



## AY 2022-2023 Measure 2 Employer Survey Data WTEP Administered Survey of Novice Teacher Supervisors

### Description:

Arkansas DESE administers an annual survey of employers of novice teachers in Arkansas. The WTEP did not receive any data from the state in the 2022-2023 Academic Year due to an  $n$  of less than 10 responders. To obtain data for measure 2, the WTEP administered a survey that was identical to the state survey to administrators who hired our novice teachers in years 1-3 of their teaching careers. The WTEP survey demonstrated a return rate of 60%. Survey questions and the resulting data are aligned to Arkansas Teacher Excellence Support System (TESS), which is the instrument that Arkansas employers use to evaluate teacher effectiveness.

### Respondents:

Six building level administrators representing five school districts that employ WTEP completers in years 1-3 of teaching.

**Survey Administered:** April 2024 **Return Rate:** 60%

### Data Summary:

#### TESS Domain 1: Planning and Preparation

**Effective or Highly Effective Preparation (83%)** in every component of domain 1. No ratings less than progressing in domain 1.

#### TESS Domain 2: The Classroom Environment

**Effective or Highly Effective Preparation (83%)** in every component of domain 2. No ratings less than progressing in domain 2.

#### TESS Domain 3: Instruction

**Effective or Highly Effective Preparation (83%)** in components 3a – 3d. Component 3e: 66% Effective or Highly Effective.

No ratings less than progressing in domain 3.

#### TESS Domain 4: Professional Responsibilities

**Effective or Highly Effective Preparation (100%)** in components 4a, 4c, and 4f.

**Effective or Highly Effective Preparation (83%)** in components 4d, 4b, and 4e.

No ratings less than progressing in domain 1.

### Notable ratings:

**83%** of supervisors **rated WTEP completers as more able than other beginning teachers.**

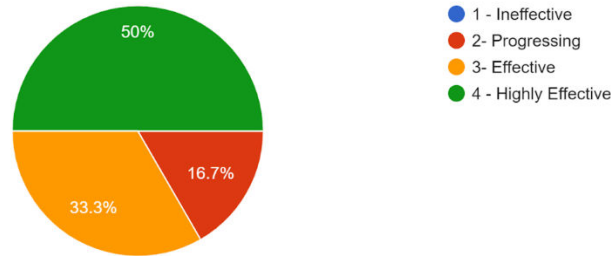
**100%** of supervisors are **very likely to hire** more graduates from the WTEP.

**100%** of supervisors **rated that WTEP completers make a positive impact on student learning** as determined by pre/post assessment data, standardized test scores, and criterion referenced assessments.

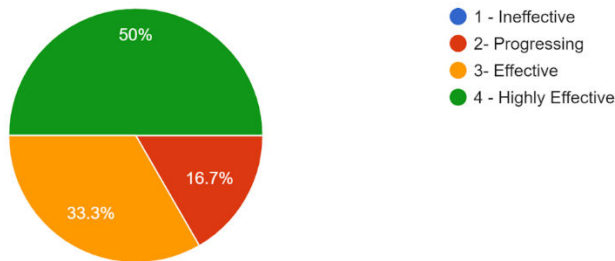
Please rate how well Williams Baptist University prepared the novice teacher employed within your school district to be day one ready for the classroom. This survey is based on the Teacher Excellence and Support System (TESS) components.

### TESS Domain 1: Planning and Preparation

Component 1a - Demonstrating Knowledge of Content and Pedagogy: Knowledge of content and the structure of the discipline, Knowledge of pre...onships, and Knowledge of content-related pedagogy  
6 responses

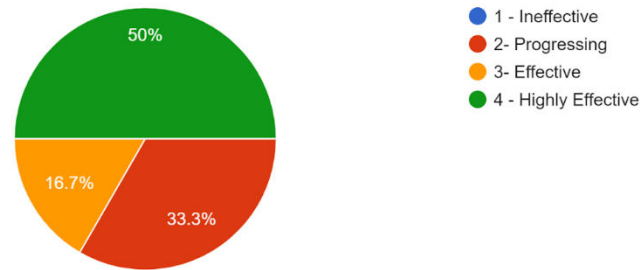


Component 1b - Demonstrating Knowledge of Students: Knowledge of child and adolescent development, Knowledge of the learning process, Kn...ledge of students' interests and cultural heritage  
6 responses



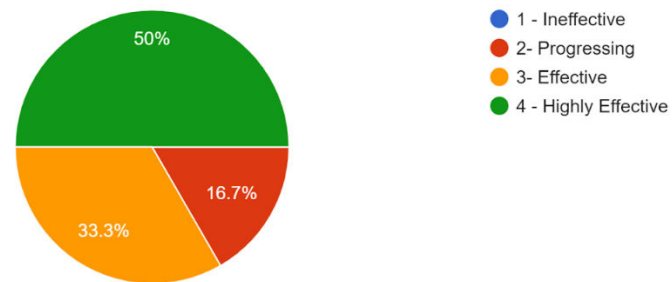
Component 1c - Setting Instructional Outcomes: Value, sequence, and alignment; Clarity; Balance;  
and Suitability for diverse learners

6 responses



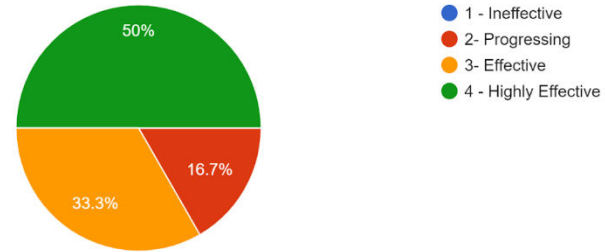
Component 1d - Demonstrating Knowledge of Resources: Resources for classroom use, Resources  
to extend content knowledge and pedagogy, and Resources for students

6 responses



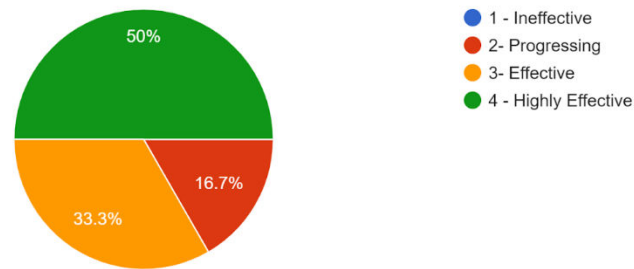
Component 1e - Designing Coherent Instruction: Learning activities, Instructional materials and resources, Instructional groups, and Lesson and unit structure

6 responses



Component 1f - Designing Student Assessments: Congruence with instructional outcomes, Criteria and standards, Design of formative assessments, and Use for planning

6 responses

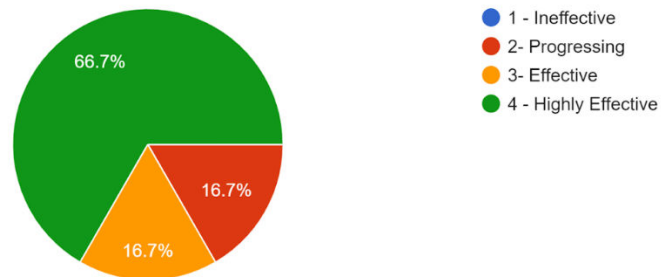


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## TESS Domain 2: The Classroom Environment

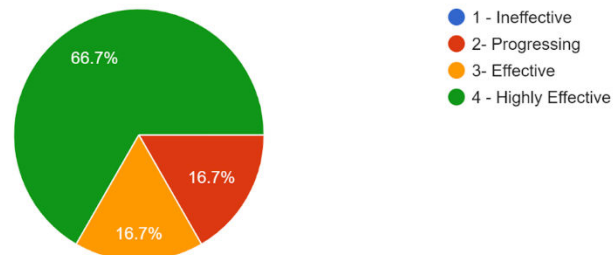
Component 2a - Creating an Environment of Respect and Rapport: Teacher interaction with students, and Student interaction with other students

6 responses

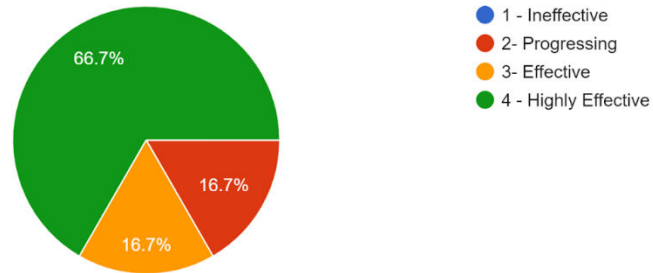


Component 2b - Establishing a Culture for Learning: Importance of the content, Expectations for learning and achievement, and Student pride in work

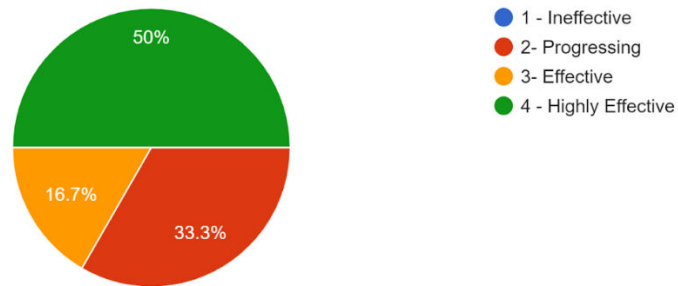
6 responses



Component 2c - Managing Classroom Procedures: Management of instructional groups,  
Management of transitions, Management of 1 2 3 4 ... Supervision of volunteers and paraprofessionals  
6 responses

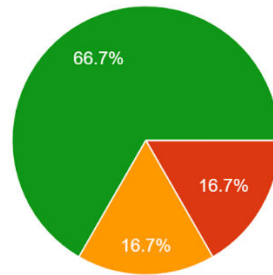


Component 2d - Managing Student Behavior: Expectations, Monitoring of student behavior, and  
Response to student misbehavior  
6 responses



Component 2e - Organizing Physical Space: Safety and accessibility, and Arrangement of furniture  
and use of physical resources

6 responses

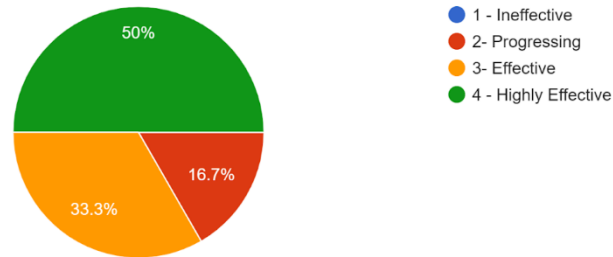


- 1 - Ineffective
- 2 - Progressing
- 3 - Effective
- 4 - Highly Effective

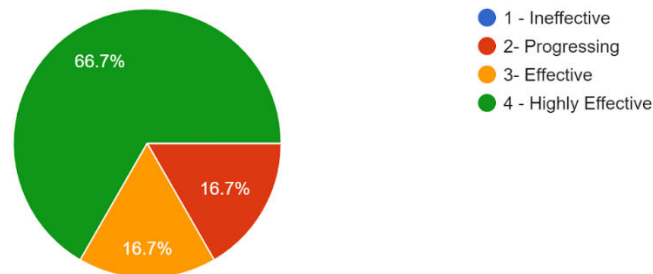
Please rate how well Williams Baptist University prepared the novice teacher employed within your school district to be day one ready for the classroom. This survey is based on the Teacher Excellence and Support System (TESS) components.

### TESS Domain 3: Instruction

Component 3a - Communicating with Students: Expectations for learning, Directions and procedures, Explanations of content, and Use of oral and written language  
6 responses

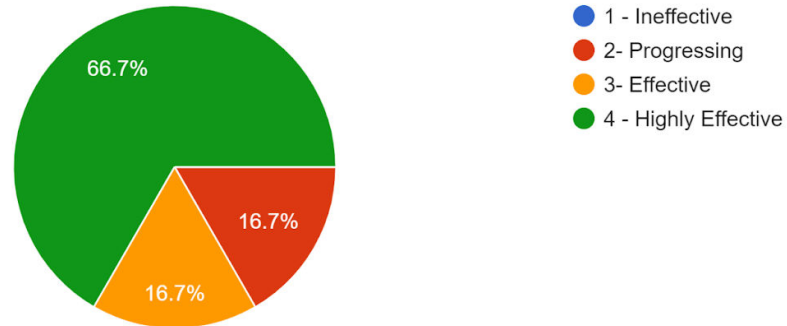


Component 3b - Using Questioning and Discussion Techniques: Quality of questions, Discussion techniques, and Student participation  
6 responses



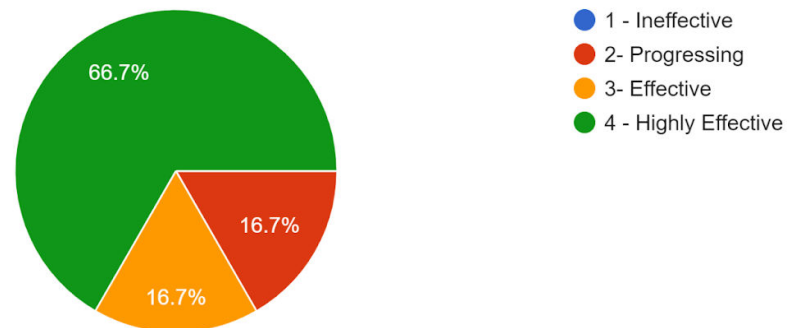
Component 3c - Engaging Students in Learning: Activities and assignments, Grouping of students, Instructional materials and resources, and Structure and pacing

6 responses



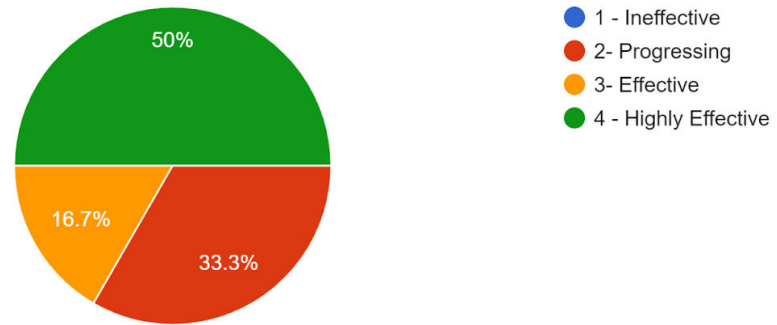
Component 3d - Using Assessment in Instruction: Assessment criteria, Monitoring of student learning, Feedback to students, and Student self assessment and monitoring of progress

6 responses



Component 3e - Demonstrating Flexibility and Responsiveness: Lesson adjustment, Response to students, and Persistence

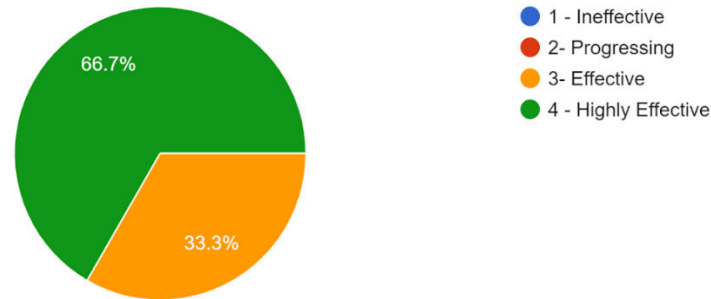
6 responses



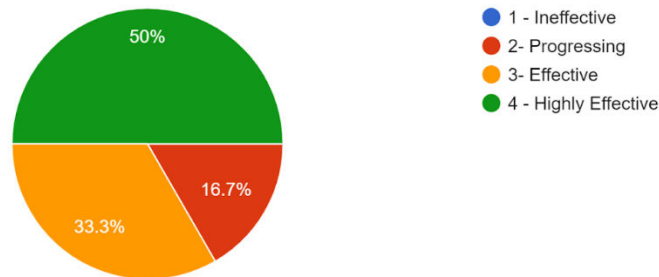
Please rate how well Williams Baptist University prepared the novice teacher employed within your school district to be day one ready for the classroom. This survey is based on the Teacher Excellence and Support System (TESS) components.

### TESS Domain 4: Professional Responsibilities

Component 4a - Reflecting on Teaching: Accuracy and Use in future teaching  
6 responses

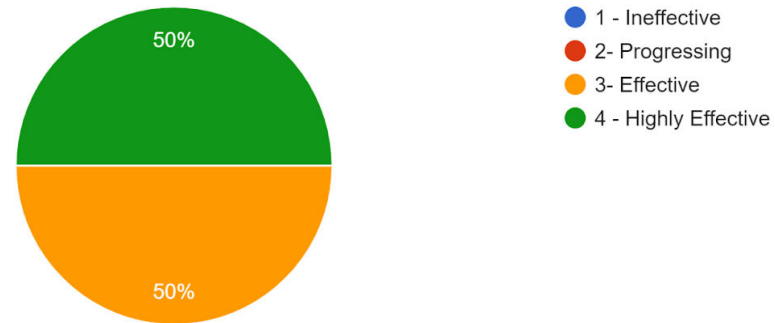


Component 4b - Maintaining Accurate Records: Student completion of assignments, Student progress in learning, and Non- instructional records  
6 responses



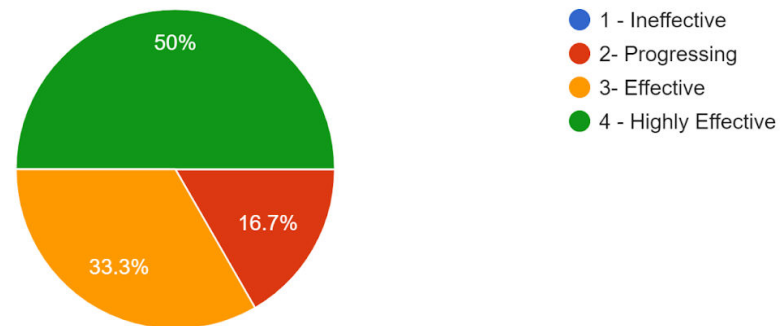
Component 4c - Communicating with Families: Information about the instructional program,  
Information about individual students, and Engagement of families in the instructional program

6 responses

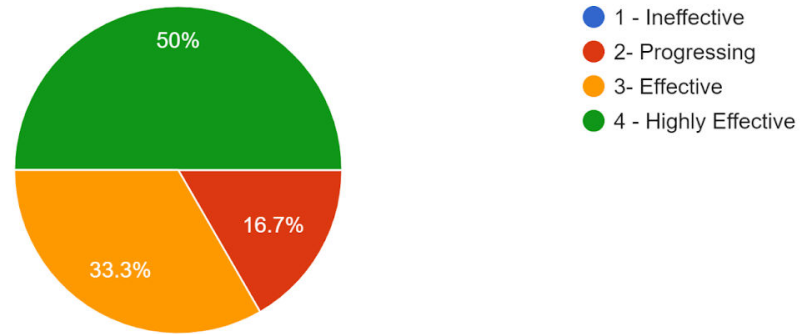


Component 4d - Participating in a Professional Community: Relationships with colleagues,  
Involvement in a culture of professional inquiry, Ser...ol, and Participation in school and district projects

6 responses



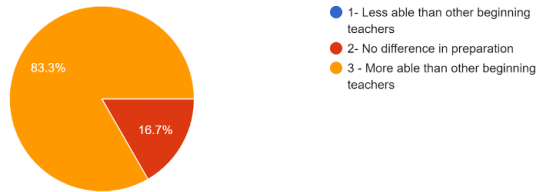
Component 4e - Growing and Developing Professionally: Enhancement of content knowledge and pedagogical skill, 1 2 3 4 - Receptivity to feedback from colleagues, and Service to the profession  
6 responses



## Additional Questions

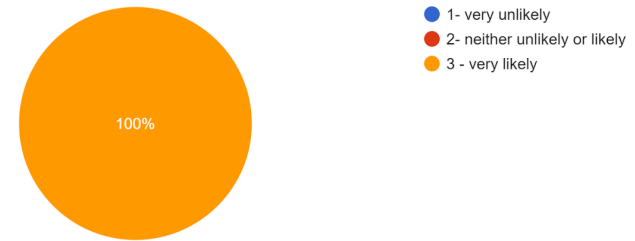
The ability of Teachers who are graduates of the Williams Teacher Education Program compared to other teachers with comparable years of teaching experience.

6 responses



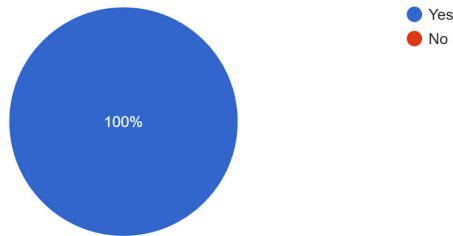
Your likelihood of hiring more graduates of the Williams Teacher Education Program:

6 responses



Do the Williams Teacher Education Program graduate/s in your school make a positive impact on student learning?

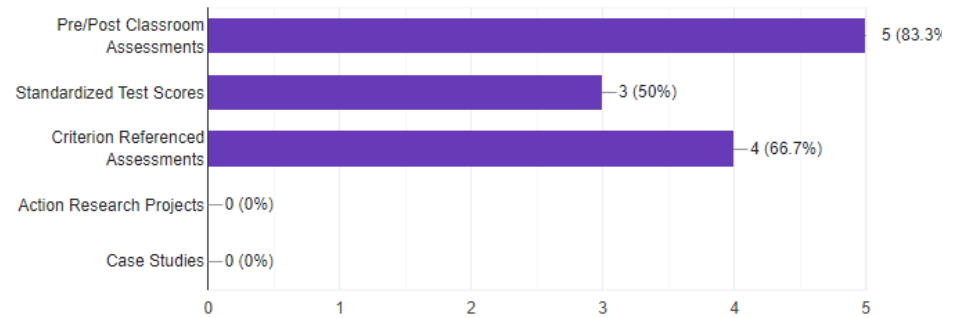
6 responses



If yes on the question above, what type of evidence does your district document to demonstrate the teacher's positive impact on student learning?

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6 responses



We welcome any feedback or additional comments!

6 responses

[REDACTED] has been a great asset to our building. She brings a confident mindset and innovative teaching practices to the team.

N/A

This has been one of the best well versed interns I have seen in my building since I have been principal. Thank WBC for investing so much into your program.

Our experience with WBU alumni teachers are that they do enter their career more equipped and prepared.

N/a

n/a