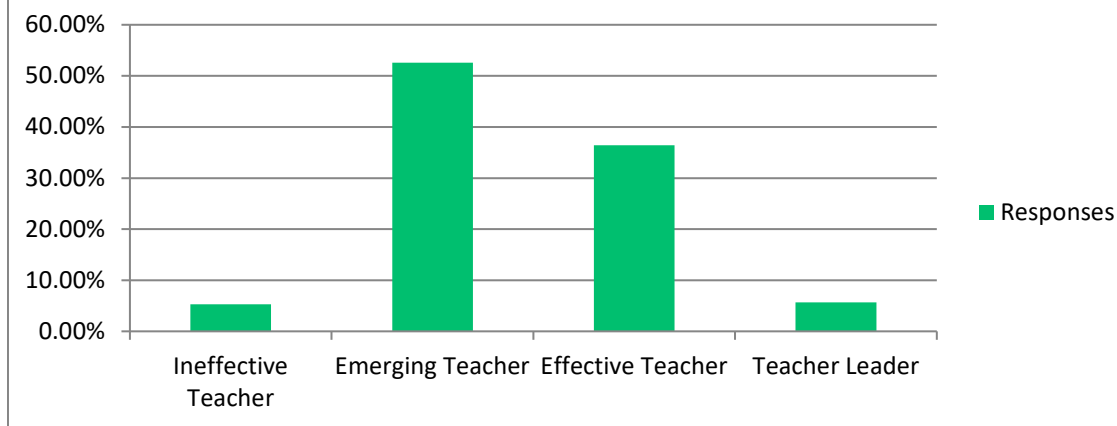


2017-2018 ALACTE Survey For Employers of New Teachers

Q30. The teacher communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives.

Answer Choices	Responses	
Ineffective Teacher	5.31%	44
Emerging Teacher	52.59%	436
Effective Teacher	36.43%	302
Teacher Leader	5.67%	47
	Answered	829
	Skipped	95

The teacher communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives.



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Q31. Please add any comments or feedback about the strengths and weaknesses of the teacher you are rating.

Answered	382
Skipped	542